



REPUBLIC OF KENYA

GENDER SECTOR STATISTICS PLAN



ISBN: 978-9966-102-18-8

All Rights Reserved Copyright©2020

Extracts may be published if the source is duly
acknowledged

Editor: Jen Ross

Drafting: Masibo Lumala

Technical Revision: Joshua Musyimi, Diana
Lutta, Maureen Gitonga, Jessamyn Encarnacion,
Isabella Schmidt, Mika Mansukhani

Design: Meriam Otarra

ISBN 978-9966-102-18-8



9 789966 102188

TABLE OF CONTENTS

ACRONYMS AND ABBREVIATIONS	2	2.8 Stakeholder analysis	23
FOREWORD	4	2.9 Challenges and recommended interventions	24
ACKNOWLEDGEMENT	5	2.10 Recommended interventions	25
EXECUTIVE SUMMARY	6	3 SECTOR VISION, MISSION AND CORE VALUES	27
DEFINITION OF KEY TERMS USED IN THE GENDER SECTOR STATISTICS PLAN	8	3.1 Guiding principles	27
1. INTRODUCTION AND BACKGROUND	10	4 STRATEGIC OBJECTIVES, RESULT AREAS AND ACTIONS	28
1.1 Introduction	10	4.1 Objectives of the gender sector module in the NSDS	28
1.2 Justification for this Sector Statistics Plan	11	5 IMPLEMENTATION PLAN AND COORDINATION	31
1.3 Methodology of developing the plan	12	5.1 Introduction	31
2 SITUATIONAL ANALYSIS	13	5.2 Institutional arrangements	32
2.1 Socioeconomic performance	13	6 FINANCING, MONITORING & EVALUATION	35
2.2 Policy and legal context	14	6.1 Resource requirements and financing plan	35
2.3 Domestication of international frameworks	16	6.2 Monitoring implementation of sector statistical plan	35
2.4 Institutional arrangements	17	ANNEX 1: COSTED ANNUAL ACTIVITIES	36
2.5 Current status of gender statistics in Kenya	18	ANNEX 2: LIST OF STAKEHOLDERS AND INSTITUTIONS INVOLVED IN THE CONSULTATIVE FORA	43
2.6 Strengths, weaknesses, opportunities and threats (SWOT) analysis	20	REFERENCES	45
2.7 PESTEL analysis	22		

ACRONYMS AND ABBREVIATIONS

AU	African Union
BPfA	Beijing Platform for Action
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CPPMUs	Central Project Planning Management Units
EAC	East African Community
FGM	Female Genital Mutilation
GBV	Gender-Based Violence
GDP	Gross Domestic Product
GSSP	Gender Sector Statistics Plan
GSWG	Gender Sector Working Group
IAGSTC	Inter-Agency Gender Statistics Technical Committee
ICPD	International Conference on Population and Development
IGAD	Intergovernmental Authority on Development
KDHS	Kenya Demographic and Health Survey
KIHBS	Kenya Integrated Household Budget Surveys
KNBS	Kenya National Bureau of Statistics
KPHS	Kenya Population and Housing Census
KSDS	Kenya Strategy for the Development of Statistics
MCDAs	Ministries, Counties, Departments and Agencies
MDGs	Millennium Development Goals
MPI	Multidimensional Poverty Index

MTP	Medium-Term Plan
NCPD	National Council for Population and Development
NEPAD	New Economic Partnership for Africa's Development
NGEC	National Gender and Equality Commission
NGO	Non-Governmental Organization
NGSO	National Gender Statistics Office
NSS	National Statistical System
PESTEL	Political, Economic, Social, Technological, Environmental and Legal
SDfG	State Department for Gender
SDGs	Sustainable Development Goals
SIGI	Social Institutions and Gender Index
SRHR	Sexual and Reproductive Health Rights
SSDS	Sectoral Strategies for the Development of Statistics
SWOT	Strengths, Weaknesses, Opportunities and Threats
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV/AIDS
UN Women	United Nations Entity for Gender Equality and Empowerment of Women
USD	United States Dollars

FOREWORD

This Gender Sector Statistics Plan (GSSP) 2019/20–2022/23 is the culmination of an extensive process that will go a long way in affecting how we appreciate, generate and make use of gender statistics in the country. The Plan has been aligned with *Vision 2030*, the Medium-Term Plan (MTP) III (Gender Sector Plan) 2018–2022 and the Kenya Strategy for the Development of Statistics (2019–2023). In addition, the Plan has also been aligned with gender-related global normative frameworks, such as the Sustainable Development Goals (SDGs), Beijing Platform for Action (BPfA), and the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW).

The Plan has been prepared through collaborative efforts between the Kenya National Bureau of Statistics (KNBS), the State Department for Gender (SDfG), the National Gender Equality Commission (NGEC), UN Women's 'Women Count' Programme and other stakeholders in the NSS, including civil society organizations.

Prof. Margaret Kobia PhD, MGH
Cabinet Secretary
Public Service and Gender

I take this opportunity to commend the leadership of the Kenya National Bureau of Statistics and the State Department for Gender in spearheading the development of the plan. Effective implementation of this plan will require the collaboration of various state and non-state actors. It is further expected that the KNBS, in partnership with SDfG, will coordinate the implementation, monitoring and evaluation of the GSSP by providing overall guidance. The Inter-Agency Gender Statistics Technical Committee (IAGSTC) will be expected to monitor progress on the implementation of gender-sector-related activities and policies. It is my hope that the producers and users of gender statistics and responsible institutions will advance the overall vision of the plan, which is to achieve “a proactive and dynamic sector harnessing quality gender statistics for equitable growth and development”. This will no doubt make Kenya a leader in terms of realizing the Agenda 2030 and Kenya's national priorities, especially with regards to placing gender statistics at the centre of evidence-based decision-making by the Government.

ACKNOWLEDGEMENT

I wish to take this opportunity to thank everyone who was involved in the development of this Gender Sector Statistics Plan. I am particularly grateful to the following members of the Technical Committee: Caroline Mutwiri (KNBS), Joshua Musyimi (KNBS), Macdonald Obudho (KNBS), Abdikadir Awes (KNBS), Mary Wanyonyi (KNBS), Paul Samoei (KNBS), John Bore (KNBS), Sarah Omache (KNBS), Maureen Gitonga (UN Women), William Komu (SDfG), Rhoda Misiko (SDfG), Paul Kuria (NGEC), and Diana Lutta (UN Women). The coordination was undertaken by the KNBS through the technical team for the Kenya Strategy for the Development of Statistics (KSDS).

It is also important to note that without the support of UN Women, this plan would not

have come this far. We are indeed grateful to UN Women for funding the consultation process and for their invaluable input at the formative stages of the process.

The successful implementation of this Plan will very much depend on the continued support of the Government of Kenya and our development partners, to whom we are greatly indebted.

Lastly, I wish to thank the staff at KNBS and our stakeholders for all the sacrifices made throughout the process of developing this first-ever Gender Sector Statistics Plan. With this in place, it is time to get down to work. Time to walk the talk.

Mr. Zachary Mwangi, EBS
Director General
Kenya National Bureau of Statistics

EXECUTIVE SUMMARY

This Gender Sector Statistics Plan (GSSP) is part of the Kenya Strategy for the Development of Statistics (KSDS) aimed at strengthening Kenya's statistical capacity in gender statistics. This Plan offers strategic direction for the sector for the period 2019/20–2022/23. Gender statistics are central in understanding the dynamics of, and for promoting, gender equality because they provide relevant information, including indicators and benchmarks for measuring progress and analysing underlying factors. Gender equality and non-discrimination are anchored in the Constitution of Kenya 2010 and relevant laws and policies have been developed to ensure their achievement. Kenya is also party to several international treaties and conventions that promote gender equality and non-discrimination, which require quality data to monitor and report on progress.

While there have been efforts to produce quality and relevant gender statistics in response to the growing demand, the country still faces various resource constraints and weak coordination of the national statistical system. The strategies and actions outlined in this plan are geared towards addressing the data gaps between what is currently produced or is available and the data that is required to inform policy, advocacy, accountability and other priority development issues – particularly those linked to the Sustainable Development Goals (SDGs), Third Medium-Term Plan (MTP III)¹, the 'Big Four Agenda'² and the Sessional Paper No. 2 of 2019 on National Policy on Gender and Development (NPGAD)³. In this regard, this Plan aims to facilitate evidence-based policy formulation, planning, budgeting, monitoring and evaluation.

¹ <https://vision2030.go.ke/publication/third-medium-term-plan-2018-2022/>

² <https://www.president.go.ke/>

³ <http://psyg.go.ke/wp-content/uploads/2019/12/NATIONAL-POLICY-ON-GENDER-AND-DEVELOPMENT.pdf>

The process of developing this Gender Sector Statistics Plan was consultative and participatory, involving key stakeholders in the National Statistical System (NSS). It is aligned with the Kenya National Gender Statistics Assessment 2018 and builds on activities already in place that aim to promote best statistical practices in the production and dissemination of gender statistics. The proposed implementation framework provides for monitoring mechanisms on a quarterly and annual basis, together with a mid-term review with the flexibility for modifications when required. The process is designed to involve both producers and users of statistics.

Chapter one offers the background to the sector plan, highlighting the context within which the sector will function, with a special focus on the situational analysis and the place of statistics in the context of the United Nations *2030 Agenda*, Kenya's *Vision 2030*, and the KNBS Strategic Plan.

In chapter two, a Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis is conducted on the Sector Statistics Plan. This is followed by a 'political, economic, social, technological, environmental and legal (PESTEL) analysis⁴. Both the SWOT and PESTEL analyses are the product of inputs from various stakeholders who have a pertinent role in the generation and use of gender statistics. Challenges in the sector and recommended interventions are also set out as part of the solution to the identified weaknesses and threats.

In chapter three, the GSSP vision, mission and core values are addressed, besides stating the sectoral strategic objectives. The core values incorporated are accuracy, fairness, inclusivity, innovation,

integrity and professionalism. These are well defined and complemented by national values and governance principles.

Chapter four examines the strategic objectives, key results areas and actions needed to address the statistical gaps in the sector.

Chapter five focuses on plan implementation and coordination, with delivery mechanisms clearly laid out. This chapter also highlights the implementation phases of the GSSP. A key

proposal of the plan is the operationalization of the Inter-Agency Gender Statistics Technical Committee (IAGSTC) at the national level with a clearly defined mandate.

In chapter six, the financing of the plan is discussed. The budget is based on the key activities outlined in chapter five. This chapter also provides the monitoring, evaluation and reporting guidelines on the implementation of the Sector Statistics Plan.

DEFINITION OF KEY TERMS USED IN THE GENDER STATISTICS PLAN

Sex

This refers to biological characteristics that define a person, especially as differentiated with reference to reproductive functions, as either male or female.⁵

Gender

Refers to the socially constructed roles, responsibilities, relationships, attitudes, behaviours, values, relative power and influence that the society ascribes to men, women, boys and girls on a differential basis. These are context/time-specific and changeable.⁶

Gender equality

Gender equality implies that women, men, boys and girls have equal value and therefore should be accorded equal opportunities and treatment. It does not imply that women and girls, men and boys are the same. Equality is both a goal and a means whereby individuals are accorded equal treatment under the law and equal opportunities to enjoy their rights and to develop their potential talents and skills so that they can participate in national political, economic, social and cultural development and can benefit from its results. Equality means the realization of rights that have been denied as a result of cultural, institutional, behavioural and attitudinal discrimination.

According to the United Nations, **gender equality** refers to the process of being fair to women and men, girls and boys, by taking into account their different needs, cultural barriers and past and present discrimination against a specific group. Gender equality may involve the use of temporary special measures of differential treatment to compensate for historical or systemic bias or discrimination against one sex in order to obtain equality of outcomes and end results. It is a

means to ensure that women, men, girls and boys, have an equal chance not only at the starting point but also when reaching the finish line.⁷

Gender equity

This refers to a situation when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviours and aspirations of women and men are equally valued and favoured.⁸

Gender analysis

This is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect women, men, girls and boys in certain situation or contexts. Gender analysis examines the relationships between females and males and their access to, and control of, resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.

Gender-disaggregated data

Refers to data on women, men, boys and girls in relation to all aspects of their gender orientation.

Gender indicators

These are useful tools for monitoring gender differences, gender-related changes over time and progress towards gender equality goals. In general, indicators are statistics with a reference point (a norm or a benchmark) against which value judgments can be made. Indicators have a normative nature, in the sense that a change

from the reference point in a particular direction can be interpreted as “good” or “bad”. In the case of gender statistics, the status of women in a particular country is usually evaluated by reference to (comparison with) the situation of men in that country. In a few cases, such as for maternal mortality or access to antenatal services, the norm is the situation of women in other countries. Gender-sensitive indicators allow changes to be measured in the relations between women and men, girls and boys, in relation to a certain policy area, a specific programme or activity, or changes in the status or situation of women and men.

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.⁹ This definition closely follows the Beijing Platform for Action (BPfA), which was adopted at the Fourth World Conference on Women held in Beijing in 1995, and in paragraph 206(a), which recommends that national, regional and international statistical services should ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to women and men in society.¹⁰ Second, gender statistics should adequately reflect differences and inequalities in the situation of women and men.

In summary, 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 mainstreaming

This is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The goal is to achieve gender equality.

Gender mainstreaming in official statistics

This means that gender issues and gender-based biases are considered, systematically, in the coordination, production and use of all official statistics.

Gender-responsive budgeting

This is the application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process, and restructuring revenues and expenditures in order to promote gender equality.

Gender-sensitive monitoring and evaluation

This refers to a monitoring approach where the main focus is on realizing gender equality. On the other hand, gender-sensitive evaluation is a method of gender mainstreaming that not only integrates gender equality concerns into evaluation objectives but also into the evaluation methodology, approaches and use. As part of the programme-cycle approach, it contributes to evidence-based policymaking, and when it comes to gender mainstreaming, evaluation is one of the policy processes through which the gender perspective is integrated and mainstreamed across sectors.

⁵ https://www.who.int/health-topics/sexual-health#tab=tab_2

⁶ <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

⁷ [https://unstats.un.org/unsd/demographic/standmeth/handbooks/05323/Integrating a Gender Perspective into Statistics Web Final.pdf](https://unstats.un.org/unsd/demographic/standmeth/handbooks/05323/Integrating%20a%20Gender%20Perspective%20into%20Statistics%20Web%20Final.pdf)

⁸ <http://genderequality.ie/en/GE/Pages/WhatisGE/>

⁹ United Nations Department of Economic and Social Affairs. 2016. Integrating a Gender Perspective into Statistics. Available at <https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Handbooks/gender/Integrating-a-Gender-Perspective-into-Statistics-E.pdf>

¹⁰ Ibid.

1 INTRODUCTION AND BACKGROUND

1.1 Introduction

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted by the United Nations General Assembly in 1979, is one of 10 core UN human rights instruments. Often described as a bill of rights for women, CEDAW's 30 articles enshrine a series of civil, political, economic and social rights for women. Among other things, the Convention recognizes the full equality of women and men under the law and proscribes discrimination against women in education, employment, political participation, health care, and economic life.¹¹ In 1995, 189 governments adopted the Beijing Declaration and Platform for Action (BPfA), a comprehensive road map for gender equality, the empowerment of women and the human rights of women and girls. The BPfA organized commitments under 12 critical areas of concern and articulated a vision for women and girls to have equal rights, freedom and opportunities in all spheres of society and to live their lives free from want, fear and violence. Twenty-five years later, the BPfA remains a powerful source of guidance and inspiration for the gender sector globally.

Later, in 2015, the United Nations General Assembly adopted by consensus Resolution 70/1: *Transforming our World: the 2030 Agenda for Sustainable Development* (the 2030 Agenda), with its 17 Sustainable Development Goals (SDGs)¹². The Resolution states that “realizing gender equality and the empowerment of women and girls will make a crucial contribution to progress”. The historic and unprecedented ambition set out in this Agenda must be matched by an equally ambitious drive to ensure its full implementation. Robust indicators and quality data are of critical importance and will to a large extent determine

whether policy efforts are marshalled, and the goals and targets are achieved or missed. Building integrated systems that address gender equality in all its dimensions will provide a credible evidence base that can inform such policies and catalyse action.¹³

At the regional level, the New Economic Partnership for Africa's Development (NEPAD)¹⁴ and its gender component, the African Union (AU)'s Solemn Declaration on Gender Equality of 2004 and its Agenda 2063¹⁵ (a road map for the AU) have also provided mandates for fostering greater gender equality. Despite the data revolution in Africa, sex- and age-disaggregated data remain notoriously difficult to access across all countries. Even where governments gather such data, it is often not analysed and used to improve policies and decision-making on gender.¹⁶

In Kenya, gender equality and non-discrimination are development goals anchored in the Constitution of Kenya 2010, legislation and national policies, and international treaties and conventions to which Kenya is party. In addition, Kenya's *Vision 2030*, the country's long-term development blueprint, seeks to mainstream gender equality in all aspects of society. Gender equality is to be addressed by making fundamental changes in four key areas: i) opportunity, ii) empowerment, iii) capabilities and iv) vulnerabilities.¹⁷

Gender statistics are central in understanding the dynamics and promoting gender equality because

¹³ Ibid.

¹⁴ <https://au.int/en/organs/nepad>

¹⁵ https://au.int/sites/default/files/documents/33126-doc-01-background_note.pdf

¹⁶ https://au.int/sites/default/files/documents/36195-doc-au_strategy_for_gender_equality_womens_empowerment_2018-2028_report.pdf

¹⁷ <https://vision2030.go.ke/about-vision-2030/>

they provide relevant information, including indicators and benchmarks for measuring progress and analysing underlying factors. Indeed, globally the demand for gender statistics has grown rapidly in recent years. Accordingly, the Kenya National Bureau of Statistics (KNBS) has taken steps to strengthen the production of gender statistics in Kenya and in 2017, started publishing a booklet of statistics on women and men in Kenya – *Women and Men in Kenya Facts and Figures 2017*. The County-Specific Gender Data Sheets provide a baseline for 10 selected counties.¹⁸

While progress has been made in strengthening gender statistics, the country still faces several challenges. According to the State Department for Gender (SDFG)'s Strategic Plan 2018–2022, the current supply of gender statistics is inadequate for evidence-based policy formulation, planning and budgeting. In addition, there is inadequate technical capacity to generate gender statistics, and women's contribution to the economy is not adequately captured in official statistics. The overall development of Kenya's National Statistical System (NSS) is also hampered by weak coordination, limited engagement between gender data producers and users, financial constraints, and inadequate human and technical capacity.

1.2 Justification for the Gender Sector Statistics Plan

Gender data and statistics are indispensable tools for devising evidence-based policies to achieve gender equality and women's empowerment. Comprehensive and periodic statistics on the status of women, men, girls and boys, including data disaggregated by sex and other socioeconomic characteristics, are important for setting priorities, planning interventions and putting the spotlight on the indicators of success.¹⁹

Indeed, gender statistics are key to the process of sustainable development and the formulation

Further, this plan is based on the national gender statistics assessment conducted under the UN Women programme, 'Making Every Woman and Girl Count in Kenya: Supporting the monitoring and implementation of the SDGs through better production and use of gender statistics'. The main objective of the assessment was to carry out a national needs assessment in Kenya to develop a workplan that can help to address three broad needs: (1) an enabling environment, (2) data production, and (3) data accessibility. The assessment also formed the foundation for the implementation of UN Women's gender statistics programme.

Key findings related to the state of gender statistics are that: (1) current policy and legislative arrangements are not in tandem with constitutional requirements with regard to the use of data and information; (2) current legislative arrangements do not meet the key principles of the African data revolution, to which Kenya ascribes; (3) county governments do not have a policy or legal framework to guide statistical activities; and (4) there is still no policy or legislative bill on the implementation of monitoring and evaluation activities. As a result, the systems necessary to generate and use data at the national and subnational levels are inadequate.

of effective national development policies and programmes. The demand for gender statistics has increased over the years owing to international commitments and gender mainstreaming in policies. The measures that Kenya has been implementing have contributed to improved gender equality, with the Gender Inequality Index (GII) narrowing from 0.7 in 1995 to 0.55 in 2018. However, the Sessional Paper No. 2 of 2019 on the National Policy on Gender and Development (NPGAD) notes that achievements have been below expectations. The sessional paper also identified a range of gender-related challenges and problems that need to be addressed. The Constitution of Kenya 2010 provides for gender equality, non-discrimination

¹¹ <https://www.un.org/womenwatch/daw/cedaw/>

¹² https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_RES_70_1_E.pdf

and a raft of civil, political, economic and social rights in the Bill of Rights. Article 2(6) obliges the Government to implement the obligations of the international treaties it has ratified. It is in this context that this Gender Sector Statistics Plan (GSSP) seeks to facilitate the production, dissemination, analysis and use of relevant and timely gender statistics to support the development process, including:

- Monitoring progress towards achieving national policy goals and international commitments including: NPGAD, the SDGs and periodic country reports for international conventions and declarations
- Provide capacity-development on integrating gender perspectives in statistics
- Provide an evidence base for policy advocacy, accountability on policy commitments, and development of policy
- Facilitate gender analysis and research
- Improve the quality of national and subnational gender statistics.

The plan therefore provides a basis to accomplish the following three main goals:

- a. Achieve an enabling legal and policy environment for the production and use of gender statistics
- b. Incorporate a gender perspective into the design of surveys, censuses and other data sources (citizen-generated data, administrative data for ministries, counties, departments and agencies) by tackling gender issues and avoiding gender biases in measurement, and

1.3 Methodology of developing the GSSP

The process of developing the GSSP was consultative and participatory, involving key stakeholders drawn from 22 institutions across the NSS.²⁰ Broad strategic intentions were set out by the KNBS and development partners, while an Inter-Agency Gender Statistics Technical Committee (IAGSTC) was established to coordinate the development of the GSSP.

²⁰ See Annex 2.

- c. Improve data analysis and use, with data presentations that deliver gender statistics in a format that is easy to use by policymakers, planners and all stakeholders.

One of the main challenges for the gender statistics sector is the limited amount of resources directly devoted to it in the country. In the past, KNBS, the National Gender Equality Commission (NGEC) and other stakeholders have championed the generation and mining of gender-specific and gender-sensitive statistics to inform budgeting, planning and evidence-based programming. Currently, UN Women is providing technical assistance to the National Treasury to update the Standard Chart of Accounts so as to include gender as a budget line for the purpose of tracking gender-related expenditures.

Often gender is at the tail-end of priorities when it comes to budgeting or it is even ignored completely, as noted by stakeholders during the GSSP consultative workshop. Based on recent consultative processes, parliamentarians have not been very keen to allocate resources for gender-related policies. Currently, very few of the resources devoted to statistical capacity-development are dedicated to improving gender statistics in the country, due to a lack of a clear Gender Sector Statistics Plan. This is mostly due to lack of political will and limited awareness of the importance of data for gender equality, as envisaged across the country's Vision 2030 and the UN SDGs.

The preparation of this plan was based on information gathered through the National Assessment on Gender Statistics, desk research and a review of policy and strategy documents, interviews, data gathered through a questionnaire, and consultations with experts in data production. A stakeholder consultation workshop and a validation forum were also held as part of the GSSP preparation process.

2 SITUATIONAL ANALYSIS

This chapter provides a snapshot of the current status of gender statistics in Kenya, including the socioeconomic environment, policy and legal context, ratification of international conventions and treaties, institutional arrangements, achievements in gender statistics and Strengths, Weaknesses, Opportunities and Threats (SWOT) and Political, Economic, Social, Technological, Environmental and Legal (PESTEL) analyses.

The challenges for gender statistics in Kenya are linked to at least three distinct but quite interrelated problems: (i) weak policy space and legal and financial environments, due to limited political will and understanding of the importance of quality gender statistics; (ii) technical challenges, especially with regard to sensitive, methodologically demanding or emerging areas such as intersex persons; (iii) lack of an existing sector statistics plan to ensure that gender statistics are accessible to all users (including governments, civil society, academia and the private sector) and can be analysed to inform research, advocacy, policies and programmes, as well as to promote accountability.

2.1 Socioeconomic performance

The growth rate of Kenya's Gross Domestic Product (GDP) was estimated at 5.6 per cent per annum over the last five years, (2014–2018)²¹. Following a rebasing of the GDP in 2014, Kenya is ranked as a middle-income country and Africa's ninth-largest economy. The GDP per capita rose from USD \$833 in 2012 to an estimated USD \$1,663 in 2017,²² and remains the highest in the East African Community (EAC) countries. Agriculture is the single largest sector of the economy, accounting for 34.2 per cent of GDP in 2018. In Kenya, the agricultural sector contributes 70 per cent of total employment in the economy and nearly 69 per cent of all households engage in farming activities. Data from the sector shows that women handle 80 per cent of food production yet they benefit from only 7 per cent of agricultural extension services. The sector accounted for 63.9 per cent of total female employment in 2018.

A critical concern in the current socioeconomic situation is persistent poverty. Nearly 36.1 per cent

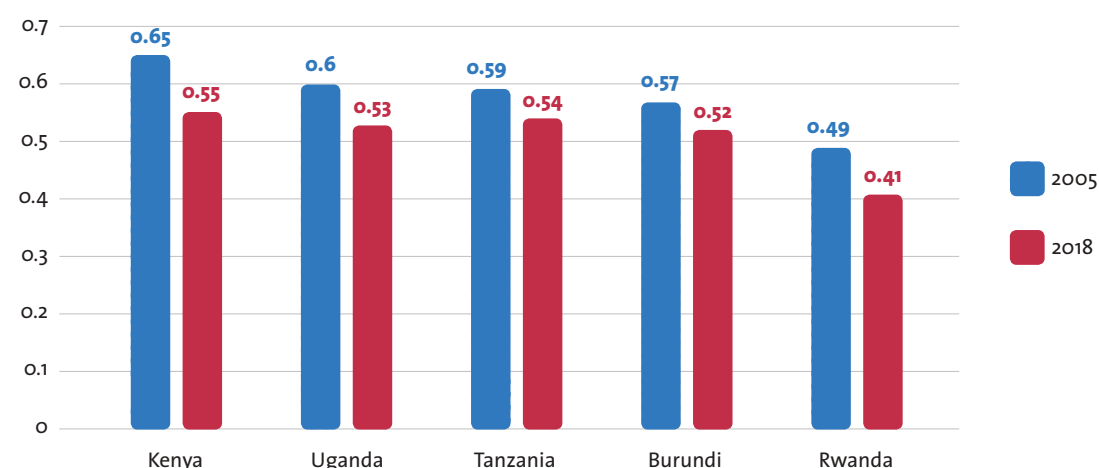
of Kenyans live below the national poverty line. The proportion of the population living below the poverty line in rural areas is estimated at 49.1 per cent, compared to 33.7 per cent in urban areas. Cognizant that poverty is multidimensional – that is, encompassing several aspects, such as access to health care, education and living standards – the percentage of Kenyans that are deprived, according to the multidimensional poverty index (MPI), is 38.9 per cent. The major difference between Kenya and neighbouring countries is that its MPI is nearly the same as the proportion of people below the poverty line, whereas Rwanda, Uganda and the United Republic of Tanzania have higher MPIs compared with their poverty headcounts – the differences ranging between 17 and 37 percentage points.

Historically, cultural and institutional structures have created gender relationships that have led to the subordination of women in various social spheres, leading to gender inequalities. Some of the mechanisms that tend to perpetuate poverty are connected to gender inequality. Women in Kenya represent slightly more than half of the

²¹ Economic Survey 2019.

²² Economic Survey 2018-Current Prices.

Figure 1: Gender Inequality Index 2005–2018



Source: UNDP Human Development Reports

country's population (50.5 per cent)²³, but lack equal access to health, education, earning power and political representation. Kenya is ranked 76th out of 144 countries on the Global Gender Gap Index, with a score of 0.694 – ranking lowest in education attainment (120th) and political empowerment (93rd out of 115).²⁴ However, Kenya is among the countries in sub-Saharan Africa that

have fully closed their health and survival gender gaps.²⁵ The policies and programmes that Kenya has implemented in recent years have contributed towards lowering gender inequality. Between 2005 and 2018, the country recorded the fastest improvement in gender equality but still had the highest level of gender inequality²⁶ in the EAC region (Figure 1).

2.2 Policy and legal context

The Constitution of Kenya 2010 provides for gender equality, non-discrimination and civil, political, economic and social rights within the Bill of Rights. Article 27(3), states: “Women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres” and Article 27(6), specifies that “to give full effect to the realization of the rights guaranteed under this Article, the State shall take legislative and other measures, including affirmative action programmes and policies designed to redress any disadvantage suffered by individuals or groups because of past discrimination”.²⁷

Statistics are a shared function between the national government and the 47 county governments. In Part 1 of the Fourth Schedule, national statistics and data on population, the economy and society are the responsibility of the national government. In Part 2, county governments are responsible for county planning and development, including statistics.

The two levels of government therefore have overlapping functions and powers with respect to statistics. The Statistics (Amendment) Act (2019) mandates the KNBS as the principal agency of the Government for collecting, analysing and

²³ Government of Kenya. 2019. 2019 Kenya Population and Housing Census.

²⁴ World Economic Forum. 2017. The Global Gender Gap Report.

²⁷ Government of Kenya. 2010. Constitution of Kenya. <http://www.kenyalaw.org/8181/exist/kenyalex/actview.xql?actid=Const2010>

²⁵ Ibid.

²⁶ GII is a composite measure reflecting inequality in achievement between women and men in three dimensions: reproductive health, empowerment and the labour market. The lower a country's score on the GII, the better their achievement.

disseminating statistical data in Kenya and designates the KNBS as the custodian of official statistical information. The legal framework has provisions on standards and ethical principles to ensure professionalism and protect the confidentiality of data about individuals. Development planning at the county level, including County Integrated Development Plans and sector plans, requires quality data to meet county development objectives. However, the County Statistics Bill 2016 is yet to be enacted to strengthen the legal framework for the production and use of statistics at the county level.

Another key principle relevant to statistics is the right to access information held by the State under Article 35(3), which obliges the State to publish and publicize any important information affecting the nation. Fundamental to the development process is the recognition of public participation as an integral component of good governance, but effective public participation requires civic education and information-sharing, which is the foundation of statistical production.²⁸ Article 10 of the Constitution identifies public participation as a national value and principle of governance. Article 232(1)(d) guarantees the involvement of the people in the policymaking process of the public service.

The Sessional Paper No. 2 of 2019 on the NPGAD provides the overall policy framework geared towards ensuring gender equality and women's empowerment in the social, economic, political and cultural spheres as envisaged in the Constitution. The Sessional Paper takes into account international and national instruments for gender equality and women's empowerment that emphasize gender mainstreaming as the key strategy for achieving development. It is also aligned with Kenya's *Vision 2030*, the third Medium-Term Plan (MTP III) and the 'Big Four' agenda. The MTP III has incorporated the priorities of the First 10-Year Implementation Plan (2014–2023) of Africa's Agenda 2063. Further, the domestication and integration of the SDGs is embedded in the MTP III.

²⁸ Ibid.

The key SDGs for this Plan are:

- **Goal 5**, on achieving gender equality and empowering all women and girls, and all respective targets; and
- **Goal 17**, in particular targets 17:18 and 17:19 on data, monitoring and accountability:
 - » 17:18 seeks to “By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts.”
 - » 17:19 seeks to “By 2030, build on existing initiatives to develop measurements of progress on sustainable development that complement gross domestic product, and support statistical capacity-building in developing countries.”
- However, there are another nine SDGs with gender-related targets, which also require gender statistics for monitoring.

The KNBS Strategic Plan 2018–2022 builds on the Strategic Plan 2013–2017 and is aligned with *Vision 2030* and the MTP III. Among the key strategic objectives of the Strategic Plan is the development of the NSS through the production of quality statistics, effective coordination and capacity-building. The plan envisages strengthening gender statistics by undertaking time-use surveys and the continued production of *County Gender Fact Sheets* and the *Women and Men in Kenya, Facts and Figures*.

Vision 2030 acknowledges that women are disadvantaged in accessing labour markets and productive resources, as well as underrepresented in social and political leadership. The capabilities of women have also not been developed to their fullest potential, due to limited access to capital, education, training and health care. The vision for gender, youth and the vulnerable is to achieve equality in power and resource distribution, as well as improved livelihoods for all vulnerable groups. This will be done by increasing the

participation of women in all economic, social and political decision-making processes, and improving the access of all disadvantaged groups to business opportunities, health and education, housing and justice.

Gender disparities are to be tackled through a number of strategies, including: providing financial support for women to raise their incomes and reduce the gap in estimated earned income between men and women; increasing the number of women in Parliament; and giving priority to female employees in the public sector in order to attain at least 30 per cent representation in recruitment, promotion and appointment of women at all decision-making levels.

2.3 Domestication of international frameworks

There are multiple international instruments, policies and declarations that require states to develop gender-transformative programmes and policies. Article 2(6) of the Constitution of Kenya (2010) compels the Government to implement the obligations of the international treaties it has ratified. These include: the 1994 International Conference on Population and Development (ICPD) Programme of Action; the Programme of Action of the World Summit on Social Development (1995) and its review held in 2009; the BPfA (1995); the United Nations Commission on the Status of Women; the Joint United Nations Programme on HIV/AIDS (UNAIDS) Action Framework on Women, Girls, Gender Equality and HIV (2009); and CEDAW. While progress has been made in domesticating international treaties and conventions, the implementation and monitoring of some of these remain weak.

The Third Medium-Term Plan on the Implementation of Vision 2030 (2018–2022)

Inadequate sex-disaggregated data were identified as a major challenge to gender mainstreaming efforts in Kenya. It was noted that sex-disaggregated data are necessary to assess the implications of policies and budgets for women and men, which would form the basis for identifying gaps and action points. Most County Integrated Development Plans, policies and legislation at the county level are gender-blind, limiting the scope for performance monitoring on gender-related goals. Consequently, 'Gender Statistics' was identified as one of the flagships programmes in the MTP III. It was proposed that the KNBS collaborate with the SDFG to strengthen the production and use of gender statistics as well as to carry out time-use surveys that will measure unpaid care and domestic work. These will ensure that there is constant performance-tracking and accountability for achieving the MTP III and SDG development indicators.

At the regional level, Kenya has ratified the following commitments: the AU Charter and its Protocol on Human and People's Rights on the Rights of Women in Africa (2003); and as a member of the Intergovernmental Authority on Development (IGAD), it recognizes that there are sharp gender inequalities in access to key productive assets including: land, labour, financial services, technology, and inputs; coupled with education and health care.²⁹ Despite these commitments, challenges for gender statistics persist in the country, as producers and users are not adequately coordinated. There is a need to harmonize methods and standards across producers and users of gender statistics in Kenya to address the gaps in sex-disaggregated and gender-specific statistics.

²⁹ <https://igad.int/documents/8-igad-rs-framework-final-v11/file>

2.4 Institutional arrangements

This section describes the roles and functions of the key players in the field of gender statistics in Kenya. These are: the KNBS, SDFG and the NGEK.

Kenya National Bureau of Statistics

The KNBS is the national institution that is mandated by the Statistics (Amendment) Act (2019) to generate official statistics that are comprehensive, reliable, timely and disaggregated at the county level. KNBS has established offices in each of the 47 counties to coordinate statistical capacity-building programmes and ensure that international standards are applied in the production and dissemination of statistics at county level.

The Bureau works closely with ministries, counties, departments and agencies (MCDAs) on proper methods of collection, dissemination, analysis and use of gender statistics. KNBS also has a programme to develop capacity in data collection, with an emphasis on gender statistics at both the national and county level. However, there is no specific legislation for the production of gender statistics. KNBS has made efforts to promote coordination through: (1) the Gender Statistics Section (within the Population and Social Statistics Directorate), which handles gender statistics from all sectors across the NSS; (2) the Inter Agency Gender Statistics Technical Committee, whose responsibility is to coordinate and validate all types of gender-related data; and (3) the Gender Mainstreaming Committee, which deals with gender sensitization in partnership with Gender Focal Points in all MCDAs and its responsibility is to ensure that gender issues are mainstreamed.

State Department for Gender

The gender sector is domiciled in the SDFG, which was established in November 2015 within the then Ministry of Public Service, Youth and Gender Affairs to promote gender mainstreaming in national development processes and to champion the socioeconomic empowerment of women. Its mandate and functions are listed below.

The SDFG Strategic Plan 2018–2022 identifies

inadequate gender statistics as a constraint for effective policy formulation, planning and budgeting, as well as weaknesses in data management systems. Addressing these issues is also in line with a recommendation from the CEDAW Eighth Periodic Report on Kenya³⁰, which highlights the need to collect and publish data that are disaggregated by sex, gender, ethnicity, disability and age, in order to inform policy and programmes on women and girls, as well as to assist in tracking progress on achieving the gender-related targets of the SDGs.

In the current Strategic Plan 2018–2022, the SDFG posits to create an online platform to serve as a repository of gender-related information and as a platform for dissemination. Moreover, in collaboration with the KNBS, NGEK and Kenya Institute for Public Policy Research and Analysis, it plans to produce additional gender data sets and parity indices for national and county-level planning and undertake a time-use survey to determine unpaid work and integrate it into national and county economic planning.

The mandate of the SDFG, as provided in Executive Order No. 1/2018, includes:

1. Gender policy management
2. Special programmes for women's empowerment
3. Gender mainstreaming in ministries, departments and agencies
4. Domestication of international treaties/conventions on gender
5. Policy and programmes on gender-based violence (GBV).³¹

Key state agencies associated with the sector include: Women Enterprise Fund, National Government Affirmative Action Fund, Anti Female Genital Mutilation (FGM) Board, and the Uwezo Fund.³²

³⁰ <https://reliefweb.int/sites/reliefweb.int/files/resources/N1615474.pdf>

³¹ <https://gender.go.ke/background/>

³² http://psyg.go.ke/?page_id=1335

National Gender and Equality Commission

The NGECE is a Constitutional Commission established by the National Gender and Equality Act, No. 15 of 2011. The functions of the Commission are outlined in the Act, and include: promoting gender equality and freedom from discrimination; monitoring, facilitating and

advising on the integration of the principles of equality and freedom from discrimination in policies, laws and administrative regulations; preparing and submitting annual reports to Parliament on the status of implementation of its obligations; and establishing databases on issues relating to equality and freedom.

2.5 Current status of gender statistics in Kenya

In Kenya, the NSS is made up of the statistical organizations and units within the country that jointly collect, process and disseminate official statistics on behalf of a national government, as well as data users. The policy and legislative provisions for statistics do not have a specific focus on gender. Thus, data-collecting agencies are not obligated to consider gender dimensions in their data processes. For instance, current legislative arrangements, as specified in the Statistics Act of 2006, are deficient in encouraging statistical participation by recognizing the roles of various groups of subnational entities in collecting and producing data.

Further, county governments lack the necessary infrastructure to coordinate, collect, collate and manage data, due to inadequate funding or political will, as well as a lack of human resources.

In addition, access to information that facilitates effective public participation and civic education remains a challenge. There is no adequate legal and policy framework to give effect to Article 220(2) and the Fourth Schedule of the Constitution – which assigns the function of national economic policy and planning, and the coordination of planning for county governments to the national government. Steps to enact the legislation required to coordinate the NSS, making it easier to implement the standards needed to improve data quality, are therefore imperative.

Key factors contributing to the challenges of realizing an enabling environment for gender data include: meagre allocation of resources to strengthen statistical systems; limited awareness in national and county governments on the

importance of statistics; and a lack of updated or full implementation of statistical plans, such as that of the agriculture sector.

The Government of Kenya, through KNBS and other data producers, has tried to improve data collection and analysis to strengthen data production and availability. However, some gaps persist in sources of data to produce gender statistics. These include: i) lack of data disaggregation; ii) misalignment between SDG indicators and existing data sources; iii) timeliness and frequency of data; iv) lack of metadata; v) areas with inadequate and/or no data.

The KNBS has made some progress in producing gender statistics based on data gathered through censuses, surveys and administrative records. As earlier mentioned, the Bureau has produced County Gender Datasheets for 10 counties, and the *Women and Men in Kenya: Facts and Figures 2017*. The latter provides gender statistics related to demography, health, education, work and employment, domestic violence, decision-making, governance and persons with disabilities.

The KNBS has also developed a National Indicator Framework for SDGs that provide the baseline and status of the respective SDGs indicators. A review of the framework against the list of 52 UN Minimum Set of Quantitative Gender Indicators³³, revealed that there are gaps that need to be addressed. For instance, out of the 52 minimum gender-related indicators, Kenya has only selected 34. These gaps exist in some thematic areas, including: economic structure, participation in

³³ <https://genderstats.un.org/files/Minimum%20Set%20indicators%202018.11.1%20web.pdf>

productive activities and access to resources; education; health and related services; and public life and decision-making. The Minimum Set of Gender Indicators is to be used for the national production and international compilation of gender statistics.

The national gender statistics assessment recommends that the following statistical reforms and national surveys be undertaken in order to improve the quality of data: a review of the Statistics Act 2006 to align it with the 2010 Constitution; enactment of the County Statistics Act to govern statistical activities at the county level; and deriving sex-disaggregated data, gender statistics and information from the Kenya Population and Housing Census (KPHC) 2019, Kenya Demographic Health Survey (KDHS) by 2020, and Time-Use Survey to generate data for SDG indicator 5.4.1.

Data dissemination is part of the KNBS mandate, as outlined in the Statistics Act 2006. A data dissemination policy was first formulated in 2012 and subsequently revised in 2016, outlining the framework through which KNBS disseminates all statistical products generated from the institution to potential users, based on the United Nations Fundamental Principles of Official Statistics.

Although KNBS has a comprehensive policy on data dissemination and has in the recent past improved on the timeliness and availability of data to different users, they cite three major challenges to data use: 1) the continued digital divide between rural and urban areas, which limits public awareness of the advantages and opportunities of new technologies; 2) the lack of a harmonized data management system, where administrative data for example are managed by specific agencies without links to KNBS; and 3) inadequate information resource centres in rural areas.

2.6 Strengths, Weaknesses, Opportunities and Threats analysis

The gender sector is characterized by a number of factors highlighted in the SWOT analysis of the Statistics Plan. The analysis was developed

through findings of the National Assessment on Gender Statistics, consultation with stakeholders and the technical committee.

Table 1: Strengths, Weaknesses, Opportunities and Threats

Strengths	Weaknesses
1. Established Gender Statistics Section within the KNBS 2. Established State Department for Gender 3. The sector has some technical capacity and competencies in the form of expertise in statistics and research 4. Availability of some ICT infrastructure (hardware and software and analysis tools) in the sector 5. Committed statisticians within KNBS 6. Existence of a comprehensive statistical infrastructure at national level 7. Presence of gender focal officers in MCDAs 8. A general awareness of the importance of gender statistics by policymakers	1. Inadequate legal framework to coordinate and supervise gender statistics and other programmes undertaken across the NSS 2. Weak coordination on gender statistics across the NSS 3. Gender-related activities and programmes are not given priority in terms of budget allocation 4. Underutilized gender statistics units across MCDAs 5. Underutilization of existing data sets at KNBS for further gender analysis 6. Lack of specialized training for gender statisticians 7. Lack of a previous sectoral plan. This is the first plan being developed so there is no learning from past experience 8. Inadequate resource allocation for gender statistics production. 9. Inadequate capacity to generate, analyse, report on and use gender statistics. 10. Inadequate capacity to package, disseminate and communicate gender statistics to the different categories of users. 11. Limited awareness among policymakers, legislators and others on the use of gender statistics. 12. Limited appreciation of concepts and methodologies for gender statistics among producers

Opportunities	Threats
1. The recently released 2019 Kenya Population and Housing Census results offer a great source of reliable sector-related statistics 2. Existing political will and advocacy from women parliamentarians 3. Goodwill from government and development partners to enhance collaboration across statistics sectors 4. Existence of developed and growing ICT infrastructure – vital for data collection (computer-aided personal interviews came in handy during the recent census), analysis and dissemination 5. High demand for gender statistics to inform evidence-based policy formulation 6. The current Government envisages digitalizing all services at all levels 7. Opportunities to benchmark and share best practices with neighbouring countries such as: Rwanda, Uganda, the United Republic of Tanzania and Ethiopia, among others 8. Implementation of the Women Count Programme: This will enhance the main objectives of the plan on enhancing coordination, production, analysis and use of gender statistics 9. Increased demand for sex-disaggregated data at both national and county levels 10. Existence of international standards and guidelines for the domestication of gender statistics 11. Existence of alternative data from non-traditional sources, for complementarity.	1. Lack of political will on gender statistics 2. Delay in the implementation of the two-thirds gender rule in the country, as provided for in the Constitution 3. Gender-biased social norms and cultural practices that may hinder effective data collection 4. Changing customer needs and human orientations (such as transgenderism, for example) 5. Inability of organizations to keep reliable and well-documented gender statistics 6. Inability to document the use of gender statistics for policy and decision-making 7. Low funding for gender-statistics-related programmes 8. Multiple agencies dealing with gender statistics. Coordination will be essential 9. Lack of a coordination framework to share information within the sector and across other sectors.

2.7 PESTEL analysis

A PESTEL analysis describes a framework of macro-environmental factors used in strategic planning and management. The acronym refers to political, economic, social, technological, environmental and legal factors that have a bearing on the sector, as detailed below:

Political factors

The politics of the day have a bearing on the success or failure of any sector. The gender sector requires a conducive political environment for its operations and to achieve set goals. Some of the factors to consider are:

- The role of Parliament in advancing a gender-friendly legal framework, particularly in fast-tracking the enactment of the County Statistics Bill (2016)³⁴
- The shifting political environment, especially when there is regime change. Such changes are likely to affect the prioritization of gender-statistics-related activities and programmes
- Devolution: The statistics function was not devolved, impacting the harmonization of gender data collected across the 47 counties
- Regional cooperation and integration: There have been efforts to produce common gender statistics in the East African Region. This will go a long way to supporting the implementation of this Plan.

Economic factors

Economic factors likely to impact the effective performance of the sector include:

- Slowed economic growth in the plan period: this is likely to affect the resources allocated for gender statistics
- Poor allocation of funds/Limited funding by government for gender statistics: most of the budget for gender statistics (80%) is donor-funded
- Budgetary deficits/depreciated funding for the sector: gender activities are given the last priority.

³⁴ <http://kenyalaw.org/kl/fileadmin/pdfdownloads/bills/2016/TheCountyStatisticsBill2016.pdf>

Social factors

Several social factors have both direct and indirect impacts on the gender statistics sector, including:

- Diverse retrogressive cultural practices and beliefs that complicate the collection of data on issues such as FGM, child/forced marriages
- There is a challenge for the estimation of monetary and non-monetary poverty by age, sex and geographical location in order to derive poverty profiles by gender.
- Emerging sociocultural challenges relating to polygamy, drug abuse, diseases and transgenderism.

Technological factors

The sector should take advantage of the growth in access to information and communications technology, particularly to:

- Improve the collection, analysis and dissemination of statistical information related to the sector, to achieve efficiency and effectiveness
- Generate gender statistics on access to new technologies, science, technology, engineering and mathematics (STEM) subjects and employment in these sectors
- Use social media platforms to publicize gender statistics.

Environmental factors

A number of environmental factors are crucial to the success of this GSSP:

- Climate change has an impact on gender-related sectors, such as agriculture, which employs the majority of the female labour force in Kenya
- Waste management and renewable energy. Data on this is not yet available, but it affects both men and women differently.

Legal factors

Relevant legal factors and frameworks include:

- The Constitution of Kenya, 2010
- Statistics (Amendment) Act, 2019 – the regulations should be tailored to inform

- the collection of gender statistics
- County Statistics Act, 2019 – Should focus gender data collection and compilation at the county level
- Regional and international treaties,

- protocols, conventions, legislations and policies relating to gender statistics
- Litigation and lawsuits arising from sectoral statistics.

2.8 Stakeholder analysis

Relevant sectoral stakeholders can be divided into two major groups: the producers of gender data and the users of this data. As indicated in Table 2, in many instances, producers are also users of gender statistics, with the national and county governments being the key producers and consumers of these sector statistics.

The users of gender statistics cover a broad spectrum that includes policymakers, planners,

gender experts, the general public, national and international development agencies, NGOs, research institutes and media. Each of these categories has its own way of reasoning and its own conceptual and technical expertise. Each use statistics in accordance with their own familiarity with statistical analysis, their own understanding of gender considerations and their own objectives.

Table 2: Producers and users of gender statistics

PRODUCERS	USERS
1. Research institutions	1. Civil society
2. National government MCDAs	2. National government MCDAs
3. Development partners	3. Religious organizations
4. Judiciary	4. Development partners
5. Media	5. Private sector
6. General population	6. Academia
7. Private sector	7. Legislature
8. Academia	8. Judiciary
9. Legislature	9. Media
10. Non-State actors (civil society, NGOs, etc.)	10. General population

National and county governments

Gender statistics are produced and used for:

- Resource-allocation for gender programmes
- Funding gender data collection and analysis
- Planning and decision-making
- Mobilization of resources to address gender initiatives
- Identifying gender gaps and formulating mitigation strategies
- Informing affirmative action initiatives

- Advocacy and awareness on gender issues.

Private sector

- Informing affirmative action initiatives
- Business-targeting, such as tailor-made advertisements.

Academia

- Provision of timely gender data and information for research
- Further analysis to inform policy recommendations and decision-making.

Civil society organizations

- Provision of alternative sources of gender data, such as citizen-generated data
- Effective coordination of gender statistics for programmes and projects
- Transparency and accountability in partnership on gender-related programmes
- Planning for gender-related programmes and projects
- Advocacy for allocation of resources towards gender-related activities
- Advocacy and sensitization of the society on gender issues.

Development partners

- Funding gender-related programmes to address identified gender data gaps and challenges.

Media

- Publicity and sensitization of society on gender issues
- Agenda-setting and stimulating

2.9 Challenges

A. Policy and enabling environment

- Weak coordination among producers of gender statistics
- Current statistics are not adequately aligned with the priority areas of gender and users' demands. Statistics are not used to address gender statistics concerns
- Inadequate funds to support gender statistics production. These are usually limited and unpredictable, due to changing priorities of government and development partners.

B. Production of gender statistics

- Poor quality of available data based on gender

discussions based on topical issues emanating from gender data (e.g. through media campaigns)

- Support the dissemination of gender statistics through various media platforms.

Judiciary

- Developing mechanisms to resolve gender-related matters in a fast and effective manner
- Establishing dedicated courts that deal with gender-related crimes.

Legislature

- Allocation and oversight of resources on gender-related initiatives
- Informing formulation of policy/laws on gender-related initiatives.

General population

- Providing information and gender-disaggregated statistics for policies and programmes.

- Inadequate capacity to produce and use gender statistics
- Inadequate capacity to analyse and report on gender statistics
- Cultural and social constraints, especially in the collection of information on violence against women.

C. Access and use of gender statistics

- Inadequate strategic initiatives for advocacy and dissemination of gender statistics
- Inaccessibility of gender statistics
- Limited awareness among policymakers, legislators and other users of gender statistics.

2.10 Recommended interventions

Policy and enabling environment

- Strengthen the coordination mechanism on gender statistics within the KNBS (the Gender Statistics Section within the Social Statistics Department), and also the Technical Committee on Gender Statistics.
- Fast-track the adoption and implementation of the revised Statistics Act to align it to the Constitution and ensure that the Act includes gender dimensions.
- Put in place the requisite policies and legislative frameworks that will enable collection and analysis of gender data on devolved functions (such as health, pre-primary education and local trade).
- There is a need to engage oversight institutions to legislate for budgets for data production, dissemination, as well as monitoring and evaluation, in order to address the challenge of funding for gender statistics.

Production of gender statistics

- Existing databases should be updated regularly (especially the KDHS and the KPHC). Data should be collected where it is completely missing (especially data on child labour and the time-use survey – which is important in estimating the contribution of women to the economy – population movement, and other areas).
- Efforts should be made to align the definition of SDG indicators with the way they are captured in databases such as the KDHS, Kenya Integrated Household Budget Surveys (KIHBS), and the KPHC – which are conducted every four, five and 10 years respectively.
- Data should be disaggregated according to gender indicator requirements (e.g. by age, sex, region (rural/urban), persons with disability, wealth quintiles and other multiple disaggregation).
- Data producers should compile metadata information for all existing data, to

enhance access and use.

- Utilize existing data sources at KNBS, such as censuses and surveys to reprocess and analyse gender statistics. There is a dearth of qualitative data on gender, which are necessary for an understanding of women's capabilities and participation in all spheres of life (economic, social and political). Thus, in addition to collecting and updating relevant gender statistics, more research should be undertaken, especially in areas where there has been little improvement. This would help in designing effective measures for the implementation of the SDGs.
- There is a need to enhance the capacity of statisticians in the development of gender statistics, as per this plan. This is crucial for quality production and use.
- To make the training sustainable, gender statistics modules should be integrated in the East African Statistics Training Centre.
- Wherever possible, this plan proposes that a Statistics Training Centre be established in Kenya, to help strengthen sectoral statistics.
- Capacity-development training will be on gender concepts, mainstreaming gender, the process of developing gender statistics, gender statistics gaps in current surveys and censuses, as well as special survey modules (e.g. time-use surveys, employment levels, and GBV surveys).

Access and Use of Gender Statistics

- Mechanisms and processes for communicating with data users should be strengthened and enhanced, including improving data visualization and access.
- Data and information-sharing between the various national and subnational statistical agencies and international organizations should be strengthened, while managing privacy concerns. There is a need for mechanisms on automatic data-sharing between agencies, for statistical purposes.
- The NGEC and the SDfG should collaborate with the National Council for Population

and Development (NCPD) and KNBS to establish and operationalize a repository on research and qualitative data (e.g. databases, data portals, open access study reports, journal papers and blogs).

- Consultations with data users should be enhanced, given that they benefit both the data producer and user experience in NSS. This will also go a long way towards improving perceptions of transparency and collaboration, which are the foundations for building trust.
- New methodological guidelines have been produced by international organizations to improve the availability, quality and international comparability of gender statistics. To exploit these opportunities and challenges, KNBS and other

stakeholders should develop a simple manual or handbook, including definitions of key concepts, policy context, methods of computation and their limitations for use by staff and other audiences. Such a handbook can be posted on open access platforms, such as the websites of the KNBS, SDfG, NCPD and even universities.

- A programme to strengthen data literacy should be developed, for statisticians, data scientists and data managers. There is a need for training on concepts, indicators and methods in gender analysis and advocacy for awareness creation. In addition, common technical platforms and data standards should be agreed upon, to ensure centralized dissemination of data, indicators and other statistics.

3

SECTOR VISION, MISSION AND CORE VALUES

The Gender Statistics Sector Plan will be guided by the following strategic foundations over the implementation period:

Motto

Everyone counts

Vision

A proactive and dynamic sector harnessing quality gender statistics for equitable growth and development.

Mission

To be a plan for quality gender statistics for all stakeholders.

Core Values

- **Accuracy:** There is need for gender statistics to reflect the reality.
- **Fairness:** The sector should endeavour to be fair and balanced when it comes to data

relating to women, men and intersex persons.

- **Inclusivity:** This relates to the idea that ‘everyone counts’ in gender statistics.
- **Innovation:** There is need for the sector to be innovative and creative to remain relevant in the dynamic world of statistics.
- **Integrity:** The sector shall ascribe to high standards of personal ethics and integrity in the conduct of its affairs, especially with regard to Chapter 6 of the Kenyan Constitution (2010).
- **Professionalism:** Producers and users of data should be professional in how they go about their work and relate with other sectors.

The sector will further be guided by the national values and principles of governance, as enshrined in the Kenya Constitution (2010), such as: patriotism, human dignity, equity, non-discrimination, transparency and accountability, protection of the marginalized and sustainable development.

3.1 Guiding principles

This sectoral statistical Plan (2019–2022) shall additionally be guided by the UN Fundamental Principles of Official Statistics, as well as principles set out in Article 27 of Kenya’s Constitution, 2010:

- Every person is equal before the law and has the right to equal protection and equal benefit of the law.
- Every person counts and has to be counted, regardless of their gender.
- Equality includes the full and equal enjoyment of all rights and fundamental freedoms.
- Women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres.
- The State shall not discriminate directly

- or indirectly against any person on any grounds, including race, sex, pregnancy, marital status, health status, ethnic or social origin, colour, age, disability, religion, conscience, belief, culture, dress, language or birth.
- A person shall not discriminate directly or indirectly against another person on the basis of any of the grounds listed above.
- To give full effect to the realization of the rights guaranteed under this Article, the State shall take legislative and other measures, including affirmative action programmes and policies designed to redress any disadvantage suffered by individuals or groups because of past discrimination.

4 STRATEGIC OBJECTIVES, RESULTS AREAS AND ACTIONS

In seeking to improve the availability, accessibility and use of quality gender statistics to inform policy, advocacy and accountability, Kenya needs to promote an enabling environment by putting in place a supportive and well-coordinated policy environment to ensure gender-responsiveness by all sectoral players and to increase data production by overcoming technical barriers and constraints. This will ensure the production of quality, comparable gender statistics at regular intervals, to monitor the implementation of national policies and meet reporting commitments at both national and international levels, including with regard to the SDGs.

4.1 Objectives of the Gender Sector Statistics Plan

The Gender Sector Statistics Plan will be part of the Kenya Strategy for the Development of Statistics (KSDS). This will be guided by the following strategic objectives:

- Strengthen the policy, legislative and financial environment of the NSS to facilitate gender statistics.
- Strengthen the production and use of gender-specific statistics in the country.
- Enhance advocacy, as well as access to, and use of, gender statistics.

This sector will be guided by the following key strategic targets and actions over the next three years in order to realize the stated strategic objectives.

A. Strengthen the policy, legislative and financial environment for NSS to facilitate gender statistics:

Main target/goal

Enhance the capacity of the NSS for effective and efficient gender statistics production, processing and dissemination.

Strategies

- A.1: Enhanced coordination of actors across the NSS by KNBS to facilitate effective

- A.2: generation and use of gender statistics
Capacity development to enhance technical skills to generate and use quality gender statistics across the NSS.

Key action for A1

- A.1.1: Strengthen the IAGSTC to coordinate the production of gender statistics in MCDAs through focal points placed in Central Project Planning Management Units (CPPMUs) at national level and gender and statistics focal points at county level. Linkages will also be established with the Gender Sector Working Group.
- A.1.2: Support focal points/officers in MCDAs to coordinate reporting to national priorities, the SDGs, BPfA and CEDAW.

Key action for A2

- A.2.1: Conduct a national assessment of gender statistics.
- A.2.2: Develop a training module, resource materials and compile a roster of resource personnel specialized in gender statistics, by 2021.
- A.2.3: Sensitize and train CPMUs on gender statistics to increase appreciation for evidence-based programming to advance gender equality and women's empowerment.

- A.2.4: Institutionalize gender-responsive budgeting principles to ensure allocation and expenditure on gender statistics at national and county levels.

B. Strengthen the production and use of accurate gender-specific statistics in Kenya:

Main target/goal

Establish standards for the production of gender statistics and increase production of Kenya's gender equality and women's empowerment (Tier I and II) indicators, to facilitate monitoring, access and use of gender statistics within MCDAs by 2021.

Strategies

- B.1: Produce data to facilitate Kenya's reporting obligations on regional and international commitments (such as periodic reporting on national priorities, the EAC Gender Strategy 2020–2023, Agenda 2063 Aspiration 6, the SDGs, the BPfA and CEDAW).
- B.2: Provide technical support for the production of quality gender statistics across the NSS to enable the formulation of policies, legislation and programmes to advance gender equality and women's empowerment.
- B.3: Set standards for data production across the NSS, including for the production of citizen-generated data.

Key action for B1

- B.1.1: Conduct a Social Institutions and Gender Index (SIGI) survey in collaboration with other ministries.
- B.1.2: Conduct a Time-Use Survey to provide data for Indicator 5.4.1 and create household satellite accounts.
- B.1.3: Conduct a Violence against Women Survey and review the GBV module under the Kenya Demographic and Health Survey.

- B.1.4: Develop national metadata for the SDGs minimum set of gender indicators.
- B.1.5: Analyse and reprocess existing data to produce Tier I and II gender-related indicators, including: development of women and poverty profiles, the Women's Empowerment Index, women's access to ICT and agricultural financing.

Key action for B2

- B.2.1: Integrate gender dimensions in surveys, census methodologies (survey protocol) and other administrative data-collection tools.
- B.2.2: Develop capacity to formulate and review data-collection tools to incorporate gender dimensions.
- B.2.3: Conduct training on the collection and compilation of official routine data at the MCDA level.
- B.2.4: Conduct in-depth research on emerging gender issues in various sectors, such as: Health, Education, Labour and Employment, Information and Communications Technology, Agriculture and Livestock, Security, Peacebuilding and Conflict Resolution, Trade, Blue Economy, Governance and Rule of Law, among others.
- B.2.5: Integrate a gender perspective in statistical abstracts, and key annual thematic publications, such as the Economic Survey for MCDAs.

Key action for B3

- B.3.1: Develop standard reporting guidelines (format and schedules) on gender statistics.
- B.3.2: Develop guidelines for the production of gender statistics by the statistics units in MCDAs.
- B.3.3: Develop guidelines for production of citizen-generated data for non-State actors.

C. Enhance advocacy, access and use of gender statistics

Main target/goal

Gender statistics are accessible to all users (including MCDAs, civil society, academia and the private sector) and can be analysed to inform advocacy, policies and programmes and promote accountability.

Strategies

- C1: Strengthen advocacy on gender statistics to transform social norms and attitudes towards the advancement of gender equality and women's empowerment.
- C2: Increase accessibility of gender statistics to inform research and evidence-based decision-making.
- C3: Enhance the use of gender statistics for continuous and effective collaboration between data producers and users.

Key action for C1

- C.1.1: Develop and implement a gender statistics advocacy and dissemination strategy.
- C.1.2: Develop advocacy messages and education, information and communications materials on gender statistics to sensitize stakeholders and the general public, and to encourage use and application of gender statistics.

- C.1.3: Develop capacities of the media (institutions and journalists) in communicating gender statistics for objective and unbiased reporting.

Key action for C2

- C.2.1: Create and upload gender statistics on a portal/dashboard for ease of access.
- C.2.2: Establish feedback mechanisms for stakeholders (institutionalized interactive platforms such as regular user-producer dialogues).
- C.2.3: Conduct dissemination of gender statistics at national and county levels in line with public participation principles. Specifically, developing popular versions of factsheets, leaflets and brochures, etc.

Key action for C3

- C.3.1: Sensitize and train data producers and users to increase appreciation for evidence-based programming for gender equality and women's empowerment.
- C.3.2: Develop capacities for collaboration between data producers and users with a particular focus on citizen-generated data, to complement official data sources.
- C.3.3: Strengthen academic and research institutions' capacity to analyse existing gender-related data to advocate for policy development and programming.

5 IMPLEMENTATION PLAN AND COORDINATION

5.1 Introduction

This chapter explains the implementation mechanism that will be employed to achieve the strategic objectives. These include identifying the institutional arrangements, key actions to be undertaken, monitoring and evaluation plan and the actors responsible for implementation of the strategy. Successful implementation will be determined by the commitment of all stakeholders. Implementation responsibilities of this strategy will be communicated to all levels in order to allow maximum involvement and participation of all relevant stakeholders. The sector plan is cognizant of activities that need to be undertaken before, during and post-implementation.

The delivery mechanism will be as follows:

- a) Implementation of the planned activities will be phased over the period of the KSDS 2019–2023.
- b) Strengthening coordination and management aspects will be prioritized in the first year. Implementation of the plan will involve tripartite collaboration of three key institutions to support the NSS: with the KNBS (Specifically the

Gender Statistics Section), providing leadership in partnership with the SDfG and NGEc.

- c) Coordination of the implementation of the Gender Sector Statistics Plan will be done through the Inter-Agency Gender Statistics Technical Committee (IAGSTC), which shall be convened and chaired by KNBS and co-chaired by the SDfG. The Committee will, on a continuous basis, appraise the Gender Sector Working Group (which is comprised of gender statistical focal persons from ministries, counties, civil society organizations and research and academic institutions). The IAGSTC shall provide the necessary technical support, coordination and quality assurance to the sector statistics system.
- d) This plan shall be used as the baseline for programme priorities.

This plan is aligned with the existing structures of the national statistical system. The structures involve State and non-State actors at national and county levels.

5.2 Institutional arrangements and coordination

5.2.1 The role of the KNBS Gender Statistics Section

The Gender Statistics Section is established under the Population and Social Statistics Directorate of the Kenya National Bureau of Statistics. The Bureau is responsible for establishing standards and promoting the use of best practices and methods in the production and dissemination of statistical information across the NSS. In an effort to strengthen and facilitate coordination, production and use of gender statistics, the Bureau established the Gender Statistics Section, which is mandated to collect, analyse and disseminate gender statistics and handle gender statistics from all sectors. The Section, together with the IAGSTC, coordinates and validates all types of gender-related data produced across the NSS.

The Section is expected to strengthen its gender statistics technical capacity within the Bureau to collect sex-disaggregated data in all sectors and at all levels by engaging data producers and users to further analyse the existing data and disseminate gender statistical products. Additionally, the Section is expected to coordinate the implementation, monitoring and evaluation of the GSSP.

5.2.2 The role of the State Department for Gender

The role of the SDfG is to:

- Identify priority areas that require comprehensive coverage of gender issues in data-production activities.
- Strengthen linkages with gender statistics stakeholders.
- Enhance the capacity of MCDAs in partnership with KNBS and other research institutions to generate and use gender statistics.
- Promote access and dissemination of IEC materials related to gender statistics.

- Document evidence-based gender equality and women's empowerment progress in all sectors.
- Strengthen the capacity of the Central Planning Unit and Gender Policy and Research Directorates in the SDfG to ensure the above goals are realized within the period covered by the plan.

5.2.3 The role of the National Gender and Equality Commission

The role of the NGEC is to:

- Provide oversight through its mandated accountability frameworks to ensure that the MCDAs responsible for gender mainstreaming provide sex-disaggregated data for all programmes and projects. This will include continuously holding government accountable to produce and disseminate gender data and assess the impacts on women and men, girls and boys.
- Monitor the compliance of the MCDAs in utilizing gender-disaggregated data for programming, advocacy and policy reviews, as provided for in the performance contracting guidelines.
- Through equality and inclusion technical working groups, facilitate the production of gender-disaggregated data available to the State for monitoring progress on equality and inclusion for national development priorities, regional and international reporting.
- Support KNBS and the SDfG in the publication of gender statistics through periodical reports and factsheets, such as Women and Men in Kenya.
- Audit the level of production and utilization of gender-disaggregated data to inform national, regional and international commitments.

5.2.4 The role of the Inter Agency Gender Statistics Technical Committee

The national IAGSTC serves as a liaison between gender statistics users and producers to:

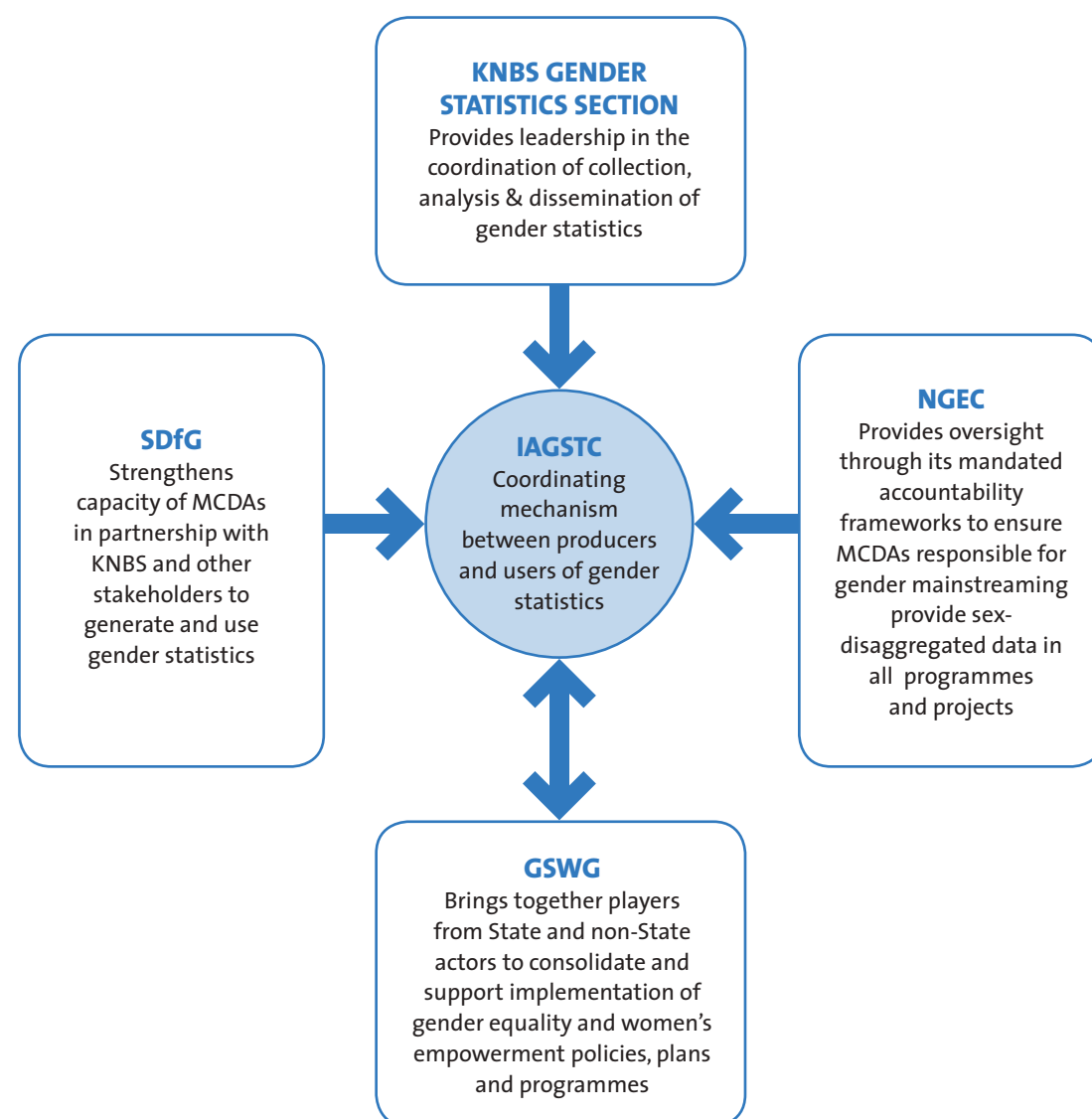
- Identify thematic areas of concern and national priorities for the production of timely gender statistics (key indicators for national policy and planning requirements).
- Advise on statistical data and information compilation methodologies, including compliance with international best practices in the sector.
- Identify existing gender data, its format and national entities producing the data.
- Prepare, review, implement and monitor national gender statistics strategic plans.
- Review and validate gender statistics documents that are to be submitted to governments and development partners for funding.
- Formulate a national dissemination and revision policy for gender statistics, in line with the NSS.

- Identify capacity-development requirements (for human resource training, equipment and institutional strengthening) for the production of reliable and timely gender data, as well as documenting existing and planned capacity-development projects.
- Report on national progress in attaining SDGs relevant to the sector.
- Monitor progress of the implementation of gender sector related activities and policies.

5.2.5 The role of the Gender Sector Working Group (GSWG)

Effective implementation of gender programmes requires the participation of various players, including both State and non-State actors. The GSWG is the mechanism that brings together these actors to consolidate and support the implementation of gender equality and women's empowerment policies, plans and programmes. This is in line with national priorities on gender and the Paris Declaration on Aid Effectiveness.

Figure 2: Institutional arrangement and coordination of the GSSP



6

ENHANCING MONITORING AND EVALUATION OF THE SECTOR STATISTICS PLAN

6.1 Resource requirements and financing plan

The Gender Sector Statistics Plan will be financed by the Government and development agencies over the next five years. It is expected that development partners' contributions will progressively decrease with time, as government contributions increase.

There is a need for the Government to invest its own money into the implementation of this Plan during the budget-making process. KNBS should also seek support from relevant partners and donors to ensure adequate capacity to implement the Plan over the next five years.

In order to achieve the targets within the limits of

available resources, the sector could also explore the possibility of technical support from partners, including secondments of gender statistics experts, qualified IT personnel and sharing of existing data.

Collaboration between MCDAs, development partners and NSAs could free up funding for research and data collection, analysis and compilation of gender statistics, which would lead to greater mainstreaming of gender perspectives in the region.

For details on costed annual activities, see Annex 1.

6.2 Monitoring and evaluation of the sector statistics plan

This section deals with monitoring and evaluation of the GSSP. Monitoring will involve: i) tracking progress through periodic reports from the IAGSTC and MCDAs; ii) routine data collection; and iii) analysis of the implementation of the Plan. The results from the analysis will then be used to inform decision-making, including taking corrective action where deviations in implementation have been noted. Evaluation of programmes and projects under this Plan should make use of a gender analysis framework and gender indicators to assess their gender-differentiated impacts and contribution to gender equality results.

Monitoring will be carried out to ensure achievement of the objectives through:

- Tracking inputs, activities and outputs; determining whether implementation is on course and informing management of current and/or potential problems; as well as prompt management to take corrective action to ensure that performance conforms to strategy.
- The Sector Plan's implementation will be monitored on an annual basis.

- The Plan will be evaluated mid-way through to check on implementation effectiveness and, if necessary, review strategies to ensure its implementation remains on course.
- An end-term evaluation will be undertaken at the conclusion of the Plan's implementation period to assess overall effectiveness and draw lessons for the preparation of a subsequent sector plan. The sector evaluation will aim to measure the extent to which the sector has:
 - Ensured comprehensive coverage of gender issues in data production activities
 - Ensured that all the findings and recommendations from the mid-term review have been incorporated to inform the plan
- Technical departments will periodically report on performance of specified interventions as per the results framework. This will assess progress, achievements, opportunities and challenges.
- The IAGSTC will appraise the Gender Sector Working Group of progress in implementation of the plan.

Annex 1

Costed annual activities

Strategic activities	Output	Output indicators	Means of verification	Resource requirements (Ksh millions)			
				2019/ 20	2020/ 21	2021/ 22	2022/ 23
Objective 1: Strengthen institutional capacity to generate and disseminate gender statistics							
A.1.1: Strengthen the IAGSTC to coordinate the production of gender statistics in the Ministries, Counties, Departments and Agencies (MCDAs) through focal points placed in Central Project Planning Management Units (CPPMUs) at national level and gender and statistics focal points at county level. Linkages will also be established with the Gender Sector Working Group (GSWG).	Enhanced coordination of actors across the NSS to facilitate effective generation and use of gender statistics	Gender Sector Statistics Plan integrated in Kenya’s National Strategy for the Development of Statistics (KSDS) Operational Inter-Agency on Coordination	Quarterly reports	1.5	1.5	1.5	1.5
A.1.2: Support focal points/officers in MCDAs to coordinate reporting on the Sustainable Development Goals (SDGs), Beijing Platform for Action (BPfA), and the Convention on the Elimination of all forms of Discrimination against Women (CEDAW).				7.0	7.0	7.0	7.0

Strategic activities	Output	Output indicators	Means of verification	Resource requirements (Ksh millions)			
				2019/ 20	2020/ 21	2021/ 22	2022/ 23
A.2.1: Conduct a national assessment for gender statistics.	Capacity-development to enhance technical skills to generate and use quality gender statistics across the NSS	Number of officers trained	Training reports, performance evaluation reports	-	-	-	7.5
A.2.2: Develop a training module, resource materials and compile a roster of resource personnel specialized in gender statistics by 2021.				1.5	1.5	1.5	1.5
A.2.3: Sensitize and train CPPMUs on gender mainstreaming to increase appreciation for evidence-based programming to advance gender equality and women's empowerment.	Technical assistance in establishing mechanisms to domesticate the SDG indicator 5.c.1	Updating the SCOA		5.0	5.0	5.0	5.0
A.2.4: Institutionalize Gender-Responsive Budgeting principles to ensure allocation and expenditure on gender statistics at national and county level.				2.0	2.0	2.0	1.0
Subtotal				20.0	20.0	17.0	23.5

Strategic activities	Output	Output indicators	Means of verification	Resource requirements (Ksh millions)			
				2019/ 20	2020/ 21	2021/ 22	2022/ 23
B.1.1: Conduct a Social Institutions and Gender Index (SIGI) survey, in collaboration with other ministries.	Adequate gender statistics for policy decision-making and reporting obligations.	Number of surveys conducted	Country Status Reports	60	50	-	-
B.1.2: Conduct a Time-Use Survey to provide data for Indicator 5.4.1 and create household satellite accounts.	(Regional & international commitments. Specifically, periodic reporting on the SDGs, BPFA and CEDAW)	Women Poverty Profiles SDG metadata /information sheets	Policy Briefs	50	-	-	-
B.1.3: Conduct a Violence against Women Survey or review the gender-based violence module under the Kenya Demographic and Health Survey (KDHS).		Women Empowerment Index		5.33	-	-	-
B.1.4: Develop national metadata for the SDGs minimum set of gender indicators.				2.0	-	-	-
B.1.5: Analyse and reprocess existing data to produce Tier I and II gender-related indicators, including the development of 'Women's Poverty Profiles', Women Empowerment Index, as well as on women's access to ICT and agricultural financing.				15.3	12.0	5.0	5.0

Strategic activities	Output	Output indicators	Means of verification	Resource requirements (Ksh millions)			
				2019/ 20	2020/ 21	2021/ 22	2022/ 23
B.2.1: Integrate gender dimensions in surveys, censuses methodologies (survey protocol) and other administrative data collection tools.	Provide technical support for production of quality gender statistics across the NSS to enable formulation of policies, legislation and programmes to advance gender equality and women's empowerment.		Gender Chapter in Economic Surveys Policy briefs Research publications	3.0	-	-	-
B.2.2: Develop capacity to formulate and review data collection tools to incorporate gender dimensions.				3.0	-	-	-
B.2.3: Conduct training on the collection and compilation of official routine data at the ministerial level.				-	5.0	-	-
B.2.4: Conduct in-depth research on emerging gender issues in various sectors, such as Health, Education, Labour and Employment, Information and Communication Technology, Agriculture and Livestock, Security, Peacebuilding and Conflict Resolution, Trade, Blue Economy, Governance and Rule of Law, among others.				20	-	-	-
B.2.5: Integrate a gender perspective in statistical abstracts, and key annual thematic publications such as Economic Surveys for MCDAs.				2.0	-	-	-

Strategic activities	Output	Output indicators	Means of verification	Resource requirements (Ksh millions)			
				2019/ 20	2020/ 21	2021/ 22	2022/ 23
B 3.1: Develop standard reporting guidelines (format and schedules) on gender statistics.	Set standards for gender data production across the NSS.	Standard Guidelines for Gender Data Production	Standards for data production and reporting	3.0	5.0	-	3.0
B 3.2: Develop guidelines for the production of gender statistics by the statistics units in MCDAs.				3.0	5.0	-	3.0
B 3.3: Develop guidelines for the production of citizen-generated data for non-state actors.				3.0	5.0	-	3.0
Subtotal				169.6	82.0	5.0	14.0

Strategic activities	Output	Output indicators	Means of verification	Resource requirements (Ksh millions)			
				2019/ 20	2020/ 21	2021/ 22	2022/ 23
C.1.1: Develop and implement an advocacy and dissemination strategy for gender statistics.	Strengthen advocacy on gender statistics to transform social norms and attitudes towards the advancement of gender equality and women's empowerment.	Advocacy and Dissemination Strategy Number of information, education and communications materials Number of media personalities trained on gender-sensitive reporting	Gender Sector quarterly reports	-	5.0	-	-
C.1.2: Develop advocacy messages and information, education and communications materials on gender statistics to sensitize stakeholders and the general public and encourage use and application of gender statistics.				3.0	3.0	3.0	3.0
C.1.3: Develop the capacities of the media (institutions and journalists) in communicating gender statistics for objective and unbiased reporting.				1.0	1.0	1.0	1.0
C.2.1: Create a portal/dashboard and upload gender statistics, for ease of access.	Increase accessibility of gender statistics to inform research and evidence-based decision-making.	Open Gender Data Portals/ dashboards	Search Engine Optimization (SEO) traffic – both quality & quantity (Number of hits on the portal)	3.0	2.0	1.0	1.0
C.2.2: Establish feedback mechanisms for stakeholders (institutionalize interactive platforms such as regular producer-user dialogues).				2.0	2.0	2.0	2.0
C.2.3: Disseminate gender statistics at national and county level, in line with public participation principles. Specifically, develop popular versions of factsheets, leaflets, brochures, etc.				2.0	2.0	2.0	-

Strategic activities	Output	Output indicators	Means of verification	Resource requirements (Ksh millions)			
				2019/ 20	2020/ 21	2021/ 22	2022/ 23
C.3.1: Sensitize and train data producers and users to increase appreciation for evidence-based programming to advance gender equality and women's empowerment.	Enhance the use of gender statistics for continuous & effective collaboration between data users & producers.	Number of user-producer dialogues	Reports on dialogues Demand for and use of gender statistics	5.0	5.0	5.0	5.0
C.3.2: Develop capacities for collaboration between data producers and users with particular focus on citizen-generated data to complement official data sources.				2.8	2.8	2.8	2.8
C.3.3: Strengthen academic and research institutions' capacity to analyse existing gender-related data to advocate for policy development and programming.				2.0	2.0	2.0	2.0
Subtotal				20.8	24.8	18.8	16.8
Total				210.4	123.8.	40.8	54.3

Annex 2

List of stakeholders and institutions involved in the consultative fora

NO	NAME	ORGANIZATION	SEX
1	A.A. Awes	KNBS	M
2	Abdalla Mwitakho	SDfG	M
3	Abigael Wambua	SDfG	F
4	Ahee Githu	SD for Transport	F
5	Arune N. Mangeni	Ministry of Agriculture Livestock and Fisheries	F
6	Caroline Gatwiri M.	KNBS	F
7	Christine N. Sangole	SD for Public Works	M
8	Christopher Iwala	Ministry of Health	M
9	David o. owaga	Ministry of Education, Early Learning	M
10	Diana Lutta	UN Women	F
11	Elizabeth Njambi	SDfG	M
12	Fibian Masinde	Infrastructure-HRMO	M
13	Gitau. B. N.	Ministry of Environment and Natural Resources	M
14	Henry Mwaura	State Department for Planning	M
15	Hillary K. Arusei	SD Industrialization	M
16	Hillary Kipchumba	Prison service	M
17	Irine Rotich	SDfG	F
18	Irungu Kioi	SDfG	M
19	Isaac Jezreel	WANDA organic	M
20	Ismael Odem	SDfG	M
21	Jemimah Kairu	OAG Department of Justice	F
22	Jeremiah Todisia	Ministry of Tourism	M
23	John Obore	KNBS	M
24	Joshua Musymi	KNBS/UN Women	M
25	Jotham Kamau	SDfG	M
26	Joyce W. Maina	OAG Department of Justice	F
27	Lisper Machoka	Ministry of Water Sanitation and Irrigation	F

28	Macdonald Obudho	KNBS	M
29	Mary Wambui	KNBS	F
30	Mary Wanyonyi	KNBS	F
31	Maureen Gitonga	UN Women	F
32	Michael Gitau	KNBS	M
33	Nancy Githigi	Ministry of ICT	F
34	Nelly A. Maina	SDfG	F
34	Nelly Awuor	SDfG	F
35	Nicasius M. Njeru	SDfG	M
36	Opiyo Sophia	Ministry of Water, Sanitation & Irrigation	F
37	Patricia Wachiya	SD Industrialization	F
38	Paul M. Kilonzo	SDfG	M
39	Paul Samoei	KNBS	M
40	Peter Ochieng	Ministry of Labour and Social Protection	M
41	Purity Jepchumb	SDfG	F
42	Racheal Dinda	Ministry of Lands and Physical Planning	F
43	Rhoda Khevali	SDfG	F
44	Rispa Moruri	SDfG	F
45	Rodgers O. Rume	KNBS	M
46	Rosemary U. Kongani	KNBS	F
47	Sarah Omache	KNBS	F
48	Stephen Jalenga	Ministry of Education	M
49	Viona Muliru	KNBS/comms	F
50	Wairimu Kamau	Tourism, Youth	M

REFERENCES

- African Union. Undated. Agenda 2063 Background Note. Available from https://au.int/sites/default/files/documents/33126-doc-01_background_note.pdf
- _____. 2018. *Strategy for gender equality and women empowerment*. Available from https://au.int/sites/default/files/documents/36195-doc-au_strategy_for_gender_equality_womens_empowerment_2018-2028_report.pdf
- _____. Undated. *New Partnership for Africa's Development*. <https://au.int/en/organs/nepad>
- Buvinic, M., R. Furst-Nichols and G. Koolwal. 2014. *Mapping gender data gaps. Data2X report*. Washington, DC: United Nations Foundation. Available from http://www.data2x.org/wp-content/uploads/2014/11/Data2X_MappingGenderDataGaps_FullReport.pdf
- Data2X and Open Data Watch. 2015. "Ready to Measure: Twenty Indicators for Monitoring SDG Gender Targets." Available from <https://data2x.org/resource-center/ready-to-measure-phase-ii/>
- Government of Ireland-Gender Equality Division, Department of Justice and Equality. Undated. "What is Gender Equality?" Available from <http://genderequality.ie/en/GE/Pages/WhatisGE/>
- Hedman, B., S. Centralbyraan, F. Perucci and P. Sundstroem. 1996. *Engendering statistics: a tool for change*.
- IEG and World Bank. 2016. *Project Performance Assessment Report, Republic of Kenya, Development of the National Statistical System Project*. December 2016.
- Independent Expert Advisory Group on the Data Revolution for Sustainable Development. 2014. *A World That Counts: Mobilizing the Data Revolution for Sustainable Development*.
- Inter Government Authority on Development. 2016. IGAD Regional Strategy Vol. 1: The Framework. Available from <https://igad.int/documents/8-igad-rs-framework-final-v11/file>
- Kenya National Bureau of Statistics. Undated. Kenya National Data Archive (KeNADA). Available from <http://statistics.knbs.or.ke/nada/>
- Kenya National Bureau of Statistics & the Society for International Development. 2013. *Exploring Kenya's Inequality: Pulling Apart or Pooling Together? National Report*.
- National Council for Population and Development. 2012. Sessional Paper No. 3 of 2012 on Population Policy for National Development.
- National Gender and Equality Commission. 2016. *Status of Equality and Inclusion in Kenya*.
- PARIS21. 2015. *A Road Map for a Country-led Data Revolution*. Available from <http://datarevolution.paris21.org/>

Republic of Kenya. 2019a. Sessional Paper No. 02 of 2019 on National Policy on Gender and Development: Towards creating a just, fair and transformed society free from gender-based discrimination in all spheres of life practices. Available from <http://psyg.go.ke/wp-content/uploads/2019/12/NATIONAL-POLICY-ON-GENDER-AND-DEVELOPMENT.pdf>

_____. 2019b. 2019 Kenya Population and Housing Census. Available from <https://www.knbs.or.ke/?wpdmpo=2019-kenya-population-and-housing-census-volume-i-population-by-county-and-sub-county>

_____. 2018. The Third Medium Term Plan 2018-2022. Available from <https://vision2030.go.ke/publication/third-medium-term-plan-2018-2022/>

_____. 2016a. Policy on Devolved System of Government, Ministry of Devolution and Planning, October 2016.

_____. 2016b. Review of the Implementation of Beijing Platform of Action. Kenya Beijing+20.

_____. 2015. "Towards A Data Revolution in Kenya." First National Forum on Harnessing the Data Revolution for Sustainable Development, held 27–28 August 2015 under the theme 'Transformation Through Evidence'. Office of the Deputy President. Available from www.pasgr.org

_____. 2010. The Kenya Constitution. Available from <http://www.kenyalaw.org:8181/exist/kenyalex/actview.xql?actid=Const2010>

_____. 2008. Kenya Vision 2030. Available from <https://vision2030.go.ke/about-vision-2030/>

_____. Undated. "State Department for Gender." Available from <https://gender.go.ke/background/>

_____. Undated. "The mandate of the State Department for Gender." Available from http://psyg.go.ke/?page_id=1335

Republic of Kenya, Office of the President. Undated. The Big Four Agenda. Available from <https://www.president.go.ke/>

Society for International Development. 2013. *Exploring Kenya's Inequality: Pulling Apart or Pooling Together*.

United Nations. 2016. CEDAW eighth periodic report for Kenya. <https://reliefweb.int/sites/reliefweb.int/files/resources/N1615474.pdf>

_____. Undated. Convention on the Elimination of All form of Discrimination Against Women. Available from <https://www.un.org/womenwatch/daw/cedaw/>

United Nations General Assembly. 2015. *Transforming our world: the 2030 Agenda for Sustainable Development*. A/RES/70/1. https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_RES_70_1_E.pdf

United Nations Department of Economic and Social Affairs, Statistics Division. 2016. *Integrating a gender perspective into statistics*. Studies in Methods, Series F, No. 111. New York: United Nations. Available from [https://unstats.un.org/unsd/demographic/standmeth/handbooks/05323 Integrating a Gender Perspective into Statistics Web Final.pdf](https://unstats.un.org/unsd/demographic/standmeth/handbooks/05323%20Integrating%20a%20Gender%20Perspective%20into%20Statistics%20Web%20Final.pdf)

_____. 2015. *The World's Women 2015. Trends and Statistics*.

United Nations Development Programme. 2019. *Human Development Report 2019*. <http://hdr.undp.org/en/indicators/68606>

United Nations Economic Commission for Africa. 2016. *Compendium of Gender Statistics in Africa*. Addis Ababa, Ethiopia: UNECA.

_____. 2015. *Africa Data Consensus*. Available from https://www.uneca.org/sites/default/files/PageAttachments/final_adc_-_english_1.pdf

_____. Undated. *An African glossary of terms and concepts related to gender statistics*. Available from <https://repository.uneca.org/bitstream/handle/10855/22925/b11552268.pdf?sequence=1>

_____. Undated. *Gender Statistics Toolkit*. Available from <http://uneca.unssc.org>.

United Nations Economic Commission for Africa, the United Nations Development Programme, the International Development Research Centre of Canada & the World Wide Web Foundation. 2016. *Africa Data Revolution Report 2016*.

United Nations Statistical Commission. Undated. "UN Fundamental Principles of Official Statistics." Available from <https://unstats.un.org/unsd/dnss/gp/fundprinciples.aspx>

United Nations Statistics Division. 2019. The United Nations Minimum Set of Gender Indicators. <https://genderstats.un.org/files/Minimum%20Set%20indicators%202018.11.1%20web.pdf>

_____. 2015. *The World's Women 2015: Trends and Statistics*. New York: United Nations. Available from <https://unstats.un.org/unsd/gender/worldswomen.html>

_____. 2011. Regional project on "Strengthening National Capacity to Analyse, Present and Disseminate Census Data for Evidence-based Policy Making". Needs assessment mission to Kenya, Ouagadougou, 15–17 June 2011.

UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*.

_____. 2017. *Harnessing the Digital Revolution for the Achievement of Gender Equality and Women's Empowerment*. Stocktaking Paper. New York.

_____. Undated. "Concepts and Definitions." Available from <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

_____. Undated. Flagship Programme: Making Every Woman and Girl Count. Available from <https://www.unwomen.org/en/how-we-work/flagship-programmes/making-every-woman-and-girl-count>

World Bank. 2016. Open data and sustainable development. Policy note ICTo1. Available from <http://pubdocs.worldbank.org/en/741081441230716917/Open-Data-for-Sustainable-development-PN-FINAL-ONLINE-September1.pdf>

_____. 2014. Open data for economic growth. Available from <https://openknowledge.worldbank.org/handle/10986/19997>

World Bank Institute & the United Nations Economic Commission for Europe. 2010. *Developing Gender Statistics: A Practical Tool*.

World Economic Forum. 2017. *The Global Gender Gap Report*. <https://www.weforum.org/reports/the-global-gender-gap-report-2017>

World Health Organization. 2020. "Defining Sexual Health." Available from https://www.who.int/reproductivehealth/topics/sexual_health/sh_definitions/en/



Kenya National Bureau of Statistics

P.O Box 30266-00100

Real Towers, Upper Hill along
Hospital Road Nairobi

Tel. 254-2-3317583

Fax: 254-2-3315977

E-mail: directorgeneral@knbs.or.ke | info@knbs.or.ke

www.knbs.or.ke

www.facebook.com/bureauofstatistics

www.twitter.com/KNBStats



UN Women Kenya

UN Gigiri Complex, UN Avenue

Block M, Ground Floor

P.O. Box 30218 00100, Nairobi, Kenya

Tel: +254 20 7624331

www.genderinkenya.org

www.twitter.com/unwomenkenya

www.flickr.com/genderinkenya

ISBN 978-9966-102-18-8



9 789966 102188