



Status of Equality and Inclusion in Kenya, 2015

5th July, 2017

Presentation Outline

- ▶ Background
- ▶ Purpose of Study
- ▶ Key findings
 1. Education
 2. Labour and employment
 3. Political representation
 4. Social protection
 5. Equality and Inclusion Index
- ▶ Implications for policy

- ▶ Economic and social inclusion; poverty eradication, equality and social justice are critical for **sustainable development**
- ▶ The adoption of the “**Copenhagen Declaration and Programme of Action**” gave impetus to commitments on **equality and inclusion**. (World Summit for Social Development (Copenhagen, 5–12 March 1995),

Policy commitments:

- **MDGs: 2015**
- **Agenda 2030 on SDGs**
- **International covenants on human rights**
- **The constitution of Kenya**
- **Vision 2030**

Aims :

- **Equal Society for all**
- **Free of poverty**
- **Attainment of full employment and**
- **Social integration**

However, **Special Interest Groups** (SIGs) i.e. Children, the youth, women, minorities and marginalized groups, older persons, and persons with disabilities (PWDs) have suffered most from historical marginalization and discrimination

Background cont'd

- ▶ Kenya has progressive laws in place to ensure that SIGs are represented at all levels of government
- ▶ However, a lot needs to be done to ensure that SIGs enjoy their rights in the Constitution
- ▶ Kenya is yet to achieve the one third minority gender representation in its parliament
- ▶ PWDs stigmatization is still a challenge

Sustainable Development Goals

- ▶ **Relevant Sustainable Development Goals (SDG)** include:
 - ▶ Zero hunger (SDG2),
 - ▶ Good health and wellbeing (SGD3),
 - ▶ Quality education (SDG4),
 - ▶ Gender equality (SDG5), and
 - ▶ Decent work and economic empowerment (SDG8)
- ▶ However, there is limited analytical evidence on current status of equality and inclusion.
- ▶ Need to assess extent of the integration of the principles of equality and inclusion in national, county and private sector policies, laws and programmes.

Purpose of the Study

Develop a Country status report on equality and inclusion focusing on **Special Interest Groups including**: Children, youth, women, minorities and marginalized groups, older persons, and persons with disability (PWDs)

Focus Sectors:

- ▶ Education
- ▶ Employment
- ▶ Political representation
- ▶ Social protection

Methodological approach



Sampling frame

Sample designed from National Sample Survey and Evaluation Programme (NASSEP V) frame

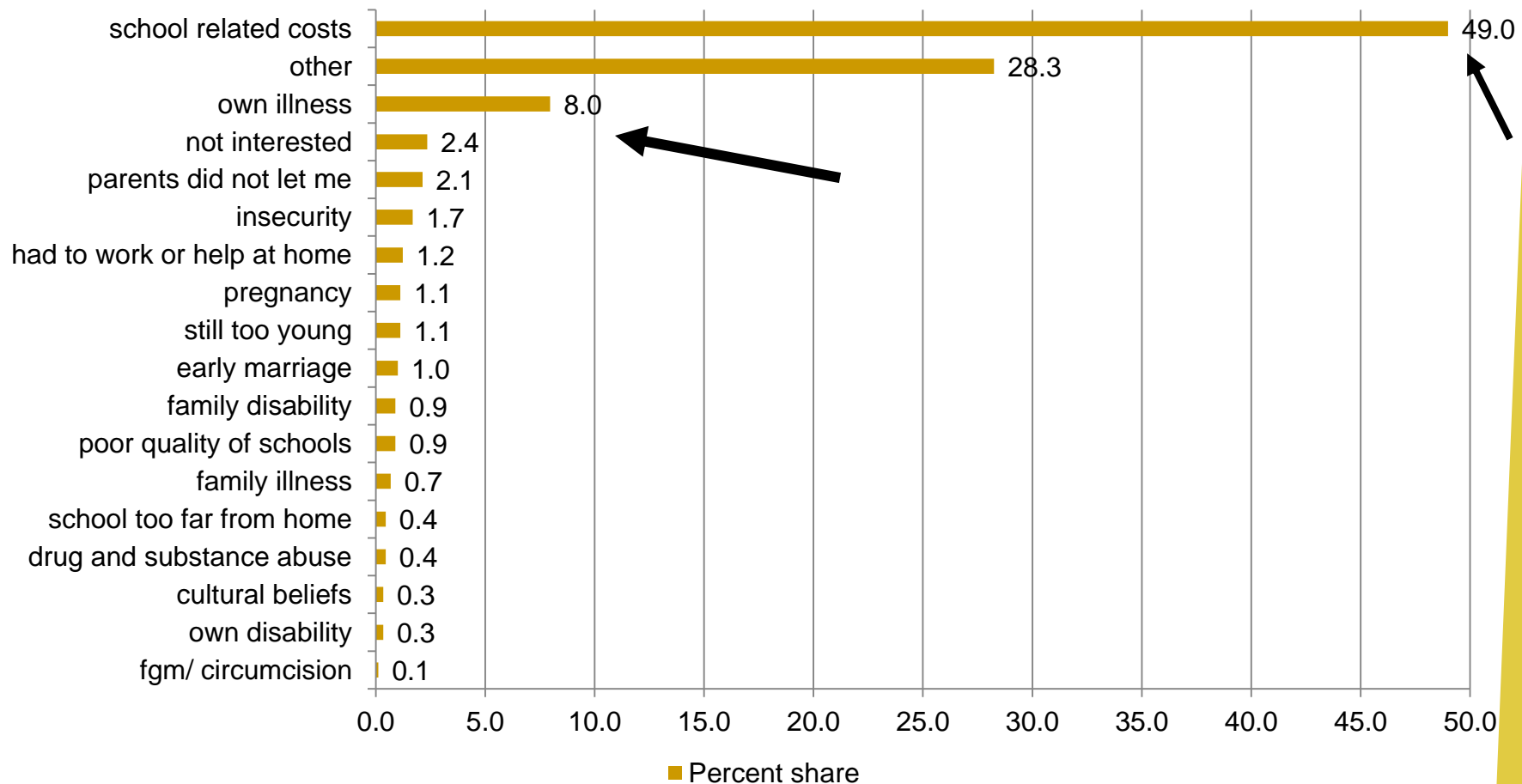
Sample size

4,920 households from 47 counties; rural and urban and 844 learning institutions (public and private)
Data collection: 2015

Key findings in Education

- ▶ Substantial **expansion in basic education** since 2003
 - ▶ Twenty counties had a KCPE mean of 250 marks and below
 - ▶ Disparities in teacher distribution with pupil teacher ratio ranging from a low of 25:1 and a high of 100:1
- ▶ Additional focus extended to **ECDE**.
- ▶ Secondary enrolment grew by **49%** to 2.3 million students in 2015
- ▶ **Inequalities**, low quality and poor access to post primary education for low income groups.
- ▶ **School related costs** is responsible for 49 % of school age children not in school.
- ▶ Among factors the influence enrollment:
 - ▶ **Infrastructure** for children with disabilities was perceived as a major problem (34%),
 - ▶ Condition of school facilities (18%)
 - ▶ **Inadequate infrastructure** for children with disabilities in urban and rural areas

Reasons for not attending school



School related costs is responsible for 49 % of school age children not in school. Illness has significant effect too.

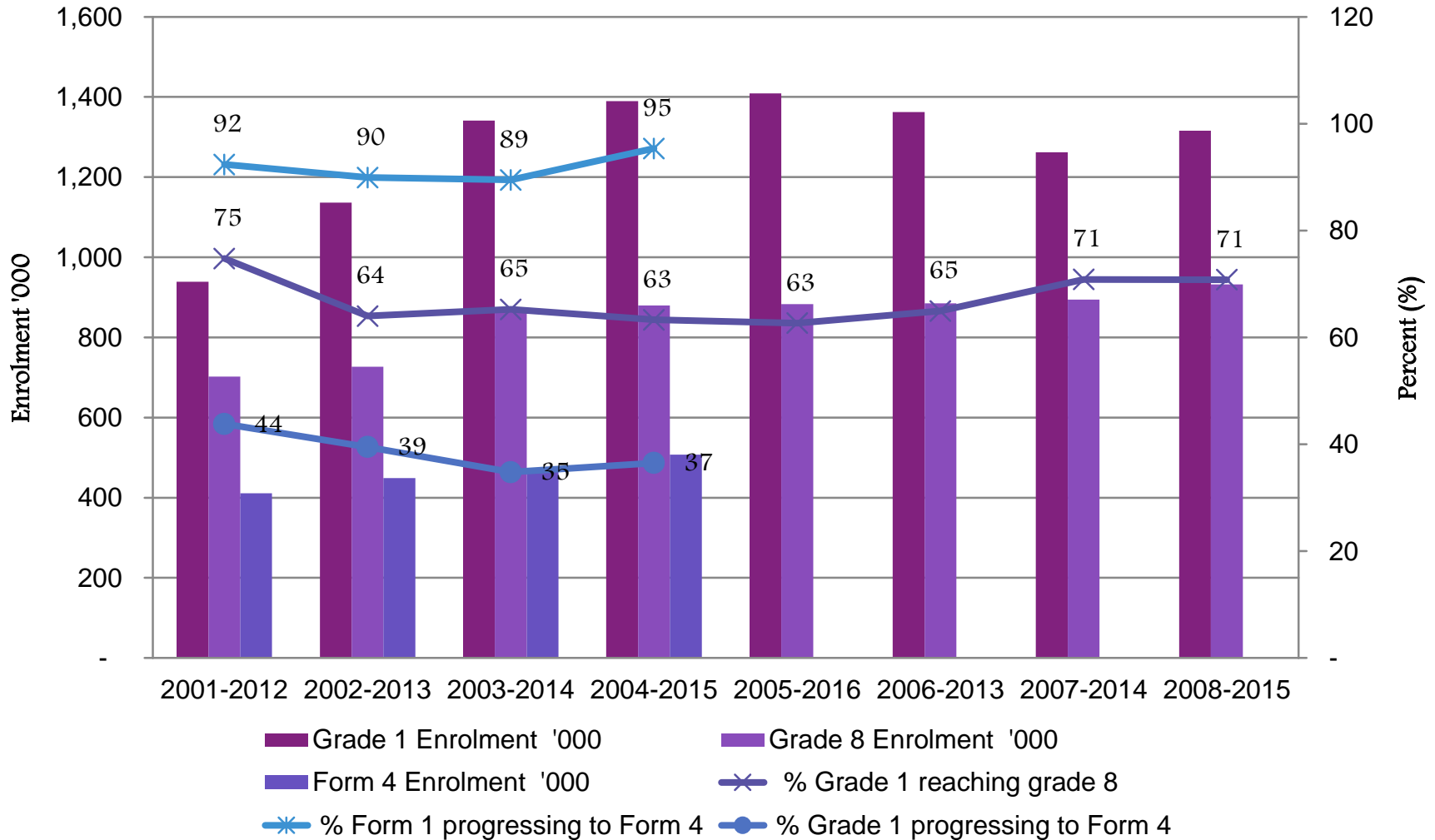
Key findings....

- ▶ **44%** of pre-primary respondents flagged infrastructure for children with disabilities.
- ▶ **35%** per cent pointed to seasonal factors such as rains and floods.
- ▶ Infrastructure for the disabled children was also the dominant ‘major problem’ for all the other levels of education – rising to **50%** per cent for special education.
- ▶ Integration and availability of instructional material and visuals aids in **alternative formats** was rated at 34 percent.
- ▶ Recent interventions include community mobilization, participation in school management and encouraging **community level support** for SIGs
- ▶ **Lower income groups benefit less** from tertiary education compared to high and medium income groups, but more from primary education.
- ▶ Gains for **poorest welfare group** at primary level are estimated at 24.7 per cent, 9.5 per cent for secondary and 1.9 per cent for tertiary education

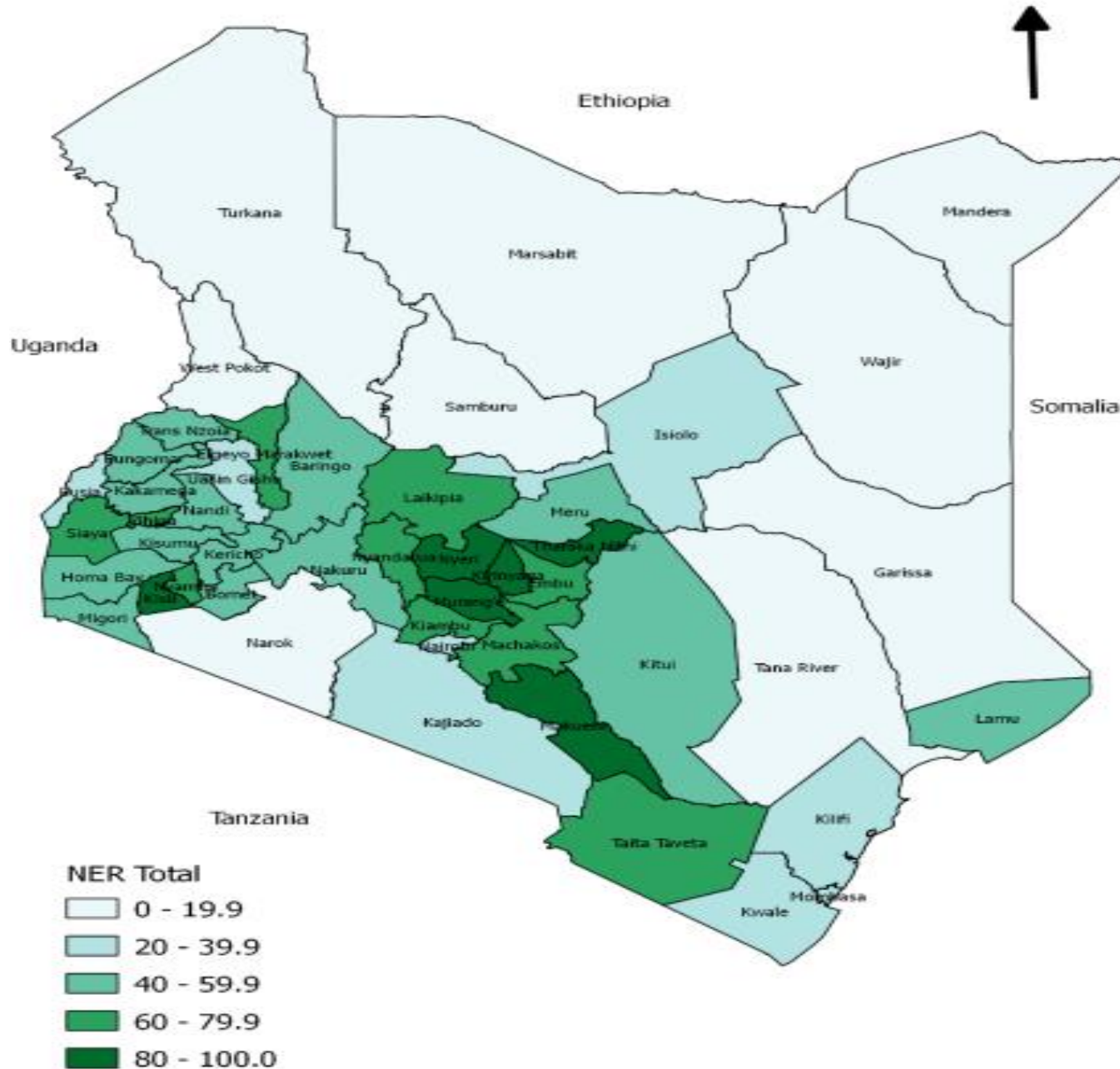
Key findings....

- ▶ Budget allocations to the sector show a dominance for recurrent **(91%)** over development budget **(9%)**
- ▶ **47%** reported that budgeting for capacity building in relation to equality and inclusion is effective.
- ▶ Only **43%** of institutions indicated that budget allocations for equality and inclusion were effective and Institutions with expenditures for SIG spend effectively, according to the budget.
- ▶ Families of SIGs rely on services and assistance offered by the **government, religious organizations and NGOs.**
- ▶ These families need to be empowered and supported with **livelihood options.**
- ▶ Lack of accurate prevalence **data** and low registration of SIGs result in adequate planning by the government.

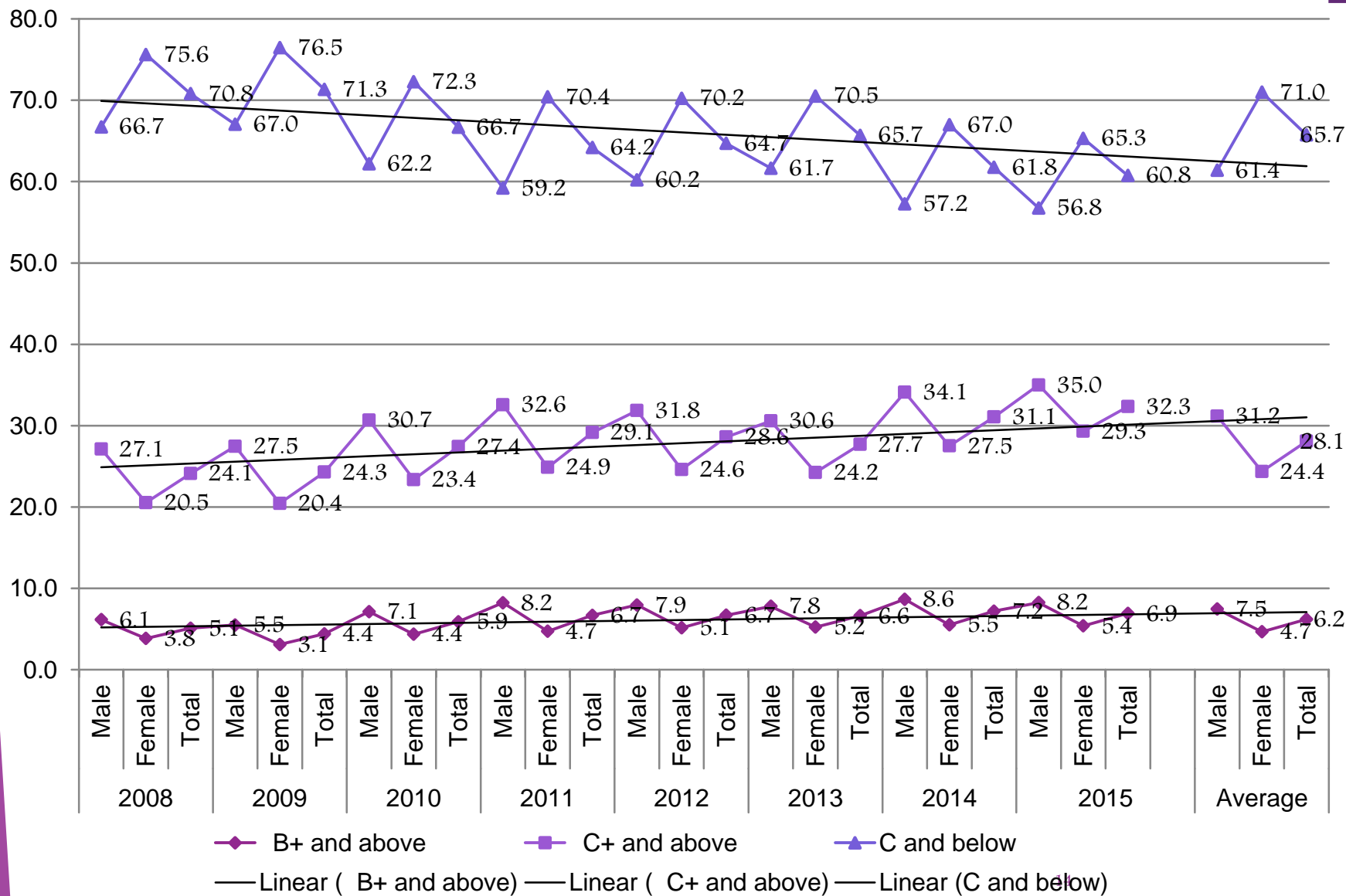
Low Cohort Enrolment and Progression in Basic Education



Inequalities in County Secondary NER, 2014



Unsatisfactory performance has negative effect of labour market participation



Key findings on Labour

- ▶ Children aged 5 to 17 were about 15.5 million in 2015
- ▶ **Schooling status is important** – yet 15.1% of children reported “never gone to school” in 2015. There are wide variations across counties e.g. Mandera (54%) , Garissa (54%) and Tharaka Nithi (2.3%)
- ▶ **Child labour** (defined by hours of work) **affected about 10%** of the children aged 5 to 17 in 2015.

Proportion of children engaged in *child labour* in Kenya by age group

Age (and hours of work per week)	Total %	Total (number)
5 to 12 (1 or more hours)	10.6	10,241,505
13 to 15 (14+ hours)	9.2	3,272,037
16 to 17 (42+ hours)	8.4	1,964,565

Employment

- ▶ Majority of the youth were employed in **informal sector**
- ▶ **Agriculture** dominates total employment of the youth
- ▶ About half of the 9 million employed youth were in individual/family enterprises

Main employer	Youth %
Individual/family enterprise	50.4
Private sector company	12.6
Informal sector employer	10.1
National or County government	3.6
Other	22.3

Note: Total youth employed were estimated at 9 million

- ▶ The **Youth Employment to Population Ratio** was **45%** comparable to **58%** for the working age group (i.e. 15-64 years).
- ▶ Among the employed youth **62%** were in **vulnerable employment (defined as own account or contributing family worker)**

NEET and Unemployment

- ▶ About **21%** of those aged 15 to 34 were **not in education, employment or training (NEET)**
- ▶ **Unemployment rate** for working age group (15-64) was **16.4%** and the youth (15-34) **22.7%** in 2015.

Unemployment rates by Age Group (2015)

Age group	Total Unemployment %	Urban unemployment*
15-19	35.5	50.1
20-24	30.3	45.4
25-29	18.5	21.5
30-34	11.7	9.1
15-34 (youth)	22.7	27.1
15-64 (working age)	16.4	17.2

*urban includes Nairobi, Mombasa and Kisumu

Employment sectors

- ▶ On the whole females disadvantaged in many ways. A larger proportion of women ...
 - ▶ Have a **lower Employment to Population Ratio** for all age groups
 - ▶ Are in informal employment and agriculture or agricultural related activities. This implies a **larger proportion are in vulnerable jobs**
 - ▶ Are employed as casual workers – 27% versus 23% for men
- ▶ In Kenya women could be earning about 70% of corresponding males earnings (relative to an ideal of 100%) – Global Gender Gap Report.
- ▶ The NGEC survey indicates **lower median wages for females** across sectors
- ▶ The **unemployment rate** was larger for female youth and the working age group in 2015

PWDs and Elderly Persons

PWDs

- ▶ PWDs disadvantaged in various ways. PWDs have:
 - ▶ A **lower Employment to Population Ratio** of 35% versus overall population 57%
 - ▶ A **higher vulnerable employment rate** of 86.7% versus 60.7% for overall population

Elderly Persons (at least 60 years and above)

- ▶ Elderly persons have:
 - ▶ A **higher vulnerable employment rate of 71.5%** versus 60.7% for overall population
 - ▶ Employment to Population Ratio of 61.9% versus overall population 57% BUT **most of activity is in informal activities and agriculture**

Public and private sector

Equality & inclusion process indicators: public & private sectors

Process indicator	Public sector	Private sector
Proportion with diversity or inclusion policy of statement	77.1	64.7
Conducted diversity audit with last 2 years	55.1	39.9
Proportion with a gender mainstreaming policy	85.5	55.8
Proportion with a disability mainstreaming policy	79.7	33.8
Proportion with a HIV/AIDS policy	84.1	35.6
Hiring goals for achieving equity in workplace diversity		
With respect to gender	75.0	62.8
With respect to age	71.2	60.7
With respect to disability	77.6	43.0
With respect to ethnicity	70.2	48.5

Public sector comparatively better on process indicators

Emerging Issues

- ▶ High proportion of **children (ages 5 to 17)** reported “never attended school (12% in 2009 and 15% in 2015)
- ▶ **Child labour is a major challenge** (affecting 10% of children)
- ▶ **Youth** have: a lower Employment Population Ratio (EPR) of 45% relative to 58% for working age group; Have a higher unemployment rate 22.7% versus overall of 16.4% for working age group.
- ▶ BUT **inactivity** is their largest challenge AND 21% were NEET (not in education, employment, or training). Most of the employed are in vulnerable jobs.
- ▶ **Women** are: underrepresented in formal employment (37% share); relative to males, females are disadvantaged with respect to: school attendance, inactivity, NEET, and vulnerable jobs

Emerging Issues

- ▶ PWDs have: **lower Employment Population Ratio** 35% vs 57% for overall population. Lower proportion employed in formal sector.
- ▶ Compared to the overall population in general, persons who are at least 60 years old are more likely to be engaged in **informal employment**. And as expected are generally under-represented in active employment.
- ▶ **crosscutting**
- ▶ It is difficult to collate data on relevant issues in employment by SIGs across MDAs (e.g. by age and ethnicity). A reflection of:
 - ▶ Ineffective (or no) monitoring of inclusion indicators by MDAs
 - ▶ Non-compliance with regulatory requirements and constitutional provisions

Key Findings on Political Representation

- ▶ **Citizen participation is critical** in decision-making with regard to national policies, laws and the strategies for development and implementation
- ▶ Opportunities for such participation will be even more limited for **special interest groups** (SIG) – children; the youth; women; people with disabilities (PWDs); older members of society; and minorities and marginalized

Political representation cont'd

- ▶ **Women still underrepresented at both levels of government.** No single female Governor was elected in 2013 Elections. No single female senator was elected
- ▶ **Youth and also PWDs** still under represented at all levels of government
- ▶ No PWD was elected as Senator or Governor

Emerging issues in Political Representation

- ▶ **Retrogressive practices** still constrain effective contribution of SIGS in leadership
- ▶ Failure to implement **electoral rules in party nominations** has **negative effect** SIGs candidates
- ▶ **Inefficiencies** in political party primaries that lock SIGs out especially in party stronghold areas
- ▶ **Poverty**: Many members from the SIGs lack access to means of production due to cultural beliefs and historical marginalization

- ▶ The **State has made impressive gains** in reaching out to households with orphans and vulnerable children.
- ▶ **60% of children live in** households that can afford 3 meals in a day.
- ▶ However, many children still live in households that **experience risky and vulnerable conditions**. For instance, 18.6 per cent of children live in households that sleep hungry .
- ▶ **2% of children** live in households that have previously received CT resources.
- ▶ The CTs, which target OVCs only are not adequate to benefit all the OVCs in need.
- ▶ About **14.4 per cent** of children benefit from membership in health **insurance** schemes.
- ▶ According to county government budgeting, there are **limited special funds targeting children** and, where they exist, they are negligible.

Key Findings on Status of Women

- ▶ Women aged 18 years and above were estimated at **16.7 million**.
- ▶ Out of the 16.7 million women, **16.4 per cent** of live in households that go without food at least **once a week**.
- ▶ Similarly, **89 per cent of women** are not members of any health insurance scheme.
- ▶ While **various milestones** have been achieved in addressing the plight of women, some sections of the women still face challenges that require the attention.

Key Findings on Status of Older Persons

- ▶ There are about **4.4 million elderly people** in Kenya.
- ▶ It is important that older persons live a **dignified life** and receive reasonable care and assistance from their families, and State.
- ▶ However, majority of the older persons **face various vulnerabilities** and their rights are in most cases unfulfilled.
- ▶ For instance, while only an average of **12.7 per cent receive a pension**, and only about **5 per cent** receive cash transfers,

Older Persons cont'd

- ▶ This scenario is likely to improve with the introduction of **universal cash transfer for all older persons aged 70 years and above** in January 2018. **Registration is on-going.**
- ▶ Older persons have the **highest health needs** in a given population
- ▶ Despite these economic realities, only **16.5%** have access to **some form of health insurance.**
- ▶ The National Hospital Insurance Fund (NHIF) premium **requirement of Ksh 500 a month** is unaffordable for most of the older persons.
- ▶ The State has proposed **free access to healthcare for older persons age 70 yrs** and above w.e.f 1st July 2017

Status of Older Persons cont'd

- ▶ Moreover, many older persons live in **extreme poverty** and yet they do not have access to government cash transfers.
- ▶ While some have access, they need to **travel for long distances** to access the cash.
- ▶ Older persons **face social threats** in some communities.

Key Findings on Status of Youth

- ▶ According to the **Social Assistance Act (2013)**, an unemployed person qualifies for social assistance if they are classified as youth, have no source of income, and their lack of a **source of income** is not due to negligence.
- ▶ There is no social assistance programme targeting **unemployed youth**.
- ▶ Recent interventions targeting youth include: Youth empowerment programmes.

Status of Persons with Disability

- ▶ Like all the SIGs, PWDs should be treated with dignity and accorded respect.
- ▶ They should enjoy all the rights accorded to the people of Kenya, such as the **right to education, food, shelter, life**, etc.
- ▶ However, according to the survey, nearly **46 per cent of PWDs** could not afford to eat three meals a day.
- ▶ At least **9 per cent** could not afford a meal a day.
- ▶ The national budgetary allocation for **PWD-CT has expanded over time**.
- ▶ **Only 8.7 per cent** have ever received social assistance from the government. These could be as a result of the targeting, which only caters for Persons With severe Disabilities (PWsD).
- ▶ Access **to health insurance remains a challenge to PWDs**, with only 12.7 per cent having an insurance cover.

Status of Marginalized/Minorities

- ▶ The marginalized/minority communities are in most cases affected by hunger and drought.
- ▶ There is increased government funding towards the hunger Safety Net Program.
- ▶ The government with assistance from development partners has put in place mechanisms to avert food insecurity during crisis period, with mixed outcomes.
- ▶ However, there is need for sustainable solutions to avert drought situations and extreme hunger at all times.

- ▶ Social Protection is not just an expenditure but **a social investment** with both immediate and future economic benefits
- ▶ Social Protection supports the achievement of 14 out of 17 SDGs
- ▶ Social Assistance Act does not adequately meet the needs of the sector
- ▶ Social Protection programs are housed in different ministries hence need for **coordination**
- ▶ The **National Social Protection Investment Plan 2018–2030**, if properly financed, can be our pathway to meeting the SDGs

Equality and inclusion index



The KENYA INSTITUTE for PUBLIC
POLICY RESEARCH and ANALYSIS



NGEC
National Gender and
Equality Commission

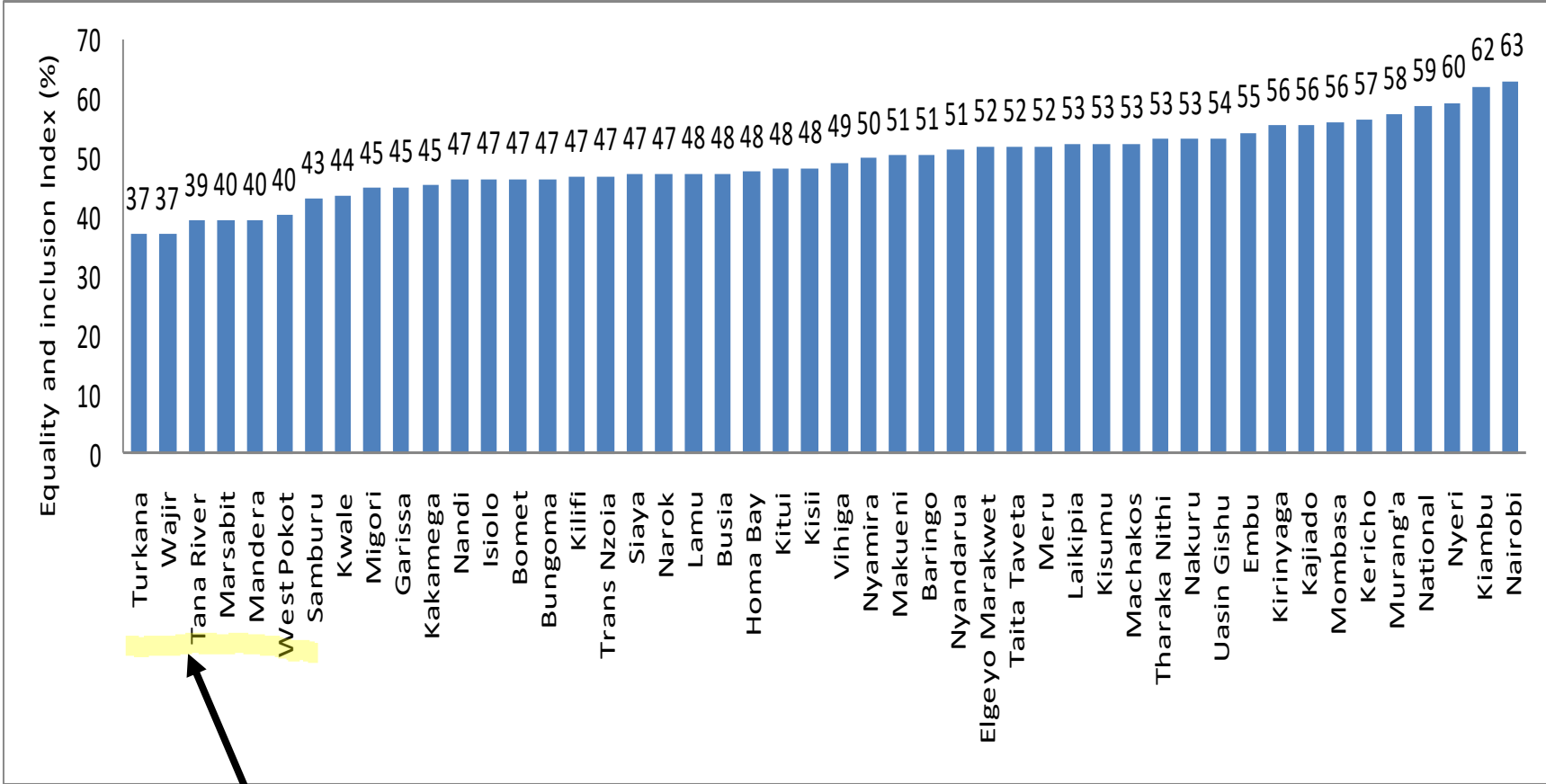
	Index	Interpretation
Social Justice & Civic Participation	71%	Attributed to devolution, institutionalization of protection of human rights in the Constitution, protection of the marginalized, society's level of inclusiveness & non-discrimination
Health	67%	Increase in life expectancy; increased proportion of births in a health facilities ; improved sanitation & increasing number of children who were not stunted
Labour Force Participation	64%	Positive dimension of economic engagement i.e. either employed or in education or in training and not in vulnerable employment. ³⁵

The national Equality and Inclusion Index was estimated at 58.9 per cent

Equality and inclusion index

	Index	Note
Education	61%	25 % of the population have at least secondary education, national average years of schooling at 8.2 years
Development	44%	Households are non-poor, have access to electricity & improved water, & paved roads
Gender Equality indices	38%	reproductive health, empowerment and economic participation

Equality & inclusion index by county, 2015



Equality index is lowest in some counties

Recommendations: Education

- ▶ **County and national governments** and the relevant stakeholders should ensure the integration of practical tools to support education and training programmes to address equitable access, retention and transition for SIGs
- ▶ Education and training should be made relevant by undertaking major curricula reviews, preceded by **research and needs assessment**.
- ▶ **Redesign teacher education curriculum** and training programmes to prepare teachers implementing the new curricula; needs based funding, and budgeting for special interest groups.
- ▶ Training on disability mainstreaming
- ▶ Ensuring a safe and conducive environment targeting SIGs.
- ▶ Government to operationalize the Nomadic Education Policy Framework

Labour

- ▶ **Out of school children** – address cost of attending school and cost of living
- ▶ **Child labour** – enforce laws and enhance use of social protection programmes
- ▶ **Youth** – second chance education programmes; further investments in productive sectors across all counties
- ▶ **Women** – enforce family friendly policies (maternity leave)
- ▶ **PWDs** – remove access barriers to education; expand specialized units in schools & enhance their quality; invest in teacher training especially at secondary & tertiary education; enforce compliance with constitutional requirements
- ▶ **Public Sector** – establish measurable goals within Ministries, Departments Agencies that relate to equality and inclusion in employment

Political representation

- ▶ **Progress** has been made on equality and inclusion since the Constitution was promulgated in 2010
- ▶ Parliament **to legislate framework for** inclusion of women and other marginalized groups in political representation as is envisaged in the Constitution
- ▶ Invest in **countrywide profiling** of the SIGs and monitoring
- ▶ IEBC to facilitate use of assistive devices such as **Braille and sign language** to support PWDs during electioneering and election period
- ▶ **Mentorship** programmes for the youth and PWDs

Social Protection

- ▶ Progressively **increased investments in Social Protection** sector to at least 4.5 % of GDP as recommended by the AU
- ▶ **Monitor investments** in social protection sector
- ▶ Review and fully implement the **Social Assistance Act, 2013**
- ▶ Fast track the process of developing the **Social Protection and Coordination Bill 2016**
- ▶ Like all other social sectors (education and health), financing and legislative frameworks in Social Protection Sector should **be prioritized** with similar magnitude .

Social protection cont'd

- ▶ **NHIF and NSSF** should target to increase membership especially for those working in **the informal sector**
- ▶ Both county and national governments should develop milestones for the progressive realization of **rights of the SIGs** as enshrined in the Constitution and SDGs.
- ▶ Review and re-design the **youth empowerment** programme to benefit the target group.
- ▶ Address the **risks and vulnerabilities across the life cycle** (childhood, youth, working-age population, older persons)



Thank You