

GROW EAST AFRICA - MIDTERM WORKSHOP REPORT

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GrOW East Africa

Mid-term workshop report

Nairobi, Kenya – October 3-6, 2022



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Participants in the Buildher program learn technical, life and soft skills. Assessing the effectiveness of the Buildher model is one of 11 research projects supported by the Growth and Economic Opportunities for Women – East Africa initiative.

Introduction

On October 3-6, IDRC and PEP co-hosted the mid-term workshop of the [Growth and Economic Opportunities for Women \(GrOW\) East Africa initiative in Nairobi, Kenya](#). The GrOW initiative is funded by the Bill & Melinda Gates Foundation, William and Flora Hewlett Foundation, and Canada's International Development Research Centre. With a focus on Kenya, Ethiopia, Rwanda, Tanzania and Uganda, multi-disciplinary teams of researchers are testing solutions that promote gender equality and women's economic empowerment (WEE) at work, at home and beyond. The program fosters novel in-country knowledge, innovations and solutions developed in partnerships with in-country practitioners, governments and researchers, on policies and programs addressing unpaid care, labour market segregation, and women's empowerment.

The GrOW East Africa Initiative constitutes a portfolio of eleven action and evaluative research projects selected through an open competitive call process. The research projects are exploring solutions to tackle the unequal distribution of care work and gender segregation in the labour market in Kenya, Ethiopia, Rwanda, Tanzania, and Uganda. The projects are undertaking research under two broad priority areas:

1. Tackling the continued labour market segregation and employment gender gaps
2. Reducing and redistributing women's unpaid care Work

The core objective of this mid-term workshop was to provide an opportunity for GrOW East Africa researchers to share results, get feedback on their research and early results, engage policymakers, build and strengthen the women's economic empowerment community, and strengthen the grantees' capacity in communication and research uptake.

Welcome Remarks

The workshop was opened by Jane Mariara (Executive Director, Partnership for Economic Policy), Kathryn Toure (Regional Director, Eastern and Southern Africa Regional Office, International Development Research Center (IDRC)) and Janine Cocker (Head of Cooperation, Canadian High Commission). They gave the opening remarks by thanking all participants who flew from different parts of Eastern Africa to grace this first of many workshops. Policies and programs addressing unpaid care work, labour market segregation, and women's empowerment were top on their agendas. Below is a summary of what they had to say individually:

Prof. Jane Mariara, welcomed everyone in the name of PEP. PEP was honored to co-host this workshop with IDRC and considered it a critical opportunity to advance gender equality in the region, and to be part of the GrOW East Africa initiative. Both the event and initiative are directly aligned with PEP's mission, which is to promote Southern-driven development, where policy decisions are informed by high-quality, locally generated evidence. PEP believes in research that is contextualized, useful, and a conversation between its producers and users, and the same principles are also at the core of the GrOW East Africa Initiative. She concluded by inviting participants to reach out to PEP staff in case of any issues or required assistance.

Dr. Kathryn Touré, welcomed everyone to this long-awaited opportunity to exchange and strategize in person, to further the work on growth and economic opportunities for women. In the name of IDRC, Dr. Touré acknowledged and thanked other funders of the GrOW East Africa initiative – the William and Flora Hewlett Foundation and the

Bill and Melinda Gates Foundation - and recognized their representatives. IDRC has funded research in the Global South for over 50 years, and is currently supporting 300 organizations across Africa to generate knowledge and move it meaningfully into policy and action, for a more inclusive and sustainable world. She described the workshop as an example of collective agency, coming together across multifaceted boundaries to learn and strategize about WEE, and cited a few questions to be explored in discussions:

- What societal dynamics shape women's lives and choices
- What can be done to remove barriers that limit choices
- What innovative approaches are working where and can be scaled
- How do we collectively shift perceptions about unpaid care work

She concluded by a general description of the participants present, who include included:

- Members of the 11 GrOW East Africa project teams from Ethiopia, Kenya, Rwanda, Tanzania and Uganda.
- Practitioners working on WEE issues at community, national and regional levels.
- Teams with new project proposals for support under the GrOW East Africa initiative.

Ms. Janine Cocker stated the importance and potential of women's economic empowerment to revolutionize society, and her excitement at seeing the right mix of players in the room - researchers, policymakers, and practitioners - who together can put this issue forward. She also cited challenges and questions to achieve women's economic empowerment such as how to do it best in a way that makes sense for women & their families; how to ensure women are included and recognized in the economy despite their multiple roles and shifts; and how to reduce their burden so women can whole-heartedly participate in the economy. She described the workshop as a unique opportunity to answer questions by looking at the evidence, research, policy and action, through the 11 country research projects to be discussed. Projects with policy embedded from the outset of research is a practice that she praised and said should be standard in all research.

Ms. Cocker asserted the presence of Canada, to support and learn from initiatives like GrOW East Africa, as a grateful partner of IDRC, which she described as Canada's "secret weapon" - to generating research that contributes to informing more successful programming, policies, and partnerships. She recounted Canada's commitment to focusing on gender equality in all its development support work - with 95% of Canada's funding dedicated to gender equality or empowerment of women and girls - guided by an overarching policy. There are important obstacles, however, as these issues are deeply embedded in social and gender norms, and thus solutions require time and a strong evidence base, such as that produced through GrOW research, to support advocacy efforts. Ms. Cocker concluded by thanking hosts and partners for this gathering of minds and wished everyone innovative, exciting, and gender norm-breaking conversations.

Keynote address

Thokozile Ruzvidzo, Former Director of Gender, Poverty and Social Policy United Nations Economic Commission for Africa (UNECA)

Ms. Ruzvidzo cumulated 20 years of service at the United Nations, where she piloted several major programmes, groundbreaking initiatives, and flagship reports. She received the 2022 Africa Women Pioneer Award, in

recognition of her efforts in advancing the social, economic and political status of African women. Here are some of her key points from the address.

- Persistent, systemic challenges continue to prevent women from achieving their potential. It is time for East African governments to move from commitment to action. While a majority of African countries have pledged to accelerate gender equality through a number of global and regional instruments, this has generally not yet translated into effective national gender policies. Some countries consider gender equality as mere principles, that do not require action plans. And when policies do exist, governments still face limited capacities and resources to implement them effectively.
- Most importantly, policymakers need evidence (such as generated through the GrOW initiative) to support action for changing women's situation, increasing access to opportunities and productive lives. And research must be designed to inform and influence policy decisions.
- COVID-19 has laid bare the depth and the breadth of inequalities faced by women, with regards to pay gaps, unpaid care duties, access to health care, childcare, financial services and business opportunities - everything women need to be economically resilient and to contribute to the recovery of African economies.
- Research must look beyond areas that have already been explored in depth, for example to: Move from analyzing barriers and women's disadvantages to rather focus examining experiences where women are economically productive, to look at what they are producing and the skills they own and develop through their activities.
- Consider the opportunities presented by the digital economy, and related innovations, to generate "new ways of doing business", and perhaps also to contribute to relieving women's burden related to unpaid care duties.

Policy Panels

The two policy panels provided an opportunity for the participants to directly engage with selected policy actors, the private sector and civil society on two thematic areas i.e., public (or government) procurement and unpaid care work.

Broadening women's participation in public procurement in East Africa



*IDRC/Jenkins Kuyoh
Public procurement policy panelists*

As public procurement often involves large sums of money, many countries use their procurement spending to achieve varied policy goals beyond the purchase of the required goods and services. These policy goals include matters like the economic advancement of minorities or disadvantaged groups or the promotion of fair labor practices and climate action. During this session, the panel comprising government procurement policy regulators, implementers, representatives of women-owned businesses and civil society discussed the challenges facing women-owned enterprises and recommendations to address the inequalities in government procurement. Specifically, the objectives were to (i) share perspectives on why gender-responsive government procurement is important and what solutions are available to support women's participation in government procurement, and (ii) establish the relationship between policy and practice and the mutual support required for evidence-informed policy.

Moderator: **Gladys Gachanja - Journalist and TV Host**

Panelists:

- **Benson Turamye**, Executive Director, Public Procurement and Disposal of Public Assets Authority, Uganda
- **Polycarp Oduol**, Senior Officer, Public Procurement Regulatory Authority, Kenya
- **Mary Muthoni**, President, Women In Business, National Chamber of Commerce & Industry, Kenya
- **Ruth Kiraka**, Associate Professor, Strategy & Entrepreneurship, Strathmore University, Kenya
- **Eric Simuyu**, Chief Administrative Secretary for the National Treasury of Kenya

TAKEAWAYS

- The implementation of the Access to Government Procurement Opportunities (AGPO) program, which entices legal requirement for women, youth and persons with disabilities to access 30% of Government Procurement opportunities, was a significant legislative gain/achievement for the Kenyan government and has yielded some noteworthy positive results. However, and despite clear efforts of the government to improve processes, critical challenges continue to thwart implementation and reaching of target beneficiaries.
- These challenges include:
 - Gaps in government capacity to collect (measure, monitor) data on implementation
 - Lack of an end-to-end operationalization of the 30% rule, to ensure that procurement opportunities reach the target beneficiaries
 - Omissions in the legislative process which has led to the enactment of the current policy framework.
 - Misinformation and lack of awareness amongst target population groups leading to negative perception of the program
 - Cultural norms that generally lead to girls being less educated, and thus facing challenges in complying with complex administrative requirements for tender applications.
 - Also linked to cultural norms is women's lack of capital/assets to finance their ventures, or to compete against well-established firms.

Questions from the audience led the panel to identify a few other solutions, including:

- Using media and communication technology to reach and raise awareness amongst target populations
- Allowing lobby groups of women to be included in the value chain of the program's operationalization
- Developing, within government, a culture that encourages ethical behaviors
- Transferring principles of equal opportunity into the private sector as well.

Why should we care about unpaid care work?

The objectives of the panel were to (i) raise greater awareness of the importance of tackling women's unpaid care burden and (ii) to share lessons and experiences on promising and proven solutions for reducing and re-distributing unpaid care work to foster gender equality in the world of work.

Unpaid care work is both an important aspect of economic activity and an indispensable factor contributing to the well-being of individuals, their families and societies. Despite this importance for well-being, unpaid care work is commonly left out of policy agendas. This was among the issues discussed in the policy panel. Through this interactive session, participants were able to learn from each other on what is working for them that they can implement and push the policymakers in their own countries. Some of the key take homes from this were that all players in the childcare sector matter, unpaid care work evolves and affects women differently, and investing in the care economy makes sense among other issues.

Before the panel session, the panel moderator invited a "mamaprenuer" Gracy Dally a woman who runs a daycare center to shed more light on unpaid care work and narrate her lived experience to set the context for the ensuing

discussion. She's been running the daycare for 15 years which stemmed from her passion for children. Before then, she was a Sunday school teacher. Most of her clients are women with low income. She charges 1 dollar per day. She put across to the government to reconsider how much it costs to run the business in terms of licensing and registration. With initiatives like Kidogo, women are able to be taught skills that will empower them in their businesses. She urged society not to look at their education level but at the skills acquired to run a daycare center.

Moderator: **Gladys Gachanja - Journalist and TV Host**

Guest speaker: Gracy Dally Abib, a Mamapreneur – Runs a Daycare center for low-income workers in Nairobi

Panelists:

- **Michael Kariuki**, State Department for Gender Affairs, Ministry of Public Service, Gender, Senior Citizen Affairs and Special Programmes, Kenya
- **Juliana Akoryo Naumo**, Director of Gender and Community, Ministry of Gender, Labour and Social Development, Uganda
- **Patricia Kitsao-Wekulo**, Associate Research Scientist, African Population and Health Research Center, Kenya
- **Lina Moraa**, Program Manager, Women Rights and Governance, ActionAid Kenya
- **Oganga Caneble**, Programme Specialist-Gender Statistics Advisor, UN Women, Kenya Country Office

TAKEAWAYS

- An important share of childcare facilities in Kenya are informal setups, to respond to the needs of low-income population groups, who cannot afford regular, government-recognized services. Also, the revenues generated through these informal services are too low for their owners to afford government fees and comply with requirements for certification.
- Existing government provisions to support low-income service providers and users may not be accessible to most women, who either lack the education, the means, or independence (social expectations) to access these opportunities.
- Availability of data and evidence on unpaid care work and related needs is critical to help governments design and plan for effective policy interventions and service provision, and such data has been missing so far. Data generated through the new "Time-use Surveys (TUS)" is now filling this knowledge gap, and enables governments to better understand, quantify, factor in and potentially reward the contribution of the care sector to the national economy.
 - In Kenya, the data will help the government to better report on SDGs, and also develop the National Care Economy. While in Uganda, TUS data has already helped government obtain World Bank funding to implement a new program for growth and productive opportunities for women, including demand for services.
- In Uganda, the government has put in place several new measures to address women's needs and issues on access to employment, social services and education/training. However, its core "gender policy", enacted since 1997 and which includes provisions addressing the issue of unpaid care work has yet to be implemented, and this is mainly due to a historic lack of gendered data.

- In addition to official survey data, there is also need to collect information on the ground, leveraging the experience and knowledge of civil society and non-state actors, as well as to better incorporate women's voices in policy design and decision-making processes.



*IDRC/Annet Abenakyo Mulema
Unpaid care work policy panelists*

Project progress review

The presentations were an opportunity for teams to provide an update on project implementation, including preliminary findings, achievements to date, policy engagements, lessons learned and challenges. The research teams and participants got the opportunity to provide comments and ask questions in an open discussion.

Theme 1: Tackling the continued labour market segregation and employment gender gaps and redistributing and reducing unpaid care work

The presentations focused mainly on the progress/achievements, new research findings, the policy relevance of the research in the country, and policy engagements. Under this theme the projects presented covered Government procurement and skill-building for work readiness:

Government procurement programs for WEE

Projects under this subthematic cluster are investigating the barriers to women's participation in public procurement programs and testing solutions to address them. Emerging findings from the research projects presented revealed that:

- There is no legal definition for women-owned businesses (WoB) although Kenya has a relatively stable definition. There is no affirmative procurement law and policy in favor of WOBs in Ethiopia, and Rwanda – project "[Fostering gender-responsive public procurement: understanding the barriers and solutions to include women-led businesses in East Africa](#)".
- Poor implementation of affirmative action initiatives was attributed to lack of commitment by procurement regulators and implementers, low disclosure, lack of performance measurements, delayed payments, and corruption among others.
- The project "[Enhancing the effectiveness of government procurement programs in achieving women's economic empowerment](#)" found that Kenya's Access to Government Procurement Opportunities (AGPO) program is indeed effective in empowering women. The difference in empowerment (economic, social, institutional and agency) between those who had won AGPO tenders and those who had not, was statistically significant.
- Lack of knowledge/information on government procurement opportunities; the complexity of the application process; lack of finances; lack of skills/competencies; delayed payments; large contract sizes; negative perception about government procurement; and corruption were some of the barriers to women's access to government procurement opportunities across the three projects.
- Awareness raising; simplifying the registration/re-registration process; capacity development of women on business registration, business ethics and management; establishing a procurement Fund; collecting gender-disaggregated data, enforcing compliance by procuring authorities and penalties for late payments were some of the recommendations.

Skills building and work readiness programs for women

The projects presented are testing scalable gender-responsive models that improve women's labour market participation and outcomes. The emerging findings from baseline studies reveal that:

- In Ethiopia, young women who scored higher on soft skills were more likely to establish their own businesses, seek employment and secure jobs. While some policies reflect gender sensitivity employment laws, policies and strategies remain gender neutral. While the job success rate is very low in Ethiopia, graduate young women continue searching for businesses or employment - project "[Enhancing employment prospects of young graduate women into high value sectors in Ethiopia: An action research project](#)".
- The project "[Advancing women's participation in Kenya's construction industry: lessons from Buildher](#)" found that in Kenya, few women are enrolled in training programs in construction, and those that join the

industry are driven by the need to achieve financial stability, rather than by a passion for joining the construction sector.

- Women in construction often deal with sexual harassment and punishment from rejecting sexual advances, coercion and intimidation. Mechanisms to prevent harassment are almost non-existent and reporting could result into dismissal.
- Most women in construction work as unskilled labor, and often view working in the sector as a short-term engagement. However, some women remain optimistic and proud about building a career in construction, perceived as a men's sector.
- Women struggle to get childcare support for their children when training or working and hence may report late to sites and miss opportunities due to childcare responsibilities. The hours in the industry are also long and inflexible, further reducing the options available to them. The same challenge was echoed by young mothers in Ethiopia, where childcare responsibilities impeded them from searching employment. This reflects the need for childcare support to enhance women's participation in the workforce.

Group discussions on government procurement and skills building programs

Following the presentations, participants were split into two breakout rooms for both in-person and virtual participants by thematic area to tease out the synergies across projects, opportunities, challenges and technical support needed. This was an opportunity for the research teams to learn from other projects outside the cohort. Each group had a facilitator and note-taker and tasked to discuss the following:

- Emerging issues – common themes, opportunities, key learnings
- Convergence and Divergences
- Ways to strengthen the GrOW and WEE community of practice

Government procurement group key takeaways:

- Need for increased disclosure on upcoming procurement opportunities, create a profile of businesses owned by women and are registered, and collect gender-disaggregated data to help facilitate measurement and tracking of progress.
- In terms of convergence and divergence, Rwanda and Ethiopia can learn from other countries in terms of advocating for inclusive policies and pushing for good implementation.
- Share lessons on communications strategies for both rural and urban women.
- Encourage collaboration among the governments, private sectors, academia and civil societies to help develop joint solutions.
- Shine light on good practices and scale them to maximize impact.

Skills building and work readiness group key takeaways

- There is a need to Shift attitudes and social norms about labor markets starting at the family level
- Remuneration of work done by women – women's inadequacies are only brought up when they have to be paid for work but do not do the same with unpaid work at work. How can this be changed?

- Gender research should be cognizant of the changes in the nature of work and should use these changes as entry points to scale up work opportunities that are targeted at women.
- There should be a move to decolonize education: the gender language & messages in books/textbooks should be streamlined to portray the current discussions and achievements in gender equality.
- We should note the intersectionality of women - realize the difference in demographics of women from different social levels and how these differences influence the challenges they face.
- How can soft skills help women become more successful and work (employment) ready?
- Are we utilizing the right theories to explain the research being done in the global south to reflect the culture and history of the region? We need to interrogate the theories/methodologies we use in research before recommending policies for adaptation by stakeholders.
- Beginning the journey of advocacy at inception with policymakers is more effective in getting them to adopt/uptake research

Them 2: Reducing and redistributing women's unpaid care

The presentations focused on two subthematic clusters i.e. (i) Scalable childcare provisions and (ii) Changing norms and public perceptions about unpaid care work.

Scalable childcare provisions

One of the key barriers to more gainful employment and time for economic advancement for poor mothers is childcare responsibilities. And despite women's engagement in the workforce, there remains a widespread expectation that childcare is a women's responsibility. The lack of access to affordable and quality childcare further compounds this issue incapacitating women's participation in the labor market and productivity at work. GrOW-supported projects are testing different models of scalable childcare provisions that can reduce women's care burden in Ethiopia, Kenya and Uganda.

Emerging findings include:

- In Kenya, the project "[Empowering women through provision of quality childcare services](#)" uncovered that the provision of childcare enhances economic outcomes for the care providers and primary caregivers.
- Childcare provision restores women's dignity and they are respected by their husbands because they can engage in income-generating activities while ensuring quality care for their children. The existence of quality childcare centers enhanced working mothers' mental health which yielded better concentration at work and increased productivity. There is greater involvement of male caregivers and active engagement of men in training on childcare provision.
- In Ethiopia, advocacy engagements and relationship building resulted in the allocation of 6 spaces for childcare centers by the government - the project "[Reducing women's care burden through the creation of childcare centers](#)".
- In Uganda, time spent by women on different types of unpaid care work remained the same before & after COVID19. Businesswomen were rendered more vulnerable by the pandemic, yet they were excluded from economic recovery support, based on the project "[supporting parenting care-childcare facilities in markets to reduce unpaid care work for vulnerable businesswomen](#)".

Discussions that emerged from these presentations were centered on male engagement in childcare, who are the policy champions and how are they engaged. How can we transform the mindset of men? What are the strategies for mobilizing other stakeholders? With regards to male involvement, projects such as the one implemented by African Population and Health Research Center (APHRC) and Kidogo Innovations have incorporated "babapreneurs" (male childcare givers). The church is an effective way of reaching out to male caregivers since most church leaders are men. Market leadership are additional stakeholders that APRI is engaging. Childfund as highlighted by the country director Lilian Omondi is a member of the steering committee and childhood protection which places them in a better position to influence. They also work closely with the ministry of education. The major challenge in fostering partnerships is frequent changes in leadership in the ministries but they are focusing on building evidence that will influence the ministers to change policies.

Changing norms and public perceptions about unpaid care work

Gendered social norms and hierarchies limit women's opportunities and market access, in turn impacting their ability to reach their full potential. The GrOW-supported projects are testing solutions that shift norms and public perceptions of unpaid care work in a cost-effective way and at scale in Uganda and Rwanda.

Emerging findings include:

- Based on the testimonies given by the study participants in Uganda, the interventions by the project "[From Promises to Action Shifting gender norms and public perceptions about unpaid care work in workplaces and Families](#)" are registering some results including mindset change among women and men on unpaid care work. There is increased appreciation of the unequal distribution of unpaid care work by policy actors and commitment to addressing it.
- In Rwanda, training on positive masculinity in the treatment groups have similarly shifted men and women's mindsets about unpaid carework and cultivated men's willingness to share unpaid carework. Intimate partner violence is a common phenomenon and these interventions have raised awareness about the issue and the need to address it. Wives are significantly more likely to screen for a severe mental health problem than their husbands – by the project "[Evaluating the impact of holistic participatory programs on reducing and redistributing unpaid care work among women in Rwanda](#)". The distribution of water tanks revealed households' burden of fetching water and enhanced their chances of engagement in income generating.

A participant was keen to share that one of the highlights was installing water tanks where the villagers can harvest rainwater for daily usage as opposed to going long distances to fetch water. Having people in remote areas access water within a 500m distance is one of the policy commitments just like in Kigali where the policy implemented is that people should access water within a 200m distance. Another thing they are trying to do is have water kiosks to help women reduce that burden. They measure the impact of this by having qualitative analyses. In addition, they want to advocate having clear indicators of unpaid care. A participant also wanted to know if there is an intention to have an intervention on reducing and redistributing unpaid care work by EPRC. The project responded saying that by engaging policymakers and civil societies, they will be able to see more provisions in terms of infrastructure that can reduce unpaid work eg cooking stoves, water tanks like in Rwanda. One approach that the project in Rwanda has applied in order to reduce unpaid care is having time diaries that will help in measuring the distribution of unpaid care work amongst men and women.

Capacity Strengthening

This included hands-on sessions facilitated by experts, allowing the exchange of experiences, discussions around case studies, and training on specific tools, techniques, or skills to influence policy. This session was led by John Young (INASP) and Louise Ball (On Tink Tanks). Capacity-strengthening sessions were necessary to fill the capacity gaps identified by the research teams prior to the workshop including techniques to link research to policy and practice, and research communication.



*IDRC/Jenkins Kuyoh
Hybrid break-out session*

Participants were taken through:

- Introduction to both policy influence and strategic research communication
- Peer review of the emerging policy influence plans by thematic group
- Enhancing country-level impact in country groups
- The fundamentals of research communication
- Practical communication exercise
- Research management and MEL tools
- Group work on MEL of policy influence in project groups
- Feedback from group work
- Final reflections + session evaluation

Participants had group exercises in the following areas:

Exercise 1

Policy influence plans/best practices. Participants broke out into groups to discuss what they can do to make sure that the research conducted reaches the users and applied in policy decisions.

Government (Public) procurement group action points

- Engagement with parliamentarians and parliamentary committees
- Early stakeholder engagement and getting feedback
- Have publications to make information available and provide evidence
- Working closely with stakeholders in terms of developing strategies for gender responsive public procurement.
- Capacity building for women-led businesses in order to make sure they know all requirements and procedures needed to acquire more opportunities in public procurement.

Skills-building group action points

- More networking
- Attract media attention
- Developing key messages targeting specific audiences
- Early stakeholder engagement and getting feedback
- Train policymakers in gender mainstreaming

Scalable childcare provisions action points

- Enhance childcare service provision and women providing childcare services by lobbying for the introduction of favorable government structures, and standardizing government requirements.
- Formulating new policies to ensure all policymakers are accountable

Changing norms group action points

- Having policy agendas
- Ensure continuous engagement throughout the research processes

Exercise 2

How to enhance impact at the country level (promoting gender equality) action points

Ethiopia's action points

- Promote incorporation of soft skills in the education system
- Establishment of affordable and quality childcare centers
- Influencing the establishment of gender-sensitive employment centers
- Strengthening the National Women's Economic Forum using evidence from the research

Uganda's action points

- Seek memberships on technical review committees to participate in the review of the legal and policy framework including the gender policy
- Regulation of women's employment and breastfeeding facilities
- Organise policy dialogues
- Support installation of facilities on water and hygiene.

Kenya's action points

- Frame unpaid care beyond the household
- Information sharing and connecting with each other and other stakeholders
- Capacity building on available opportunities by the government
- Increase involvement of girls in male dominated sectors

Rwanda and Tanzania's action points

- Influencing policymakers to enforce existing policies
- Capacity building and raising awareness on changing mindset on unpaid care work
- Providing feedback on unpaid work research
- Documenting success stories on unpaid work
- Follow up with policymakers on the policies made and if they are being implemented

The technical resource persons on Randomized Control Trials and WEE including Pro. Amber Pertman, Prof. James Heintz, and Prof. Jose Galdo provided the grantees with tips on how to enhance research quality and rigor. Insights into the WEE CoP-Kenya, presented by Chryspin Afifu (ICRW) exposed the participants to WEE Policy and Advocacy Investments in the region.

M&E and reporting

The objectives of this session were (i) to foster a shared understanding of the GrOW East Africa M&E framework and how project-level monitoring contributes to it and (ii) to review reporting requirements (technical and financial). The presentation covered the Program-level results framework, Impact pathways, and Monitoring and reporting templates, financial reporting requirements.

Questions/concerns in this session were:

- When reports are expected – There will be a common reporting arrangement (March/September) with special consideration for projects that don't end at the same time as the rest in order to have a synchronized reporting timeframe.
- How can project teams be encouraged on reporting negative aspects - It is important to track all changes and challenges in order to learn and adapt. It also helps to ensure there is sound research. These issues

can be raised before the reporting period or when submitting the technical report. It is also important to document every win whether small or big.

- Participants proposed adding a section to the technical reporting template to document what worked and what didn't.
- An appeal was made to researchers and policymakers to reach out to each other more often.
- How to deal with reallocations of the budget - The financial reporting template allows (within limits) for reallocation of budgets but this has to be supported with notes to help the team understand what the project proposes.
- Encourage projects to tell success stories.
- Add an indicator on policy impact/evidence.
- Add an indicator on adoption of methodologies by others

There were side meetings at the end of each day between the project teams, resource persons and IDRC program officers to discuss any pending concerns. The team developing new project proposals for WEE and care policy support were also introduced and requested to work closely with the GrOW grantees when developing their proposals. A donor meeting was also held to reflect on the workshop and the status of the initiative.

The workshop was wrapped up with a vote of thanks to everyone.



IDRC/Jenkins Kuyoh

Participants' group photo at the GrOW East Africa mid-term Workshop