



KENYA WOMEN PARLIAMENTARY ASSOCIATION

12TH PARLIAMENT MEMBERS INDUCTION TRAINING

Theme: "Laying the Foundation for an Effective Female Legislator"

WORKSHOP REPORT
11TH TO 14TH JANUARY, 2018
ENASHIPAI RESORT AND SPA, NAIVASHA
NAKURU COUNTY



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- Parliament of Kenya
 - National Assembly of Kenya
 - The Senate of Kenya
- USAID Kenya through the National Democratic Institute (NDI)
- UN Women
- FIDA Kenya
- Konrad Adenauer Stiftung
- CPF Kenya
- Kenya Human Rights Commission (KHRC)
- Centre for Rights Education and Awareness (CREAW)

Gratitude is also extended to all of our distinguished plenary speakers and to our Session Directors. We would also like to acknowledge the important contributions of all KEWOPA Members and conference participants and in particular our partners and stakeholders for their personal insights and aspirations.

Thanks to your support and participation, we put on an exceptional event with over 30 guest speakers, a broad spectrum of informative sessions and two networking events. Over 150 people (including 85 parliamentarians, 10 partners, 15 consultants, 10 secretariat staff) attended the event.

Even as the KEWOPA members set out to implement the ideas set forth at the meeting and push for the realization of the meetings objectives, we want to reiterate our appreciation for your support, in kind, time, resources and ideas we hope that we can count on you in the future as well.

Thank you again for all of your generous support, we could not have done it without you!

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ABBREVIATIONS

CAB	-	Constitutional Amendment Bill
CEC	-	County Executive Committee (Member)
CPF	-	County Pension Fund
CREAW	-	Center for Rights Awareness for Women
CSO	-	Civil Society Organization
Fida	-	Federation of Women Lawyers (French translation)
FGM	-	female Genital Mutilation
KAS	-	Konrad Adenauer Stiftung
KEWOPA	-	Kenya Women Parliamentarian Association
KHRC	-	Kenya Human Rights Commission
KRA	-	Kenya Revenue Authority
M&E	-	Monitoring and Evaluation
MCA	-	Member of County Assembly
MP	-	Member of Parliament
NGEC	-	National Gender and Equality Commission
PESTEL	-	Political Environmental Social Technological an Legal
PLWD	-	Persons Living with Disability
USAID	-	United States Agency for International Development
UN	-	United nations
WEDF	-	Women Enterprise Development Fund
WV	-	World vision
SWOT	-	Strengths Weaknesses Opportunities and Threats
YEDF	-	Youth Enterprise Development

EXECUTIVE SUMMARY

Induction programmes for new Members of parliament and legislative assemblies is paramount to the overall success and deepening of the democratic processes in emerging democracies. In Kenya, the induction programme is even more applicable owing to the high turnover of Members of Parliament in each subsequent parliamentary calendar. From the results published by the independent electoral and boundaries commission (IEBC), over 180 out of 340 MPs will not be returning to the National Assembly with around 50% and 80% turnover for women MPs in the single member constituencies and Women County Representative positions respectively.

The results point out to an enormous turnover of over 90% of Women Members of Parliament. This means that only 22 of the 97 women MPs in both the National assembly and Senate have less than five years of parliamentary experience. A retrospective look into the representation of women; the 11th parliament (2013 – 2017) had 68 women in the national assembly: 16 elected; 5 nominated as well as the 47 women elected to represent counties. In the Senate, all 18 women were nominated by their political parties. Further out of a total of 237 candidates for the gubernatorial positions, six (3%) were women and none of them got elected. Seventeen women out of a total of 244 candidates (7%) vied for the senatorial positions, and again, none of them were successful. For the members of parliament positions, out of a total of 2097, 129 (6%) were women, out of which 16 (12%) were elected.

In the recently concluded elections, there was a slight improvement in the number of elected women members of parliament. The 12th parliament has three women elected to the Senate (4.4 %) and 18 women nominated to the Senate, bringing the total to 21 – three more than the last parliament, but one short of the minimum one-third threshold. In the National Assembly, there are 23 elected women while six are nominated. Together with the 47 county women representatives the total is 76, which is 41 less than the at least one-third constitutional threshold, but eight more than the last house.

Because of the major shift in the numbers of the new members of Parliament, KEWOPA developed a comprehensive induction programme with an emphasis on gender. Over time, inductions programmes have been implemented in Kenya to acquaint new legislators with the work of the house focusing only on procedural matters and the administrative services, but with little or no gender components in the programme. A customized and extensive induction training that focuses on gender issues therefore is of relevance to the newly elected Members.

The Induction Programme equipped the newly-elected Women Members with necessary knowledge and information on parliamentary practices and procedures, and provided the Members with an opportunity to share experiences and learnings from the 11th Parliament to facilitate the setting of benchmarks and success paths for the 12th Parliament. The induction programme also focused on strategies for effective participation in the committees' work and leadership for the enhancement of their representation in the committees. Additionally, the induction programme also exposed Members to the role of the Women Parliamentary Caucus (KEWOPA) in guiding Members on policy issues before the legislature. Finally at the conclusion of the meeting, the Members held the election of the new KEWOPA Executive to guide the Membership on implementing the plans of the organization within the next 5 years.

SESSION 1: WORKSHOP PRELIMINARIES AND ADDRESS BY DISTINGUISHED GUESTS

Moderated by Hon. Alice Wahome

1.1 Induction Workshop Preliminaries

The 12th Parliament KEWOPA Members workshop was called to order at 10.00am under the moderation of Kandara Member of Parliament (MP) Hon. Alice Wahome. She welcomed all the stakeholders to the forum and requested the opening session moderator Mr. Cyprian Nyamwamu to carry on with the opening ceremony procedures.

1.2 Opening formalities:

Moderator, Cyprian Nyamwamu

1.2.1 National anthem, prayers and introductions

All present stood up and sung the National Anthem and this was thereafter followed by Christian and Islamic prayers. This as thereafter followed by an introductory session for all.

1.2.2 Induction workshop theme and objectives:

Mr. Nyamwamu explained that the 12th Parliament KEWOPA member's workshop was convened as is tradition with any new Parliament. He explained the theme and the guiding objectives of the workshop. These were explained as follows:

Workshop Theme	"Laying the foundation for an effective female legislator"
Objectives:	<ol style="list-style-type: none">i. To create a forum for KEWOPA members to meet, share experiences, interact and strengthen relations amongst themselves;ii. To welcome all members to KEWOPA and enlighten them on the modalities of operations between the secretariat and members;iii. To create a platform for introduction, building and strengthening of partnerships as well as networking between KEWOPA and her partners;iv. To build capacities of the KEWOPA members in various essential aspects of their legislative work, andv. To share critical information on the gains, challenges and experiences of previous KEWOPA members and seek ways of addressing prevailing challenges and harnessing on previous gains.

The session was handed to Hon. Alice Wahome to carry on with the opening ceremony modalities which entailed the opening remarks by distinguished guests and key stakeholders.

1.3 Address by Distinguished Guests

Moderator, Hon. Alice Wahome

According to the induction workshop program 9 distinguished guests representing key stakeholders were scheduled to address the meeting. Hon. Alice Wahome acknowledged apologies from H.E. Mette Knudsen, the Royal Danish Ambassador to Kenya, Sen Kenneth Lusaka, Speaker of the Senate¹ and Hon. Justin Muturi, Speaker of the National Assembly². The session was honored to have address from the following distinguished guests and key stakeholders:

No.	Distinguished guest	Official Title and Organization
1.	Hon. Cecily Mbarire	Chairperson, KEWOPA KEWOPA
2.	Ms. Diana Gichengo	Head of Equity and Inclusion Kenya Human Rights Commission
3.	Ms. Josephine Mongare	Chairperson FIDA - Kenya Chapter
4.	Ms. Zebib Kavuma	Country Director UNWOMEN
5.	Dr. Tina Dooley-Jones	Acting Mission Director USAID Kenya and East Africa
6.	Ms. Sicily Kariuki	Cabinet Secretary Ministry of Public Service, Youth and Gender Affairs
7.	Hon. Prof Margaret Kamar, MP	Representing the Speaker of the Senate
8.	Hon. Moses Cheboi, MP	Deputy Speaker, National Assembly

¹ Address to be delivered by Hon. Prof. Margaret Kamar, Member of Speakers' Panel.

² Address to be delivered by Hon. Moses Cheboi, Deputy Speaker of the National Assembly of Kenya

HON. CECILY MBARIRE, CHAIRPERSON, KEWOPA



Hon. Mbarire welcomed the members and congratulated them for their success in getting elected and nominated into Parliament. She observed that KEWOPA at present has a membership of 97 members which is a marginal increase from the previous Parliament and she noted that this is just one of the many small wins the country has witnessed with regard to women leadership. She added that the meeting sought to provide a stage for members to voice their needs and exchange knowledge and experiences as well as to plan the women legislators' agenda for the 12th Parliament.

She acknowledged that in the 11th parliament, KEWOPA members did a remarkable job in pushing the legislative agenda for women resulting in the enactment of key legislations and emphasized that that as the members celebrate the gains it is important to appreciate the enormous tasks that lie ahead key of which include enactment of the not more than two thirds gender Bill in the 12th parliament as one of the key legislations that would open doors for more women in leadership.

She noted that KEWOPA is a powerful movement that has worked to bring about change for the women of Kenya and that the current mix of both young and older members, new and more experienced members will create a rich environment where all members can learn and grow. She encouraged the members not to get stuck in the diverse backgrounds and affiliations but to forge ahead with a common agenda.

Finally, as the outgoing chair, she thanked the members for the support they accorded her and assured them and KEWOPA as an organization of her support towards ensuring that the dreams of the women of Kenya with regard to equitable representative in leadership positions is realized.

HON CECILY MBARIRE
CHAIRPERSON, KEWOPA

Ms. DIANA GICHENGO, HEAD OF EQUALITY AND INCLUSION KENYA HUMAN RIGHTS COMMISSION (KHRC)

Ms. Diana Gichengo began by congratulating the KEWOPA members for making it into the 12th Parliament and saluted even more so those members that left affirmative action seats vie for competitive and previously male dominated leadership positions. She shared that KHRC remains committed to ensuring that there is adequate representation of all genders in political leadership as a human rights issue.



This is affirmed in the KHRC's Strategic Plan (2014-2018), the Equality and Non-Discrimination (now renamed to Political Pluralism and Diversity thematic programme envisions "Enhanced Representation and Participation of Targeted Marginalized Groups in Political Governance". The programme endeavors to enhance the inclusion and participation of these marginalized groups especially women in the public sphere, particularly in decision making.

She added that KHRC is keen and is pursuing partnerships with development partners that are keen and focused on supporting inclusive political representation and participation especially for women. This therefore forms the basis of engagement between KHRC and likeminded organizations such as KEWOPA and she reaffirmed the organizations commitment to strengthen relations with KEWOPA. In ensuring increased participation of women in political leadership, Ms. Gichengo noted that political parties ought to formulate and implement party manifestos, policies and administrative practices geared towards enhancing political participation and representation of marginalized groups. Ms. Gichengo concluded her presentation by adding that KHRC is keen on and is actively pushing legislation that seeks to end electoral and gender based violence and challenged the legislators to enact and support laws that make it easier for women to get into leadership positions.

Ms. JOSEPHINE MONGARE CHAIRPERSON FIDA, KENYA CHAPTER



Ms. Mongare congratulated the members for their remarkable achievements of election, re-election or nomination into Parliament. She assured KEWOPA of utmost support from FIDA Kenya and pointed out that the association has enormous potential and it rightfully placed to advocate for the rights of women in Kenya. She reiterated that FIDA Kenya recognizes that despite Kenya going through drastic legal and policies reforms to support gender equality, women continue to suffer various forms of discrimination as a result of lack of normative framework on implementation of these laws and policies, weak institutions, lack of awareness, retrogressive cultural practices, structural inequalities and strong influence in the implementation of laws by patriarchal norms and practices.

To this end, the organization actively seeks to partner with likeminded organizations at all levels but with a keen interest on actors who participate at policy level as this is the point at which the first impact needs to be created. Ms. Mong'are challenged the KEWOPA members to follow in the steps of their counterparts in the 11th Parliament and seek to follow through with ensuring that the not-more-than 2/3rd gender bill is passed in Parliament and enacted into law. She stated that FIDA Kenya has always been keen to see an increase in women in leadership positions. To this end it has supported numerous initiatives including training more than 1,000 female political aspirants but statistics indicate that only few women are offering themselves for political positions. She further challenged the KEWOPA members to vie for higher political and leadership posts such as gubernatorial seats in 2022 where 22 Counties will not have an incumbent. All applicants will be new entrants and this is an advantage to especially women who have enormous potential to occupy those offices. She emphasized that there is still a dire and pressing need to have more women as decision makers in Kenya.

She reaffirmed that FIDA is carrying out its mandate fearlessly and will continue pursuing the 2/3rds gender rule. To this end, she reiterated that FIDA has lodged a case in the High Court seeking to have at least 39 additional women in Parliament and at least 3 more in Senate. In addition to this, the organization is pursuing the Executive to have at least 13 women appointed as Cabinet Secretaries. With this, she reaffirmed the commitment of FIDA Kenya to work and partner with KEWOPA in any interventions that will ensure that gender parity is realized.

MS. ZEBIB KAVUMA
COUNTRY DIRECTOR - UNWOMEN



Ms. Kavuma congratulated the members for making it into the 12th Parliament and noted that while the increase to 97 women in Parliament was commendable we are still short of the 117 members that are required to make Parliament gender compliant. She added that KEWOPA has a fresh chance to pursue the 2/3rd gender bill with the help of the men in Parliament and stakeholders. This she noted will be a critical milestone and achievement of the 12th Parliament. In addition to low levels of representation of women in leadership, she observed that women still face a myriad of challenges which include limited access to educational opportunities, financial exclusion thus leading to higher levels of poverty among others.

With this, she encouraged members to pursue legislative measures that will seek to improve access to the existing funds for women such as the WEDF, UWEZO, YEDF as well as increase access to educational opportunities for at the primary or tertiary levels for women. Such initiatives she said will go a long way to enhancing literacy and help reduce poverty levels in Kenya which still remain to be major impediments for women in Kenya. These prevailing issues lead to gender inequalities and these ought to be pursued through a multi-stakeholder and all-inclusive approach to guarantee success. She noted that the legal framework is already there and that what is lacking in local mechanisms to implement. This can be pursued and addressed through effective monitoring of implementation of the gender responsive provisions in the constitution, The Kenya National Action Plan of R1325, the SDGs especially goal 5. the CEDAW, Beijing Platform of Action, The AU gender Policy, East Africa Community Treaty, The African Charter on Human and Peoples' Rights (Maputo Protocol), and the AU Solemn Declaration on Gender Equality in Africa (SDGEA) among others. In conclusion, she reaffirmed the passion and commitment of UNWOMEN to carry on with the KEWOPA partnership to ensure that Kenya moves to a level where inequalities between men and women are gradually reduced for a more just society.

DR. TINA DOOLEY-JONES
ACTING MISSION DIRECTOR, USAID KENYA AND EAST AFRICA

Dr. Tina congratulated the KEWOPA members for their election and nomination into the 12th Parliament of the Republic of Kenya. She observed that the new team seems vibrant and rearing to go and she emphasized that USAID has always been pleased to partner with KEWOPA an organization committed to empowering women to reach their political potential, no matter which party they belong too. As part of the overall support for the 2017 Kenya elections, Dr Tina highlighted that USAID had provided financial and technical assistance towards increasing and strengthening women's leadership in the political arena.



Part of that effort went to the activities of UNWOMEN, the National Democratic Institute and KEWOPA to conduct a series of training and mentorship programs that equipped over 5,000 women with the necessary leadership skills and knowledge to enable them to compete in the recently concluded elections. She was however saddened to note that Despite the increase, the number of women in leadership positions remains low and a substantial increase may only be possible through use of non-elective political posts to gain entry. In conclusion, she observed that while one cannot ignore the guidance and requirements from the national leadership of the members' respective political parties, she urged them to look to local constituencies, electorate and entire Kenyan citizens as their guide for decision making. In closing, she assured the KEWOPA membership and other stakeholders that USAID will continue to partner with elected and appointed women leaders to enable them to demonstrate their skills and value in leadership.

MRS. SICILY KARIUKI OGW
CABINET SECRETARY, MINISTRY OF PUBLIC SERVICE YOUTH AND GENDER AFFAIRS



Mrs. Kariuki started by congratulating the KEWOPA members for making it to Parliament in different capacities. She noted that the August, 2017 election was historic as it witnessed the election of 3 female Governors, 3 female Senators, 23 single constituency members and several elected female MCAs thus the Country witnessed an increase in number of elected women across all positions. She took time to acknowledge the role affirmative action has played in increasing the number of women in Parliament and in County Assemblies and went ahead to assure the nominated Senators and Member of National Assembly that the nomination was merited as they had in one way or the other distinguished themselves as leaders.

She appreciated former legislators who included among others Priscilla Ingasiani³, Achola Pala, the late Grace Githu and Rose Waruhiu, Kavetsa Adagala Micere Mugo, Wanjiku Kabira, Phoebe Asiyu⁴, Beth Mugo and Zipporah Kitony who she termed pathfinders for women in leadership. To accelerate gender equality, promote women's empowerment and eradicate the many forms of violence she added that the government is implementing The Kenya National Action Plan (KNAP) for the implementation of the UN Security Council Resolution 1325 (2000) on Women, Peace and Security, as well as the National Gender and Development Policy and the National Equality Policy.

“To the now nominated members of National Assembly and Senators, your nomination was not for nothing – It's because you have distinguished yourselves as leaders in your own right.”

Mrs. Sicily Kariuki, CS Min. of Public Works, Youth and Gender

In line with the theme of the workshop, she shared with the members 7 essential tips on how to become better legislators and these comprised; (i), Honoring the institution of Parliament and carrying out their duty fearlessly; (ii), know and master the rules of the political game and for legislating; (iii), know where to get help and make your voice count!(iv), Effective time management; (v), Developing an area of specialty; (vi), Don't Burn Bridges - close ranks on issues of gender equality with male members, and (vii), stop and smell the roses by making time for one-self, spending time with family and taking care of yourself. She concluded her address by quoting H.E. the President Uhuru Kenyatta speaking at the United Nations General Assembly High Level meeting on gender equality “I am convinced that our nations and the world stand to gain tremendously if we continue to embrace that progress for women is progress for us all. Investing in women is more than a matter of rights; it is the right thing to do.”

HON. PROF. MARGARET KAMAR ON BEHALF OF SPEAKER OF THE SENATE



In his remarks, the Speaker acknowledged KEWOPA as an organization that will help the members in finding a niche for themselves in the 12th Parliament. He added that the KEWOPA platform where women can strategize on how to champion and lobby for women interests in a male dominated Parliament. In addition, he acknowledged that gender inequalities still exist and manifest themselves various ways including inadequate access to social services such as health service, gaps in the education system for girls especially at the secondary and tertiary levels, poor access to portable water among others. In confronting these challenges, he encouraged the members to enlist the support of the male counterparts through persuasive dialogue and articulation of key issues that hinder participation of

women in politics. In conclusion he noted that implementation of the Constitution remains a challenge and he asked KEWOPA members to take this up again and see that it is enacted into law.

³Priscilla Ingasiani the 1st and only woman to be nominated by the colonial Government to sit in the Legislative Council

⁴Phoebe Asiyu tabled an affirmative action motion to increase women's participation in Parliament and in Local Authorities but the motion was defeated

HON. MOSES CHEBOI CBS, MP
DEPUTY SPEAKER – NATIONAL ASSEMBLY



Hon. Cheboi congratulated the members for making it into Parliament and thanked the stakeholders for their unwavering support for KEWOPA. He observed that Promulgation of the Constitution of Kenya 2010 brought a new dawn for gender mainstreaming in Kenya that provides for the transformation of institutional, systemic and structural constraints to bring about equal and inclusive participation in the legislative affairs. With this he noted that it is now common for women to compete for elective leadership positions alongside their male counterparts.

He however noted that the number of elected women remains low in Parliament and in the County Assemblies. He celebrated KEWOPA for the good work done since inception and emphasized that this was as a result of immense support from development partners and encouraged them to enhance their support so that KEWOPA can be better placed to achieve more. Such assistance will go a long way in ensuring that KEWOPA pursues essential legislative changes such as the institutionalization of the not-more-than-two-thirds gender rule in all public offices. He concluded by asserting that the hard work has just begun and the public has a lot of trust on the members to perform. “Do not let them down!”

“Through this workshop, Legislators will be introduced to legislative procedures, administrative and procedural matters and will have their capacities strengthened to fight for gender issues and create a forum to share experiences.”

**Hon. Moses Cheboi, Dep.
Speaker National Assembly**

SESSION 2: BACKGROUND AND THE ROAD TRAVELLED BY KEWOPA

Moderated by Hon. Susan Kihika

This session involved presentations and discussion spearheaded by current and past legislators especially to the incoming first time KEWOPA members, past experiences, challenges encountered as well as successes realized. The presentations also focused on mentoring the KEWOPA members to carry out the various mandates placed upon them as well as sought to create solidarity and togetherness among the members.

2.1 INTRODUCTION AND BACKGROUND OF KEWOPA

Ms. MERCY MWANGI, PROGRAM CO-ORDINATOR - KEWOPA

Ms. Mercy Mwangi explained that The Association was established in 2001 during the 8th Parliament by 3 women parliamentarians and this membership has grown to 97. Since its inception, KEWOPA has been working closely with the members and development partners. She shared that the vision of KEWOPA is to see that women and men are equitably represented in Parliament and in decision making in public and private spheres. She added that in its unique identity, KEWOPA believes in the equal rights of women to participate in all aspects of governance of our country, and are therefore committed to ensuring that the country's policy and legislation redress gender disparities and other injustices that undermine Sustainable development.

Mercy, explained the scope of work for KEWOPA mainly revolving around the 4 pillars i.e. legislative oversight, representative function, political party function and institutional strengthening. In carrying out its activities, she discussed at length how KEWOPA raises resources and the three main sources at present comprise members' contributions, support from Parliament and funding from development partners. Through these, KEWOPA has had several flagship projects which have realized various levels of success over the years. A summary of these is as detailed below:

KEWOPA Flagship projects:	Key Successes realized
<ul style="list-style-type: none">▶ Amendment to the Political Parties Act and Election Act▶ Drafting and sponsoring more than 2/3 either gender CAB▶ Enactment of the Maternal and Child Health Bill▶ Enactment of the Affirmative Action Legal Framework▶ Establishing a tracking mechanism on the 30% public procurement quota and the UWEZO Fund▶	<ul style="list-style-type: none"># Contributed towards the realization of key Acts i.e. Marriage Act, the Matrimonial Properties Act & Protection against Domestic Violence# County Governments Amendment Acts# Spearheading the push for the realization of the two thirds gender principle legislative framework.# Developed a Members Handbook on Sexual and Reproductive Health and Rights to create awareness to MPs on the Sexual Reproductive Health Bill in Senate

She added that other successes realized in the course of its work include development of the 2014-2018 Strategic Plan, establishment of 37 County Women Chapters, capacity building for female MCAs in a wide range of areas, support for women aspirants for the 2017 elections, mentorship of over 500 young women leaders and women members of county assembly by the former and current KEWOPA members and establishment of the FGM Caucus within KEWOPA spearheaded the "Obligation to protect campaign" in 17 counties. In conclusion, she requested the members for their support to ensure that KEWOPA grows stronger in the next 5 years as well as works towards achieving its mandate.

2.2 AN INTROSPECTIVE LOOK AT THE ROAD TRAVELLED BY KEWOPA

HON. MARTHA KARUA, FOUNDER MEMBER - KEWOPA

Hon. Martha Karua congratulated the members for their successful election and nomination into Parliament and emphasized that it should not matter which channel one used to get into Parliament. What should matter most is each member's commitment to bring a change to the struggles women have had to battle with to help steer Kenya to a bright, inclusive and prosperous future. She reiterated the importance of working together in sisterhood as this is what will help attract development partners to support KEWOPA.



Such she said was the spirit in which the IPPG with support from the women's caucus, civil society and inter-religious groups agitated for government to allocate at least 1/3rd of all participants at the Constitutional Review meeting at the Bomas of Kenya and in addition to this 5/15 members of the Constitution Drafting Committee were women which and this paved the way for the introduction of gender friendly clauses in the draft Constitution. The lesson learned here was that women can leverage on their numbers and solidarity to successfully push for their agenda. She noted that members may have differences of opinion but such differences should not bring divisions between the members as there are bigger and more critical battles to be fought such as battles to ensure the gender quotas are met in appointments, Parliamentary Committees (including in leadership positions) and pursuing amendments to the Constitution of Kenya, 2010 to ensure adequate provisions for the not more than 2/3^{rds} gender principle. She urged the members to make this President Uhuru's flagship project. In conclusion she urged members to remain focused on critical issues that bring them together rather than partisan interests that could separate them. She expressed confidence in the KEWOPA leadership and assured the current and incoming team of her support and assistance whenever needed.

2.3 PEER SHARING HON. DR. NAOMI SHABAAN MP, TAVETA



Hon. Naomi Shabaan started by congratulating the KEWOPA members and pointed out that the current KEWOPA members achieved a remarkable feat by getting re-elected, elected or nominated into the 12th Parliament. She was thankful and fortunate to be serving her 4th term in Parliament as the MP for Taveta which she attributed to several factors some of which comprised:

Pointers from Dr. Naomi Shaaban

- ↳ Pressing need for KEWOPA members to be each other's keeper;
- ↳ Members to embrace the sister-sister approach in their day-to-day tasks to counter the underhand tactics male legislators engage to fight women;
- ↳ KEWOPA members to consider and seek to adopt consensus building rather than embracing each other rather than competitive contests on issues and,
- ↳ The need to embrace each other as sisters and tackle all issues collectively.

(i), the willingness and dedication to serve the electorate; (ii) becoming relevant in Parliament (iii), learning from past and everyday experiences; (iv), invaluable support from experienced legislators who guided, counseled and assisted her in many ways and (v), her strong belief in God.

Hon. Shabaan however emphasized that pursuit of self-centered success will only yield short term benefit and encouraged the members to consider adopting strategies that will ensure collective successes for all the members. This she added eventually leads to the success of the individual members which has more long term benefits.

SESSION 3: NEW PARTNERSHIPS FOR KEWOPA AND LESSONS FROM 11TH PARLIAMENT

Moderated by Hon. Cecily Mbarire, KEWOPA Chairperson

3.1 KONRAD ADENAUER STIFTUNG (KAS)

By Dr. Jan Cernicky, Country Director - Kenya



Dr. Jan introduced Konrad Adenauer Stiftung (KAS) as the political pillar of Germany's development assistance and as the thinktank for the EDU. KAS provides networks and linkages between Kenyan and German stakeholders. Its mandate is drawn from KAS Articles of Association that authorise KAS to conduct seminars, workshops, conferences, bursaries, information visits to Germany, institutional and financial assistance) to promote and develop democracy, good governance, rule of law and social, economic, educational, environmental and other projects in Kenya for the benefit of the Government of Kenya and for Kenyan individuals and organizations.

KAS focuses on 3 main thematic areas that comprise political co-operation, civil society and food security. Details of each thematic area are summarised in the table below:

Political co-operation	Civil Society (CS)	Food Security
<ul style="list-style-type: none"> ▶ Strengthen political pluralism, rule of law and democratic institutions ▶ Support towards increasing the number of women in leadership positions and equipping them with the necessary skills to carry out their mandate ▶ Young politicians are able to articulate their interests and engage meaningfully in political parties 	<ul style="list-style-type: none"> ▶ Assists CSOs in developing ideas and shaping political landscapes ▶ Capacity building to strengthen CSOs ▶ Working with various actors i.e. media, religious organizations e.t.c. to strengthen democracy and prevent extremism 	<ul style="list-style-type: none"> ▶ Preparation and early action to mitigate food crisis ▶ Working with and strengthening capacities of govt. agencies in Baringo and West Pokot to increase food security ▶ To strengthen CS, media and other organizations to hold both National and County Govts. Accountable

KAS accomplishes its mandates in the thematic areas above through organized delegations to Germany, facilitating participation in international conferences and multi-stakeholder consultative forums. These are carried out through seminars/conferences, round table meetings, research studies and media engagement.

3.2 LESSONS, CHALLENGES AND OPPORTUNITIES IN THE 11TH PARLIAMENT HON. AMINA ABDALLA, FORMER KEWOPA MEMBER



Hon. Amina Abdalla welcomed the new members to KEWOPA as well as saluted the members that managed to get re-elected or nominated either in the same or other capacities. She pointed out that it is easy and more comfortable to sit back and get by but emphasized that this was only for legislators who lack willingness and passion to serve the country and their electorate. In her 4 terms in Parliament, she constantly and on a daily basis engages her mind she shared that her mind is constantly racing wondering what change she can bring to Parliament. It was this inspiration the led her to sponsor 2 critical Bills in Parliament and the motion that established the Committee on Delegated Legislation. She emphasized that life in Parliament is not and will not be

easy for the KEWOPA members but she has learned several lessons over the years and she summarized and shared them as follows:

Lessons learned over the years:	What she is looking forward to:
<ul style="list-style-type: none"> ↳ KEWOPA members must struggle to build a brand. People within and outside of Parliament must know you for something; ↳ Members need to invest in processes specially in getting to know how things work in the Executive and in Parliament as this will only make their work easier and more efficient; ↳ Engage and use media as a critical tool and as essential partners thus critical to build good relations. 	<ul style="list-style-type: none"> ▶ A situation where Parliament will have adequate representation of all genders in society i.e. at the national level and in County Assemblies; ▶ KEWOPA members seeking opportunities for consensus building and to avoid divisive politics to enable them focus on a common goal; ▶ Establishment of a fund to provide “Early money funding” for aspiring women leaders.

2.5 HON. JUDITH SIJENY FORMER SENATOR



Hon. Judith Sijeny shared that she found KEWOPA to be an invaluable asset whose potential was still far from being utilized. In her 1st term in Senate, she authored and sponsored the Reproductive Health Bill, 2014 and even though it was not assented into law, it helped enhance the interests of women in Parliament. She also pointed out that KEWOPA is a small entity and thus encouraged the members to remain united and with the goal of working together at every opportunity. She emphasized that the survival of KEWOPA and subsequently of the members depends on the ability of the members to remain united which she attributed to the many shortfalls realized in the 11th Parliament often resulting to the lack of quorum during essential moments e.g. when a KEWOPA Bill was coming up in the National Assembly or Senate. Hon. Sijeny went ahead and shared a few pointers for the member’s consideration and these are summarized alongside:

SESSION 4: WOMEN AND THE LEGISLATIVE AGENDA

Moderated by Hon. Florence Mutua, County Women Rep. Busia

4.1 PEER SHARING: BEING AN EFFECTIVE LEGISLATOR

HON. MARTHA WANGARI, MP GILGIL



Hon. Martha started by congratulating KEWOPA members and appreciated the stakeholders for coming out in support of the members. She echoed the sentiments of the legislators she spoke before her and acknowledged that it is not easy for a woman to be in a leadership position especially in the African political set-up. She assured the newly elected members that the worst is yet to come but encouraged them to remain firm and focused on the cause that took them into Parliament which is to serve their constituents and the Republic of Kenya. She appreciated that it may not be possible to do many things but one can choose to do that one thing that will make a difference.

It is this inspiration that led her to spearhead the amendment of an existing legislation when she proposed essential amendments to the County Government Act, 2014. The amendment sought to ensure that all elected and nominated Members of County Assemblies (MCAs) be sworn in at the same time to ensure that they start off on the same platform. With this, she went down in history as the 1st female Senator to have a Bill assented to by the President. She encouraged members to always look through the order papers in Parliament and involve themselves in legislative work. This she added is the function that will take up the bulk of their time in Parliament. She emphasized on the need to be active in debating of Bills and motions as every contribution goes down in record and Kenyans take note. Towards this, she shared several pointers to assist KEWOPA members in carrying out their legislative mandate and these were captured alongside.

- # Partnerships are essential and members should seek to develop linkages within Parliament and outside of Parliament;
- # Members should struggle to put themselves out there to enhance their visibility;
- # Practice makes perfect therefore it is important to start early and become proactive in Parliament;
- # There are greater opportunities in Parliament now than before;
- # Develop thick skin and learn to cope with name calling and abusive language which only seeks to intimidate women *“all women in politics are a scandal waiting to happen.”*

4.2 WOMEN AND THE LEGISLATIVE AGENDA

CONSOLATA MUNGA



Ms Munga noted that over time the rights of women have been historically violated through legally embedded provisions in the various laws and these included modes of dressing, lack of adequate essential facilities e.g. offices, sanitation and others in Parliament among others. Most of these have been addressed sometimes through adoption of forceful means because they were not privileges but a matter of rights for women. She encouraged women to pursue issues of rights fearlessly as this will secure the well-being of the future women in leadership and more so in Parliament.

4.2 END OF DAY 1 & EVENING COCKTAIL

Having covered sufficient ground of the scheduled activities, the members agreed to adjourn for the day and reconvene the following morning. The Moderator thanked all stakeholders for their patience, insightful contributions and support to facilitators through the day and after appreciating all the speakers invited all to a networking cocktail session that was scheduled for the evening. The cocktail session was sponsored by KAS.

KEWOPA MEMBERS INDUCTION WORKSHOP REPORT

DAY TWO:

5.0 OPENING SESSION AND RECAP

MODERATED BY MR. CYPRIAN NYAMWAMU

The day was started off with Christian and Islamic prayers and the moderator welcomed the all the stakeholder to day 2 of the KEWOPA members induction workshop. The stakeholders were asked to share what they learned from day 1 and how it is likely to impact on their work in Parliament. The points below were captured as the critical emerging issues and lessons learned.

SESSION 5: PROMOTING GENDER EQUITY

Moderated by Hon. Sen. Abshiro Halake

5.2 ANALYSIS OF KEY LEGISLATIVE GAPS

EUNICE LUMALLAS, FIDA KENYA

Ms. Lumallas shared that the country had made significant strides in ensuring that the main legislative gaps had been addressed and even though the country is not yet at the desired level, Kenyans ought to appreciate that that significant steps have been made in this front. With regard to the not-more-than 2/3rds gender rule she observed that there was still a lot of non-compliance and that this endangers nationhood, national unity and progress.

She reiterated that many arguments have been brought forward against the not more than 2/3rd principle by the Courts mainly relating to costs, for instance that the cost of representation will go up significantly if the country enacted. On this she added that Institute of Economic Affairs (IEA) launched the study on implementing the Constitutional Two-Thirds Gender Principle. The Cost of Representation which strongly suggested that the cost of adding seats in Parliament to satisfy the two-thirds requirements will cost taxpayers an additional Kshs21.1 million for an additional seat in the National Assembly and Kshs31.3 million for Senate. With regard to the 2/3rd gender Bill several petitions have been launched and determined and these included:

Petitions filed over the 2/3 rd Gender Principle	Fida Kenya Proposed Actions:
<ul style="list-style-type: none">▶ <u>Petition 182 of 2015: The Centre for Rights Education and Awareness (CREAW) Vs the Attorney General and Another where an order of mandamus was issued to the respondents directing them to respond within 40 days</u>▶ <u>Petition 371 of 2016, Center for Rights Education and Awareness & 2 others Vs Speaker of the National Assembly and 2 others, gave orders that the said legislation be enacted within sixty days (60) of 29th March 2017</u>	<ul style="list-style-type: none">▶ Fida Kenya – seeks dissolution of 12th parliament for being unconstitutional-established contrary to art. 3(2)▶ Seeks declaration that the parliament is unconstitutional having not met the thresh-hold▶ Seeks otherwise, an immediate stop of the continued violation of women’s right by not nominating women into Parliament▶ Without a political cost/ the 2/3rds gender Bill will always be frustrated

With this she called upon the legislators to do all that they can in the 12th Parliament to make a historical move towards re-igniting the debate and the Bill as well as in lobbying all stakeholders in the National Assembly to adopt it and pass it for the greater good of this Country.

5.3 LEGISLATING LAWS SENSITIVE TO EQUALITY AND INCLUSION DR. PAUL KURIA, CEO NGENC AND COMMISSIONER GUMATO YATANI

After formal introductions, Dr. Kuria and Commissioner Yatani informed the members and stakeholders that NGENC has since its inception been keen on supporting initiatives that enhance inclusion especially in the democratic and leadership space. To this end, the commission has committed numerous resources towards advancing and supporting the “not-more-than-two-thirds” gender Bill as well as supported various initiatives aimed at ending gender based violence (GBV). In addition to this, the commission has been conducting countrywide surveys aimed at identifying and mapping marginalized parts of the country and using these findings to inform various public bodies and national processes.

With regard to legislation, Dr. Kuria explained that NGENC has produced and distributed guidebooks on various thematic areas but with emphasis on gender responsive processes at the national and county levels. The commission, he explained has also sampled more than 250 laws in the country and identified numerous gaps. Some of these legislations are documented below:

Sampled legislations, Identified issues and proposed solutions:	
<p>Persons living with Disability Act, 2003</p> <ul style="list-style-type: none"> # Requires PLWD to undergo a medical text to qualify for tax exemption. This should be excluded 	<p>The Climate Change Act, 2016</p> <ul style="list-style-type: none"> # Provides for the establishment of an oversight Board and its composition but does not have an express provision for inclusion of youth, women and PLWD
<p>The Employment Act, 2016</p> <ul style="list-style-type: none"> # Does not provide for all areas classified as employment zones to have women and child friendly facilities i.e. nursing rooms e.t.c Even in institutions where this is provided, there is usually no budgetary allocation for it 	<ul style="list-style-type: none"> # There is at present no legislation that seeks to protect the rights of Minorities in Kenya

He ended his presentation by reassuring the members that NGENC remains committed to its mandate and is keen on strengthening the existing good partnership with KEWOPA.

5.4 SHOWCASING THE WORK OF WOMEN PARLIAMENTARIANS Ms. JESSICA MUSILA - EXECUTIVE DIRECTOR, MZALENDO TRUST

Ms. Musila saluted the members and stakeholders present and explained that Mzalendo Trust is an organization that was established to showcase the work of Kenyan Parliamentarians. She added that the trust was established based on Article 35 of the Constitution of Kenya, 2010 that provides for access to information as one of the fundamental rights. The trust seeks to provide information to members of the public regarding the profile of Members of Parliament, hansard and hansard research and general information that may be relevant to the public. Ms. Musila explained the main activities of the Trust and these were captured and documented below:

Services and activities by Mzalendo Trust

MPs profiles and day-to-day activities	<ul style="list-style-type: none"> # Showcases background and professional information about MPs to the public # well as covers their everyday activities in Parliament
Hansard reports and research	<ul style="list-style-type: none"> # Covers the contributions of MPs in Parliament # The trust also carries out research on the hansard reports in various thematic areas
Peoples Shujaaz Awards	<ul style="list-style-type: none"> # A platform that seeks to celebrate and recognize Parliamentarians that have championed issues of great public interest in the National Assembly or Senate
Dokeza	<ul style="list-style-type: none"> # An online platform that provides information on upcoming Bills in Parliament as well as provides an avenue for the general public to contribute on the Bills

Ms. Musila emphasized that Mzalendo Trust is excited about the new Parliament and that it will continue working to facilitate information flow to the local citizen and enhance awareness on Parliamentary processes and proceedings.

5.5 PLENARY Q&A SESSION

Questions	Discussions and Conclusion
1. The need for capacity building on the budget making process especially for women MCAs	<ul style="list-style-type: none"> # Numerous efforts are being committed to training women MCAs on various legislative processes and functions including the budget making process. Key stakeholders in this include among others KEWOPA, USAID – NDI/AHADI, Parliament (CPST) # Capacity building be recognized as a critical need for both aspiring and sitting women leaders in various disciplines
2. How can women be assisted in legislation since most face numerous challenges following up election related law suites and are challenged financially?	<ul style="list-style-type: none"> # At present there is no actor providing support to assist women aspirants in bearing costs of litigation but various NGOs are considering this but only collectively not on an individual basis. However, in preparation for elections, the training may include key areas such as resource mobilization and fundraising so that women are better prepared to deal with such eventualities. # NGEN has a relatively small kitty for litigation but it is generally focused on assisting PLWD. Thoughts being committed to building a general litigation support kitty but this is in early stages

3. Proposal to have the spouses of female leaders also recognized with an office, kitty and some responsibility	# At present there is no legal basis for the recognition of the spouses of women representatives' equivalent to that of Governors. As such any support towards providing support to spouses may only be on a personal basis. However, some thoughts need to go into this to explore means of recognizing the spouses of women representatives and allocating some responsibility to them.
4. Are counties doing enough to empower women, youth and PLWD with regard to increasing access to procurement	# NGEK is liaising with governors across the country through monitoring and evaluation as well as in carrying out gender audits to ascertain the levels of compliance. This is in some instances escalated to litigation for governors that are not in compliance

5.6 PHIONA NASERIAN KOYIET NATIONAL CO-ORDINATOR, GENDER AND DISABILITY - WORLD VISION KENYA

Ms. Naserian thanked KEWOPA for the opportunity to be part of such an informative and inspirational workshop. She shared that World Vision (WV) has a wide range of activities in thematic areas that are critical and of great interest to female legislators with specific reference to KEWOPA members. World Vision is involved in anti-FGM, interventions aimed at preventing early and forced marriages, education and water. The anti-FGM and prevention of early and forced marriage themes are part of the Education and Child Protection program whose overall goal is to have enhanced protection and access to quality learning for vulnerable children. In closing Ms. Naserian emphasized that World Vision is ready, keen and excited about partnering with KEWOPA to implement projects in various parts of the country especially in the education, water and health sectors where they are implementing a wide range of activities across the country.

5.7 LINDA OCHIEL PROGRAMME OFFICER, FORD FOUNDATION

Ms. Ochiel thanked the KEWOPA membership on behalf of Ford Foundation for the invitation to attend and address the inaugural member's induction training. She shared that Ford Foundation works with visionary leaders and organizations worldwide to change social structures and institutions so that all people have the opportunity to reach their full potential, contribute to society, have a voice in the decisions that affect the, and live and work in dignity. She added that the foundation supports issue based politics especially interventions that seek to bring social accountability and inclusion. To this end, the organization can finance through grant funding interventions that are structured around the following areas:

- ↳ Protecting women's rights and therefore ensuring human rights are protected and promoted;
- ↳ Strengthening civil society and philanthropy thus promoting democratic and accountable Government;
- ↳ Advancing public service media to ensure promotion of freedom of expression.

In addition to this, the foundation is always keen to support initiatives that prioritize persons living with disabilities (PLWDs) and is excited and open to partnership with KEWOPA and her member's because of the on-the-ground connection with communities as well as KEWOPAs ability to influence and intervene at policy level.

5.8 DR. ELIZABETH WALA
PROGRAMME DIRECTOR, HEALTH SYSTEMS FINANCING - AMREF KENYA



Dr. Walla took time to explain that AMREF has a long history of working with Members of Parliament with a bias towards supporting legislation surrounding health matters. To this end, AMREF has over the years committed numerous resources towards healthcare financing both at the national and County level and more so supporting key stakeholders to intervene in the budget making process and goes further to finance activities or mechanisms that seek to enhance accountability for healthcare revenue.

At present AMREF is working on several healthcare financing models and should be sharing them with key stakeholders in the near future. She noted that most of KEWOPAs activities and core areas of interest fall within the 4 Strategic Priority Areas of AMREF which comprise healthcare, water and sanitation, research and advocacy and capacity building. In conclusion, Dr. Walla assured KEWOPA members that AMREF will be formally reaching out to KEWOPA in a bid to forge a partnership that will not only add value to both organizations and to the people of the Republic of Kenya.

SESSION 6: THE BUDGET MAKING PROCESS

Moderated by Hon. Sabina Chege

6.1 CPF PRESENTATION HOSEA KILI, GROUP MD, CPF KENYA

Mr. Hosea Kili thanked the KEWOPA management and stakeholders for the opportunity to introduce CPF and added that this was the opportune time for members to get to know and probably join CPF. He explained that CPF Financial Services is a Retirement Benefits Schemes Administrator, fully owned by the Laptrust Scheme; licensed and regulated by the Retirement Benefits Authority (RBA) whose mandate is to enroll willing members of Parliament into a savings based pension scheme that guarantees returns either at retirement or at expiry of their term in Parliament. At present CPF has over 40,000 registered members and has a strong savings and investment fund valued at over Ksh4.2 Billion. He added that CPF guarantees members at least 10% returns on their savings annually and members are free to contribute any amount they consider fit for them. In addition to this, members can withdraw their money at any time should they find the need to do so and thus is a flexible and user friendly scheme. He encouraged members to register with the fund and in his conclusion, he requested the members to support and facilitate passage of the County Pension Scheme Bill, 2017 that has been tabled in the National Assembly and is awaiting passage as it will help institutionalize the functions of CPF at both the national and County levels.

6.2 THE BUDGET MAKING PROCESS BY: GICHOHI MWANIKI



Mr. Gichohi appreciated the chance to take Hon. Members and the stakeholders through the budget making process in Kenya. He pointed out that this is often a complex and long process that even economists struggles to understand. He however committed to make it as simple a possible since it is an essential process for all legislators. To start off the discussion he highlighted and discussed the significance of the main institutions and actors that concern the Budget Making process and these were captured and summarized in the table below:

Institutions relevant at the National Level:	Institutions relevant to the process at the County level
<ul style="list-style-type: none">▶ Parliament (National Assembly, Senate and PBO)▶ Treasury (CS Treasury)▶ Receivers and collectors of Govt Revenue e.g. KRA e.t.c.▶ Public Debt Management Office▶ Controller of Budget /Auditor General▶ Commission for Revenue Allocation▶ Intergovernmental Budget and Economic Council	<ul style="list-style-type: none">▶ County Assemblies and Executive Committee Members▶ Treasury▶ CEC Finance▶ Receivers and collectors of County government revenue▶ County

Mr. Gichohi went ahead to discuss the various legislations that concern the budget making process and these were identified as;

Key legislations on the Budget Making Process	Illustration of the entire process:
<ul style="list-style-type: none"> ▶ The Public Finance Management Act, 2012; ▶ The Commission on Revenue Allocation Act, 2011; ▶ The Salaries and Remuneration Commission Act, 2011. ▶ The Contingencies Fund and County Emergency Fund Act, 2011; ▶ The National Government Loans Guarantee Act, 2011; ▶ The Controller of Budget law, 2016; ▶ The Public Audit Law, 2015; and ▶ The Public Procurement and Assets Disposal Act, 2015. 	<pre> graph TD A[Define Goals and Gather Data] --> B[Form Expectations: Reconcile Goals and Data] B --> C[Create Budget] C --> D[Monitor Outcomes: Analyze Variances] D --> E[Adjust Budget, Expectations, or Goals] E --> A </pre>

His presentation covered several key area surrounding the budget making process and these included among others; (i), underlying factors and processes that lay the foundation for budget making; (ii), approval of budget estimates at different levels; (iii), budget equalization and associated processes e.g. contingency, equalization and consolidated funds; (iv), implementation of the budget; (v), Supplementary budgets, reallocation of funds, audit arrangements, and (vi), the various legislations necessary i.e. Division of Revenue, County Allocation of Revenue, Finance and Appropriation Bills among others.

6.3 PEER SHARING: THE BUDGET MAKING PROCESS
BY: HON. MARY EMAASE, FORMER VICE CHAIR, BUDGET COMMITTEE

Hon. Emaase shared her experience in the budget making process highlighting that much of what Mr. Gichohi reflects the actual process as it happens. She added that in a perfect situation, parliament should be able to influence the drafting of the budget more pro-actively and ensure a god balance of appropriations between various citizen groups. One of the ways of effectively achieving this is through presentation of the medium term policy statement for MPs to gain understanding of the overall policy framework within which the next budget will be developed. She discussed a host of issues that affect the national budget including national debt, international policies, revenue collection processes and systems as well as political interests.

She encouraged MPs to be keen with details and to ensure that they identify the key issues they want to advocate for early ahead of tabling of the Budget in Parliament. She also emphasized that the role of MPs in the budgeting process does not stop at formulation but goes through to implementation where they are supposed to provide oversight through the respective committees. In conclusion she noted that the budgeting process is essentially a participative process and in the forefront is the citizen. She underscored the dire need for MPs to equip the electorate with essential and adequate information on the budgeting process before the public participation meetings in order to achieve desired changes or results. Decisions are made by different people at each stage of the budget process.

Questions	Discussions and Conclusion
<p>1. Is the Country's level of borrowing at an alarming rate?</p> <p>2. How does Kenya compare to other Countries with regard to foreign borrowing</p>	<p># All borrowing is usually backed by a feasibility study and has to be approved to be for the greater good of the Country. While the level of borrowing remains significantly high, the studies and economic experts ensure that the Country remains in the balance between trade and borrowing. However, there is urgent need to consider cheaper and more reliable means of borrowing</p> <p># Economies are essentially different thus may not be comparable also because the borrowing is usually to finance different activities</p>
<p>3. How can women push or legislation to see that all KEWOPA members get a fund for sanitary towels for disadvantaged women and girls</p>	<p># This is already being addressed by the national government through CDF and other ministries. The most logical action to take at present is to demand expenditure and distribution reports from the main duty bearers and follow up with action on areas the</p>
<p>4. With regard to revenue collection, did the amendment on the Banking Act affect government's ability to collect revenue?</p>	<p># The interest rates cap works both ways as it eases the pressure on borrowers where they borrow at lower rates. As a result of this, banks further tighten their requirements for borrowing as a means to reduce risk on their part thus it becomes harder for citizens to borrow</p> <p># The capping of interest rates has also made it difficult for borrowers in relatively risky sectors such as the informal trade and SMEs to borrow</p>
<p>5. In view of the growing budgetary needs do counties generate enough revenue to cover this</p>	<p>#</p> <p># Counties do not generate enough revenue also because the bulk of county revenue is not remitted to the relevant offices</p>

SESSION 7: PUBLIC IMAGE AND BRANDING

Moderated by Hon. Naisula Lesuuda

7.1 PERSONAL BRANDING AND BUILDING PUBLIC IMAGE MRS. HANNAH MUCHUKI GITHUKI – BUSINESS CONSULTANT

Mrs. Githuki took the members and stakeholders on a reflective session on personal branding and building a positive public image. At the start of her presentation she highlighted that at the individual level everyone just like corporations has a brand and that the individual brand is what other people think of you. She emphasized that building a personal brand is a continuous process where one seeks to create certain impressions to others. This she explained happens on a daily basis and members ought to be conscious of this to avoid difficult situations in future.



Her presentation covered various critical sections that included among others; (i), personal branding (body language, clothing/attire and overall posture); (ii), personality (individual behaviour, communication and attitude); (iii), areas of competence and working towards perfecting these; (iv), creating a personal brand i.e. telling a personal story, establishing relationships and self-awareness, and (v), quick and easy tips for legislators especially revolving around public image and decorum.

7.2 COMMUNICATION AND MEDIA ENGAGEMENT HUSSEIN MOHAMMED AND WINNIE MURIUKI– MEDIA CONSULTANTS

The facilitator of the session appreciated the opportunity explained that the session would seek to equip women parliamentarians with the necessary skills to be effective spokespersons, capable of articulating key messages in varied scenarios (whether friendly or combative), upholding the integrity of the legislature. To this end, the session would enlighten the members on various key issues which comprised;

- i. Understanding how media work and functions;
- ii. Preparing communication that is going to the media;
- iii. Decorum and etiquette in media relations



The facilitators covered a wide range of issues surrounding leaders and their engagement with media. They explained the various offices and actors in media houses, their roles and responsibilities, dressing codes and patterns especially when appearing on TV shows, personal grooming and developing content for the media. They emphasized on the need to conduct research and for MPs to equip themselves with adequate information before attending shows. They also covered essential skills on handling difficult situations when one is being interviewed and how to secure air time from various media stations.

SESSION 8: STRATEGIC PLANNING PROCESS

Moderated by Hon. Prof. Margaret Kamar

8.1 STRATEGIC PLANNING PROCESS CHRYSPINAFIFU

Mr. Chryspin took time to explain that the current KEWOPA Strategic Plan was designed to cover the years 2014 – 2018 and that it was not time to get into the process of formulating the strategy for the next 5 years. He added that the Strategic Plan is meant to guide KEWOPA through actions that will shape and guide what the organization based on its core mandate, based on what it does, why it does it, where it is, where it wants to go. He termed the Strategic Plan as a tool for organizing the present on the basis of the projections of the desired future and one that will enable KEWOPA to function better in the dynamic and continuously changing environment.



The facilitator explained that for the process to be successful, the members must be involved through focused groups, individual meetings and at least 2 meetings to validate the outcome of the process and more so the Draft Strategic Plan. He explained the planning process that is expected to involve extensive literature review, discussion with secretariat staff, discussion with the new leadership, meetings with members and others. He added that in this process he will have an assistant consultant and that the process is expected to be carried out within a framework that will comprehensively cover all essential elements. The consultant's role and expected outputs of the process are highlighted in the table below:

Role of the Consultants in SP process:	Expected outputs:
<ul style="list-style-type: none"> ▶ Review the KEWOPA 2014-2018 SP ▶ Collect and interpret data from relevant sources ▶ Facilitate and document members' retreats ▶ Facilitate validation sessions ▶ Propose a suitable design for the Strategic Plan 	<p>Final SP and supportive documents capturing key elements for the ultimately required:</p> <ul style="list-style-type: none"> ▶ KEWOPA identity- Vision, Mission, objectives, theory of change ▶ Situational analysis (SWOT & PESTEL), Stakeholder analysis ▶ Strategic issues and Resource mobilization including establishment of an Endowment Fund ▶ Operational plan/Implementation matrix ▶ Risk management ▶ Institutional infrastructure ▶ M&E framework

With this, he requested for the co-operation of the members and reminded them that the end product is what will guide KEWOPA through the next 5 years and thus their input, ideas and technical assistance is needed to develop a robust and dynamic strategic plan capable of delivering results for the caucus.

SESSION 9: UNITY OF PURPOSE

Moderated by Hon. Dr. Agnes Zani

9.1 HON. LINAH JEBIIKILIMO, FORMER CHAIRPERSON, KEWOPA

CHOOSING A THEME AND RUNNING WITH IT TO BUILD A BRAND

Hon. Linah J. Kilimo began her presentation by encouraging the members to serve their electorate and the citizen of Kenya everyday like it is the last days of serving them. She emphasized on the need for Parliamentarians to be committed and focused in their work noting that leadership is a calling and not a job. She took the participants through a presentation that sought to illustrate the various themes that KEWOPA members can pick and build a brand around. These included education, health, PLWD, agriculture, youth, women and others. With these she encouraged members to research and become the “go-to-person” and authority. She also pointed out the importance of using available media to create publicity on what one is doing thereby enhancing ones visibility. The following points were summarized from her presentation.

Summary of critical points:

👉 KEWOPA members need to establish and leverage on existing partnerships with traditional and non-traditional partners especially in the private sector such corporations, banks, charity, industrial plants among others. These have capacity to finance projects

👉 Members should take pressing problems in society and make them KEWOPA problems. These may include among others alcoholism, drug and substance abuse, early pregnancies. This approach will bring in concerted efforts and make KEWOPA and its member’s relevant.

👉 It is important to address electorate with respect and follow up on problems presented to them by electorate. This has potential to create a difference with male members who ignore electorate once elected thus giving the members an edge

👉 When members take up a theme, they should carry out sufficient research and consult widely to equip themselves with essential knowledge and skills to effectively run and become authorities in their area of interest.

9.2 UNITY OF PURPOSE

HON. RACHAEL SHEBESH & HON. ROSA BUYU



Hon. Rachael Shebesh and Hon. Rosa Buyu shared how despite many differences during the 11th Parliament which included political party differences, differences of opinions on various matters they always managed to remain close friends and always considered each other as sisters. This they showcased by exchanging a warm and cordial embrace which signified the strong bond of sisterhood, tolerance and understanding. Hon. Rosa Buyu pointed out that there is much more that unites the members than sets them apart and they both called for concerted dialogue and consensus building in all of KEWOPA activities to maintain that spirit of togetherness and to enhance their chances of achieving much more in the 12th Parliament than in the 11th.

10.0 PLENARY DISCUSSION ON EMERGING ISSUES AND WAY FORWARD

The following issues were captured from the plenary discussion that helped put all the discussions into context with regard to KEWOPA's work for the next 5 years. The members raised the issues and the plenary debated upon them and the following outputs were documented for future consideration.

Issues raised and discussed in plenary:	Conclusion:
1. Need for capacity building to strengthen KEWOPA	<ul style="list-style-type: none"> # Capacity building is urgently required for both KEWOPA members and the secretariat. This however ought to be institutionalized to adopt a long-term approach rather than one-time-workshop approach to effectively build the organizations capacity for posterity. # Recommendation that the capacity building process be focused on KEWOPA members but scaled down to secretariat, county women's caucuses and aspiring women leaders at the grassroots.
2. Existing partnerships be strengthened and new ones be sought to secure	# KEWOPA pursues current partners and stakeholders and explore avenues of broadening and deepening the partnerships. Also new and strategic partnerships be sought to enhance KEWOPAs activities and increase capacity to formulate and implement more interventions for the members and for sustainability of the organization.
3. Key legislations to follow up on	# Key legislations to be revived and followed up on: <ul style="list-style-type: none"> i. The Constitutional Amendment (not-more-than-2/3rd) Gender Bill;
4. KEWOPA's role in advocacy and lobbying	# The organization can play a greater role in advocating for essential legislations especially pertaining to the rights of women. This can be addressed through engaging with key partners to strengthen processes e.g. lobbying, litigation e.t.c. to guarantee success
5. Need for cohesiveness, sisterhood and partnership among members	# KEWOPA can achieve more if the members agree to embrace consensus building and seek to leverage on the spirit of goodwill and mutual support for each other.
6.	#

11.0 KEWOPA CONSTITUTION AND ELECTIONS

By Hon. Cecily Mbarire

11.1 EYE ON KEWOPA CONSTITUTION

1. Amendment to include additional posts

Hon Mbarire shared that with regard to the KEWOPA Constitution, several amendments had been proposed and these included:

- i. Amendment to include the position of Vice Chair representing Leading Women's Caucus
- ii. Amendment to include a youth representative in the executive committee;
- iii. Amendment to include a representative of persons living with disability, and
- iv. Chair

The other amendment included a proposal to have the chairperson's seat being held on a rotational basis between a representative of the National Assembly and Senate. These proposals were discussed in plenary and the members agreed to the amendments subject to actual amendment and correspondence with the registrar.

2. Proposed amendment to have a provision for elected Senator in the executive committee:

Similarly and with regard to the various elective posts in the executive committee, there was a proposal to allocate the position of representative of elected Senators. The amendment was proposed and seconded as follows:

3. Proposal to increase KEWOPA membership fees

There was also a proposal to increase the monthly membership fees paid by KEWOPA members from the current Ksh3,000 to Ksh5,000. This was deliberated at length but a decision on this was postponed to a future date that will be communicated to members.

11.2 KEWOPA ELECTIONS

Pursuant to the notice earlier provided of the AGM to be held concurrently with the induction meeting election of KEWOPA office bearers in the 12th Parliament was conducted. The elections were conducted through secret ballot and the following were elected as the new office bearers:

Purity Ngirici	Chairperson	JUBILEE (1)	47 Caucus
Roza Buyu	Vice Chair National Assembly	NASA (1)	47 Caucus
Millicent Omanga	Vice Chair Senate	JUBILEE (2)	Senate
Millie Odhiambo	Vice Chair Leading Women Caucus	NASA (2)	Leading Women
Mishi Mboko	Secretary	NASA (3)	Leading Women
Charity Kathambi Chepkwony	Vice Secretary	JUBILEE (3)	Leading Women
Dr Tecla Tum	Treasurer	JUBILEE (4)	47 Caucus
Adagala Beatrice	Vice Treasurer	NASA (4)	47 Caucus

Alice Wahome	Chair Leading Women Caucus	JUBILEE (5)	Leading Women Caucus
Fatuma Gedi	Chair 47		47 Caucus
Abshiro Halake	Chair Senate	JUBILEE (6)	Senate
Professor Kamar	Chair Senate Elected	JUBILEE (7)	Senate
Halima Yusuf Mucheke	Chair Nominated	JUBILEE (8)	Leading Women
Lillian Tomitom	Youth	JUBILEE (9)	47 Caucus
Getrude Inimah	Disability	NASA (5)	Senate

11.0 ANNEXES

11.1 INDUCTION WORKSHOP PROGRAM



KENYA WOMEN PARLIAMENTARY ASSOCIATION (KEWOPA)

INDUCTION PROGRAMME

Theme: “Laying the Foundation for an Effective Female Legislator”.

11TH TO 14TH JANUARY 2018

VENUE: ENASHIPAI RESORT AND SPA, NAIVASHA, NAKURU COUNTY

PROGRAMME

Facilitator: Cyprian Nyamwamu



DAY 1 – Thursday, 11 th January 2018		
Time	Session	
2:00pm – 9:00pm	Arrival, Registration and Check in at Enashipai Resort and Spa, Naivasha	Workshop Secretariat
DAY 2 – Friday, 12 th January 2018		
Time	Session 1: Moderator, Hon. Alice Wahome	Facilitator
8:30am – 9:00am	<ul style="list-style-type: none"> Opening Prayers/National Anthem ✓ Objectives of the Induction Meeting and Introductions 	Cyprian Nyamwamu
9:30am – 11:00am	Opening Ceremony Arrival of the Key Guests <ul style="list-style-type: none"> Welcoming remarks by the Chairperson of KEWOPA, Hon Cecily Mbarire Remarks by KHRC Head of Equality and Inclusion, Diana Gichengo Remarks by the FIDA Chairperson, Josephine Mong'are Remarks by Royal Danish Ambassador, H.E. Mette Knudsen Remarks by UN Women Country Director, Zebib Kavuma Remarks by USAID Kenya & East Africa Ag. Mission Director, Dr Tina Dooley-Jones Remarks by the Cabinet Secretary, Ministry of Public Service Youth and Gender Affairs – Sicily Kariuki, OGW Remarks by the Speaker, Senate – Sen. Kenneth Lusaka, CBS, MP, Speaker of the Senate. Remarks by Speaker, National Assembly and Official Opening – Hon. Justin Muturi, EGH, MP, Speaker of the National Assembly 	
11:00am – 11:30pm	➤ Guests Invited for a Photo Session	All
Time	Session 2: Moderator, Hon. Susan Kihika	Facilitator
11:30pm – 12:00 pm	❖ Introducing KEWOPA and Workshop Objectives	Mercy Mwangi
12:00pm – 1:00pm	❖ An introspective look at the road travelled by KEWOPA ❖ Peer Sharing	Hon Martha Karua Hon Naomi Shabaan

1:00 pm – 2:00 pm	Lunch Break	All
Time	Session 3: Moderator, Hon. Cecily Mbarire	Facilitator
2.00 pm – 2.15pm	New Partnerships for KEWOPA; Konrad Adenauer Stiftung in Kenya	Dr Jan Cernicky
2:15 pm – 3:20 pm	❖ Lessons, Challenges & Opportunities, 11th Parliament	Hon Amina Abdalla Hon Jessica Mbalu, Hon Judith Sijeny
Time	Session 4: Moderator, Hon. Florence Mutua	Facilitator
3:20 pm – 4:30 pm	❖ Women and the Legislative Agenda ❖ Peer Sharing: Being an Effective Legislator	Consolata Munga Hon Martha Wangari Hon Millie Odhiambo
4:30 pm – 5:00 pm	Plenary	All
6:30 pm – 9:00 pm	❖ Networking Cocktail	Konrad Adenauer Stiftung
DAY 3 –Saturday, 13th January 2018		
Time	Session 5: Moderator, Hon. Sen. Abshiro Halake	Facilitator
8:30am – 10:00am	❖ Promoting Gender Equality: i. An analysis of key legislative gaps-FIDA ii. Guide in Legislating Laws Sensitive to Principles of Equality and Inclusion-NGEC iii. Eye on Kenyan Parliament: Women Contributions	FIDA-K NGEC Jessica Musila, Mzalendo Trust
10:00am – 10:30am	Health Break	All
Time	Session 6: Moderator, Hon. Gladys Wanga	Facilitator
10:30am – 10:40am	CPF Presentation	Hosea Kili
10:40am – 12:00pm	❖ Introduction to the Budget Process ❖ Testimonial: Experience of engaging the budget process to your representational advantage	Gichohi Mwaniki Hon. Mary Emaase
12:00pm – 12:30pm	Plenary	All
12:30pm-2:00pm	Lunch Break	All
Time	Session 7: Moderator, Hon. Naisula Lesuuda	Facilitator

2:00pm-3:30pm	<ul style="list-style-type: none"> ❖ Public Image and Branding ❖ Communication and Media Relations 	Hannah Githuki Winnie Muriuki/Hussein Mohammed
Time	Session 8: Moderator, Sen. Prof. Margaret Kamar	Facilitator
3;30pm-4.15pm	<ul style="list-style-type: none"> ❖ KEWOPA Roadmap: Creating a plan for the 12th Parliament Strategic Plan Development Initiatives (2018-2022) 	SP Consultant
Time	Session 9: Moderator, Sen. Dr Agnes Zani	Facilitator
4:15pm-5:00pm	<ul style="list-style-type: none"> ❖ “Unity of Purpose” ❖ Eye on the KEWOPA Constitution 	Hon Cecily Mbarire, Hon Rachel Shebesh, Hon Rosa Buyu
Time	Session 10: Moderator, KEWOPA Secretariat	Facilitator
5:00pm-6:00pm	<ul style="list-style-type: none"> ❖ Election of New Office Bearers 	All
7:00pm-10:00pm	Dinner Dance and Networking	All
	DAY 4 –Sunday,14th January 2018	
8:30pm – 10:00pm	Breakfast and Departure	All

WORKSHOP REPORT
11TH TO 14TH JANUARY, 2018
ENASHIPAI RESORT AND SPA, NAIVASHA
NAKURU COUNTY

