



## Joint Submission to the Universal Periodic Review 35th Session, KENYA

### Submitted By

### GIRLS ADVOCACY ALLIANCE - KENYA

The Girls Advocacy Alliance (GAA) is a lobby and advocacy programme, jointly implemented by Plan Netherlands, Terre des Hommes Netherlands and Defence for Children-ECPAT. Launched in 2016, the programme aims at ending gender-based violence and improving economic empowerment of girls and young women in ten countries in Africa and Asia. In Kenya, the programme is being implemented by Terre des Hommes - Netherlands, Plan International, and three national civil society organisations<sup>1</sup>.

#### Submitting CSOs:

1. Terre des Hommes Netherlands (TdH-NL)
2. Plan International (PI)
3. Coalition on Violence Against Women (COVAW)
4. Nyanza Initiative for Girls' Education & Empowerment (NIGEE)
5. Women's Empowerment Link (WEL)

In Annex, the complete list of contacts for each submitting Organization.

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<sup>1</sup> Coalition on Violence Against Women, Nyanza Initiative for Girls' Education & Empowerment, and Women's Empowerment Link

## List of Acronyms

AU	African Union
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
COTU	Central Organisation of Trade Unions
COVAW	Coalition on Violence Against Women
CSEC	Commercial Sexual Exploitation of Children
CT	Child Trafficking
CRPD	Convention on the Rights of Persons with Disabilities
EAC	East African Community
ECPAT	End Child Prostitution And Trafficking
EE	Economic Exclusion
FGM	Female Genital Mutilation
FKE	Federation of Kenya Employers
GAA	Girls Advocacy Alliance
GBV	Gender-Based Violence
ICCPR	The International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
ILC	International Labour Convention
KAM	Kenya Association of Manufacturers
KEPSA	Kenya Private Sector Alliance
KNCC&I	Kenya National Chambers of Commerce and Industry
NIGEE	Nyanza Initiative for Girls Education and Empowerment
SDG	Sustainable Development Goals
SGBV	Sexual Related Gender Based Violence

SME	Small and Medium Enterprise
TdH-NL	Terre des Hommes Netherlands
UPR	Universal Periodic Review
UN	United Nations
WEL	Women's Empowerment Link

## Executive Summary

*This report has been prepared and submitted by the Girls Advocacy Alliance (GAA) in Kenya, a partnership programme being implemented by Plan Netherlands, Terre des Hommes Netherlands (TdH-NL) and Defence for Children-ECPAT, and three national civil society organisations, namely: Coalition on Violence Against Women, Women's Empowerment Link, and Nyanza Initiative for Girls Education and Empowerment.*

*Given the special focus of the GAA Programme on Gender Based Violence (GBV) and Economic Exclusion of Girls and Young Women, this report is based on a study conducted by Terre des Hommes Netherlands (TdH-NL) titled: **"Safely Engaged: Addressing Gender-Based Violence and Economic Exclusion of Girls and Young Women in Kenya: Public and Private Sector Practices"**, in addition to other relevant literature that were reviewed, to further enrich the report.*

*The report has analysed available information on gender-based violence and economic exclusion/exploitation of girls and young women within the public and private sector, and made several recommendations to the government.*

*In conclusion, the report acknowledges the remarkable steps taken by the government towards ending GBV and economic exclusion of girls and young women, for example, putting in place relevant laws and policies. It finally calls upon the government to put in place*

*adequate funding for effective implementation and monitoring of the laws and policies, and ensure compliance by both the public and private sector.*

## **1.0 Introduction**

1.1 Given the special focus of the GAA Programme on Gender Based Violence (GBV) and Economic Exclusion of Girls and Young Women, this report focuses on a study conducted by Terre des Hommes Netherlands (TdH-NL) titled *“Safely Engaged: Addressing Gender-Based Violence and Economic Exclusion of Girls and Young Women in Kenya: Public and Private Sector Practices”*, in addition to other relevant literature that was reviewed to further enrich the report. The report is based on the first-hand information obtained through the TdH-NL’s research, that represents the voice and experiences of girls and young women in Kwale, Kisumu and Nairobi counties, in addition to information from other stakeholders who were interviewed. Particular attention is given to the relevant recommendations and responses that were received by Kenya in the previous Universal Periodic Review (UPR) in 2015.

1.2 Despite the existence of various International Treaties and Conventions on Gender-Based Violence (GBV), women continue to experience systemic economic discrimination and sexual and gender-based violence, both at the workplace and at home. Gender-based violence against women and girls is one of the most prevalent forms of human rights violations in the world<sup>2</sup>; it knows no social, economic or national boundaries. It is well documented<sup>3</sup> that gender-based violence undermines the health, dignity, security, and autonomy of its victims, yet it remains shrouded in a culture of silence, debauchery, and impunity. The worst part is that victims of GBV can suffer from sexual and reproductive health consequences, including but not limited to forced and unwanted pregnancies, unsafe abortions, sexually transmitted infections including HIV, trauma, fistula, and even death. GBV still occurs in both private and public sector organizations with little or no tangible frameworks to combat the vice especially

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<sup>2</sup> <https://www.unfpa.org/gender-based-violence>

<sup>3</sup> [http://www.who.int/reproductivehealth/publications/violence/VAW\\_infographic.pdf?ua=1](http://www.who.int/reproductivehealth/publications/violence/VAW_infographic.pdf?ua=1)

in the private sector. Additionally, unclear or poor GBV enforcement and monitoring mechanisms inhibit effective administration of remedies and redress for victims.

1.3 Gender-based violence (GBV) at workplace mostly manifests in the form of sexual harassment. Majority of the private (formal and informal) sector firms have not successfully adopted or incorporated statutory frameworks on GBV. As such, there is limited monitoring and accountability on GBV issues at the workplace. Secondly, despite significant efforts by the government to improve on gender equality over the years, gender-based discrimination persists within the private sector. The available mechanisms are not adequate to hold the private sector accountable for their policies and practices on gender equity and equality. Majority of private sector firms do not have policies addressing economic exclusion of adolescent girls and young women (marginalized by poverty and low education) both in employment practices, and in corporate social responsibility initiatives. The Constitution of Kenya 2010, The Sexual Offences Act, 2006, Employment Act, 2012 and National Employment Authority Act, 2016 and other statutory frameworks provide for gender equality, equity and empowerment of women as crucial for social and economic development. However, these frameworks need to be strengthened, implemented and monitored to enhance compliance.

1.4 One of the major challenges facing girls and young women in Kenya is access to education due to pregnancy. Data from the Ministry of Health's District Health Information System (DHIS) show an estimated 378,497 adolescent girls between the ages of 10-19 dropped out of school due to pregnancy between July 2016 and June 2017<sup>4</sup>. More specifically, there were 28,932 girls ages 10-14 and 349,465 girls ages 15-19 who became pregnant. The counties with the highest number of teenage pregnancies begin with Narok, where 40 per cent of its teenagers became pregnant, Homa Bay at 33 per cent, West Pokot at 29 per cent, Tana River at 28 per cent, Nyamira at 28 per cent, Samburu at 26 per cent, and Migori and Kwale both at 24 per cent<sup>5</sup>. Lack of access to education due to pregnancy means that these girls will continue to face marginalization in employment opportunities in the future.

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<sup>4</sup> <https://www.standardmedia.co.ke/article/2001294926/school-where-pupils-go-with-their-babies>

<sup>5</sup> UNFPA 2017 Annual Report

## 2.0 Gender-Based Economic Disparities in Kenya

2.1 According to World Bank (2017)<sup>6</sup>, in Kenya, salaried men are the majority (52.3%) compared to (21.3%) women. Women suffer more from unemployment rates (15.3%) compared to men (7.9%). By implication, this is not just a case of work discrimination, but also exclusion from other forms of economic livelihoods. The implications are that the social and economic exclusion of women exacerbates poverty, that affects national and county governments development. Similarly, poverty reduction initiatives cannot be effective when majority of women are not productively engaged in sustainable economic processes.

2.2 The study further revealed that the majority of private sector firms in Kenya do not have social-economic policies and practices for the empowerment of young women and girls. The current policies and practices are fashioned to address equality for women in the professional arena, which, by large excludes and marginalizes most of the adolescent girls and young women. Significant findings of the study were that existing national and international frameworks on GBV and economic exclusion of girls and young women have not been effectively implemented by the private sector, due to the laxity in enforcement of gender equity and equality policies. These exacerbates GBV and economic exclusion practices, since there are limited efforts in holding the private sector accountable to business discriminatory practices that violate fundamental human and social economic rights of girls and young women.

2.3 When not addressed, some of the implications of GBV and Economic Exclusion on girls and young women include:

- Limitation of the economic rights of girls and young women, due to limited participation in economic activities;
- Prospects for sustainable national economic growth will continue to be hampered so long as the majority of young women remain marginalized from economic opportunities;

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<sup>6</sup> World Bank (2017). Gender Data Portal: Kenya. <http://datatopics.worldbank.org/gender/country/kenya>

- Sustainable health and well-being indicators for all will not be achieved with GBV prevalence;
- National and County governments will not effectively address sustainable poverty reduction when majority of adolescent girls and young women remain excluded from mainstream economic processes.

### 3.0 Previous UPR Recommendations

Although this is the first submission by the GAA Kenya to the Universal Periodic Review (UPR), the team realised that there were a number of recommendations that were made to Kenya, during the last UPR review (2015 - Cycle 2), that tackle three topics of great concern for the GAA:

**3.1 Gender Equality / Stereotypes:** Recommendations numbers 101.4 (made by Czechia), 142.4 (made by Slovenia), 142.12 (made by Costa Rica), 142.28 (made by Philippines), 142.42 (made by Egypt), 142.44 (made by Estonia), 142.45 (made by India), 142.46 (made by Israel), 142.53 (made by Timor Leste) and 142.134 (made by Colombia). All these recommendations were accepted by Kenya.

**3.2. Gender Based Violence:** Recommendations numbers 101.5 (made by Australia), 101.47 (made by Malaysia), 101.48 (made by Brazil), 101.49 (made by France), 101.51 (made by Argentina), 101.86 (made by Holy See), 142.5 (made by Spain), 142.8 (made by Mexico), 143.35 (made by Finland), 142.47 (made by Sierra Leone) 142.48 (made by Sierra Leone), 142.49 (made by Spain), 142.51 (made by Sri Lanka), 142.55 (made by Trinidad and Tobago), 142.65 (made by Austria), 142.66 (by Belarus), 142.68 (made by Chile), 142.73 (made by France), 142.77 (made by Lithuania), and 142.83 (made by Myanmar), 142.84 (made by Namibia), 142.86 (made by the Republic of Korea), 142.89 (made by Brazil), and 143.35 (made by Finland). Similarly, Kenya accepted all these recommendations.

**3.3. Empowerment:** Recommendations numbers 101.39 (made by Niger), 101.41 (made by Belarus), 142.16 (made by Ethiopia), 142.28 (made by the Philippines), 142.45 (made by India), 142.46 (made by Israel), 142.134 (made by Colombia), 142.141 (made by Nicaragua), and 142.164 (made by Myanmar). Just like the above recommendations, Kenya accepted all these.

It should be noted that Kenya has taken remarkable steps towards realisation of the above-mentioned recommendations, for instance; Kenya is a party to a number of African Union Human Rights Treaties. These include the African Union Youth Charter (2006), Protocol on the Rights of Women in Africa (2005); Protocol on the establishment of an African Court on Human and Peoples Rights (1997); African Charter on the Rights and Welfare of the Child (1990); African Charter on Human and Peoples Rights (1981); Convention on Specific Aspects of Refugee Problems in Africa (1969), and African Union Charter for Africa (1976).

Kenya has also signed and adopted various International Treaties, although the implementation of these International Treaties has not been adequate. Some of these include the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); and Optional Protocol to the Convention on the Rights of Persons with Disabilities (CRPD). The status and validity of International Treaties and their application as Kenyan law are recognised under on article 2(6) of the Constitution of Kenya 2010.

At national level, Kenya has a number of relevant laws including the Constitution 2010, Employment Act 2007 (Revised 2012), National Gender and Equality Act 2016, The Children Act, 2001, The Sexual Offences Act, 2006, Public Procurement and Asset Disposal Act 2015(Revised 2016), Prohibition of Female Genital Mutilation Act 2011, The Land Act 2012, The Land Registration Act, 2012, and The Protection Against Domestic Violence Act, 2015, among others. On the other hand, the County Government Model Policy and Legislative Framework on Sexual and Gender-Based Violence (2017) has been developed to accelerate the implementation of legislation for the elimination of all forms of sexual and gender-based violence. However, although the relevant laws have been put in place by the government, their implementation is unsatisfactory, and that's why the recommendations will focus on this.



## 4.0 Issues and Recommendations

### 4.1 Issue No. 1: No specific frameworks dedicated at the county level for monitoring the implementation of the national laws and policies aimed at addressing economic exclusion of girls and young women in Kenya.

Although Kenya has a number of national and county-level legislative frameworks with regulations and policy guidelines on equal employment opportunities, for instance, the Employment Act 2007, National Gender Equality Act 2016, National Employment Act 2007 (Revised, 2012), Public Procurement and Asset Disposal Act 2015 (Revised 2016), and Persons with Disability Act 2003, it is not possible to tell the impact of these regulations and frameworks on addressing GBV and economic exclusion of girls and young women. In fact, considering the level of unemployment among young people, it is likely that these laws and policies are not being effectively implemented. This calls for effective monitoring of these frameworks.

#### **Recommendations:**

1. County governments should undertake routine monitoring of the implementation and impact of the relevant laws and policies on girls and young women's economic empowerment in Kenya.
2. County governments should develop a standardized county level gender policy framework for monitoring compliance in the private sector.

### 4.2 Issue No.2: Limited Application of the UN Guiding Principles on Business and Human Rights by the Private Sector

The UN Guiding Principles on Business and Human Rights calls for the implementation of the United Nations 'Protect, Respect and Remedy Framework', which were developed by the Special Representative of the Secretary-General on the issue of human rights and transnational corporations and other business enterprises. The Guiding Principles state that business enterprises should respect human rights. States are required to set out clear expectations that business enterprises domiciled in their territory and/or jurisdiction should adhere to, in respect to human rights throughout business operations. The mechanisms

through which governments can implement the Guiding Principles in regard to private business include:

- i) Enforce laws that are aimed at, or have the effect of, requiring business enterprises to respect human rights, and periodically to assess the adequacy of such laws and address any gaps;
- ii) Ensure that other laws and policies governing the creation and ongoing operation of business enterprises, such as corporate law, do not constrain but enable business respect for human rights;
- iii) Provide effective guidance to business enterprises on how to respect human rights throughout their operations;
- iv) Encourage, and where appropriate require, business enterprises to communicate how they address their human rights impacts.

Failure by the State to enforce existing laws that directly or indirectly regulate business respect for human rights is a significant legal gap for business practice regarding human rights. In Kenya, laws and policies that govern operations of business enterprises, such as non-discrimination, GBV, and labor regulations directly shape business behaviour. Yet their implications for human rights remain poorly understood. Apart from the Companies Act, Employment Act 2012, and the Sexual Offences Act, 2006, there are no mechanisms aimed at enforcing human rights in business operations for the private sector. Guidance to business enterprises on respecting human rights in Kenya, just like any other jurisdiction, should indicate expected outcomes and help share best practices. The Guiding Principles provide a framework that advise on appropriate methods, including human rights due diligence, and how the private sector can consider effectively issues of gender, vulnerability and/or marginalization, recognizing the specific challenges that may be faced by women, ethnic minorities, children, persons with disabilities, and migrant workers and their families.

### **Recommendations:**

1. The National and County Governments should adopt the UN Guiding Principles on Business and Human Rights and provide implementation and monitoring framework for the private sector's compliance. This should be done in

partnership with watchdog organisations such as Kenya National Commission on Human Rights and National Gender Equality Commission.

2. The Government should ensure that the UN Global Compact is adhered to, by conducting periodic assessments of the private sector firms, to ensure compliance with Guiding Principles, and protection of girls and young women from GBV and economic exploitation.
3. Government should develop minimum business licensing requirements that uphold commitment to human rights, gender equality, and anti-GBV practices.
4. Provide local incentives e.g. tax incentives to firms with a reputable record of accomplishment in addressing GBV through policies and practices, and inclusion.

#### **4.3 Issue No.3: Gender Inequality Practices by the Private Sector**

Although there are some attempts to ensure gender diversity by some of the private sector firms in Kenya, the highly technical firms attract fewer unskilled young women and girls.

This is because a number of young women and girls largely lack the skills and competencies to undertake engineering work or tasks. Secondly, highly technical jobs like engineering and construction tend to be physically engaging and are mostly conducted in technical workshop environments that are not conducive for young women and girls.

For private companies, mechanisms for enforcing constitutional and statutory frameworks and policies on gender equity for young women and girls' access to economic and employment opportunities have not been effective. Private companies make own determinations on who to hire based on the company's set criteria, and thus, cannot be compelled to do otherwise, under current provisions. Most of the companies under this study did not have a monitoring and accountability mechanism for protecting girls and young women against economic discrimination.

However, in order to adhere to gender sensitivity/equality, it was realised that, at the national level, there was a deliberate attempt by private firms to incorporate gender equality in recruitment, salaries and wages. Although, most private sector companies lack designated budgets to support gender principles. Most of the national level private sector firms have integrated portions of gender policy into their human resources policies and procedures manuals. As such, policies on non-discrimination, equal pay, anti-GBV and sexual harassment

have been captured. However, majority of the private sector firms do not belong to an accountability body such as the UN Global Compact for monitoring of the organisations' practices. Most of the firms do not have affirmative action policies targeting skilled and unskilled young women and girls for jobs training, mentorship or placement. Since the private sector firms are largely profit oriented, they hardly develop any strategies or programmes that address the plight of unskilled young women and girls' poverty and economic exclusion envisaged.

### **Recommendations:**

1. The government should ensure that the private sector commit resources to strengthen economic empowerment programmes for young women and girls at the periphery of formal economic development.
2. The government should enhance the inclusion of young women and girls in highly technical skills jobs, by deliberately training them, such that they are resourceful to the private sector firms, the public sector, and non-governmental entities.
3. Government should provide tax or other incentives to private sectors firms that have adopted the UN Global Compact.
4. Ensure that county governments that have a direct mandate on local vocational institutions make provisions for uneducated or undereducated girls and young women in skills training.
5. The Government should take measures for implementation and monitoring of Corporate Social Responsibility initiatives aligned to development needs.
6. The government should ensure that membership organisations such as FKE, KEPSA, KAM, and KNCC&I encourage members along the whole supply and value chains to adopt their guidelines on GBV, gender equality and sexual harassment. In cases where these guidelines are missing, it should develop and share the guidelines for adoption by all members.

#### **4.4 Issue 4: Weak Accountability Mechanisms on Gender Equity in Employment for the Public Sector**

The constitutional and statutory frameworks and policies on gender equity for young women and girls' access to economic opportunities in the formal sector have mostly not been adequate. The on-going debate in the National Assembly on implementation modalities of the two-thirds gender rule highlights the existing conundrum between regulatory and legal provisions and actual implementation. Parliament is yet to provide a legislative mechanism to address this conundrum. At the county level, the nomination of Women Members of

County Assemblies (WMCAs) has contributed to the actualization of two-thirds representation. However, County Assembly committees are disproportionately male dominated.

For private companies, mechanisms for enforcing constitutional and statutory frameworks and policies on gender equity for young women and girls' access to economic and employment opportunities have not been effective. Private companies make own determinations on who to hire based on the company's set criteria, and thus, cannot be compelled to do otherwise, under current provisions.

### **Recommendations:**

1. The government should strengthen the enforcement and monitoring of laws and policies against gender discrimination and economic exclusion of girls and young women by the private sector.
2. The government should implement National Gender Development Policy in line with Agenda 2030 for SDGs and integrate GBV responses into National Development Plans.
3. The government should ensure the integration of GBV responses in the County Integrated Development Plans by the County governments
4. The Ministry of Public Service, Youth and Gender Affairs should allocate adequate resources for monitoring gender policy compliance, including the adoption of the gender scorecard.
5. The government should prioritize anti-GBV programs and fund them accordingly within national budget and commit resources to strengthen girls and young women's economic and social power.

#### **4.5 Issue No. 5: Gender Inequality Practices in the Informal Private Sector**

The informal sector includes all forms of unregistered, or unincorporated small-scale productive, vending, financial and service activities without secure contracts, worker benefits or social protection both inside and outside the unregulated enterprise<sup>7</sup>. The Constitution of Kenya 2010, Employment Act 2007, National Youth Policy 2016, National Land Policy 2007, and National Policy on Gender and Development 2002 provide mechanisms for enhancing gender equality in employment opportunities both in the formal and informal sectors.

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<sup>7</sup> Daniels, S. (2010). Making do: Innovation in Kenya's informal economy. Retrieved June 7, 2013. from <http://makingdo.analoguedigital.com>

However, modalities for enforcing this mechanism in the informal areas are non-existent, even as women continue to participate in labour markets on an unequal basis with men, face systemic discrimination, and lack equal access to factors of production, markets, credit facilities, and entrepreneurial opportunities.

According to UN Women (2017), women are more likely to be low wage workers, work in the informal sector, and as unpaid family workers engaged in low-level productivity, viewed as economic dependents as compared to men<sup>8</sup>. Additionally, women and girls face far greater vulnerability, economic exclusion and marginalisation, and sexual and gender-based violence, compared to men<sup>9</sup>.

### **Recommendations:**

1. The government should come up with modalities for enforcing gender responsive regulations in the informal sector, since women continue to participate in labour markets on an unequal basis with men, face systemic discrimination, and lack equal access to factors of production, markets, credit facilities, and entrepreneurial opportunities.
2. The government should ensure the adoption, implementation and monitoring of sector business association guidelines on GBV, gender equality and sexual harassment.
3. The government should ensure that there are remedies for girls and young women from economic exploitation by employers within the sector, and that there are anti-GBV policies and guidelines at the workplace.
4. County governments should implement a policy that requires gender policy compliance as a prerequisite for business licensing.
5. The government should effectively engage the sector in addressing GBV at the workplace, facilitate and sponsor public sessions on SGBV and GBV, including sanctions and remedies and include men in related programmes.

#### **4.6 Issue No. 6: Limited Adherence to the International and Regional Frameworks on Gender Equality by the Private Sector**

Kenya is a party to a number of International and African Union Human Rights Treaties. Of significance to private sector companies on gender policies and practices is the Protocol on

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<sup>8</sup> UN Women, Progress of the World's Women 2015-2016, Chapter 2, p. 69

<sup>9</sup> Phumzile, M. (2016). Two sides of the same coin: gender inequality and violence against women: Available at:

<http://www.unwomen.org/en/news/stories/2017/10/speech-ed-phumzile-five-days-of-violence-prevention-conference>

the Rights of Women in Africa (2005). This protocol prohibits any practice that hinders or endangers the normal growth and affects the physical and psychological development of women and girls and guarantees women equal opportunities in work and career advancement and other economic opportunities. Application of this protocol by private sector organisations should include:

- ❖ Promoting equality in access to employment and economic opportunities;
- ❖ Providing equal payment in salaries and wages for women just as men;
- ❖ Ensure transparency in recruitment, promotion, dismissal and combating SGBV at the workplace.

However, the private sector companies do not place focus on complying with international conventions, but rather the national and local laws. There are no mechanisms to monitor private sector compliance. Equally, it is difficult to measure to what extent, policies adopted by the private sector have been influenced by international conventions and treaties. Some of the areas addressed by international treaties, but have less consideration by private sectors, include:

- ❖ Social and economic exclusion of girls and young women; Private companies have not made this a priority in their strategy or operations. Mostly, uneducated or undereducated girls and young women do not rise to the threshold of job skill requirements by private sector firms;
- ❖ Mostly, private sector firms are not actively involved in promoting economic initiatives for uneducated or undereducated young women and girls.

### **Recommendations:**

1. Government should ensure that the private sector firms develop strategies on equality and anti GBV that meet both international and statutory framework thresholds;
2. Strengthen the enforcement and monitoring mechanism particularly laws against gender discrimination;
3. Provide local tax incentives to firms with a reputable track record in addressing GBV policies, practices, and inclusion and promoting safe spaces for female workers;

4. The government should ensure that the private sector acknowledges and highlights GBV as a fundamental human rights violation and as a priority issue to promote sustainable development and reduce poverty.

## **5.0 Conclusion**

Although the Kenyan Government has taken remarkable steps towards ending GBV and economic exclusion of girls and young women in terms of putting in place relevant laws and policies, there is need for adequate implementation and monitoring. This will not only call for allocation of resources, but also a framework for effective monitoring to ensure compliance of the laws by both the public and private sector.



## ANNEX: LIST OF CONTACTS OF THE SUBMITTING CSOs

### 1. Terre des Hommes Netherlands (TdH-NL)

CSO contact: [east.africa@tdh.nl](mailto:east.africa@tdh.nl), +254 0722209581, Wood Avenue (off wood Avenue lane) Kilimani, Nairobi, Kenya

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### 2. Plan International (PI)

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### 3. Coalition on Violence Against Women (COVAW)

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### 4. Nyanza Initiative for Girls' Education & Empowerment (NIGEE)

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Focal point contact: Ms. Sijenje Florence, Programs Co-Ordinator, [sijenje@nigee.org](mailto:sijenje@nigee.org) , +254 729983404

### 5. Women's Empowerment Link (WEL)

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