



**REPUBLIC OF KENYA**

**MINISTRY OF GENDER, CULTURE, THE ARTS AND HERITAGE  
STATE DEPARTMENT FOR GENDER AND AFFIRMATIVE ACTION**

**NATIONAL POLICY ON WOMEN'S ECONOMIC EMPOWERMENT**

**JUNE 2024**

**Ikenya (KENYA VISION 2030)**

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## **ABBREVIATIONS AND ACRONYMS**

AGPO	Access to Government Procurement Opportunities
ASM	Artisanal and Small-scale Mining
AWSC	African Women Studies Centre
BETA	Bottom-up Economic Transformation Agenda
CBOs	Community Based Organisations
CEDAW	Convention on Elimination of all Forms of Discrimination Against Women
CIDPs	County Integrated Development Plans
COMESA	Common Market for Eastern and Southern Africa
CSOs	Civil Society Organizations
FAO	Food and Agriculture Organisation
FBOs	Faith Based Organisations
GDP	Gross Domestic Product
ICCPR	International Covenant in Civil and Political Rights
ICT	Information and Communication Technology
IDLO	International Development Law Organization
ILO	International Labour Organisation
IPR	Industrial Property Rights
KDHS	Kenya Demographic and Health Survey
KIHBS	Kenya Integrated Household Budget Survey
KNBS	Kenya National Bureau of Statistics
KRA	Kenya Revenue Authority
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MECCF	Ministry of Environment, Climate Change and Forestry
MMBEMA	Ministry of Mining, Blue Economy and Marine Affairs
MOALD	Ministry of Agriculture and Livestock Development
MOE	Ministry of Education
MOH	Ministry of Health
MOYCE	Ministry of Youth and Creative Economy
MSMEs	Micro, Small and Medium Enterprises
MTP IV	Fourth Medium Term Plan
NCA	National Construction Authority
NGAAF	National Government Affirmative Action Fund
NGEC	National Gender and Equality Commission
NGEC	National Gender Equality Commission

NGOs	Non-Governmental Organizations
SDGAA	State Department for Gender and Affirmative Action
SDGs	Sustainable Development Goals
SDSP	State Department for Social Protection
SMES	Small and Medium Enterprises
STEM	Science, Technology, Engineering and Mathematics
TNT	The National Treasury
WEE	Women's Economic Empowerment
WEF	Women Enterprise Fund
YEDF	Youth Enterprise Development Fund

## DEFINITION OF TERMS

**Chama:** An association or club, where people with similar interests or professions come together with the objective of pooling funds and investing jointly.

**Climate finance:** Local, national or transnational financing—drawn from public, private and alternative sources of financing—that seeks to support mitigation and adaptation actions that will address climate change.

**Cultural norms:** Shared beliefs, or values, and the human behaviors that support these values within a given society, such as the standards of conduct that are met with social approval or disapproval.

**Gender Equality:** A situation where women and men have equal conditions and opportunities to realize their full human rights and potential, and are able to participate and contribute equally to national political, economic, social, and cultural development and benefit equally from the results. Gender equality requires that the underlying causes of discrimination and inequality are systematically identified and removed in order to give women and men equal opportunities. It includes the same opportunities to access and control social resources for men and women, girls and boys; the same opportunities to access education, health services, and politics for men and women, girls and boys; and the same opportunities among men and women and girls and boys to achieve health, contribute to development, and benefit from the results.

**Gender Statistics:** Gender statistics are defined as statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Gender statistics are defined by the sum of the following characteristics: Data are collected and presented by sex as a primary and overall classification; Data reflect gender issues; Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; Data collection methods take into account stereotypes and social and cultural factors that may induce gender bias in the data.

**Gender Stereotypes:** A set of characteristics that a particular group assigns to women or men. For example, caring for children is often considered best done by women and girls, while household repairs are often considered best done by men.

**Hustler Fund:** A digital financial inclusion initiative designed to improve financial access to responsible finance for personal, micro, small, and medium-sized enterprises (MSMEs) in Kenya.

**Unpaid care work:** Caring for persons or undertaking housework without any explicit monetary compensation.

**Uwezo:** Ability

**Workplace:** A physical or virtual location where employees perform their job duties and tasks.



**Intersectionality:** The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

**Women Empowerment:** This is the enhancement of women's state and stature in the society by integrating gender equality and equity into poverty reduction, democratic governance, crisis prevention and recovery, and environment and sustainable development

## **FOREWORD**

The National Policy on Women's Economic Empowerment (NPWEE) provides a comprehensive and logical framework that is focused and coherent and is premised on contribution to and from socio-economic development for women in Kenya. This is in line with the overall long-term economic development agenda - Vision 2030, the Bottom-up Economic Transformation Agenda (BETA) and the Fourth Medium Term Plan (MTP IV) for 2023-2027 as well as global and regional commitments along with the realization of fundamental human rights, as enshrined in the Constitution.

The Policy focuses on efficiency, human rights and multi-sectoral approaches to ensure equity, inclusiveness and non-discrimination through and thus achieve gender equality and empowerment of women and girls in Kenya.

To attain the overall economic development goals of the government, the NPWEE is premised on five objectives and fifteen thematic priorities. It considers the functional linkages with relevant government agencies and the responsibilities between the two levels of government (county and national), and their respective management, accountability and reporting structures. The proposed comprehensive and innovative delivery approach harnesses and synergizes collaboration at all levels, by engaging both state and non-state actors. The structural arrangement, therefore, urgently calls on the various stakeholders and implementing partners' contributions, to ensure the necessary ownership of the Policy intended outcomes.

The Policy was developed through a consultative process, involving key stakeholders including Government Ministries, State Departments and Agencies, the Parliament (the National Assembly and Senate) and Development Partners (multi-sectoral and bilateral) and Implementing Partners (Faith-Based and Civil Society Organizations, the Private Sector, the Media, and the Academia, among others).

It is our sincere hope that all the actors in Kenya will rally around these policy actions, to ensure that we all steer the country towards the desired socio-economic development outcomes and a transformed and just society.

**H.E. DR. MUSALIA MUDAVADI, E.G.H.**  
**PRIME CABINET SECRETARY AND CABINET SECRETARY FOR FOREIGN AND**  
**DIASPORA AFFAIRS**

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I extend my appreciation to the Technical Working Committee composed of skilled officers from various State Departments and non-state actors headed by the Secretary, Gender. The Committee provided technical input and aligned the document to the Government priorities, namely: Vision 2030, the Bottom-Up Economic Transformation Agenda (BETA), the Fourth Medium Term Plan (MTP IV) and the Sustainable Development Goals.

Specifically, I thank the partners, in particular, the International Development Law Organization (IDLO), the University of Nairobi, African Women Studies Centre (AWSC) - Women's Economic Empowerment Hub and the National Women Economic Empowerment Advocacy Coalition coordinated by Action Aid International, Kenya for supporting the development of this Policy.

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## **CHAPTER ONE: INTRODUCTION**

### **1.0. Background**

Gender equality significantly contributes to advancing economies and sustainable development. Women make enormous contributions to economies, on all fronts, from the farms, in businesses, as entrepreneurs or employees, or through unpaid care and domestic work. The constitution of Kenya and Vision 2030 recognizes that gender-equitable distribution of economic gains requires investing in women's economic empowerment for inclusive sustainable economic development. The constitution enhances women's access to and control over productive and economic resources, opportunities and benefits, which include: decent jobs, financial services, property and other productive assets, skills development and market information.

Women remain disproportionately affected by poverty, discrimination and exploitation. Gender discrimination relegates women to insecure low-wage jobs, curtails their access to economic assets and limits their participation in shaping economic and social policies and programmes. The 2024 Economic Survey of Kenya indicates that sectors with higher productivity including manufacturing industries, transportation, construction and other high technology sectors, are typically male-dominated, whereas women gravitate towards areas related to health and social work, retail and other service sectors. Financial inclusion for economic empowerment among women is also low. These inequalities limit women's active participation in the economic sector.

The realization of women's economic empowerment requires concerted and targeted efforts that prioritize women's needs and preferences while acknowledging that women are not a homogenous group. Addressing the structural inequalities, therefore, will greatly contribute to the achievement of women's economic empowerment and ultimately the realization of the Sustainable Development Goals (SDGs). Economic empowerment of women is the catalyst for change that can greatly contribute to closing the gender gap. Hence, a need for a comprehensive framework to guide a harmonized coordination of women's economic empowerment initiatives for sustainable development.

### **1.1. Policy Goal and Objectives**

#### **1.1.1. Policy Goal**

To attain the highest level of women's economic empowerment for inclusive and sustainable development.

#### **1.1.2. Policy Objectives**

The objectives of the policy are to:

- a) Create a conducive policy environment that will guide women's economic empowerment programmes in Kenya.



- b) Reduce gender disparities and vulnerabilities that impede the economic empowerment of women in all spheres and at all levels
- c) Strengthen coordination and partnerships among stakeholders to enhance women's economic empowerment.
- d) Promote women's access to and utilization of economic resources
- e) Provide a gender-responsive framework to cushion women against the adverse impacts of climate change and humanitarian crises.
- f) Strengthen production, availability and use of gender statistics for women's economic empowerment.

## **1.2. Rationale for the Policy**

Women's economic empowerment is a pathway to gender equality and towards achieving national development priorities as anchored in the Constitution of Kenya, Vision 2030, BETA and, regional and international development frameworks. This Policy focuses on fifteen thematic areas where women are predominantly represented in the economy, those with great opportunity, and the emerging sectors with promising potential for women's economic empowerment.

The Policy aims to expand the means of increasing women's productivity and put more emphasis on recognizing women's contributions in various economic sectors. It will explore policy options to ensure women achieve equal rights and opportunities to maximise their economic potential and close the existing gender gaps. This Policy, therefore, provides a logically coordinated multi-dimensional framework for guiding the achievement of women's economic empowerment in Kenya.

The economic empowerment of women will ensure they participate meaningfully in all spheres of leadership and decision-making. This will enable them to have access to equal pay for equal work, mitigate gender-based violence, and institute valuation of unpaid care and domestic work. Further, the Policy creates space for addressing multiple and intersectional discrimination among other categories of women, including women with disabilities, those from minority communities, elderly women, widows, survivors of Gender-Based Violence (GBV), and young women, while tackling socio-cultural barriers that impact women's productive work. It is envisaged that the realization of gender equality and women's empowerment will foster transformative, inclusive, and sustainable economic growth for the country.

## **1.3. Guiding Principles**

The Policy is fully embedded within the constitutional values, regional and international instruments, and the national development agenda. The following principles will guide the implementation of this Policy:

- i. **Gender equality:** Addresses power relations, and gender division of labour that informs women's empowerment;

- ii. **Decent work:** Addresses productive work for women in conditions of freedom, equity, security and human dignity, and advocates for fair income;
- iii. **Human dignity:** Incorporates the human rights-based approach as a guide in the development and implementation of women empowerment policies;
- iv. **Equality, equity and non-discrimination:** This principle links to the fundamental of human rights, it applies to the right to equal access to economic resources and opportunities in a fair and dignified manner;
- v. **Social justice:** Considers multiple dimensions of discrimination and oppression in access to economic resources and opportunities including historical and exclusionary power relations; and
- vi. **Transparency, accountability and sustainability:** Seeks to promote policies and systems of women empowerment that are transparent, environmentally sustainable, socially just and economically viable in the long term.

#### **1.4. Policy Approaches**

The following approaches will be used in realizing the objectives of this Policy:

- a) The human rights-based approach in the implementation of the Policy.
- b) Gender mainstreaming across all sectors and programs.
- c) Partnerships and collaborations.
- d) Holistic and sustainable approach.
- e) Evidence-based approach.
- f) Continuous capacity development.
- g) Gender-responsive development, planning and budgeting.

#### **1.5. Legislative and Policy Context**

##### **1.5.1. Constitution of Kenya**

The Constitution of Kenya has various articles that support gender equality and women's economic empowerment. Article 27 of the Constitution provides for equal rights, including the right to equal opportunities in political, economic, cultural and social spheres; Article 60 prohibits gender discrimination in the control of ownership and property, while Article 45 provides for equality of spouses at the time of the marriage, during the marriage and at the dissolution of the marriage. Article 43, further provides for the protection, respect and guarantee of economic, social, and cultural rights of all persons.

##### **1.5.2. Kenya Vision 2030 and Fourth Medium-Term Plan**

The Kenya Vision 2030, which is Kenya's long-term development blueprint is being implemented through successive five-year Medium-Term Plans. The Vision 2030 is currently being implemented through the Fourth Medium Term Plan (2023 - 2027). The MPT IV (2023 – 2027) has prioritized the development of the National Policy on Women Economic



Empowerment which is one of the components of delivering the Vision's Social Pillar, given the key role it plays in promoting a skilled workforce necessary to drive the economy and contribute to the national development priorities. The MTP IV prioritizes financial inclusion by giving prominence to programs such as the Access to Government Procurement Opportunities (AGPO); Financial Inclusion Fund (Hustler Fund); Kenya Credit Guarantee Scheme; the Women Enterprise Fund (WEF); Uwezo Fund; Youth Enterprise Development Fund (YEDF) and National Government Affirmative Action Fund (NGAAF).

### **1.5.3. Bottom-up Economic Transformation Agenda**

The National Policy on Women Economic Empowerment is anchored and aligned to the Bottom-Up Economic Transformation Agenda (BETA) which focuses on economic turnaround and inclusive growth. BETA prioritizes 5 sectors which are: Agricultural Transformation; Micro, Small and Medium Enterprises (MSMEs); Housing and Settlement; Healthcare; Digital Superhighway and Creative Economy. The nine (9) point women's agenda has been identified as a key enabler to the realization of BETA priorities.

BETA recognises the potential contribution of women to economic development. In this regard, the agenda commits to building capacity and providing financial support to women-led cooperative societies, chamas, merry-go-rounds and table banking initiatives while also protecting women from predatory interest rates charged by unscrupulous money lenders. In addition, the government has adopted the value chain approach across all the BETA pillars to provide employment and income opportunities. Some of the key value chains include leather and leather products; dairy; tea; edible oils; textile and apparel; rice and; construction materials. This policy will, therefore, contribute to the achievement of the BETA priorities by promoting gender equality and inclusion of women across all the BETA pillars and value chains.

### **1.5.4. Sectoral Laws and Policies**

This Policy is anchored on the national legislations and policies that reflect a holistic approach to addressing gender equality and empowerment of all women in Kenya. These are:

1. Employment Act, 2007.
2. Public Finance Management Act, 2012.
3. National Gender and Equality Commission Act, 2011
4. Matrimonial Property Act, 2013
5. Marriage Act, 2014
6. Prevention Against Domestic Violence Act, 2015
7. Prohibition of Female Genital Mutilation Act, 2011
8. Political Parties (Amendment) Act, 2016
9. Elections Act, 2011
10. Climate Change Act, 2016
11. Basic Education Act, 2013

12. National Policy on Gender and Development, 2019.
13. National Policy on Prevention and Response to Gender Based Violence, 2014
14. National Information and Communication Policy 2016;
15. Kenya Drought and Management Policy, 2016
16. National Social Protection Policy, 2011;
17. Women Economic Empowerment Strategy 2020-2025

#### **1.5.5. African Union Agenda 2063**

The African Union Agenda 2063 is a blueprint for transforming Africa into the continent we want. Aspiration Six is about an Africa whose development is people-driven, relying on the potential of African people, especially its women and youth, and caring for children. It aspires to be an inclusive continent where no child, woman or man will be left behind or discriminated against based on gender, political affiliations, religion, ethnicity, or other retrogressive considerations. It envisions an Africa where every woman will be empowered in all spheres, with equal social, political, and economic rights. The goal under aspiration six is to achieve full gender equality in all spheres of life by strengthening the role of Africa's women through ensuring gender equality and parity in all spheres of life and eliminating all forms of discrimination and violence against women and girls. The policy will strengthen women's economic empowerment interventions to attain the aspirations of the African Union Agenda 2063.

#### **1.5.6. United Nations Sustainable Development Goals**

The 2030 Agenda for Sustainable Development Goals (2015) sets out the urgency of achieving gender equality through its 17 goals (SDGs) and establishes a transformative vision towards economic, social and environmental equality and sustainability. The achievement of gender equality is cross-cutting and inseparable from the rest of the Agenda's goals.

An overview of the SDGs shows that women contribute a lot to the elimination of poverty (SDG 1) including, by playing a critical role in agricultural productivity and nutrition to end hunger (SDG 2). Gender equality in health (SDG 3) and in education (SDG 4) is one of the key issues in ensuring improved health outcomes and access to education that guarantees women's employment and empowerment. The achievement of Goal 5 is central to women's economic empowerment across all the goals. On goals 6 and 7, women play an important role in the provision, management and safeguarding of water, sanitation and transition to the use of clean fuels. Women's access to decent work (SDG 8) is an essential measure of inclusive and sustainable growth that facilitates women's participation in technology, science and innovation for meeting the global challenges ahead (SDG 9).

A summary of the other goals reinforces the importance of women's economic empowerment. Goal 10 links gender equality to overall equality in society; Goal 11 set forth that women have equal rights to the city, and their safety in public spaces is crucial for



sustainable urbanization; Goal 12 indicates that unsustainable production and consumption patterns are gendered, with women suffering disproportionately from resource scarcity and natural disasters resulting from climate change; Goal 13 shows gender equality is critical to mitigating climate impacts; Goal 14, 15, and 16 indicates that empowerment of women leads to better conservation and preservation of water bodies, forests and preventing conflicts and maintaining peaceful co-existence. Lastly, Goal 17 ensures we mobilize sufficient resources for achieving gender equality.

#### **1.5.7. Treaties and Conventions**

This policy will contribute towards the implementation of various international and regional treaties and conventions that include:

**a) The Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), 1984**

It is the primary international legal instrument for the promotion and protection of women's rights. The Convention recognizes gender equality and prohibits discrimination against women in all spheres, including the private and public spheres.

**b) Beijing Declaration and Platform for Action, 1995.**

It is a comprehensive policy agenda for women's empowerment and gender equality. The platform outlines strategic objectives and actions across 12 critical areas of concern.

**c) Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003) (Maputo Protocol)**

It aims to protect women from discrimination and violence, ensure their participation in political life and promote their economic empowerment.

**d) ILO Convention 100 on 'Equal Remuneration' (1951)**

The Convention focuses on gender discrimination in employment and outlines principles for equal remuneration for work of equal value independent of whether it is performed by men or women.

**e) ILO Convention 190 on 'Eliminating Violence and Harassment in the World of Work' (2019).**

It sets out principles and measures to prevent, eliminate and combat workplace violence and harassment, including the establishment of national legislation and policies, the promotion of a culture of zero tolerance, awareness-raising and training for workers and employers, protection of victims and the use of appropriate sanctions.

**f) International Covenant on Civil and Political Rights (ICCPR) (1966)**

It aims to protect and promote civil and political rights and freedom of individuals.

**g) United Nations Security Council Resolution 1325 (2000)**

Recognizes that war impacts women differently, and reaffirmed the need to increase women's role in decision-making about conflict prevention and resolution.

**h) International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966**

It recognises the rights of everyone to an adequate standard of living for himself and his family and continuous improvement of living conditions.

**1.6. Scope of the Policy**

The Policy applies to both state and non-state actors at the national and county levels and will be anchored on various policy and programmatic interventions aimed at promoting and strengthening women's economic empowerment. It acknowledges the comprehensive realization of women's rights. It is envisaged that the economic empowerment of women can immensely impact poverty reduction and resilience for all, particularly those from low-income settings. Women's economic empowerment will also help essential public policy objectives on human development.

**1.7. Policy Development Approach**

The development of this Policy entailed a highly consultative process both at the national and county levels. The Policy was guided by the evidence drawn from past initiatives and in-depth analysis informed by the current status of women's economic empowerment efforts and programmatic interventions by the various actors. The Policy development process entailed the review of international and regional agreements and commitments, and national legislative and policy frameworks. In addition, the Policy benefited from the contributions of key state and non-state actors and an analysis of emerging issues and opportunities.



## **CHAPTER TWO: SITUATION ANALYSIS**

### **2.0. Introduction**

This section provides a comprehensive sectoral overview of the critical issues which impact Kenya's progress towards women's economic empowerment. The situational analysis focuses on key development sectors that are thematically sequenced along the gender-related national development priorities. A range of gender-related challenges and problems impeding women's economic empowerment have been identified in each thematic area.

### **2.1. Thematic Areas**

#### **2.1.1. Labour and Employment**

Over the last two decades, Kenyan women have joined the labour force in large and increasing numbers due to increased access to education. However, the majority of them are still concentrated in traditional female occupations and the informal sector. According to the 2019 Kenya Population and Household Census Analytical Report on gender dimensions, 50.2% (9.89 million) of the working population comprises women, compared to 9.79 million men. Serious disparities still exist in formal employment between men and women. According to the 2024 Economic Survey report, the number of females in wage employment was 1,267,500 as compared with 1,871,000 for men in the year 2023. The survey shows low participation of women in wage employment in most industrial activities. Women dominate sectors such as human health and social work, as well as domestic work. The majority of the women are employed in the informal sector, small agribusinesses, small-scale manufacturing, wholesale, and retail and restaurant businesses.

Despite their growing participation in the workforce, there are still very few women in the top echelons of public decision and policy-making positions in Kenya. Most women are concentrated in low-paying, low-status occupations with poor fringe benefits and poor working conditions that hold very little prospects for poverty reduction and upward mobility. On the other hand, the majority of the women in the rural areas spend a great deal of time on low productivity work which has created major income disparities between women and men. Data from the 2015-2024 Economic Surveys indicate that men dominate in the most productive sectors. There has been an insignificant change in the participation of women in the labour force in the female wage employment in most sectors.

#### **2.1.2. Agricultural Value Chains and Food Security**

The share of the agricultural population to the total population was 63% according to the 2019 Kenya Population and Housing Census. The majority of women (13.1 million) live in rural areas and makeup approximately 75% of the agricultural labour force as compared to 51% of men (ILO,2019).

Despite the important role played by women in agricultural production and food security, women face several challenges. Gender inequalities persist in access to, control over, and



utilization of productive resources such as land, livestock, labour, education, extension, financial services and technology. Women continue to suffer exclusion in policy decisions and have little or no access to credit facilities hence affecting their capacity to exploit modern technology, adapt to new crop production methods and access better markets. Women also face nutritional deficits and limited capacity for value chain addition.

These challenges are compounded by significant unpaid and domestic care work in the sector. As they engage in production, they are expected to care for the family, the sick, the old, children, and domestic animals. Women are also affected disproportionately by pandemics, inter-community conflicts, domestic violence, and climate change-related shocks. These challenges and barriers reduce women's contribution to the agricultural sector and have overall negative effects on food security and productivity. It is estimated that if women have equal access to productive resources, their farm yields would increase by between 20% and 30% and agricultural output in developing countries would increase by between 2.5% to 4.0%(FAO,2011b). In terms of capacity building, analysis of the 2019 Kenyan census indicates a gender gap of 0.85 in favour of males in terms of those who acquired any training and qualified in agriculture. Moreover, agribusiness incubation programs in Kenya's agricultural landscape have not been adequately established to address the various challenges that women encounter in their ventures.

Therefore, by recognizing and addressing the unique challenges faced by women in agriculture and building greater accountability within food systems, we can unlock the full potential of women as agents of change and transformation in the agricultural sector.

### **2.1.3. Trade and Entrepreneurship**

Micro-enterprises account for 98% of all businesses in Kenya with 65% of these enterprises unlicensed (MSME survey tracker,2023). Further, the report indicates that 43.1% of these businesses are female-owned, while 28.5% are male-owned. Additionally, women own 61% of the unlicensed SMEs, whereas only 6.4% are owned by men, with the remaining 32.6% being jointly owned by women and men. This demonstrates that most female-owned MSMEs are informal.

Trade stimulates domestic firms to adopt best practices, increase market sizes for goods and services, lower average costs, boost productivity, and enhance foreign exchange earnings. Trade can transform women's lives by creating new jobs, enhancing consumer choices, and increasing women's bargaining power. According to the 2024 Economic Survey, 33% of those employed in wholesale and retail trade, and the repair of motor vehicles and motorcycles in the year 2023, were women compared to 67% of men.

Kenya has embraced trade liberalization policies, which have differential effects on women and men. Kenya participates in various trade agreements that include; the African Continental Free Trade Area, Common Market for Eastern and Southern Africa (COMESA) and the African Growth Opportunity Act (AGOA). Women face trade entry barriers that include higher production costs and trading in goods that are not certified for international



markets. Additionally, women encounter other challenges that include; barriers to starting and growing their businesses, limited business development support and limited financial services. These challenges are underpinned by gender norms that create a more challenging environment for women in business.

#### **2.1.4. Access to and Control over Productive Resources**

Productive resources are factors of production that include; land, labour, capital, and entrepreneurship. Access to and control over productive resources is an important determinant of women's economic empowerment. Sustainable Development Goals call for countries to put in place measures that guarantee women equal rights to economic resources.

The Government of Kenya has ratified international instruments and put in place relevant policies and legal instruments that provide for equitable access, control, and benefits from resources. However, there remains disproportionate access to, ownership of, and control over these resources by women. According to the 2022 KDHS, 73% of women do not own land (both agricultural and non-agricultural). For those who own land either alone or jointly, 62% did not have a title deed for the land.

The 2021 Financial Access (FinAccess) Household survey indicated that access to formal financial inclusion expanded to 83.7% in 2021 from 82.9% in 2019. Access to formal financial services and products among women has seen a steady increase from 20.5% in 2006 to 81.7% in 2021, compared to 89.7% in 2021 up from 33.2% in 2006 among men. This growth is on account of financial technology and innovations, especially in mobile money and mobile banking. Informal financial access among women has declined from 37.7% to 6% compared to 26% to 3.2% among men between 2006 and 2021, while financial exclusion decreased from 41.7% to 12.4% among women. Access to financial services narrowed from 8.5 % in 2016 to 4.2% in 2021, thus enabling women to participate more meaningfully in formal economic activities due to financial technology. The usage of mobile money gap between males and females, narrowed by 5.2% in 2021 from 8% in 2016. In the informal groups usage also reduced by 15.5% in 2021, highly attributed to rapid adoption of digitalization in financial services, especially by females (KNBS, 2021).

The Government is implementing several interventions to support women entrepreneurs by providing business development support and enhancing their access to financial services and credit facilities through various programs. Despite the progress, women continue to face several barriers to gaining access to financial services, particularly because most women-owned businesses are informal enterprises. Other barriers include limited awareness of the opportunities available for women in government financial inclusion and empowerment programs, the low-interest loans available to them, and delays in payments for contracts under the AGPO Programme.



### **2.1.5. Information, Communication, Technology and Digital Economy**

Information, Communication and Technology (ICT) has led to a dramatic change in society at many levels: education, infrastructure, and financial inclusion. Kenya has experienced significant growth in the sector, highly attributable to targeted investments geared towards tapping into the transformational potential of ICT to boost the economy. The 2022 KDHS indicates that women account for 42.7% of smartphone ownership compared to 48.6% of men. The survey also indicates that 44% of women use the Internet compared to 55% of men.

Despite the important contribution of women to the economy, there exist barriers to access, affordability and use of ICT. Although women face common challenges related to starting and building up their businesses, their experiences vary, with many lacking the awareness, knowledge and skills necessary to use ICT in business.

### **2.1.6. Blue Economy**

The blue economy has emerged as a major source of income to support livelihoods. It includes fisheries and marine livestock, coastal and offshore oil and renewable energy, coastal agriculture and marine forestry, mining and extractives, coastal tourism, marine transport and communication. Blue growth promotes the sustainable development of aquatic resources for the benefit of communities who rely on them for their livelihoods and food security. It represents an important sector for coastal and lake communities' dependent on food and income from these water sources. If harnessed, the sector can maximize economic and social benefits while minimizing environmental degradation from activities within the fisheries and aquaculture sector. These goals are closely aligned with the three pillars of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs), which pay special attention to traditionally marginalized groups, including women and girls.

Women play a key role in the fisheries and aquaculture value chain, and yet their contribution is often overlooked or undervalued. They encounter myriad challenges in their attempt to penetrate the blue economy investment due to negative gender social norms, stereotypes and the heavy capital investment required to participate in the sector effectively. Thus, women engage at the lower levels of the blue economy value chain nodes. As a result, many women working in the sector have limited access to natural resources, credit, technology and training, mobility and bargaining power; face discrimination in rights to land or fishing grounds; and, existing power structures combined with financial and social capital constraints often limit women's ability to obtain fish and sell the products of their labour for a fair price. These power imbalances predispose women to sexual harassment and other forms of GBV. Women are exposed to violence and harassment especially in the processing and transportation phase, demanding a comprehensive approach on how to better include and protect women in this sector (World Bank, 2022). This inequality of access to fisheries resources greatly

undermines women's productivity and results in substantial post-harvest losses with negative implications for food and nutrition security.

#### **2.1.7. Unpaid Care and Domestic Work**

The recognition and valuation of unpaid care and domestic work is a crucial element of economic and social development. It encompasses a broad spectrum of activities pivotal for the functioning and prosperity of households and communities. Despite its fundamental role, this work remains largely invisible and undervalued, predominantly carried out by women and girls. According to the 2021 Kenya Time Use Report, a Kenyan woman spends approximately five times more on unpaid care and domestic work than a man.

The disproportionate burden of unpaid care and domestic work on women perpetuates gender stereotypes and inequalities, hindering their access to economic empowerment opportunities. This imbalance not only limits their participation in the labour market but also constrains their political engagement. Addressing this issue is paramount for fostering gender equality and enhancing women's livelihoods, thereby contributing to overall economic development.

Despite these strides, challenges persist in fully integrating unpaid work into vital statistics and policy frameworks. Cultural norms, entrenched gender roles, and resource constraints pose hurdles to effective implementation. However, there are opportunities for progress through targeted policy interventions, public awareness campaigns, and partnerships with civil society organizations and international stakeholders.

The recognition and valuation of unpaid care and domestic work in Kenya are essential for achieving gender equality, enhancing women's economic empowerment, and driving sustainable development. While significant steps have been taken, concerted efforts are needed to overcome challenges and realize the full potential of unpaid work as a catalyst for positive change in Kenya.

#### **2.1.8. Environment and Climate Change**

Extreme climatic events such as floods and droughts have had catastrophic impacts on Kenya, causing significant loss of life and severely affecting the national economy. It is estimated that the long-term cost to the economy is 2.4% of the GDP. Floods take their toll largely in the form of capital losses—bridges, roads and water supply infrastructure. Droughts are estimated to cost 1.6% of GDP—exact costs largely in annual production losses. (World Bank, 2009).

Kenya has made strides in addressing the impacts of climate change through various initiatives. The Kenya Climate Smart Agriculture Strategy (2017-2026) outlines measures to enhance the resilience of agricultural systems. Additionally, efforts to integrate gender



perspectives into environmental policies have been recognized, though implementation remains uneven. Programs aimed at enhancing women's roles in sustainable development and natural resource management highlight their contributions and potential as agents of change.

Despite these efforts, significant gaps remain in effectively addressing climate change and its impacts. There is a need for a more robust integration of gender perspectives into climate and disaster risk reduction policies. Women's participation in climate governance is still low, and there is limited access to gender-responsive financing. Moreover, the availability of sex-disaggregated data for climate policy formulation is insufficient. Addressing these gaps requires concerted efforts to enhance the economic, political, and legal empowerment of women, particularly in fragile ecosystems like Kenya's Arid and Semi-Arid Lands, coastal, marine, and riverine areas. Ensuring that policies are inclusive and equitable will be crucial for building resilience against the adverse effects of climate change.

#### **2.1.9. Humanitarian Crises**

Disasters and pandemics are disruptive and destructive and affect existing social structures, worsening women's economic empowerment. During humanitarian crises women face heightened risk of Gender-Based Violence that include sexual assault and exploitation. Factors such as displacement, breakdown of social structures and limited access to services triggers these risks. Therefore, humanitarian responses should include GBV prevention, protection services and psychological support for survivors.

Women often face barriers on access to essential healthcare services during crises, including reproductive health care, maternal care, and treatment for HIV/AIDS and other diseases. The crises also impact maternal and child health outcomes, with disruptions in access to prenatal care, safe childbirth facilities and postnatal care. Malnutrition and disease outbreaks further endanger maternal and child health, requiring targeted interventions. Humanitarian crises also disrupt girls' education due to safety concerns, economic pressures, and cultural norms that prioritizes boy's education.

During humanitarian crises, Water, Sanitation, and Hygiene (WASH) services are affected thus increasing women's workload and health risks, given they are typically responsible for water collection and sanitation within households. Legal frameworks and access to justice may be compromised during crises, limiting women's ability to seek redress for rights violations. In addition, women often bear emotional and psychological burdens during crises, exacerbated by loss, displacement, and trauma. Further, women's participation in decision-making processes related to humanitarian response and recovery efforts is essential but often limited. Traditional gender roles and norms influence women's roles and responsibilities during crises, impacting their access to resources and opportunities. There is, therefore, a felt need for the government and aid agencies to upscale their response to conflicts and disasters, guided by sex-disaggregated data and evidence to address the interface between humanitarian crises and women's economic empowerment.



#### **2.1.10. Manufacturing and Industry**

In Kenya, the manufacturing sector plays a significant role in the economy, contributing 7.6 % to the GDP and providing employment for 21.7% of the workforce. Despite this, women remain underrepresented, making up only 26.3% of the total workforce in the sector. The International Monetary Fund (2019) highlights that women in manufacturing often face barriers related to skills gaps, which lead to their concentration in lower cadre and low-skill jobs. This underutilization of female talent not only limits their earning potential but also perpetuates gender disparities within the sector.

Efforts have been made to address the challenges faced by women in the manufacturing sector. Initiatives promoting women's entrepreneurship and leadership have been supported by government policies and programs aimed at fostering gender equality and economic empowerment. Government Organizations and NGOs have also implemented training programs to enhance women's technical skills and knowledge, aiming to bridge the existing gaps in expertise and create pathways for women to access higher-level positions within the manufacturing industry.

Despite these efforts, significant gaps persist that hinder women's full participation and success in the manufacturing sector. One major challenge is the lack of sufficient data on the status of women within the sector, which limits the ability to develop targeted policies and interventions. Cultural perceptions of gender roles also pose barriers, influencing societal attitudes towards women working in traditionally male-dominated fields. Additionally, inadequate support structures and mentorship opportunities for women in manufacturing contribute to the retention and advancement challenges they face.

#### **2.1.11. Construction**

The construction industry in Kenya represents a pivotal sector for economic development, driven by factors such as rapid urbanization and increasing demand for housing and infrastructure. Despite its significant growth and substantial budget allocations, women remain severely underrepresented. According to the 2024 Economic survey, 195,000 men were employed in the construction sector as compared to 40,600 women. This disparity underscores persistent barriers that hinder women's full participation and economic empowerment within the industry.

Kenya has taken steps to promote gender inclusivity in the construction sector. Significant budget allocations have been directed towards infrastructure and housing development, with provisions under the Government Affordable Housing Programme and the Access to Government Procurement Opportunities (AGPO) Programme. These initiatives aim to create opportunities for women to engage in the construction value chain, either through

direct participation or subcontracting with larger firms. Moreover, efforts to enhance women's access to technical skills training and financial support are underway, albeit challenges in scaling these initiatives across the sector persist.

Despite efforts to promote gender equality, several gaps remain in policy and implementation. Women continue to face obstacles such as limited access to financing, which is critical for investing in construction projects that require substantial capital. Technical skills development remains skewed towards male-dominated roles, leaving women predominantly in lower-level positions. Additionally, cultural norms and perceptions of gender roles hinder women's advancement in the sector, reinforcing stereotypes and limiting their access to higher-paying and leadership roles.

#### **2.1.12. Energy and Extractives**

Energy is a basic human need, and access to energy supplies and transformation systems is a necessity for human and economic development. According to 2022 KDHS, at a household level, about one in three people lack access to clean cooking facilities which disproportionately affects women and children making them turn to unclean fuels and inefficient cooking appliances, thus hindering their work options and exposing them to health risks. Regarding employment, historically, the energy sector has been male-dominated. A decline in forest cover affects energy availability in rural areas negatively impacting households particularly, women and children who often collect wood fuel. Affordable, efficient, improved and renewable energy technology not only increases energy security and reduces greenhouse gas emissions but can also provide new economic and educational opportunities for women, men and children.

According to the 2024 Economic Survey report, the mining sector contributed to a small share of the economy (about 1% of the GDP and about 0.5% of wage employment in 2022), with women accounting for 14% of the labour force in the sector. Women's participation in the sector is mainly at the artisanal and in small-scale mining (ASM); an informal practice using basic techniques and equipment.

The low participation among women in mining can mainly be attributed to cultural and historical aspects that have relegated their participation to the periphery. Mining activities marginalise women, through unmitigated impacts on traditional livelihoods or the disruption of cultural norms and community decision-making roles and also attract gender-based violence. There is a notable deficiency in the technical skills which enable women's meaningful participation. Other key issues in the sector revolve around access to, use of and control over resourceful land and other productive resources, mineral rights and licenses that increase women's vulnerability in the sector; access to finance to invest in mining equipment and technology necessary for a successful business and existence of social and gender norms that constrain women participating in the sector and also in owning or inheriting land and mineral rights. But as economic actors in the sector, the



absence of comprehensive data makes women most often unrecognized leading to gender inequality which limits women's contributions to the energy and mining sector and their potential as economic and social actors within the sector.

#### **2.1.13. Transport and Infrastructure**

Transport and infrastructure are critical drivers of Kenya's economic development, contributing significantly to the national economy and employment. The sector currently employs 90,000 people, with women making up 34% of the workforce (Economic Survey, 2024). Traditionally, the sector is mainly male-dominated, often overlooking the unique needs and contributions of women and other vulnerable groups. However, there is a growing recognition of the potential to leverage the sector to promote inclusive progress and economic empowerment for women.

The Government of Kenya has developed several initiatives to mainstream gender in the transport sector. For instance, the government has taken deliberate legal and policy measures to ensure the safety of women in the public transport sector. Additionally, there are initiatives to build the capacity of stakeholders on the establishment of gender-responsive infrastructure and participation of women in Access to Government Procurement Opportunities (AGPO) in the sector.

Despite these efforts, several gaps remain that need to be addressed through policy intervention. Women continue to face significant barriers, including limited access to financing and resources needed to enter and thrive in the transport and infrastructure sector. Technical skills training and professional development opportunities are often less accessible to women, contributing to their underrepresentation in higher-skilled and leadership roles. Furthermore, cultural norms and gender stereotypes persist, discouraging women from pursuing careers in this traditionally male-dominated sector.

#### **2.1.14. Sports and Creative Economy**

The creative industry is a significant source of jobs and income and generates important spillovers to the wider economy. The creative economy includes various sub-sectors, including arts, entertainment, recreation activities, publications, broadcasting, IT, and information services. The sector is one of the fastest growing sectors and offers employment opportunities to Kenyans, especially young people, and women. BETA acknowledges digital superhighway and creative economy as a critical pillar that will facilitate economic turnaround and inclusive growth. This highlights the government's commitment to recognizing the creative economy as having the potential to contribute to women's economic empowerment, poverty reduction, and promote social inclusion.

Women's participation in sports and creative economy helps break down gender stereotypes, improve girls' and women's self-esteem and contribute to the development of

leadership skills. Sports and the creative economy can be a force to amplify women's voices and eliminate gender barriers and discrimination.

The potential for women's economic empowerment through sports and the creative industry however remains untapped, presenting a significant, yet underutilized opportunity for growth and development in Kenya. The inherent talent, creativity, and resilience of Kenyan women offer a fertile ground for innovation and progress. However, women and girls continue to face discrimination in access to sports as competitors in different disciplines, as spectators, and inequalities in professional sports, media coverage, sports media and sponsorships persist.

#### **2.1.15. Governance and Decision Making**

Kenya has made significant strides in empowering women in leadership and governance. As of 2023, women hold approximately 23.3% of parliamentary seats, a marked increase due to affirmative action policies and legislative reforms. Despite this progress, the representation is still below the constitutional requirement of at least one-third of gender representation in public offices. Women are increasingly being appointed to senior government positions and are playing more prominent roles in both political and public service sectors. In 2024, a third of Cabinet Secretaries were women while 21.6 per cent of Principal Secretaries were women. In terms of making decisions at the household level, 66% of currently married women usually make decisions on their health care, major household purchases, and visits to their family or relatives, either by themselves or jointly with their husband (2022 KDHS).

Several interventions have been implemented to enact the constitutional provisions on not more than two-thirds gender principle. For instance, legislative proposals have been developed and submitted to Parliament for consideration. Additionally, women have been capacity-built to take up leadership roles through the Women in Leadership programme with a focus on enhancing women's participation in public life through policy advocacy and leadership training.

However, gaps remain in fully achieving gender parity in leadership and governance. Key challenges include; socio-cultural barriers, limited access to resources, and inadequate enforcement of existing gender equality laws. Therefore, policies need to address these issues more effectively by ensuring strict compliance with gender quotas, increasing funding for women-led initiatives, and enhancing public awareness campaigns to shift societal attitudes. More robust support systems and mentorship programs are also essential to sustain the momentum towards gender equality in leadership roles.



## **CHAPTER THREE: POLICY STATEMENT, KEY ISSUES AND ACTIONS**

### **3.0. Introduction**

This chapter presents policy statements, key issues and actions to be implemented. The policy actions are derived from the key issues identified from the situational analysis. Policy actions taken on each priority area are expected to guide the government's efforts in addressing women economic empowerment in Kenya.

### **3.1. Labour and Employment**

#### **3.1.1. Policy Statement**

Government is committed to increase participation of women in the labour force by creating an enabling environment and enforcing affirmative action that will eliminate gender disparities in the number of women employed, the levels of employment and the wage rates.

#### **3.1.2. Policy Issues**

Women face numerous challenges in the workforce. Many find themselves working in the unregulated informal sector, which often offers low earnings and lacks social protection. Additionally, women in this sector frequently encounter limited access to capital and financing, hindering their ability to pursue entrepreneurial endeavours. Another obstacle is the lack of skills necessary to participate in high productivity sectors such as manufacturing, oil and gas, transportation, and construction.

#### **3.1.3. Policy Actions**

- a) Implement gender transformative programmes to change harmful social and cultural norms that hinder participation of women in employment.
- b) Strengthen the uptake of affirmative action funds to enable women entrepreneurs to create job opportunities.
- c) Create a conducive and safe working environment to promote full participation of women in labour force.
- d) Enforce compliance with existing labour laws including; maternity leaves, equal pay and non-discrimination policies.
- e) Promote the uptake of STEM courses by women to enhance their employability in various sectors that are currently male-dominated.



## **3.2. Agricultural Value Chains and Food Security**

### **3.2.1. Policy Statement**

The government is committed to promote integration and participation of women in agricultural value chains in order to improve agricultural productivity and food security.

### **3.2.2. Policy Issues**

Inadequate access to agricultural production factors, perpetuated by social-cultural and gender norms, hinders investment in agricultural growth and development. This limitation extends to women's involvement in agricultural processes and decision-making, further aggravated by insufficient participation at household, community, and enterprise levels. Women's time consumed by reproductive roles curtails their ability to implement quality agricultural practices. Additionally, limited access to resources and knowledge impedes the maximization of agricultural productivity, worsens post-harvest losses, and complicates transportation, storage, and pricing. Furthermore, restricted access to local and international markets stifles opportunities for women's economic empowerment.

### **3.2.3. Policy Actions**

- a) Strengthen implementation of policies and programmes to ensure equitable access to factors of production for women.
- b) Promote the inclusion of women in agricultural decision-making processes at household, community, and enterprise levels.
- c) Promote the adoption of appropriate agricultural technologies to enhance productivity and reduce women's workload.
- d) Create market linkages for women agricultural entrepreneurs.
- e) Strengthening value addition and agribusiness opportunities for women
- f) Implement climate-smart agriculture practices and technologies that mitigate the impact of climate change.
- g) Integrate Gender Action Learning Systems into climate-smart agriculture practices.

## **3.3. Trade and Entrepreneurship**

### **3.3.1. Policy Statement**

The Government is committed to promote participation of women in trade and entrepreneurship to improve livelihood outcomes.

### **3.3.2. Policy Issues**

Women entrepreneurs face several critical challenges that hinder their business success and growth. These include inadequate entrepreneurship skills and knowledge, limited access to capital for establishing and expanding enterprises, and social cultural norms that restrict their ability to own and control assets for collateral. Additionally, delayed payments from lenders such as those under AGPO impede the growth of women owned businesses. Women also struggle with accessing both physical and digital local and international markets, acquiring technologies and skills for products and service value additions and formalizing their businesses.

### **3.3.3. Policy Actions**

- a) Strengthen the capacity of women entrepreneurs to enhance their entrepreneurship skills and knowledge.
- b) Upscale women's financial inclusion by facilitating women's access to credit including alternative forms of collateral.
- c) Strengthen enforcement mechanisms to ensure timely payments to women-owned businesses, especially those under AGPO.
- d) Promote usage of digital platforms to facilitate market access and business management.
- e) Enhance market linkages and facilitate access to domestic and international markets through trade agreements and support networks.
- f) Facilitate the formalization of women owned MSMEs.

## **3.4. Access to and Control over Productive Resources**

### **3.4.1. Policy Statement**

The government is committed to ensure women have equitable access to and control over productive resources.

### **3.4.2. Policy Issues**

Access to and control over productive resources is essential for economic and social advancement, yet several critical challenges impede equitable access. Land ownership and distribution disparities, unequal access to financial resources, inadequate infrastructure, legal and regulatory frameworks, environmental degradation and resource depletion hinder opportunities for marginalized groups, intensifying poverty and inequality.

### **3.4.3. Policy Actions**

- a) Enforce existing laws and policies on property ownership to safeguard women's access to, ownership, and control of productive resources.



- b) Address socio-cultural norms and practices that hinder women's access to and control over productive resources.
- c) Promote women's access to financial resources
- d) Strengthen production, availability and use of gender statistics for evidence-based decision making on access and control over productive resources.
- e) Strengthen capacity and skills of women on access to and control over productive resources.
- f) Promote sustainable management of natural resources and protect the environment to ensure long term access to productive resources.

### **3.5. Information, Communication, Technology and Digital Economy**

#### **3.5.1. Policy Statement**

The Government is committed to empower women through equitable access and use of ICT resources for economic advancement.

#### **3.5.2. Policy Issues**

The economic opportunities available under the digital sector are immense but women are not fully participating due to inaccessibility to ICT facilities, limited skills and knowledge, gender disparities in ownership and use of ICT facilities across the country, especially hard to reach areas. Moreover, limitations in funding for innovation and establishment of incubation hubs have also hindered women accessing entrepreneurial opportunities in the sector.

#### **3.5.3. Policy Actions**

- a) Formulate and implement programs that support women's access to digital skills, ICT devices and knowledge relevant to the current and future labour market.
- b) Upscale internet coverage in hard to reach areas.
- c) Establish ICT infrastructure and easily accessible ICT Hubs where women can access integrated ICT support.
- d) Promote the enrolment of more women and girls in ICT related courses in institutions of higher learning.
- e) Establish mechanisms to ensure safe and secure digital spaces for women.

### **3.6. Blue Economy**

#### **3.6.1. Policy Statement**

The Government is committed to promote participation of women at all levels of blue economy value chain.

#### **3.6.2. Policy Issues**



Majority of women working in the sector have limited access to natural resources, technology and knowledge. Furthermore, financial and social capital constraints limit women's ability to invest in the sector. Women face security risks and the adverse effects of climate negate the gains they have gradually accrued in this sector.

### **3.6.3. Policy Actions**

- a) Strengthen the capacity of women to effectively participate in blue economy.
- b) Promote sustainable utilization of natural resources in the blue economy
- c) Promote adoption of climate smart practices in the blue economy.
- d) Enhance safety and security measures for women participating in the blue economy.
- e) Address socio-cultural norms and practices that hinder women's participation in the blue economy.
- f) Support women's cooperatives and enterprises to enhance women's economic opportunities and negotiate fair prices within blue economy value chains.
- g) Strengthen production, availability and use of gender statistics for evidence-based decision making in the blue economy.
- h) Promote access to modern technology, capital and affordable credit for women entrepreneurs in the blue economy.

## **3.7. Unpaid Care and Domestic work**

### **3.7.1. Policy Statement**

The government is committed to address gender disparities in care and domestic work to achieve gender equality and inclusive economic growth.

### **3.7.2. Policy Issues**

Discriminatory social norms and cultural stereotypes can exacerbate unequal treatment based on gender, reinforcing traditional roles where women are expected to take on the majority of unpaid care and domestic work. Despite efforts to sensitize the society on the negative impact of these social and cultural norms, public education and advocacy is still inadequate. There has been limited recognition and quantification of unpaid care work in GDP. Furthermore, inadequate Services and infrastructure as well as insufficient budgetary support have adversely affected the efforts to reduce gender inequalities in care economy in both public and private sectors.

### **3.7.3. Policy Actions**

- a) Implement programmes to recognize and address the burden of unpaid care and domestic work.

- b) Undertake periodic time–use surveys to provide data to facilitate valuation of unpaid care and domestic work in GDP to inform policies and programs.
- c) Address socio-cultural norms and practices that leads to unequal sharing of responsibilities within household and family as nationally appropriate.
- d) Provide care infrastructure and services to reduce the burden of unpaid care and domestic work.

### **3.8. Environment and Climate Change**

#### **3.8.1. Policy Statement**

The government is committed to advance gender equality, climate justice, and the empowerment of women through climate change and environmental management policies and programs.

#### **3.8.2. Policy Issues**

The promotion of Gender Equality and Women’s Empowerment within the context of environment and climate change has been inhibited by several factors. Inadequate integration of gender perspectives into climate change legislation, policies and other frameworks, low level of participation of women in climate change decision making, limited access to gender responsive finance have hampered the realisation of gender equality and inclusivity in environmental issues. Despite stakeholder’s efforts to collect the requisite information in this area, sex- disaggregated data remains a challenge.

#### **3.8.3. Policy Actions**

- a) Promote access to climate finance by women to support adaptation and mitigation measures.
- b) Invest in capacity building programmes that equip women with knowledge and skills in climate change adaptation, mitigation, environmental management and sustainable practices.
- c) Invest in sustainable infrastructure, public services and social protection.
- d) Promote the inclusion of women in planning and decision-making on climate change.
- e) Mainstream climate related gender issues across various sectors at national and county level.
- f) Invest in the production, dissemination and use of sex disaggregated data related to climate change for decision making.
- g) Enhance the use of ancestral knowledge and practices of indigenous peoples and local communities for gender responsive climate change adaptation.



### **3.9. Humanitarian Crises**

#### **3.9.1. Policy Statement**

The government is committed to advance gender equality and enhance resilience of women during times of humanitarian crises.

#### **3.9.2. Policy Issues**

Humanitarian crises, whether caused by conflict, natural disasters, or other emergencies, often have disproportionate impacts on women. These include: increased vulnerability to sexual and Gender-Based Violence, limited access to healthcare, displacement and loss of livelihoods, increased care burden and limited participation in decision-making.

#### **3.9.3. Policy Actions**

- a) Promote inclusion of women in planning and decision-making during times of humanitarian crises, disasters, and pandemics.
- b) Develop and implement programs on livelihood diversification in humanitarian crises and train women on the same.
- c) Enhance safety net programs to cushion women in humanitarian situations.
- d) Establish preparedness mechanisms and platforms that can enable women to mitigate the impacts of humanitarian crises.
- e) Strengthen protection mechanisms to prevent and respond to SGBV during humanitarian crises.
- f) Ensure uninterrupted access to comprehensive sexual and reproductive health services.

### **3.10. Manufacturing and Industry**

#### **3.10.1. Policy Statement**

The government is committed to enhance measures that will enable more women to venture into the manufacturing and industry sector.

#### **3.10.2. Policy Issues**

Manufacturing industry is a major contributor to the GDP. However, the potential of women in participating and contributing to this sector is unutilised due to several challenges. Women in the sector have inadequate relevant skills and expertise that would make them competitive in the sector. Further, the sector is widely perceived as male

oriented thus inhibiting women's ability to participate in the sector. Moreover, most women owned MSMEs are informal thereby exposing them to high costs of production, transportation, and low capital outlay.

### **3.10.3. Policy Actions**

- a) Implement training and education programmes that equip women with necessary skills and qualification for diverse roles within the sector.
- b) Address the unique socio-cultural barriers that hinder women from participating in the manufacturing and industry sector for greater involvement, productivity, and competitiveness.
- c) Support formalization of women-owned SMEs.
- d) Promote favourable macroeconomic policies for women owned manufacturing companies.
- e) Invest in infrastructure that support women participation in manufacturing.
- f) Promote women access to and adoption of technological advancement and innovations in manufacturing processes.

## **3.11. Construction**

### **3.11.1. Policy Statement**

The government is committed to promote inclusion of women in the construction sector by advancing equal opportunities.

### **3.11.2. Policy Issues**

The construction industry holds significant potential for enhancing women's economic empowerment through employment and income-earning opportunities, yet their participation remains low. Women face several barriers in this sector, including limited access to affordable financing. Additionally, they often have inadequate technical skills, which confines them to the lower levels of the value chain and results in low incomes. Women are also unable to access new technology and modern equipment, which are essential for gaining a competitive edge and achieving high investment returns. Furthermore, cultural perceptions of gender roles have greatly inhibited opportunities for women to participate in this sector.

### **3.11.3. Policy Actions**

- a) Implement training and education programmes that equip women with necessary skills and qualification for diverse roles within the construction sector
- b) Address the unique socio-cultural barriers that hinder women from participating in the construction sector for greater involvement, productivity, and competitiveness



- c) Promote financial inclusion of women in the construction sector.
- d) Improve women's access to modern construction technologies, tools and equipment.
- e) Strengthen capacity of women in construction to formalize their businesses.

### **3.12. Energy and Extractives**

#### **3.12.1. Policy Statement**

The government is committed to promote women inclusion in the energy and mining sector.

#### **3.12.2. Policy Issues**

The contribution of the energy and mining sector to economic growth is significant; however, women's participation remains limited. This is due to low uptake of STEM courses and artisanal training, inaccessibility to alternative and affordable, clean, and modern energy, thus exposing them to health-related complications. Further, the adverse effects of climate change have disproportionately affected women as they are forced to utilize unsustainable energy sources in their household duties. Social and gender norms are also a challenge as they constrain women's access to, use of, and control over land and other productive resources. Moreover, the access to finance to invest in mining equipment and technology, and health and safety standards in the sector, has affected women's participation.

#### **3.12.3. Policy Actions**

- a) Strengthen implementation of affirmative action programmes to encourage women's participation in the sector.
- b) Implement training and education programmes that equip women with necessary skills and qualification for diverse roles within the sector.
- c) Address the unique socio-cultural barriers that hinder women from participating in the energy and mining sector for greater involvement, productivity, and competitiveness.
- d) Promote use of clean energy and energy efficient appliances at household levels.
- e) Promote formalization of artisanal mining.
- f) Promote financial inclusion of women in the energy and mining sector
- g) Facilitate provision of business development services to women entrepreneurs in the energy and mining sector.

### **3.13. Transport and Infrastructure**

### **3.13.1. Policy Statement**

The government is committed to foster an inclusive and equitable transport and infrastructure sector by addressing the systemic barriers that hinder women's full participation.

### **3.13.2. Policy Issues**

This sector plays a vital role in Kenya's GDP, contributing significantly to economic growth and development. However, despite its importance, the participation of women remains significantly low due to a combination of systemic barriers. Women face limited access to finance, equipment, and technology, which hinders them from venturing and advancing in these fields. In addition, training and skills development opportunities are inadequate for women, leaving them ill-equipped to compete in the market. Limited access to necessary infrastructure marginalizes women, and the sector is also plagued by high incidences of gender-based violence, discrimination, and stigmatization. Historically, this sector has been designed from a male-oriented perspective, neglecting the specific needs and challenges faced by women.

### **3.13.3. Policy Actions**

- a) Facilitate women's access to finance, equipment, and technology through specialized microfinance programs, subsidies, and grants
- b) Strengthen gender responsive frameworks and guidelines to reduce incidences of gender-based violence, discrimination and stigmatization.
- c) Strengthen capacity building programmes to enhance knowledge and skills of women in the transport and infrastructure sector.
- d) Support establishment of accessible, safe and gender responsive transport infrastructure which includes safe and accessible terminals, rest rooms, and waiting areas.
- e) Address the unique socio-cultural barriers that hinder women from participating in the transport and infrastructure sector for greater involvement, productivity, and competitiveness.

## **3.14. Sports and Creative Economy**

### **3.14.1. Policy Statement**

The government is committed to foster equality, inclusion, and safety in sports and the creative economy.

### **3.14.2. Policy Issues**



The sector has enormous potential to boost investment and economic development in the country. However, women's participation in these sector remains low due to gender disparities, resulting in unequal access to opportunities and resources that hinder their full potential. Additionally, barriers exist in participation, training, funding, and leadership roles, along with unequal pay.

#### **3.14.3. Policy Actions**

- a) Strengthen legal and policy frameworks that supports women participation in sports and creative economy.
- b) Provide specialized training and capacity building programmes for women in sports management, coaching, arts, media, athletes and other creative fields.
- c) Ensure sports and creative environments are safe for women with strict enforcement of policies against sexual harassment and abuse.
- d) Enhance access to financial products and services tailored to the needs of women in the sports and creative sector.
- e) Promote talents and revitalize the creative economy
- f) Strengthen production, availability and use of gender statistics for evidence-based decision making in the sports and creative sector.

### **3.15. Governance and Decision Making**

#### **3.15.1. Policy Statement**

The government is committed to ensure equal participation and representation of women in governance and decision-making processes for sustainable development and inclusive growth.

#### **3.15.2. Policy Issues**

In governance and decision-making, women face pervasive and entrenched barriers that perpetuate gender inequality. Women are significantly outnumbered in critical political roles like parliamentarians, primarily due to inadequate implementation of the constitutional provisions on the not more than two third gender principle. Socio-cultural norms perpetuate negative gender stereotypes on women's ability to govern and make decisions. Moreover, the political arena remains fraught with threats of violence, harassment, and intimidation, both online and offline, which deter many capable women from seeking or sustaining political office. These challenges are exacerbated by limited financial resource to support women to aspire for leadership positions in governance.

#### **3.15.3. Policy Actions**

- a) Strengthen existing laws and policies to eliminate discriminatory practices and promote gender equality in political representation and decision-making processes.

- b) Address the unique socio-cultural barriers that hinder women from participating in the governance and decision-making processes.
- c) Strengthen the capacity of women leaders and potential candidates.
- d) Enhance financial inclusion of women candidates and leaders through funding mechanisms.
- e) Strengthen production, availability and use of gender statistics for evidence-based decision making in the governance space.



## **CHAPTER FOUR: INSTITUTIONAL AND IMPLEMENTATION FRAMEWORK**

### **4.0. Introduction**

This Chapter presents the institutional and overall framework for implementing the women's economic empowerment interventions. Successful implementation of this Policy will be dependent upon the collaborative efforts and synergies of all the stakeholders and actors cutting across both state and non-state actors. The Policy recognizes the strengths of the various actors in mobilizing both human and financial resources for designing, implementing, monitoring, and reporting on development programs and organizing and interacting with community groups.

### **4.1. Institutional Framework**

The institutions identified will facilitate the implementation of women economic empowerment policy actions as part of their mandates in implementing the policy. Implementation of the policy will thus take a multi-sectoral approach cutting across both the state and non-state actors at all levels. The State Department for Gender and Affirmative Action will take the leading role of coordinating all the other players in the country so as to enhance harmony and avoid duplication. A National Action Plan for implementing the policy will be developed in collaboration with key stakeholders. The action plan will provide clear roles and responsibilities as well as targets and timelines for each actor, among other key requirements.

Different aspects of the policy will be implemented by various actors including Ministries, Counties, Departments and Agencies (MCDAs), Constitutional Commissions and Independent Offices in collaboration with the private sector, Civil Society Organizations, Faith Based Organizations, among other key actors. Development partners will be engaged at various levels to support implementation of the policy. The key institutions identified in the different sectors and their specific roles is indicated in Annex II.

### **4.2. Implementation Framework**

The implementation Matrix is attached in Annex I of this policy document.

### **4.3. Resource Mobilization**

The successful implementation of this policy will require adequate financial, human and technical resources to ensure effective and efficient implementation for desired policy outcomes. The resource mobilization strategies include:

- i. Budgetary allocation from the National Treasury;
- ii. Partnerships through bilateral agreements and support by other international development and grants agencies; and

- iii. Partnerships with Faith-Based-Organizations, Civil society Organizations, Private Sector Organizations and other funding agencies for specific projects.



## **CHAPTER FIVE: MONITORING, EVALUATION AND REPORTING**

### **5.0. Introduction**

The National Policy on Women Economic Empowerment represents a crucial commitment by the government to promote gender equality and empowerment of women. This policy put forth a wide range of policy actions to be implemented. However, the successful implementation and impact of policies hinge on robust and systematic monitoring, evaluation, and reporting processes.

Monitoring, evaluation, and reporting are the pillars of accountability, transparency, and continual improvement in the realm of national policies. These processes ensure that the policy objectives are met, resources are allocated efficiently, and that the needs of the target population are adequately addressed.

### **5.1. Evaluation**

Evaluation will be undertaken to assess the overall impact and effectiveness of the Policy. It will go beyond tracking progress and will aim to provide a deeper understanding of how the policy is working. Evaluation of the policy will be carried out twice; during the midterm and end term.

### **5.2. Reporting and Feedback**

Communication to various stakeholders, including the public, government officials, and relevant agencies will be done through the reports developed on the progress of the implementation of the Policy.

There shall be annual reports detailing implementation of policy actions. The reports shall be prepared in prescribed formats indicating actual achievements and/or lack of, and challenges and submitted to the State Department for Gender and Affirmative Action.

### **5.3. Review of the Policy**

The policy will be reviewed after five years. It may also be reviewed intermittently depending on the results of the mid-term implementation evaluation reports.

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## ANNEXURES

### Annex I: Policy Implementation Matrix

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
<b>Policy Priority Area 1: Labour and Employment</b>										
<b>Policy Statement:</b> The Government is committed to increase the participation of women in the labour force by creating an enabling environment and enforcing affirmative action that will eliminate gender disparities in the number of women employed, levels of employment, and the wage rates.										
<b>Policy Objective:</b> To reduce gender disparities and vulnerabilities that impede economic empowerment of women in all spheres and at all levels.										
Conduct community dialogues to transform harmful cultural and gender norms that hinder women from participating in the labour market.	community dialogues conducted	No. of dialogues conducted	2024-2029	15	3	3	3	3	3	SDGAA MDAs
Build capacity of women on affirmative funds to enhance access to affordable credit and financing to be utilized in	Women capacity built	No. of women capacity built	2024-2029	15	3	3	3	3	3	SDGAA MDAs

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
creating employment opportunities.										
Build capacity of public and private institutions to develop and implement gender-responsive workplace policies	Institutions capacity built	Number of institutions capacity built	2024-2029	20	4	4	4	4	4	SDGAA MDA
Conduct outreach programmes to create awareness on STEM courses to increase uptake by women	Outreach programmes conducted	No. of outreach programmes	2024-2029	20	4	4	4	4	4	SDGAA MOE
<b>Policy Priority Area 2: Agricultural value chains, Food security and Nutrition</b>										
<b>Policy Statement:</b> The government is committed to promote integration and participation of women in agricultural value chains in order to improve agricultural productivity and food security.										
<b>Policy Objective 1:</b> Reduce gender disparities and vulnerabilities that impede economic empowerment of women in all spheres and at all levels										
Sensitize women	Women	No. of women	2024-	20	4	4	4	4	4	SDGAA



Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
on existing opportunities to enhance their access to factors of production	sensitised	sensitized	2029							MOALD
Conduct community dialogues to address social norms and cultural practices that affect and hinder women's participation in agricultural cycles and processes.	Community dialogues conducted	No. of community dialogues held	2024-2029	20	4	4	4	4	4	SDGAA MOALD
Build capacity of women on appropriate agricultural technologies to enhance productivity and reduce women's workload.	Women capacity built	No. of women capacity built	2024-2029	20	4	4	4	4	4	SDGAA MOALD
Train women on agribusiness	Women trained	No. of women trained	2024-2029	10	2	2	2	2	2	SDGAA MSMEs

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
opportunities and value addition to increase agricultural productivity.										MOALD
Build capacity of women on climate Smart agriculture practices and technologies to improve food security	Women capacity built	No. of women capacity built	2024-2029	12	2.4	2.4	2.4	2.4	2.4	SDGAA MSMEs MOALD
Train Extension, agricultural officers and other stakeholders on the use of Gender Action Learning Systems in climate-smart agriculture practices	Stakeholders trained	No. of people trained	2024-2029	15	3	3	3	3	3	SDGAA MOALD
<b>Policy Objective 2: Strengthen coordination and partnerships among stakeholders to enhance women's economic empowerment.</b>										
Establish linkages that	Market linkages	No. of linkages established	2024-2029	15	3	3	3	3	3	SDGAA MOALD



Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
enhance women's access to local and international markets.	established									
<b>Policy Priority Area 3: Trade and Entrepreneurship</b>										
<b>Policy Statement:</b> The Government is committed to promote participation of women in trade and entrepreneurship to improve livelihood outcomes.										
<b>Policy Objective 1:</b> Reduce gender disparities and vulnerabilities that impede economic empowerment of women in all spheres and at all levels										
Build capacity of women on entrepreneurship	Women capacity built	No. of women capacity built	2024-2029	15	3	3	3	3	3	SDGAA MDAs
Sensitize women on access to affordable credit	Women Sensitized	No of women sensitised	2024-2029	20	4	4	4	4	4	SDGAA SDGAA
Train women entrepreneurs on use of digital platforms to facilitate market access and business management.	Women Trained	No. of women trained	2024-2029	20	4	4	4	4	4	SDGAA MDAs
Sensitize women entrepreneurs on	Women entrepreneur	No. of women sensitized	2024-2029	30	6	6	6	6	6	SDGAA MDAs

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
formalisation of their businesses	s sensitized									
<b>Policy Objective 2: Strengthen coordination and partnerships among stakeholders to enhance women's economic empowerment.</b>										
Establish linkages that enhance women's access to local and international markets.	Linkages established	No. of linkages established	2024-2029	5	1	1	1	1	1	SDGAA MDAs
<b>Policy Priority Area 4: Access to and control over productive resources</b>										
<b>Policy Statement:</b> The government is committed to ensure women have equitable access to and control over productive resources.										
<b>Policy Objective 1: Promote women's access to and utilization of economic resources</b>										
Convene forums to sensitize women and men on existing laws and policies on property ownership to safeguard women's access to, ownership and control of productive resources.	Sensitization forums convened	No of forums convened	2024-2029	15	3	3	3	3	3	SDGAA
Conduct community	Community dialogues	No. of community	2024-2029	20	4	4	4	4	4	SDGAA



Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
dialogues to transform harmful cultural gender norms that hinder women from access to and control over productive resources.	held	dialogues held								
Train women on access to financial resources	Women trained	No. of women trained	2024-2029	15	3	3	3	3	3	SDGAA
Conduct community dialogues on sustainable management of natural resources and protection of the environment	Community Dialogues Conducted	No. of community dialogues conducted	2024-2029	20	4	4	4	4	4	SDGAA
<b>Policy Objective 2: Strengthen production, availability and use of gender statistics for women's economic empowerment.</b>										
Conduct data and producers dialogues to strengthen production,	Data dialogues conducted	No. of data dialogues conducted	2024-2029	15	3	3	3	3	3	SDGAA KNBS

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
availability and use of gender for statistics for evidence based decision making on access to and control over productive resources.										
<b>Policy Priority Area 5: Information, Communication, Technology and Digital Economy</b>										
<b>Policy statement:</b> The Government is committed to empower women through equitable access and use of ICT resources for economic advancement.										
<b>Policy Objective:</b> Reduce gender disparities and reduce vulnerabilities that impede economic empowerment of women in all spheres and at all levels.										
Build capacity of women on digital skills, ICT devices and knowledge relevant to the current and future labour market.	Women capacity built	No. of women capacity built	2024-2029	20	4	4	4	4	4	SDGAA, Ministry of ICT
Conduct campaigns in schools and communities on ICT education and the diverse	Campaigns conducted	No. of Campaigns conducted	2024-2029	15	3	3	3	3	3	SDGAA, Ministry of ICT



Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
career opportunities available.										
Conduct campaigns on safe and secure digital spaces to mitigate online harassment and disinformation.	campaigns conducted	No. of campaigns conducted	2024-2029	20	4	4	4	4	4	Ministry of ICT
<b>Policy Priority Area 6: Blue Economy</b>										
<b>Policy Statement:</b> The Government is committed to promote participation of women at all levels of blue economy value chain										
<b>Policy Objective 1:</b> Reduce gender disparities and reduce vulnerabilities that impede economic empowerment of women in all spheres and at all levels.										
Build capacity of women on economic opportunities in the blue economy	Women capacity built	No. of women capacity built	2024-2029	20	4	4	4	4	4	SDGAA MMBEMA
Build capacity of women and men on sustainable utilization of natural resources in the blue economy	Men and women capacity built	No of people capacity built	2024-2029	15	3	3	3	3	3	SDGAA MMBEMA

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
Build capacity of women and men on climate smart practices in the blue economy	Men and women capacity built	No of people capacity built	2024-2029	15	3	3	3	3	3	SDGAA MMBEMA
Develop safety guidelines for women working in the blue economy sector.	Safety guidelines developed	Guidelines	2025-2026	10	-	10	-	-	-	SDGAA MMBEMA
Conduct community dialogues to address sociocultural norms that hinder women from participating in blue economy	Community dialogues conducted	No. of community dialogues	2024-2029	10	2	2	2	2	2	SDGAA MMBEMA
<b>Policy Objective 2: Strengthen coordination and partnerships among stakeholders to enhance women's economic empowerment.</b>										
Establish linkages that enhance women's access to local and international markets.	Linkages established	No. of linkages established	2024-2029	10	2	2	2	2	2	SDGAA MMBEMA



Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
<b>Policy Objective 3: Strengthen production, availability and use of gender statistics for women's economic empowerment.</b>										
Conduct data producers and users dialogues to strengthen production, availability and use of gender statistics for evidence based decision making in the blue economy.	Data dialogues conducted	No. of data dialogues conducted	2024-2029	30	6	6	6	6	6	SDGAA MMBEMA
<b>Policy Priority Area 7: Unpaid Care and Domestic Work</b>										
<b>Policy Statement:</b> The government is committed to address gender disparities in care and domestic work to achieve gender equality and inclusive economic growth.										
<b>Policy Objective 1: Reduce gender disparities and reduce vulnerabilities that impede economic empowerment of women in all spheres and at all levels.</b>										
Promote establishment of care infrastructure and services to reduce burden of unpaid care work for women	Care infrastructure established	Reports	2024-2029	20	4	4	4	4	4	SDGAA MDAs
Conduct community	Community dialogues	No. of community	2024-2029	15	3	3	3	3	3	SDGAA

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
dialogues to promote the sharing of responsibilities within the household and family as appropriate to reduce the burden of unpaid care and domestic work.	conducted	dialogues								KNBS
<b>Policy Objective 2: Strengthen coordination and partnerships among stakeholders to enhance women's economic empowerment.</b>										
Conduct periodic time-national use surveys to enable valuation of unpaid care work.	Time Use surveys conducted	Time Use survey reports	2024-2029	70	14	14	14	14	14	SDGAA KNBS
<b>Policy Priority Area 8: Environment and Climate Change</b>										
<b>Policy Statement:</b> The government is committed to advance gender equality, climate justice, and the empowerment of women through climate change and environmental management policies and programs.										
<b>Policy Objective 1: Provide a gender-responsive framework to cushion women against the adverse impacts of climate change and humanitarian crises.</b>										
Build capacity of women on access to climate finance	Women capacity built	No of women capacity built	2024-2029	15	3	3	3	3	3	SDGAA MECCF TNT



Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
Build capacity of women on preparedness mechanisms and platforms including use of traditional knowledge to adapt and mitigate adverse impacts of climate change.	Women capacity Built	No. of women Capacity Built	2024-2029	20	4	4	4	4	4	SDGAA MECCF TNT
Promote the establishment of climate smart buildings and sustainable infrastructure	Climate smart buildings and sustainable infrastructure promoted	Reports	2024-2029	15	3	3	3	3	3	SDGAA MECCF TNT
Promote participation of women in climate change committees at all levels	Women participation in climate change committee promoted	No. of women in climate change committees	2024-2029	20	4	4	4	4	4	SDGAA MECCF TNT
<b>Policy Objective 2: Strengthen coordination and partnerships among stakeholders to enhance women's economic empowerment.</b>										
Conduct data and producers users dialogues	Data dialogues conducted	No. of data dialogues conducted	2024-2029	30	6	6	6	6	6	SDGAA MECCF KNBS

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
to strengthen production, availability and use of gender statistics for evidence based decision making in environment and climate change sector										
<b>Policy Priority Area 9: Humanitarian Crisis</b>										
<b>Policy Statement:</b> The government is committed to advance gender equality and enhance resilience of women during times of humanitarian crises.										
<b>Policy Objective:</b> Provide a gender-responsive framework to cushion women against the adverse impacts of climate change and humanitarian crises.										
Build capacity of humanitarian organizations on gender mainstreaming	Organisations capacity built	No of Organisations capacity built	2024-2029	15	3	3	3	3	3	SDGAA MDAs
Build capacity of women on alternative sources of livelihood during humanitarian crisis	Women capacity built	No of women capacity built	2024-2029	15	3	3	3	3	3	SDGAA MDAs



Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
Provide support to households affected during humanitarian crisis.	Households supported	No. of households supported	2024-2029	30	6	6	6	6	6	SDGAA SDSP
Conduct campaigns to promote preparedness measures during humanitarian crises including the provision of uninterrupted sexual and reproductive health services	Awareness campaigns created	No. of awareness campaigns	2024-2029	20	4	4	4	4	4	SDGAA MOH MDAs
<b>Policy Priority Area 10: Manufacturing and Industry</b>										
<b>Policy Statement:</b> The government is committed to enhance measures that will enable more women to venture into the manufacturing and industry sector.										
<b>Policy Objective:</b> Reduce gender disparities and vulnerabilities that impede economic empowerment of women in all spheres and at all levels.										
Conduct outreach programmes to create awareness on STEM courses	Outreach programmes conducted	No. of outreach programmes	2024-2029	20	4	4	4	4	4	SDGAA MOE

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
to increase uptake by women										
Conduct community dialogues to address socio-cultural norms that hinder women from participating in manufacturing and industry sector.	Community dialogues conducted	No. of community dialogues	2024-2029	15	3	3	3	3	3	SDGAA MDAs
Sensitize women entrepreneurs to formalize their businesses	Women entrepreneurs sensitized	No. of women entrepreneurs sensitized	2024-2029	30	6	6	6	6	6	SDGAA MDAs
Build capacity of women entrepreneurs on macroeconomic policies, AGPO taxation, AGPO available incentives for manufacturers	Women entrepreneurs capacity built	No. of women capacity built	2024-2029	20	4	4	4	4	4	SDGAA TNT KRA



Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
Build capacity of women on access to and adoption of technologies and innovations in manufacturing processes.	Women entrepreneurs capacity built	No. of women capacity built	2024-2029	15	3	3	3	3	3	SDGAA MDAs
<b>Policy Priority Area 11: Construction</b>										
<b>Policy Statement:</b> The government is committed to promote women inclusion in the construction sector by advancing equal opportunities.										
<b>Policy Objective:</b> Reduce gender disparities and reduce vulnerabilities that impede economic empowerment of women in all spheres and at all levels.										
Build capacity of women to equip them with necessary skills and qualification for diverse roles within the construction sector	Women capacity built	No. of women capacity built	2024-2029	20	4	4	4	4	4	SDGAA NCA
Conduct community dialogues to address sociocultural norms that hinder women	Community dialogues conducted	No. of community dialogues	2024-2029	15	3	3	3	3	3	SDGAA

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
from participating in construction sector										
Build capacity of women on access to and adoption of technologies and innovations in construction.	Women entrepreneurs capacity built	No. of women capacity built	2024-2029	15	3	3	3	3	3	SDGAA MDAs
Sensitize women entrepreneurs to formalize their businesses	Women entrepreneurs sensitized	No. of women entrepreneurs sensitized	2024-2029	30	6	6	6	6	6	SDGAA MDAs
<b>Policy Priority Area 12: Energy and Mining</b>										
<b>Policy Statement:</b> The government is committed to promote inclusion of women in the energy and mining sector.										
<b>Policy Objective:</b> Reduce gender disparities and vulnerabilities that impede economic empowerment of women in all spheres and at all levels										
Build capacity of women to equip them with necessary skills and qualification for diverse roles within the Energy and	Women capacity built	No. of women capacity built	2024-2029	20	4	4	4	4	4	SDGAA MIMBEMA



Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
Mining sector										
Conduct community dialogues to address socio-cultural norms that hinder women from participating in construction sector	Community dialogues conducted	No. of community dialogues	2024-2029	15	3	3	3	3	3	SDGAA
Sensitize women on the use of clean energy and energy efficient appliances	Women sensitized	No of women sensitized	2024-2029	20	4	4	4	4	4	SDGAA MECCF Min of Energy
Build capacity women in the artisanal mining sector on formalization of their businesses	Women capacity built	No of women capacity built	2024-2029	20	4	4	4	4	4	SDGAA MIMBEMA
Facilitate access to credit for women entrepreneurs at the mine sites	Women entrepreneurs facilitated to access credit	No of women facilitated to access credit	2024-2029	20	4	4	4	4	4	SDGAA, MIMBEMA Min. of MSME TNT

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
<b>Policy Priority Area 13: Transport and Infrastructure</b>										
<b>Policy Statement:</b> The government is committed to foster an inclusive and equitable transport and infrastructure sector by addressing the systemic barriers that hinder women's full participation.										
<b>Policy Objective:</b> Reduce gender disparities and reduce vulnerabilities that impede economic empowerment of women in all spheres and at all levels.										
Facilitate women's access to finance, equipment, and technology through specialized microfinance programs, subsidies, and grants	Women facilitated	No. of women facilitated	2024-2029	20	4	4	4	4	4	SDGAA TNT
Implement gender responsive frameworks and guidelines to reduce incidences of gender-based violence, discrimination and stigmatization.	Gender responsive frameworks implemented	No. of gender responsive frameworks implemented	2024-2029	25	5	5	5	5	5	SDGAA MDAs



Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
Build capacity of women to participate and venture in the transport and infrastructure sector.	Women capacity built	No. of women capacity built	2024-2029	20	4	4	4	4	4	SDGAA MDAs
Undertake gender responsive assessment in transport and infrastructure sector	Gender responsive assessment undertaken	Number of assessments	2024-2029	20	4	4	4	4	4	SDGAA MDAs
Create awareness to address socio-cultural norms that hinder women from participating in transport and infrastructure sector.	Awareness created	No. of people reached	2024-2029	15	3	3	3	3	3	SDGAA
<b>Policy Priority Area 14: Sports and Creative Economy</b>										
<b>Policy Statement:</b> The government is committed to foster equality, inclusion, and safety in sports and the creative economy										
<b>Policy Objective 1:</b> Reduce gender disparities and reduce vulnerabilities that impede economic empowerment of women in all spheres and at all levels.										

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
Develop and review legal and policy frameworks to enhance participation of women in sports and creative economy	legal and policy frameworks developed	No. of policy and legal frameworks developed.	2024-2027	75	25	25	25	-	-	SDGAA, MOYCE, MDAs
Provide specialized training and capacity building programmes for women in sports management, coaching, arts, media, athletes and other creative fields.	Women provided with specialized training and capacity built	No. of women trained	2024-2029	50	10	10	10	10	10	SDGAA MDAs
Promote equality and non-discrimination initiatives to enable women and girls to thrive in the sector.	Equality and non-discrimination initiatives promoted	No of initiatives promoted	2024-2029	30	6	6	6	6	6	SDGAA MDAs

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
Create financial products and services tailored to the needs of women in the sports and creative sector.	Financial products and services created	No. of beneficiaries	2024-2029	20	4	4	4	4	4	SDGAA MDAs
Identify and promote talents and revitalize the creative economy	Women with talents identified	No. of women identified	2024-2029	20	4	4	4	4	4	SDGAA MoYCE
<b>Policy Objective 2: Strengthen coordination and partnerships among stakeholders to enhance women's economic empowerment</b>										
Conduct data producers and users dialogues to strengthen production, availability and use of gender statistics for evidence based decision making in sports and creative economy	Data dialogues conducted	No. of data dialogues conducted	2024-2029	30	6	6	6	6	6	SDGAA MDAs KNBS



Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million )	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
sector										
<b>Policy Priority Area 15: Governance and Decision Making</b>										
<b>Policy Statement:</b> The government is committed to ensure equal participation and representation of women in governance and decision making processes for sustainable development and inclusive growth.										
<b>Policy Objective 1:</b> Reduce gender disparities and reduce vulnerabilities that impede economic empowerment of women in all spheres and at all levels.										
Hold consultative dialogues on implementation of the constitutional provisions on the two third gender principle in elective and appointive positions.	Consultative dialogues held	No. of dialogues held	2024-2029	20	4	4	4	4	4	SDGAA NGEC
Create awareness to transform socio-cultural norms that hinder women from participating in governance and decision making	Awareness created	No. of people reached	2024-2029	50	10	10	10	10	10	SDGAA MDAs

Key Activities	Output	Output Indicator	Time Frame	Budget (Kshs. Million)	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Actors
processes										
Build the capacity of women candidates and elected women on leadership and decision making.	Women capacity built	No. of women capacity built	2024-2029	100	20	20	20	20	20	SDGAA MDAs
<b>Policy Objective 2: Strengthen coordination and partnerships among stakeholders to enhance women's economic empowerment</b>										
Conduct data producers and users dialogues to strengthen production, availability and use of gender statistics for evidence based decision making.	Data dialogues conducted	No. of data dialogues conducted	2024-2029	30	6	6	6	6	6	SDGAA MDAs KNBS
<b>TOTALS</b>				<b>1607</b>	<b>329.4</b>	<b>339.4</b>	<b>329.4</b>	<b>304.4</b>	<b>304.4</b>	

## Annex II: Actors and their roles

## **Institution**

The Ministry of  
Gender, Culture, the Arts  
and Heritage

## **Role of actors in the implementation of the policy**

- a) Coordinate the implementation of the Policy
- b) Build capacity of stakeholders on the policy
- c) Monitor and evaluate the implementation of the policy
- d) Foster partnerships and collaboration with National and County government agencies, development partners, CSOs in the implementation of the policy
- e) Mobilize adequate resources for Policy implementation.

National Gender and  
Equality Commission  
(NGEC)

- a) Monitor, facilitate and advise on the integration of principles of equality and freedom from discrimination in all national and county policies, laws and administrative regulations in all public and private institutions.
- b) Conduct audits on the status of women economic empowerment and act as the principal organ of the state in ensuring compliance with the constitutional provisions
- c) Promote equality and freedom from discrimination relating to women economic empowerment.

Ministries, State  
Departments and  
Agencies

- d) Collaborate in mainstreaming gender in MDACs.

- a) Implement various actions in the policy.
  - b) Customise the policy into institutional policies, strategies, and programmes.
  - c) Build capacity of their staff and stakeholders on implementation of women economic empowerment interventions.
  - d) Monitor, evaluate and provide sex disaggregated data on sector programs and their impact on women economic empowerment.
  - e) Mobilize adequate resources for policy implementation.
- a) Provide budgetary allocations to finance the policy actions.
  - b) Implement Gender Responsive Budgeting to track the implementation of policy actions by MDACs.
  - c) Foster public-private partnerships in the establishment of care infrastructure.
  - d) Mobilize resources to support care interventions.
  - e) Create a conducive macroeconomic policy environment for women economic empowerment.

The National Treasury  
and Economic Planning



Kenya National Bureau of Statistics	<ul style="list-style-type: none"> <li>a) Conduct periodic time use survey and other surveys with indicators on women economic empowerment.</li> <li>b) Set –up a Household Satellite Account and value unpaid care work in GDP.</li> </ul>
County Governments	<ul style="list-style-type: none"> <li>a) Domesticate, implement, and report on county-specific women economic empowerment policies.</li> <li>b) Build capacity of all stakeholders at the county level on women economic empowerment.</li> <li>c) Develop necessary infrastructure to supports women economic empowerment initiatives.</li> <li>d) Allocate and mobilize adequate resources for implementation of women economic empowerment policies and programmes.</li> </ul>
Parliament	<ul style="list-style-type: none"> <li>a) Enact relevant laws to promote women economic empowerment.</li> <li>b) Verify that budgets are gender responsive and directly support women economic empowerment initiatives.</li> <li>c) Ensure compliance to equality and non-discrimination principles in approving development projects.</li> <li>d) Provide oversight on all institutions mandated to undertake legal functions or enact secondary legislation relating to gender equality and women economic empowerment.</li> </ul>
Development Partners	<ul style="list-style-type: none"> <li>a) Recognize and use the Policy in development cooperation and partnerships.</li> <li>b) Collaborate with the Ministries on women economic empowerment.</li> <li>c) Establish mechanisms for ensuring development, cooperation and partnership is responsive to women economic empowerment.</li> <li>d) Provide financial and technical support towards attaining women economic empowerment in terms of development cooperation.</li> <li>e) Develop/set-up capacity building incentives for promoting WEE in development cooperation.</li> <li>f) Support the Ministry of Gender, Culture, the Arts and Heritage to develop national development capital raising strategies, leveraging on innovative financial structures.</li> <li>g) Fund research towards innovation and climate change resilience of women in key economic sectors, including agriculture.</li> <li>h) Promote inclusion of gender-responsive framework that puts women economic empowerment</li> </ul>

at the heart of response during times of disaster and pandemic.

Civil Society  
Organisations (including  
CBOs and FBOs)

- a) Translate the Policy into institutional-specific policies, strategies, and programs.
- b) Develop and implement programs that contribute to addressing key issues that impede women economic empowerment.
- c) Monitor the implementation of this policy and share feedback and related information of institutional programs with the Ministry of Gender, Culture, the Arts and Heritage through the Gender Sector Working Group.
- d) Conduct training on different women economic empowerment aspects at the county/community level.
- e) Lobby and advocate for programs and policies that promote the economic well-being of women.
- f) Mobilize and or participate in resource mobilization for women economic empowerment initiatives.
- g) Conduct awareness and civic education to popularize the policy.

Academic and  
Research Institutions

- a) Integrate women economic empowerment programs into the learning curricula.
- b) Conduct extensive research on emerging trends, challenges and other issues affecting women economic empowerment as well as on best practices to help inform the planning and implementation of the policy.

- c) Design short-term and medium-term training and development programs that can be implemented on part time basis to benefit women already working either as entrepreneurs or in employment.

- d) Research and disseminate research outputs on women's economic empowerment.

Media

- a) Disseminate information on National Policy on women economic empowerment.
- b) Publish the content of the policy in the print media.
- c) Create awareness on key policies and interventions.

Public/Citizen	<ul style="list-style-type: none"> <li>a) Shun pervasive and discriminatory prevailing cultural and social norms that have disproportionately disadvantaged women and created multiple constraints towards their economic empowerment, including limited ownership of land/assets/productive resources.</li> <li>b) Participate in awareness-raising activities that will be undertaken by the state and non-state actors through the media, CSOs, among others, to promote the policy actions.</li> <li>c) Invest and support economic ventures owned and run by women, including businesses and informal entrepreneurship ventures.</li> </ul>
Private Sector	<ul style="list-style-type: none"> <li>a) Implement policy actions in their institutions. This include workplace friendly policies, equal pay and narrowing the gender gap in the workplace.</li> <li>b) Build capacity of women to venture into economic empowerment enterprises.</li> <li>c) Provide market linkages for women entrepreneurs.</li> <li>d) Foster partnerships and collaboration with National and County government agencies, development partners and CSOs in the implementation of the policy</li> </ul>



