BASELINE REPORT

WOMEN'S ECONOMIC EMPOWERMENT AND CARE (WE-CARE) IN KENYA

April – November 2021

Table of Contents

LIST OF ABBREVIATIONS

ADP	Annual Development Plan
CBOs	Community Based Organisations
CIDP	County Integrated Development Plan
CSOs	Civil Society Organizations
ECDE	Early Childhood Development Organisation
FGD	Focus group discussion
GROOTS	Grassroots Organizations Operating Together in Sisterhood
ILO	International Labour Organization
INGO	International Non-Governmental Organisations
KCEN	Kiambu County Empowerment Network
KII	Key Informant Interview
KNBS	Kenya National Bureau of Standards
MEL	Monitoring Evaluation and Learning
NOPE	National Organization of Peer Education
RAs	Research Assistants
SDG	Sustainable Development Goals
UCDW	Unpaid Care Domestic Work
UN	United Nations
UNDP	United Nations Development Programme
WDWs	Women Domestic Workers
WE-Care	Women's Economic Empowerment and Care
WROs	Women Rights Organisations
WSSTs	Women Small Scale Traders
YAK	Youth Alive! Kenya

1. BACKGROUND, PURPOSE & APPROACH OF THE BASELINE

1.1. Introduction

Oxfam in partnership with GROOTS Kenya and Youth Alive! Kenya is implementing the women economic empowerment and Care project (WE-Care) in three counties from Kenya, including Nairobi, Kiambu and Kitui between 2017 and 2019. Funded by William and Flora Hewlett Foundation, the three-year project will be implemented between 1st April 2020 and 31st March 2023. The Oxfam consortium aims to scale up civil society-led advocacy to push for tangible commitments on Unpaid Care and Domestic Work (UCDW) at the county and national levels. The project is part of a multi-country program being implemented also in Ethiopia, Zimbabwe and Uganda with a Panafric and global component. The project aims to increase women's and girls' time and choice to participate in social, economic and political life. Oxfam and partners intend to achieve this goal by transforming how UCDW is valued, shared and invested in. Using a 4R framework, the project aims to,

    (i)   Increase <u>recognition</u> of UCDW in public policy,

    (ii)   <u>Reduce</u> heavy time consuming UCDW through investment inessential public services and infrastructure

    (iii)   <u>Redistribute</u> the responsibility for UCDW more equally between men and women, households and the state

    (iv)   Ensure women with care responsibilities are <u>represented</u> in planning and implementation of budgets and policies

The WE-Care project MEL framework aims to track and measure the performance (by generating indicator benchmarks), make informed strategic and operational decisions, influence policy actions, and generate knowledge for use in project planning. The 3 outcomes of the project that will be monitored and evaluated over time are:

- Outcome 1: Public and private sector institutions increase commitment & investment on UCDW through policy, practice and budget reforms;
- Outcome 2: Public opinions and narratives shift to acknowledge UCDW as an economic, development and gender equality issue;
- Outcome 3: WROs, youth groups, carers and citizens have more individual and collective power to influence decision-making processes around UCDW.

The baseline study provides project stakeholders with detailed baseline information on key project indicators under the three outcomes. The study findings provide the reference point for measuring changes taking place over the course of the project period.

1.2. Purpose of the baseline study

Overall, the study aimed to create a comprehensive understanding of the project context and the UCDW policy landscape in Kenya between April 2017 and 31st March 2020, three years before initiation of the WE-Care project. Secondly, the baseline study was intended to provide project stakeholders with detailed quantitative and qualitative baseline data on key project indicators to enable them measure changes taking place over the course of the project period, learn from the implementation, assess progress, adjust if necessary and inform decision making at different levels.

1.3.   Objectives of the survey

The baseline study was designed to address the following three objectives;

(i)   Assess the operational environment, and determine the drivers and contextual challenges to addressing Unpaid Care Domestic Work (UCDW) in the respective counties.

(ii) Retrospectively establish baseline values for the project indicators (outcomes) level and recommend any adjustments of targets based on the findings of the baseline study.

(iii) Generate recommendations to further inform the strategic approaches adopted towards influencing government action/policy.

1.4.   Approach to the study

The study was undertaken through a qualitative and iterative approach, administering qualitative instruments to collect the data and information from purposively selected project and partners' representatives in three counties. The overall approach was influenced by the understanding that this is a retrospective baseline study. It was therefore a reflection on the situation before the IV phase of the project was initiated as from April 2020, and the study aimed to capture the context and status of UCDW narrative and policy in the country.

The study responded to the following research questions:

(i)   What is the operational environment, the drivers and contextual challenges to addressing Unpaid Care Domestic Work in the respective counties?

(ii) What are the baseline values for the project indicators (outcome) level and any possible adjustments of targets?

(iii) What best practices and recommendations would inform the strategic approaches adopted towards influencing government action/policy?

A set of questions, developed on the basis of the project outcomes, were administered to a broad range of respondents including Government representatives, academics, managers and staff of Women Rights Organizations (WRO) and influencers. Annex 1 and Annex 2 provides the detail the key baseline study targeted audiences and key baseline questions posed to these audiences.

The baseline study was organized in four stages as indicated in the figure below:

INCEPTION& PLANNING
Includes the development of detailed methodology, sampling procedure, work plan, data collection tools, analysis protocol, and data quality checks

DESK REVIEW
Includes the review of all project documents and relevant internal and external documents that provide useful information on the baseline questions

DATA COLLECTION
Includes the entire process of data collection - from training of enumerators and pre-testing of qualitative tools, to the organization of FGDs and KIIs.

PLANNING & REVIEW
Includes the analysis of data, the development of draft report, the validation, and the presentation of final baseline report
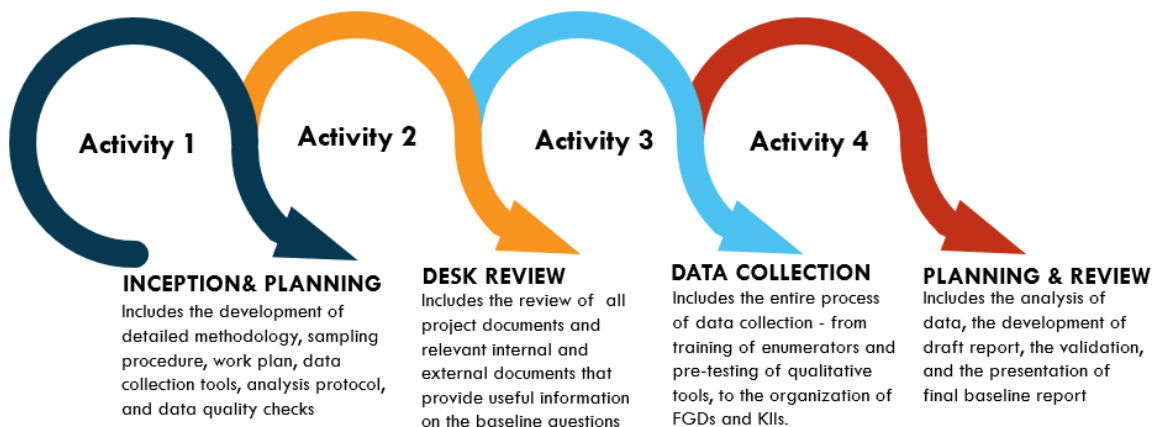
Figure 1: Baseline study organization chart

The consulting team reviewed various thematic and program reports, relevant data and project documents such as progress reports relevant to the baseline study. The key documents reviewed including the project documents, Log Frames and M&E Plans, project reports; Government reports including the respective country government strategy reports and national government policies and frameworks.

1.5.   Primary Data collection processes, methods and quality

A team of qualified and experienced researchers were deployed to collect the baseline. The baseline was led by an experienced female gender expert, supported by three female data collectors. A two days training was held with the research assistants to take them through the research process and enhance the quality of information gathered. The training covered an *overview of the WE-Care project outcomes and indicators, interviewing skills, basics in social research approach, and an in-depth orientation on the data collection tools, team roles, communication, role playing, quality control measures, data and a pre-test on the second day of training*. The team pre-tested the data collection tools by doing roles plays and testing the tool. This was useful for checking issues such as; *Language comprehension, question and probes flow, Sensitive questions/ wordings that respondents may be uncomfortable with, any existing ambiguities, and administration length (for affirming the number of feasible completes per day) etc.*

The data was collected using Key Informant Interviews (KIIs) which enabled the team to gather in-depth and useful information from individual respondents and gain a better understanding of the project context and status of the public opinion, narratives, public policy and interventions on UCDW at the baseline years i.e. between 2017 and 2020. The interviews started with initial contacts provided by Oxfam, then progressed to additional respondents identified through referrals by the informants. **(Annex 5 Table 1.2 for list of participants**). The research team reached out to a total of 38 informants but only 28 accepted to participate in the interviews. This included 13 male respondents and 15 female respondents whose distribution is shown in table 1.5.1 below. Other potential informants opted to share documents instead of being interviewed while others indicated that they were not in a position to respond to the questions.

The Key informant interviews were conducted with civil society i.e. WROs managers, officers, societal influencers, government officers and academicians. The interviews provided qualitative information on the status of governance and policy issues, community level practices, local capacities for policy influencing and budget making processes, and socio-economic context relating to the UCDW. The table below 1.5.1 shows the total number of informants interviewed for this baseline study.

Table 1.5.1: Number and category of respondents interviewed for the baseline study

	Category	Number	
		Male	**Female**
1	Oxfam Implementing Partners (YAK, GROOTS, AWAK)	2	4
2	Government Officials (National)	2	1
3	Government Officials (County)	1	3
4	Academicians	1	2
5	Oxfam	-	2
6	CSOs (KYPAT, KCEN,)	3	1
7	Influencers	2	-
8	Community Leaders	2	1
9	Research Organization (APHRC)	-	1
	Total	**13**	**15**

All the interviews were done online to minimize the face to face interactions in the era of the COVID-19. To ensure high quality data and information, the team leader provided a tailored training for the RAs, pre-testing of the research questions, close supervision of RAs and the data collection process and transcription of the interviews.

1.6.   Data analysis and reporting

Qualitative data collected from the KIIs was initially captured by audio recording of the online interviews and in notebooks as back up. The interview recordings were all transcribed and for those that were in the Kiswahili, translated verbatim to English and the transcripts reviewed for quality and content. The team leader then read through the transcripts and collated the responses related to each research questions and indicators in a spreadsheet in the format of the project MEL framework.

2.   CONTEXTUAL ANALYSIS OF UCDW

2.1 Global context

Unpaid Care and Domestic Work (UCDW) makes a significant contribution to global economic growth and development leading to better individual and societal well-being. However, UCDW remains invisible and unrecognized, and is not accounted for in decision-making in many countries (UNDP, 2016). Globally, women and girls constitute the majority of those doing UCDW. It is estimated that women and girls provide as much as 76.2% of the total of hours of UCDW reducing their opportunities to participate in decent paid employment, education, leisure and political life (International Labour Office, 2018). Unequal and heavy UCDW traps women and girls in cycles of poverty and stop them from being part of solutions. There is no country where men and women provide an equal share of UCDW. However, many organizations and/or institutions have come up with various strategies and policies and suggestions on how UCDW can be sustainably addressed across the world.

Many policies, strategies and recommendations are anchored on rigorous research, discussions resulting to making practical and realistic recommendations for policy and programming interventions on UCDW. The commonly used UCDW policy development and recommendations by many scholars and relevant institutions are centered on the 'Four-Rs' framework, these are, Recognition, Reduction, Redistribution and Representation, (Oxfam, 2018). But each region or country has to customize global UCDW policies, strategies and recommendations to sustainably address context specific needs, considering the roles and responsibilities of all actors including households and communities, the state and its institutions, the private sector and civil society organizations.

According to ILO, Women's paid work does not result to direct gendered division of unpaid labour. Inclusively, the working day for women is longer than it is for men, regardless of the country, (ILO, 2018). This makes women and girls consistently time poorer than men, even after adjusting for hours of employment. Gender inequality in the division of UCDW and paid work are the result of household composition and deeply-rooted inequalities based on traditional beliefs or social norms, sex, income, age, education and residence. The provisions of UCDW policies vary across countries given the distinct demographic, economic, social and cultural contexts that shape policy debates and the fiscal space for implementation. For instance, high-income and/or developed countries have traditionally been at the forefront in addressing UCDW contingencies as an integral component of welfare state responsibilities, and in developing labour market-related measures, such as leave policies and family-friendly working arrangements, (ILO, 2018).

UNDP (2015) reports that strenuous and hard UCDW can result in sub-optimal care strategies, with detrimental consequences for care recipients such as infants, children, persons with disabilities and older persons, as well as for the unpaid workers themselves. Over the past 20 years, men in some countries are increasingly getting involved in UCDW at the household level (International Labour Office, 2018). In spite of relative closing of gender gap in UCDW in few countries, the pace is gradual which is likely to take around 210 years (i.e. not until 2228) to close the gender gap in UCDW in these countries.

UCDW is the principal reason for women of working age to be outside the labour force as opposed to men. In 2018, there were 647 million full-time unpaid workers worldwide of which 606 million were women (Mugehera & Parkes, 2020). The amount of time dedicated by women providing unpaid work increases markedly with the presence of young children in a household. Therefore, UCDW is a major obstacle to women moving into better quality jobs and attainment of women empowerment. It is important to note that women with UCDW responsibilities are more likely to be self-employed and to work in the informal economy, and less likely to contribute to social security.

In Africa, it has been noted that women and girls living in low- and middle-income countries, in rural areas of many Sub-Saharan countries, with no or low income and education provide a disproportionate share of UCDW (African Union, 2010). Rao (2016) explains that being in employment and having many family responsibilities is the women's norm across the world. Household composition, however, differently affects women's and men's labour market participation. Compared with single women, those women who live in extended households are 16.6% points less likely to be active in the labour market, whereas the same value for men is actually 0.5 percentage points higher, making them more active.

Gender inequalities originate in the gendered representations of the productive and reproductive roles of men and women that persist across different cultures and socio-economic contexts. According to Omwami (2014), through cultural change and integration, policies, infrastructure and services become more accessible and of a better quality, this results in changed attitudes towards maternal employment and what is considered to be an appropriate work–family arrangements which in turn favors a more egalitarian division of paid work and unpaid care work between women and men. Inequalities in UCDW and inequalities in the labour force are deeply interrelated. No substantive progress can be made in achieving gender equality in the labour force before inequalities in UCDW are first tackled through the effective recognition, reduction, redistribution and representation of UCDW between women, men, households and the state.

2.2   UCDW strategies and policies in Kenya

Since 1985, Kenya has developed several gender related policies, strategies and enabled various actors and partners to implement interventions. The 2010 constitution of Kenya requires that national and county governments work hand in hand to realize country's development goals, (UNDP 2015; GoK, 2010). This creates an environment and opportunity for the two levels of government to work on any policies (UCDW), budgetary allocations and interventions. Unpaid Care and Domestic Work policies and strategies can be an effective means of addressing gender related inequalities in Kenya since such policies can enable care givers, majority of whom are women, to claim their rights, enhance their agency and well-being. However, effectiveness of such policies depends on the overall objective, design and strategies, (KNBS, 2019). Kenya does not have a distinct policy framework in relation to care work. However, UCDW policy implications, such as supportive work environments, financial support for care, incentive schemes among others, are implicitly mentioned in existing policy documents (Masinjila, 2020). The National Policy on Gender and Development (2019) is more explicit on women economic empowerment issues but does not mention UCDW though it aims to balance the social and economic roles that hinder women's participation in entrepreneurship and to reduce the burden on women through investments in social services, infrastructure provision and social protection and by encouraging shared responsibility within households.

Policies that may address aspects of UCDW include those touching on free primary education, free maternal and child health services, energy- electrification of rural households which may facilitate labour-saving technologies hence reduced care burden on women, the Health Act 92017 that calls for supportive environments by employers to their female breastfeeding employees.

However, as reported in Masinjila (2020), most of these policies are not implemented fully, however, because of insufficient budget allocations and the resulting facilities are inaccessible to most women, including the poor.

Recognition: In Kenya, the National Gender Policy and Development 2019 recognizes the need to be gender-responsive to enhance the position of women and empower them economically but it does not explicitly recognize UCDW. The National Gender Policy and Development-2019 aims to be responsive to the gender needs to women by enhancing gender equity and offering support to women to seek for paid employment as well as to get involved in other economic generating activities across the 47 counties in Kenya (GoK, 2019). While some efforts have been made at the county level to budget for women empowerment related projects, little has been achieved with regards to UCDW and there is need for more work to achieve gender equality by 2030, (GoK, 2018).

The Kenya National Bureau of Statistics (KNBS, 2019) leads in the collection and analysis of Country statistical data on various themes including gender statistics from national surveys with a view to illustrate the different experiences of women and girls. The evidence will enable women and girls to raise their voices and participate in decisions and policy making. Gender data fuels women's rights movements in a powerful way, providing the levers needed to challenge patriarchal structures. There is an ongoing Time Use Survey in Kenya which is being carried out for the first time in Kenya. It started in 2020 and it aims to provide rigorous data on gendered disparities in UCDW and offer solid recommendations and/or solutions. It will take into account matters UCDW given that previous Economic and demographic surveys had not captured or considered UCDW as work and was both seen to contribute to the country's GDP surveys (*Devex*, 2020)

Further, many civil societies and organizations including the UNDP, NGOs, and CBOs in Kenya agree on the need to increase recognition on the value and significance of UCDW and the importance of reducing and redistributing care work in order that women realize their full potential as human beings (UNDP, 2009). Evidence-based policy advocacy will highlight how freeing up women's time allows more women to participate in social, political and economic life, and demonstrates that efforts to reduce poverty will have a limited impact as long as women have almost sole responsibility for UCDW. To ensure recognition, UNDP suggests several key activities including (i) measure time use; (ii) capture unpaid care work in gender-responsive budget initiatives; (iii) understand country circumstances through undertaking country-level studies to understand the nature, characteristics, and trends in unpaid care work; (iv) value unpaid care work by carrying out cost-benefit analyses of infrastructure and other investments and (v) assess the development costs of spending time on unpaid care work and the time savings made by such investments.

Reduction: Reduction efforts include reducing the drudgery of time- and labor-intensive UCDW tasks to free up women and girls' time to participate in education and social, political and economic life (León-Himmelstine & Salomon, 2020). Kenya's 2010 constitution has a progressive Bill of Rights. It states that women and men have equal treatment, including the right to equal opportunity, equal payments and support to vulnerable individuals in the country (GoK, 2010). The constitution has various policy and strategy statements that act as guidelines for reduction of gender disparity and unpaid labour. However, as much as the national and county governments are informed about gender-responsive budgeting and gender mainstreaming, commitments for allocations for public services and infrastructure development that aim to reduce the time and intensity of UCDW are not always honored and if done they are not done with the reduction of UCDW in mind. These include investments in water points, sanitation services, electricity, healthcare facilities and early childhood development and education (ECDE).

The essential services should be accessible to women and unpaid care and domestic workers including addressing the needs of the poorest household where women do the heaviest and arduous UCDW but this is not always so because of lack of inclusivity in the processes (Omwami, 2014). Various programs on women economic empowerment have had a role in influencing gender related polices in many counties where public participation has contributed to gender transformative policies on women empowerment initiatives. Kakamega, Nakuru and Machakos, Nairobi counties are among those counties that have incorporated   some policies that contribute towards reducing women's time

implicitly by supporting them to do economic generating activities in women groups like dairy farming and poultry production (Nizam et al., 2015)

Policies relevant to UCDW are not always intentionally made to reduce UCDW but to address other concerns. For example, policies that target investment in care-related infrastructure, public services and social protection are not always done with the aim to reduce long and arduous hours of UCDW for women and the related negative health impacts and opportunity costs.(Wanjala et al., 2019). There is need for a national policy framework that specifically speaks to UCDW sufficient budgetary allocation to County governments (Musalia, 2017).

Economists and other social scientists have suggested that private organizations should work in partnership with national and county governments and development actors to push through the recognition of UCDW as a major contributor to global and national economic growth. This will comprise of prioritizing manufacturing and provision of affordable time- and labour-saving equipment and technology to low-income households, women, youth and persons with disabilities (Galie & Farnworth, 2019). The policy briefs and recommendations from many economists in Kenya and Africa suggest that equipment such as laundry and washing facilities, fuel-efficient cook stoves and transportation devices and allowances such as childcare subsidies and paid leave for illness and maternity/paternity will help reduce the drudgery of time- and labor-intensive UCDW tasks. Adoption of such technology and strategies could lead to reduction of time spent in UCDW and help bridge gender inequality gaps in the Country (KNBS, 2019). Many county governments' investments in UCDW related projects e.g., ECDE classes, water among other but not with reduction of the burden of women as the aim but development of the county as the key driver. Such Benefits like reduction of UCDW tend to be secondary and unintended outcomes. Going forward, therefore, organizations like Oxfam should aim to make such considerations more salient and apparent to policy makers.

Redistribution: All societies assign different roles, expectations and responsibilities to women and men, girls and boys in accordance with agreed norms and practices in that particular society Based on the roles for women in many communities in Kenya and Africa, women end up doing more work and get minimal returns in terms of income. Reproductive, productive and community management are the three key roles assigned to women in many societies and as a result women perform 76.2 % of the UCDW on average[1]. Developed nations like Norway and Sweden have deconstructed these three roles traditionally ascribed to women and developed several strategies to value care work. One significant policy and/or strategy is to redistribute UCDW to women, men and the state to enhance gender equality and women empowerment (GOK, 2010; Musalia, 2017).

Policies on redistribution of UCDW legislate to promote civic education on the matter through developing public communications, advertisements and public service announcements that positively reinforce men's roles in caring for children and families as well as participating in other domestic work. For instance, men involvement in family health and education communications will enable women to carry out other tasks that generate income. In Kenya, women are expected to take care of the children, the sick and elder people, leaving them no or very little time to develop their careers

---

[1] https://www.unwomen.org/en/digital-library/publications/2020/03/womens-rights-in-review

(Omwami, 2014). Redistribution of UCDW is therefore important in realizing economic and social transformation in Kenya.

NGOs, CBOs and other civil society organizations are encouraged to work closely with diverse stakeholders, including religious leaders, private sectors, the media and government, to develop evidence-based social norms interventions that encourage men – and the state- to share responsibilities for UCDW. This can be achieved by addressing the negative social norms that influence gender roles and the unequal distribution of UCDW between women and men, UNDP (2016). These interventions and strategies consider approaches that work with couples to promote respectful and equal relationships. Social, cultural and gender norms interventions should also consider and address the known relationship between GBV and UCDW to ensure a concerted approach in addressing harmful social norms and to minimize the risk of backlash against women who challenge existing gender roles (Aberman, Behrman & Birner, 2017).

Women rights organizations (WROs) are very active in Kenya, for example, GROOTS is a movement of grass root women groups and organizations. Such WROs are supported by both public and private institutions in Kenya. Most County governments have adopted women economic empowerment policies and regularly encourage women and youth to apply for affirmative funds (e.g. UWEZO Fund targeting the youth and Women Fund) to venture into businesses. WROs also enhance women empowerment through dissemination of entrepreneurial skills and knowledge during trainings and awareness creation fora. This has enabled many women who initially spent a lot to time on UCDW to start business and commercial farming.

Further, women representatives at community, county and national levels are known to be gender champions and often encourage and negotiate for girls' education and welfare, putting them on a good path towards equitable access to resources including opportunities for corporate positions at work place (Cornwall, 2016; Galie & Farnworth, 2019). Therefore, to a small extent redistribution of UCDW is subtly starting to take place in Kenya following some investment in infrastructure, ongoing women economic empowerment programmes including access to affirmative funds and formal employment and strong advocacy by WROs but there is need to have this anchored at the higher level and in policies to enable sustainability.

Representation
The constitution of Kenya 2010 requires public participation on all policy development processes. All demographics including women, youth, people with disabilities, older persons and minority groups must be included in the county and national economic policy and planning.   To a large extent, Kenya being a democratic country, representation is key, as during elections and nominations, a few individuals are selected to represent the affairs of the citizens. In line with the UCDW, there have been great debates and representation, especially of women and many social scientist as well as national, county and community leaders. After 10 years of implementation of Kenyan constitution 2010, women have been empowered to some extent and the number of those working as UCDW is declining. However, this is being realized gradually. More efforts are required to put in place mechanisms and processes for the inclusion of women caregivers in consultations and decision making related to budget allocation, needs assessments (GoK, 2010; Omwami, 2014).

The two-thirds gender requirement for appointive positions is crucial for women empowerment and economic development in Kenya. The Constitution of Kenya provides that the State shall take steps to ensure that not more than two-thirds of members of all elective and appointive positions are not of the same gender.[2] Ten years after the promulgation of the Constitution of Kenya 2010, there is yet to be enacted a specific legislation to operationalize this constitutional provision on gender equality. Further, many policies and strategies aimed at increasing gender equality and possibly promoting the reduction of UCDW are still facing challenges in terms of outright opposition, limited budgetary allocation or slow implementation. Greater representation of women in decision making spaces would ensure more integration of gender inclusive strategies and policies in public and private sectors.

In conclusion, the Four Rs framework (i.e. recognition, reduction, redistribution and representation) provides a systematic approach and promises to significantly reduce the proportion of UCDW burden on women in Kenya. A recognition and valuation of UCDW will ensure that care and domestic work become integral economic activities that can easily be undertaken by women, men, other members of the households and the state. This calls for collaboration between national and county governments with programs like Oxfam to make UCDW more salient and apparent to policy makers to enable proper planning and policy formulation on the same.

---

[2] Article 27(8) of the Constitution of Kenya 2010

3.   THE SURVEY FINDINGS

The baseline study findings are presented in line with the MEL framework. The sub-sections below present the findings on the project outcomes and specific indicators. As a mixed methods study, the findings are both quantitative and qualitative and aim to provide the baseline for the project. The quantitative findings have been synthesized and presented in tables while the qualitative information provides further explanation of the context, drivers and operational challenges. The three project outcomes include commitment and investment in UCDW, shift in narratives on UCDW, and citizenry power to influence policy decisions.

3.1.   Outcome 1: Public and Private Sector Commitment and Investment on UCDW

The first outcome of the project is public and private sector institutions increase commitment and investment on UCDW through policy, practice and budget reforms. The baseline study explored the status of commitment and investment on UCDW by public and private institutions in Kenya and identified the status of policy, practice and budget reforms between the 2017 and 2020.

Specifically, the context and status of UCDW in Kenya and specifically the three counties was deciphered through reviews of available reports, briefs, statements, media reports etc. issued by the public and private sector actors. Secondly, key informants provided the qualitative description of the situation. The overall findings are discussed in the subsequent sub-sections of the report:

3.1.1 Policy briefs, statements and groups created

Indicator 1a: the number of policy briefs, recommendations, statements, debates, reports, creation of multi-sectoral groups, budget notes and implementation guidelines/evaluations issued by public and/or private sector institutions on UCDW that refer to WEE-Care policy asks and/or cite WEE-Care evidence

There were **three (3) policy and practice documentation related to UCDW issued by the public and private sector institutions** between April 2017 and March 2020.   Interviews with government officials indicated that most of meetings of stakeholders focused more on the issue of women economic empowerment and creation of more economic opportunities for women as well as improvement of infrastructure (water connection, ECDE classes, energy and health care). UCDW was not a mainstream theme in most of the briefs and general public discourse and discussions around it were not explicit. However, the Sessional Paper No 02 of 2019, National Policy on Gender and Development recognized domestic work and explicitly included it as one of the issues to be addressed under the employment and labour sub section of the policy.

Estimating the number of documents/statements on UCDW during the reference period (April 2017-March 2020) was problematic during the interviews hence we had to triangulate the information with documentary evidence to get the specific numbers. As shown in **Table 1, Annex 5,** the study team identified two (a press statement on government commitment to capture information on indicators including labour (including UCDW) in the 2019 Census data and the Household Care Survey)
key documents that were produced during the reference period as evidence of the level of commitment to and investment in UCDW by the public and private sector actors.

The study found that there was a strong commitment to women economic empowerment and gender equality in Kenya. For example, the Government, through the State department for Gender, developed the National Policy on Gender and development policy, and launched it in 2019. Further, the government developed women's economic empowerment strategy, launched in April 2021 but signed in 2020. It was noted that the strategy has a chapter on domestic work, which could imply a commitment by the government to taking forward the care and domestic work agenda. However, the state department for gender was yet to develop an action plan to operationalize this strategy. The Health Act 2017 also has some relevance to UCDW but its implementation faced challenges due to insufficient budget allocation and inaccessibility of the facilities

At the national level, UCDW seems a relatively new concept. That while there has been some level of understanding about the disproportionate distribution of care work between men and women, the issue is yet to be addressed as a policy issue. A senior officer at the department noted, *"… in the last five years, there has been a push from state and non-state actors, for the government to develop a policy and to have a framework on how to implement the care work economy. The state department for gender had an engagement with CARE Kenya, sometime back on UCDW, but they did not progress much. There was also an attempt by UN Women to develop a framework on how to address the issue of care work."*

The State Department for Gender leads the National Gender Working Group (NGWG) which is a national instrument or framework for engagement by both state and non-state actors such as the private sector and civil society. *"The government way of developing any policy is very participative. Any gender related policies are first approved by the NGWG"*, said a senior government official. *"From there, the policy is taken to the counties through the Council of Governors. The county executive and county assemblies conduct public participation to ensure that the general public contributes to the new policy. Therefore, I can say that there is a framework on developing UCDW policies."*

The government has included care economy into the state officers' contracts since 2018/2019. During that financial year, the performance contract of the Principal Secretary included an activity on increasing sensitization of state and non-state actors on the issue of care economy. This was then replicated downstream in the contracts of all gender officers. The idea at the time was to sensitize actors since studies had indicated that many actors had limited knowledge on UCDW and its value and relationship with gender inequality and economic development.

The State department for gender deployed County Directors for gender across 47 counties in the country. Discussions with the Country Director for gender in Kitui County (deployed in 2017) indicated that the national government was actively involved in gender programming at the country level. In Kitui the team formed a county level gender sector working group to bring together all stakeholders working on gender related interventions. The team proposed the development of **a joint implementation program and was in the process of developing committees** that would focus on gender based violence (GBV), economic empowerment, peace and conflict and leadership. She noted that, "**the working group would act as a common front and leading voice in championing gender issues in the county**."

At the community level, there had been no discussions on UCDW before engagement with WE-Care Project partners. Before the project the talk was more generally on the need for men and women to cooperate without acknowledging UCDW as an important element in women empowerment. Within the informal settlements village level groups comprising of both men and women were formed to champion gender issues and therefore, awareness on UCDW appears to have increased after the project was initiated (between April 2017 and March 2020. During such meetings in one of the informal settlements, a key informant reported that, "*people say that -before the project started in April 2020- they never helped women with house chores like taking care of children, cooking and washing clothes, but after awareness creation – promoted by the project after April 2020, we are now comfortable doing these tasks*".

In conclusion, there was a policy commitment to address the challenges related to UCDW in Kenya. However, the government is yet to develop a policy related directly on UCDW – even though its inclusion in the National Policy on Gender and Development is a strong recognition of domestic work as an important aspect of gender equality and definitely a critical step towards addressing the whole spectrum of UCDW in Kenya.

3.1.2 Budget related processes influenced

Indicator 1b: number of budget related processes influenced by the active engagement of the WE-Care teams and partners. E.g. local development budget processes, national budget consultations, citizens' forum on transparency, etc.

The WE-Care partners were involved in 10 budget related processes at the county and national government level between April 2017 and March 2020 **(Table 1, Annex 5).** The budget making process is largely dominated by the national government or county government ministries and departments. The private sector and the general public participate in the process either through initial consultants/lobbying or later on during public participation meetings when the government presents the budget estimates for public participation. This provides an important opportunity for non-state actors such as civil society and citizens to provide feedback to the government budget proposals. Interviews with government officials and WRO representatives indicated that civil society lobbied the government departments on specific budget allocations at the preliminary stages of budget formulation in the period between April 2017 to March 2020. But fundamentally, they actively engage in the public participation meetings when they provide inputs and mobilize community members to interrogate budget estimates, especially at the county government level, especially in Nairobi, Kiambu and Kitui.

Oxfam in Kenya partners influenced budget allocations in the period between April 2017-March 2020 within the two-budget process of Kiambu and Nairobi Counties. It is worth noting that while the objective was to influence the overall budget of the County Government of Nairobi, the process builds up from the ward, to Sub County levels, before the consolidated budgets are tabled and ratified at the county level. GROOTs for example, worked with 18 county assemblies to influence budget allocation for women caregiver and women economic empowerment. Specifically, GROOTs worked with the government to recognize HIV/AIDS caregivers who initially were volunteers and unpaid. Over time those caregivers were absorbed into the government system. At the same time, Youth Alive! Kenya, working with 12 counties, was involved in the county budget making process right from budget

formulation to budget implementation. Specifically, the partner influenced the amendments to National Social Security Fund (NSSF) policy, leading to the reduction of the monthly contribution to Ksh 500 per registered member. However, WROs noted that they did not engage the government departments on UCDW explicitly before the inception of WE-Care Project in March 2020. However, they advocated for, petitioned and influenced budgetary allocations to UCDW related projects.

In conclusion, we find that during the reference baseline period (April 2017 – March 2020) Oxfam and partners were influential at the county and national government but specifically on budget making processes and not directly on UCDW. The budget making processes were on broader economic empowerment and infrastructure development e.g. health, water, sanitation that are related to enabling women to save time and therefore participate in economic activities. Oxfam and partners, expect that UCDW will become a mainstream theme through targeted budget influencing engagements to adjust budget allocations for UCDW, especially at the County level where the partners – GROOTs and Youth Alive! Kenya are actively engaged.

3.1.3 Decision-makers in policy and budget spaces supportive of UCDW

Indicator 1c.: number of decision-makers engaged by WE-Care in policy and budget spaces (in government and private sector) that are supportive of UCDW as an economic and development policy issue.

The baseline studies found that there were 10 decision-makers in both public institutions that were engaged in decision making of UCDW and are supportive of it as an economic and development policy issue before the project started in March 2020. **(Table 3, Annex 5)**. Two were female politician and the other two are from the State Department of Gender. Such decision makers had sensitized stakeholder on UCDW as an economic and development policy issue. However, this study was not able to quantify the total number of such decision makers across the private sector and community levels due to limited quantitative data. Anecdotally, the respondents identified some government leaders and influencers that were involved in the "care economy" promotion, research and advocacy work before March 2020. For example, the Principal Secretary of the Ministry of Gender, the Directors and Assistant Directors at the State Department of Gender were identified as key decision makers that were supportive of UCDW before the WE-Care project inception.

As per the findings, there were decision makers especially in government that were directly supportive of UCDW during the baseline period. However, such decisions makers appear to have been mainly in the State Department for Gender and the two politicians. The department has incorporated the requirements to sensitize stakeholder on UCDW in staff performance contract and specifically the responsibility to sensitize stakeholders on the care economy. Secondly, as indicated earlier the department developed the national gender policy and strategy that included the recognition of domestic work as an important element of gender equality and women economic empowerment.

In conclusion, while the state department for gender was not the only department targeted by the project and partners, it had a broad appreciation of UCDW during the baseline reference period. A significant proportion of state department officials understood the role of care work in economic empowerment. This appreciation was largely driven by studies on the topic by non-state stakeholders

such as NGOs and UN Women and the local Universities especially Kenyatta University and University of Nairobi – which are also hubs for gender studies and Women Economic Empowerment.

3.2.   Outcome 2: Shift in public opinion and narratives on UCDW

The second outcome of the project is the shift in public opinions and narratives to acknowledge UCDW as an economic, development and gender equality issue. The baseline survey explored the status of public opinions and narratives during the baseline reference period.

Specifically, the baseline study sought to find out the status of engagement of influencers and the dominant narratives on UCDW at the time among their audiences. The study assessed the number of individuals, audiences and proportion of the audience that had positive attitude towards UCDW. Secondly, the team assessed the dominant narratives and drivers for such narratives across a range of stakeholders.

3.2.1 Individuals in civil society making public statements or producing content on UCDW

Indicator 2a: the number of influential individuals in civil society (including traditional and religious leaders, men's groups, the media, academia and the development sector) engaged by WE-Care project (through events or individual engagement) making public statements and/or producing content (e.g. articles, videos, documentaries) in support of an equitable division of UCDW.

There were 2 influential individuals who made public statements and/or produced content in support of equitable division of UCDW in the period between April 2017-March 2020. **Table4, in Annex 5**

Two influencers engaged to support and/or create content on UCDW. WE-Care partners were involved in various women/gender related projects before the inception of the project. They engaged some influencers including youth leaders, community leaders, and media personalities such as comedians as well as some academicians. While at the time, most of these influencers did not focus directly on the UCDW dimension to promote the women economic agenda including care and domestic workers' rights.

However, academicians were focused on UCDW as part of Oxfam commissioned studies.
There were some   individual initiatives by media influencers. These included online discussion forums mainly on men taking up household chores and care roles.

In terms of the dominant narratives, many stakeholders understood that care and domestic work has a direct causal relationship with the absence of women in policy, budgetary processes and decision making spaces. Secondly, the strong belief in gendered norms and responsibilities was indicated as a key narrative characterizing people's understanding of care and domestic work. Thirdly, women economic empowerment was found to have been a dominant narrative as the main gender equality intervention. And that many projects related to women were disproportionately focused on economic empowerment.

3.2.2 Audiences targeted by influencers, Oxfam and partners

Indicator 2b: number of audiences (targeted by influencers, Oxfam and partner organizations) reached with public statements, and/or with content that acknowledges UCDW as an economic, development and gender equality issue

Oxfam, partner organizations and influencers reached many audiences with content acknowledging UCDW as an economic and development and gender equality issues in the period between April 2017-March 2020. However, the information was more focused on domestic work and the broader issues of women economic empowerment**.** The estimated number of audiences reached during the base line reference period was not available given the time lapse between the last project and the baseline.

In Nairobi, KII Interviews pointed to the We-Care project implemented in 2018-2019 having enabled shifts in perceptions among the beneficiaries as reported by one key informant influencer from the informal settlement. Implementation in the informal settlements in Nairobi sensitized community members and led to household conversations and acknowledgement of UCDW as work and ways to address UCDW in terms of reduction and redistribution among different family members albeit to a small extent.

3.2.3 Audiences engaged with the messages shared by influential individuals, Oxfam and partners

Indicator **2c**: *number of audiences (targeted by influencers, Oxfam and partner organizations) engaged with public statements, and/or with content that acknowledges UCDW as an economic, development and gender equality issue*

The study found that some of the audiences who were reached with UCDW content engaged on Twitter, Facebook, Instagram and on live TV by liking or commenting on the posts or asking questions. Also, the baseline was not able to determine the particular number of those who engaged with the media outreaches given the wide time lapse between the interventions and the baseline.

There is need for the partner organizations and influencers to be trained how to keep tabs of and document the reach and engagement by the audience, and to understand the process of use of media for influence and to keep tabs on the same.

3.2.4 Proportion of audience with positive opinion on UCDW

Indicator 2d: the percentage of audiences with a positive opinion about the need for a major recognition, reduction and redistribution of UCDW increases

The study found that the proportion of audiences with positive opinion on recognition, reduction and redistribution of UCDW was very low during the reference period. In terms of ranking politicians ranked at the bottom of the ladder in relation to awareness and positive opinion on recognition, reduction and redistribution of UCDW. For example, one of the respondents estimated only about 5% of national government officials recognized and had positive views on UCDW. The proportion of those with positive opinion was perhaps higher among civic organizations, estimated to be at least 30% and among the youth. However, at the household and community level, many people were aware that women did not attend decision making sessions due to being disproportionately involved in care and

domestic work. But very few of the community members had thought of the possibility and ways to reduce and/or redistribute UCDW among household, community and state actors.

Discussions with local community leaders such as village chairpersons indicated that the dominant narrative on gender roles was that men go out there to earn a living – for example working in construction sites or industrial areas, while their wives remained behind to take care of the home and domestic work. That very few men appreciated that their wives required support. Such men were perceived to be weak and that their wives controlled them, perhaps through some black magic. A village leader in Korogocho, Nairobi noted, "Before last year, the knowledge on UCDW was very low here."

The main drivers for this dominant narrative include, strong belief in traditional gender roles and responsibilities as espoused by the culture and traditions of different communities in Kenya including the *Agikuyu* in Kiambu and *Akamba* in Kitui counties. Secondly, men socialized as breadwinners, seek some kind of formal employment. Women on the other hand taking care of children and at best do small businesses in their areas of residence. This predominant household arrangements act to reinforce the traditional gender roles narratives and opinion among many people.

3.3.   Outcome 3: Citizenry power to influence decision making processes around UCDW

The third project outcome is to facilitate WROs, youth groups, carers and citizens to have more individual and collective power to influence decision-making processes around UCDW.

The baseline study explored the status of individual and collective power among WROs, youth groups, carer givers and citizens through interviewing a few public, private sector representatives and individual citizens.

Specifically, the team sought to establish the extent to which the citizens had power to influence decision making. The team assessed the number of policy documents, number of WROs, youth groups and carers organizations that participated in decision-making on UCDW. The next sub-sections present the findings on the specific indicators for the third outcome.

3.3.1 Policy document and statements by WROs, Youth groups and carers organizations

Indicator 3 a: the number of policy documents, strategic plans, publications, briefs, and other official statements, from participating WROs, youth groups or carer giver organizations that refer or incorporate UCDW policy asks, evidence or language.

Only one (1) WROs, Youth Alive Kenya had a UCDW related plan before April 2020. The UCDW plan is part of the Implementation plan of the Wezesha Project. This may have been because of working closely with Oxfam in Kenya. Other partner WROs, youth groups and/or carers organizations (through their networks) did not seem to have any UCDW related themes within their organizations. The activities they mainly engaged in were trainings on public participation, social accountability and advocacy to influence service delivery in health facility, rehabilitation of roads, improved infrastructure as well as influencing the hiring of 4 Civic education Coordinators.

Table 5, Annex 5 shows that there were lots of activities happening at the grassroots level in relation to UCDW as opposed to the higher levels. Trainings on Public Expenditure management (PEM) cycle, use of the social accountability tool, Civic education were some of the activities that this particular level of group engaged in as they indirectly drive the agenda of UCDW.

WROs, youth groups or carer-organisations participation in UCDW policy spaces
Indicator 3b: the number of WROs, youth groups or carers organizations alliances/networks that engaged with WE-Care that report increase in participation on relevant UCDW-related policy spaces.

Sixty Trainer of Trainers from Youth Alive Kenya participated in the two (**2) policy making spaces**, (Public participation meetings which is the lower level of policy making and the sub county level which is intermediate to the county level). In terms of county budgeting processes and prior to March 2020 the groups were able to participate in the ADP and CIDP development plans, Public participation meetings and sub county level meetings to table their requests /asks or challenge an issue that is contrary to their input. Their participation in these processes has led to positive results from the communities

GROOTS and YAK engaged the county and national government on broader issues of gender equality and women empowerment. The main reason for limited focus on UCDW was lack of a comprehensive program or platform such as the WE-Care project to mobilize stakeholders to articulate and influence policies around UCDW.

Indicator 3c. Number of requests received by participating WROs, youth groups or carers organisations to provide information on UCDW from other organizations not participating in the project.

Even though Youth Alive Kenya had some basic information on UCDW, no particular or official request could be attributed to for information within the reference period.

4. STUDY CONCLUSION AND RECOMMENDATIONS

4.1. Conclusion

For a long time, Kenya has had a very active gender equality campaign, particularly focusing on economic empowerment and campaigns against gender-based violence. While the campaigns have been led by civic organizations, the government broadly supports gender equality and had made concerted efforts to mainstream gender in its programs. This is legally supported by a constitutional requirement that all appointive positions must adhere to one third gender rule, the establishment of the national gender commission and establishment of a state department of gender. Kenya's last general election held in August 2017 led to a period of political tension and slow economic growth in the country that ran for about two to three years. This forms the backdrop of the study baseline period between April 2017 and March 2020 and the context of our findings on the status, narratives and opinions on UCDW.

There was some level of commitment and investment in programs related, albeit indirectly, to UCDW in the last three years, with both the national and county governments developing gender policy, strategies and programs. Specifically, during the period, the state department of gender developed a gender policy and strategy documents, deployed personnel to the counties to support gender mainstreaming at the county and community levels. While most of the focus on women economic development, there was a specific recognition of domestic work and this was included in the gender strategy develop between 2018 and 2020. There were proxy infrastructural investments made by national and county governments included early childhood education, water (expansion of piped water and installation of boreholes), and sanitation facilities especially in market centers, distribution of hygiene materials such as mensuration pads by opinion leaders, building of new / expansion of hospitals and promotion of energy saving cook stoves that aimed to reduce the time women spent of domestic work.

With regards to shifts in dominant narratives and public opinion, the main narratives during the reference period were women economic empowerment, women inclusion in leadership and gender-based violence. While the public had a strong appreciation of gender equality, there persisted the traditional gender roles and responsibilities narratives persisted among many people with the underlying leading to a majority of women, compared to men especially in rural areas and informal settlements, continued to spend most for their time on UCDW. Secondly, during the baseline period, the media and government officials strongly highlighted issues around GBV.

Many WRO, youth groups and carers-organizations participated in policy spaces including influencing country and national government budgets with regards to women economic empowerment. Specifically, during this period Oxfam partners participated in the development of national gender policy and gender strategy. The strategy acknowledges and dedicates a full chapter on domestic work. However, very few WROs, youth and carers-organizations participated in engagements aimed at influencing policies directly related to un paid care work.

Overall, this baseline study concludes that Oxfam and partners had some engagements aimed at influencing policy, strategy and budget allocations for UCDW, albeit broadly and indirectly. That there

is need to use the new WE-Care project to mainstream UCDW as a key element of gender equality policy in Kenya.

4.2. Recommendations

Instituting a comprehensive reporting and monitoring system will be important for effectively implementation and assessment of the project. The following recommendations can be considered in the efforts to improve the outcomes of the project;

- The project should put more efforts on the recognition of UCDW as a distinct dimension of gender equality and women economic empowerment to ensure that UCDW sub-committees are created within the national gender working groups and county level gender networks to provide appropriate focus on UCDW.

- There is need to Strengthen the M&E of UCDW policy influencing engagements. As found in this study, most stakeholders do not have nuanced data e.g. number of statements, documents, meetings held etc. Therefore, the project should strive to fill such gaps e.g. by having an M&E template tool specific to UCDW to effectively monitor and evaluate the WE-Care project outcomes. Development of a M&E tool specific to UCDW will help partners and relevant stakeholders

- The predominant narratives are deeply embedded in people's culture and beliefs and therefore it will take time to see shifts in such narratives and public opinion. However, it is important to monitor the main public discourses during the project period with a view to assessing their effects on the public opinion on UCDW to determine shifts.

- There is need to institute appropriate mechanisms to monitor the progress of citizenry empowerment at the community and household level.

5.   ANNEXES

5.1.   Annex 1: Study audience

Table 1.1: Baseline Study audience

STAKEHOLDER	BASELINE NEEDS & USE	ROLE IN BASELINE
Donor	• Establish relevance of Project on target beneficiaries. • Gauge the suitability of approach and strategies, and establish the value for money • Suggestions/recommendations for better Input - Output – Outcome-Impact realignment	• Provide insights on the overall alignment of Project to donor development priorities for Kenya
OXFAM Kenya	• Benchmarks for relevance, efficiency, sustainability and effectiveness of the interventions • Gauge the suitability of approach and strategies, and establish the value for money • Suggestions/recommendations for better Input - Output – Outcome-Impact realignment	• Review and approve Baseline design and tools • Provide relevant project background materials. • Supervise execution of baseline methodology • Review and approve final Baseline report. • Support in the mobilization of key stakeholders • Organize and participate in validation of findings and recommendations
Implementing Partners (GROOTS Kenya, AWAK, Youth Alive!!)	• Benchmarks for relevance, efficiency, sustainability and effectiveness of the interventions • Gauge the suitability of approach and strategies, and establish the value for money • Suggestions/recommendations for better Input - Output – Outcome-Impact realignment	• Provide field support for Baseline e.g. mobilization of communities, scheduling of key informant interviews and FGDs • Provide relevant background reference materials • Respond to some Baseline questions as Key informants • Participate in reflection event to share and validate Baseline findings
National and County Governments (Departments of Labour,	• Learning to inform strategies for use in integration, upscaling or replication	• Respond to some Baseline questions as Key informants • Participate in reflection event to share and validate Baseline findings

Gender, and Social protection)		
Community level stakeholders	• Inform Project relevance • Ensure community perspectives are captured and reflected in the actions of the Project	• Respond to some Baseline questions • Participate in reflection event to share and validate Baseline findings • Community Mobilization

5.2. **Annex 1.2: Key Informants**

Table 1.2: KEY INFOMANTS INTERVIEWED

Name	Position	Institution
1. Ruth Oloo	Women's rights Strategist	Oxfam in Kenya
2. Blandina Bobson	MEAL Advisor	Oxfam in Kenya
3. Dennis Mungo	Director	Youth Alive Kenya
4. Purity Jebor	Program Officer	Youth Alive Kenya
5. Emily Maranga	Lead, Women leadership & Governance Program	GROOTS
6. Judy Matu	National Chairlady and Founder	Association of Women in Agriculture Kenya
7. Julius Mundia	Training Officer	Association of Women in Agriculture Kenya
8. Salome Rabera	Safeguarding Officer	Association of Women in Agriculture Kenya
9. Linda Oloo	Research Officer	African Population and Health Research Center
10. Ted Josiah	Influencer/Audio Visual Producer	Private business
11. Timothy Kinai (Njugush)	Digital influencer	Private Business/Njugush Creatives
12. Nashon Opiyo	Chief/community Influencer	Korogocho, Nairobi County
13. Joshua Matheka	Market Chairperson	Korogocho Market, Nairobi County
14. Sophie Achieng	CHV/Small Scale trader	Korogocho Market, Nairobi County
15. Lucianna Mila	County Director-State Department of Gender	Kitui County
16. Michael Kariuki	Deputy Director, Gender& Culture	State Department of Gender
17. Susan Mwaniki	Assistant Director- Department of Youth	Nairobi City County

18. Mary Kirobi	Director, Gender & Culture	County Government of Kiambu
19. Prof Lucy Maina	Professor/Academician	Kenyatta University
20. Prof Wanjiku Kabira	Professor Emeritus	University of Nairobi
21. Michael Oduor	Founder/Organizing Coordinator	CBO, Kawangware Youth Paraplegic Trust
22. Tillda Beverlyne	Secretary	CBO, Kawangware Youth Paraplegic Trust
23. Martin Kiyeng	Partnerships Manager	Kidogo Early Years
24. Lawrence Gatenjwa	Chairperson	Kiambu County Empowerment Network
25. Sebastian Karanja	Korogocho Ward Administrator	Nairobi City County
26. Caroline Wanjiku	Community Leader	Kiambu County, Kenya
27. Mary kabaru	Director	State Department of Gender, Nairobi City County
28. Masheti Masinjila	Social policy researcher with a bias towards gender responsive analysis	University of Nairobi/ CCDG

Table 1.2: LIST OF DOCUMENTS REVIEWED

Name
Clips of Audio Sessions
Consolidated Outreach reports
Networking Reports
Outcome harvesting reports
Oxfam2018-6865 Final Narrative
Various Reports of Media sessions
Scripts for radio talks shows
WE-Care Final Narrative Repot
WE-Care Hewlett Phase IV-Interim Report
Mid Term Evaluation (MTE) of the Wezesha Jamii project
WE-Care Policy Briefing
Memoranda to influence UCDW in budgeting processes
YAK WE-Care Narrative
YAK Closeout Report-Uraia Partnerships
Promoting livelihoods and inclusion of vulnerable women domestic workers and women small scale traders annual reports
IDRC Report: Policy Mapping: Women's Economic Empowerment

5.3.   **Annex 2: References**

Aberman, N.L., Behrman, J., & Birner, R. (2017). "Gendered Perceptions of Power and Decision-Making in Rural Kenya". Development Policy Review, Vol. 36:4, pp.389-407, DOI: 10.1111/dpr.12257.

African Union (2010). The African Women's Decade. Theme: Grassroots Approach to Gender Equality and Women's Empowerment (GEWE). Available at: https://www.un.org/en/africa/osaa/pdf/events/2018/20180315/TheAfricanWomen.pdf.

Bello, F.O., Musoke, P., Kwena, Z., Owino, G.O., Bukusi, E.A., Darbes, L., & Turan, J.M. (2019). "The Role of Women's Empowerment and Male Engagement in Pregnancy Healthcare Seeking Behaviors in Western Kenya". Women & Health, 59:8, pp. 892-906. DOI: 10.1080/03630242.2019.1567644.

Cornwall, A. (2016). "Women's Empowerment: What Works?" Journal of International Development, vol. 28, issue 3, pp.342-359. DOI: 10.1002/jid.321.

Galie, A., & Farnworth, C.R. (2019). Power Through: A New Concept in the Empowerment Discourse. Global Food Security, Vol. 21, pp. 13-17. DOI: 10.1016/j.gfs.2019.07.001.

Government of Kenya (2019). Sessional Paper No 02 of 2019, National Policy on Gender and Development, Nairobi, Government Printers

Government of Kenya. (2010). The Constitution of Kenya 2010. Nairobi: Government Printers.

Government of Kenya. (2008). Kenya's Vision 2030. Nairobi: Government Printers.

International Labour Organization (ILO) (2018). *Care Work and Care Jobs for the Future of Decent Work*. Geneva. Available at: https://www.ilo.org/global/publications/books/WCMS_633135/lang--en/index.htm

Devex 2021: Q&A: Gender data to drive several firsts for Kenya this year | Devex. (n.d.). Retrieved September 7, 2021, from https:///

Kenya National Bureau of Statistics-KNBS (2019). Economic Survey 2019 Highlights. Available at: https://www.knbs.or.ke/?wpdmpro=economic-survey-2019.

Kenya National Bureau of Statistics-KNBS (2018). Basic Report on Wellbeing in Kenya: Based on the 2015/16 Kenya Integrated Household Budget Survey (KIHBS). Retrieved from: http://statistics.knbs.or.ke/nada/index.php/catalog/88/download/744.

León-Himmelstine, C., & Salomon, H. (2020). *Findings from a WE-Care project final evaluation: January 2020.*

Masinjilia Masheti (2020). Policy Mapping: Women's Economic Empowerment in Kenya. An IDRC report. IDRC, Ottawa.

Musalia, J. (2017). "Household Decision-Making among Married Women in Kenya: A Latent Class Analysis". *Sex Roles*, Vol. 28, pp.182-193. DOI 10.1007/s11199-017-0788-1.

Mugehera, L., & Parkes, A. (2020). Unlocking Sustainable Development in Africa by Addressing Unpaid Care and Domestic Work. Google Scholar

McKinsey Global Institute (2015). *The Power Parity: How Advancing Women's Equality can add $12 Trillion to Global Growth.* Google Scholar.

Nizam, R., Muriu, A. R., & Partnership, I. B. (2015). *Basic Requirements for Public Participation in Kenya's Legal Framework.* https://openknowledge.worldbank.org/handle/10986/21664

Omwami, E.M. (2014). "Intergenerational Comparison of Education Attainment and Implications for Empowerment of Women in Rural Kenya". Gender, Place & Culture 22: 8, pp.1106-1123. DOI: 10.1080/0966369X.2014.939152.

Oxfam (2019). *Gendered Patterns of Unpaid Care and Domestic Work in the Urban Informal Settlements of Nairobi, Kenya: Findings from A Household Care Survey*. https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620910/rr-nairobi-kenya-household-care-survey-191119-summen.pdf;jsessionid=27A715232C256363B24B6BD02AFE5BC9?sequence=3

Rao, Nitya (2016). *Global Agendas, Local Norms: Mobilizing around Unpaid Care Work in Asia*. UNRISD: Mimeo.

UNDP (2016) *The African Human Development Report 2016: Accelerating Gender Equality and Women's Empowerment in Africa.*
http://www.undp.org/content/undp/en/home/librarypage/hdr/2016-africa-human-development-report.html.

UNDP (2009). Financial and Economic Crisis: Turning the Global Financial and Economic Crisis into Opportunity for Poor Women and Men. Policy Brief. Gender Equality and Poverty Reduction.

Wanjala P, Njuguna D, Paul B and David O. *Pathways to optimal health infrastructure in Kenya.* (2019): Policy Brief.

5.4. Annex 3: Baseline research questions

The table below plots the outcome indicators against the modes of data collection.

GOAL:	Enhanced economic empowerment of marginalized women in the urban and rural areas of Kenya		
OUTCOME	INDICATORS	STUDY QUESTIONS	DATA COLLECTION MODE
Public and private sector institutions increase commitment & investment on UCDW through policy, practice and budget reforms	During the three years of the project, the Number of policy recommendations / strategies, briefs, statements, debates, reports, creation of multi-sectoral groups and implementation guidelines/evaluations by public and/or private sector institutions on UCDW that refer to WE-Care policy asks and/or cite WE-Care evidence. This is in comparison with the previous three years before the project started.	What was the situation of UCDW prior to the project? What policy recommendations were made in the previous phases of the project and what other policy recommendations need to be made? What are the existing frameworks for the promotion of the UCDW Agenda and how can these be strengthened?	To be assessed through review of relevant reports and Key Informant Interviews with policy level stakeholders
	During the three years of the project, the number of budget related processes influenced by the active engagement of the WE-Care teams and partners.	What were the capacities of the WE-Care teams and partners in contributing to budget related processes (before the project)? How have these changed over time? How can these capacities be further improved/sustained? What are the barriers and opportunities for budget influencing?	To be assessed through review of relevant reports and Key Informant Interviews with policy level stakeholders

	Number of influential individuals in civil society (including traditional and religious leaders, men's groups), the media, academia and the development sector engaged by WE-Care (through events or individual engagement) making public statements and/or producing content (e.g. articles, videos, documentaries) in support to an equitable division of UCDW	Who are the critical players, and what role can the project continuously play in utilizing these partnerships towards improvement of policies and actions on UCDW?	Data to be obtained through Focused Group discussions, and through Key Informant Interviews with community leaders, policy makers at county at national government, and in the private sector
Public opinions and narratives shift to acknowledge UCDW as an economic, development and gender equality issue	By the end of the project, influencers, have reached (R) and engaged (E) a number of their audiences with public statements, and/or with content that acknowledges UCDW as an economic, development and gender equality issue.	What was level of consciousness/awareness on UCDW before the project and how has this changed in the course of the project? What are the modes of UCDW messaging and how effective have these been?	Data to be obtained through Focused Group discussions, cross sectional survey? and through Key Informant Interviews with community leaders, policy makers at county at national government, and in the private sector
	By the end of the project, the percentage of influencer's audiences who have a positive opinion about the need for a major recognition, reduction and redistribution of UCDW increases.	What was the prevailing opinion of the key actors (influencers) on UCDW, and how has this changed in the course of the project?	Data to be obtained through Focused Group discussions, and cross sectional survey ? and through Key Informant Interviews with community leaders, policy makers at county at national government, and in the private sector
WROs, youth groups, carers and citizens	Policy documents, publications, briefs, interviews with WROs, youth groups or	To what extent did specific policies, publication, briefs focus on UCDW	Focused Group Discussions and cross sectional survey and

have more individual and collective power to influence decision-making processes around UCDW	careers organizations alliances/networks that engaged with WE-Care that shows UCDW is profiled and mentions relevant evidence on the theme	before the project? What opportunities exist for the inclusion/focus/integration of UCDW into policies, publications and briefs?	Key Informants with representatives of WROs, Youth Groups, Media organizations, Academia, and traditional and religious organizations
	Number of WROs, youth groups or care organizations alliances/networks that engaged with WE-Care that report increase in participation on relevant UCDW-related policy spaces	What was the level of participation (for WROs and Youth Groups) in UCDW policy processes and how has this changed in the previous phases of the project? Do WROs and Youth groups participate in UCDW policy spaces? What Policy Spaces exist? Are there any unexplored policy platforms?	Focused Group Discussions and Key Informants with representatives of WROs, Youth Groups, Media organizations, Academia, and traditional and religious organizations

5.5.   Annex 4: Activity Plan

Gantt Chart below shows the proposed Work structure with the activities distributed across a 38-day period.

ACTIVITY	APRIL	MAY-JUNE		
Inception meeting with Oxfam to discuss design and agree on methodology and to draw up a detailed work plan; Initial briefing with Oxfam to ensure that the research team is clear on the principle proposition for this exercise.	1 days			
Desk review: drafting research matrix with research questions, data requirements and sources; secondary data and literature review.	6 Days			
Main research phase: design of data collection tools, possible pretesting of tools, training of data clerks, planning of field visits and discussions/interviews with stakeholders including Government offices, other local and international CSO's, conduct field visits to collect data through a combination of data collection methods.		21 Days		
Analysis and reporting: analysis of data as per the thematic areas of inquiry to feed the reporting. Production of a draft report, review and validation of this report with Oxfam to give opportunity for feedback.		8 Days		
Submission of final report and dissemination (presentation of findings and recommendations).		2 Days		

5.1.   **Annex 5: UCDW BASELINE INDICATORS**

TABLE 1 POLICY

Specific Indicators	No.	Who	What	When	Advocacy/Influence	Follow up Actions
1a. During the three years of the project, the number of policy briefs, recommendations, statements, debates, reports, creation of multi-sectoral groups, budget notes and implementation guidelines/evaluations issued by public and/or private sector institutions on UCDW that refer to WEE-Care policy asks and/or cite WEE-Care evidence. **(Total = 5)**	1	Government-KNBS	A press statement on government commitment to capture information on indicators including labour (including UCDW) in Census data	**2019**	**Influenced Practice:** Inclusion of UCDW activities in the census tool. KNBS confirmed including unpaid care in the census tool. Development and collection of country wide data on a time-use survey	National time-use survey conducted
	1	Dagoretti North Sub County (Nairobi County Government)	• Improved health care service delivery by the Sub County in Gatina Ward	**2019**	**Influenced Practice:** Meeting Sub County officials and health facility manager. This helped to reduce the time spent by women at the health facility.	Constant engagement with the sub county office
	1	Kiambu County Civil Society Organizations	Formation of Kiambu County Empowerment Network	**2019**	**Influenced Practice:** Coordination of public participation	Continuous process
	1	KNBS	Household Care (HHC) Survey in	**Oct 2018**	**Influenced Practice:** Used experiences from the Household Care survey to request for review of Kenya	Use census data to inform programming

					National Census tools	
	1	Kiambu County and Nairobi County (Dagoretti Sub County)	CSOs (NOPE, WDWs, and WSSTs CROWN Trust) established Strategic partnerships in the two counties	**2019**	**Influenced Practice:** Opportunity to advocate and influence policy and budget allocations at county and sub county levels	Follow up on implementation of budget allocations
1b. During the three years of the project, the number of budget related processes influenced by the active engagement of the WEE-Care teams and partners. e.g., local development budget processes, national budget consultations, citizens' forum on transparency **(Total = 10)**	2	1. Nairobi's country budget processes	1. At the **Ruaraka Subcounty** budget engagement, WEE-Care teams sensitized the local administrators on UCDW and made suggestions for the inclusion in the county budget 2. **In Mukuru Ward, m**eetings with County Officials to advocate for inclusion of UCDW issues in the budget 3. In **Dagoretti Sub- County,** the WEE-Care teams held **d**iscussions with *Education Officer*s to advance resource allocation that would address UCDW in the budget	**2019**	• Water and Sewer systems were being put in place in *Korogocho* • Nairobi County allocated Ksh. 3,815 for every ECD child in public schools in Nairobi. • Commitment to employ more ECD teachers *a.k.a* care-givers **Public expenditure management** • County governance influenced to increase budget allocated to dealing with water and sanitation	Need to sustain budget advocacy through Continuous training

			4. In **Mathare Subcounty,** the WEE-Care teams held discussions with over 10 county officials to advance resource allocation that would address UCDW in the budget 5. **At the Nairobi County budget -** There was development of an MOA to champion accountable leaders, civic education & social accountability to influence services & projects in the **Local development budget** 6. The WEE-Care teams ensured participation in the **2018- 2022 Nairobi County Integrated Development Plan (CIDP)** budget through petitions submitted to the county government	2019	Petition submitted to the county government to influence budget estimation for 2019/2020 in the CIDP and ADP in Nairobi • WASH budget allocation increased by 30% • ECD Budget allocation increased by 11% in 2019	Influence of county budgets in water and sanitation and ECDE

		7. The WEE-Care teams ensured participation in the Nairobi County **2019/20 Annual Development Plan** (ADP) budget through petitions submitted to the county government				
	2. Kiambu County Budget processes	8. Kiambu **County sector working group** phase engagements to ensure inclusion of UCDW issues 9. Promotion of Budget dialogues through the **Kiambu County Accountability forum** 10. Kiambu County Empowerment Network (K.C.E.N.) facilitated **Kiambu county budget public participation** **These were conducted to prioritize Infrastructure, power and health care**		• Citizen engagement / Public participation in Kiambu influenced budgets for infrastructure improvement- power and health care through provision of non-pharmaceutical and laboratory supplies	Continuous training and engagement
1c. Number of decision-makers	1	Hon. Esther Passaris	Participated in the launch of HHC survey launch and made strong	2019	• Supports and talks about UCDW	Involve more decision makers

engaged by WE-Care in policy and budget spaces (in government and private sector) that are supportive of UCDW as an economic and development policy issue. **(Total = 10)**			supportive remarks		occasionally as the Women representative for Nairobi County	supportive of UCDW
	8	Public sector institutions and government departments. (State department of gender)	Tagged on social media discussions on UCDW and engaged on twitter handle	5-19th Feb 2020	• Increasingly became supportive of the UCDW debate and agenda	Involve more decision makers supportive of UCDW including use of social media

Public opinion shifts to acknowledge UCDW as an economic and development, gender equality issue

Table 2 O2: Influencers: academia, development partners, private sector, civil society, media, religious groups, community etc.)

	No	Gender/Item	Description/ Type	When	Mode of influence	*Note*
2a. Number of influential individuals in civil society (including traditional and religious leaders, men's groups), the media, academia and the development sector engaged by WE-Care (through events or individual engagement) making public statements and/or producing content (e.g. articles, videos, documentaries) in support to an equitable division of UCDW **(TOTAL = 10)**	2	Male	• Entertainment • Brand ambassadors i.e. Njugush- has 2.1 million followers on Instagram, and Tedd Josiah	2018/19	• Comedy • Online discussions	
2a. Number of influential individuals in civil society (including traditional and religious leaders, men's groups), the media, academia and the development sector engaged by WE-Care (through events or individual engagement) making public statements and/or producing content (e.g. articles, videos, documentaries) in support to an equitable division	1	Male	Chief Nashon-Korogocho was engaged in 2019 and he leads a location that is very highly populated. Uses Barazas and other community-based platforms to advocate for We-care related issues	2019	Community Leader	

of UCDW **(TOTAL = 10)** 2b. By the end of the project, influencers, Oxfam and partner organizations have reached (R) a number of their audiences with public statements, and/or with content that acknowledges UCDW as an economic, development and gender equality issue. No of public statements/content/blogs, documentaries, tweets etc. produced by influential (Who &What details of the content/ frequency) **(Total = 36)**	6	(5) Female 1 (Male)	**Academia:** Prof. Kabira Prof. Lucia Prof. Elishiba Kimani Prof. Masheti Mashinjula (CCGD) • Prof. Tabitha Kariti *(guest speaker at Journalists breakfast meeting at The Hilton, Nairobi)*	2019	Presentations and research engagements	
	1	KEPSA	The Lead Manager for Youth and Gender Sector/Program	2019	Engagement with State Dept for Gender, Supporting the Private sector to mainstream gender issues	*Identified as an influencer by Asst. Director at State Dept for Gender*
	4 Radio interviews		Mtaani Radio (2), Family and Ejok FM	2018/19	In person interviews broadcast on air	*Total estimated reach could not be correctly estimated as the survey was conducted approximately 2 years in retrospect and gathering that*

						data became challenging
	4 TV interviews		K24, Family TV, NTV	2018/19	In person interviews broadcast on air	*The number of audiences engaged with public statements and/or with content that acknowledges UCDW could not be determined as the survey was conducted approximately 2 years in retrospect*
2b. By the end of the project, influencers, Oxfam and partner organizations have reached (R) a number of their audiences with public statements, and/or with content that acknowledges UCDW as an economic, development and gender equality issue. No of public statements/content/blogs, documentaries, tweets etc. produced by influential (Who &What details of the content/	9 articles	Publications	Various media		Various writers	*Total estimated reach could not be correctly estimated as the survey was conducted approximately 2 years in retrospect and gathering that data became challenging*
	16 Radio Scripts	Scripts	Various media Stations		In person interviews broadcast on air	
	3 blogs		2 by Oxfam staff 1 by a journalist that attended the breakfast meeting	2018/19	Online publication and readers' comments	
			Social media engagements including comments and		On-line	*The number of audiences*

frequency) **(Total = 36)** No of Specific Audiences reached with public statements/ contents on UCDW (What, who) General Audiences reached with public statements/ contents on UCDW (What, who)			discussions People reached through the media campaign		Media campaigns	*engaged with public statements and/or with content that acknowledges UCDW could not be determined as the survey was conducted approximately 2 years in retrospect*
No of Specific Audiences reached with public statements/ contents on UCDW (What, who) General Audiences reached with public statements/ contents on UCDW (What, who) 2c. By the end of the project, influencers, Oxfam and partner organizations have engaged (E) a number of their audiences with public statements, and/or with content that acknowledges UCDW as an economic, development and gender equality issue.	2	Female	Response to live Radio, TV, You tube, twitter Politicians: Esther Passaris Martha Karua		Media Campaigns Female Influencers	
2d. By the end of the project, the percentage of audiences who have a positive opinion about the need for a major recognition, reduction and redistribution of UCDW increases.						

Table 3 O3WROs, youth groups, carers and citizens have more individual and collective power to influence decision-making processes around UCDW

	No	Who	What	Roles/effect
3a. Number of Policy documents, strategic plans, publications, briefs, and other official statements, from participating WROs, youth groups or carers organizations alliances/networks, that refers or incorporates UCDW policy asks, evidence or language. **(Total =4)**	1	• YAK	• Institutionalization of UCDW in policies and plans	Institutionalization of UCDW
	0	• AWAK	• Institutionalization of UCDW in policies and plans	For purposes of institutionalization of UCDW
3b. Number of WROs, youth groups or carers organizations alliances/networks that engaged with WE-Care that report increase in participation on relevant UCDW-related policy spaces **(Total = 4)**	0	• YAK	• YAK in collaboration with NOPE, Women Domestic Workers Association and Traders' association mobilized over 800 women to advocate for increased budget expenditure in the county on accessible water points	Ensured that the women priorities captured during the public participation events were included in sector budgets; ACP and CIDPs (2018-2022) and sufficient resources allocated for their implementation
3c. Number of requests received by participating WROs, youth groups or care' organizations to provide information on UCDW from other organizations not participating in the project.	0	• Implementing partners	• Requests for UCDW information	Even though Youth Alive Kenya had some basic information on UCDW, no particular or official request could be attributed to for information within the reference period

Table 4 AWARENESS/CONSCIOUSNESS

Indicators	Private sector	Public sector	Dev. Sector	Audience of the project	Reasons
Level of consciousness of UCDW (Public, private, general citizens) low, mid, high	Low	Low	High	Medium	• NGOs and the public are generally well informed about UCDW. • More work across Govt and Private sector departments since UCDW may not a priority and requires resources
Proportion of people/audience with positive opinion about the need to address UCDW	Medium	Low	Medium	Low	• Project is targeting all people. A bit challenging to estimate • A higher proportion of women than men have positive opinion on the need to address UCDW
Level of representation of caregivers in UCDW policy, budget, decision making space. (Scale of 1-10), Why				Scale 2	• Representation of caregivers in these aspects and spaces is generally low mainly due to limited knowledge on UCDW and capacity to engage in the policy making process
Estimate proportion (%) of different segments of society (children, youth, adult women and men, leaders) on awareness/ consciousness of UCDW	30%	15%	20%	Leaders at the local levels were more aware and conscious of UCDW through interactions with YAK and GROOTs	• Project is targeting all people. • A bit challenging to estimate • A higher proportion of women than men have positive opinion on the need to address UCDW • A higher proportion of leaders at local level than at the higher national levels