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# Gender Analysis of the Skills for Life Project- Promoting Life Skills and Livelihoods in Kakuma

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## Final Report

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## Acronyms

<b>AAH-I</b>	Action Africa Help International
<b>CBT</b>	Community Based Trainers
<b>CIDP</b>	County Integrated Development Plan
<b>CLCC</b>	Connected Learning in Crisis
<b>CRRF</b>	Comprehensive Refugee Response Framework
<b>DAC</b>	Development Assistant Committee
<b>DRC</b>	Danish Refugee Council
<b>FGD</b>	Focus group Discussion
<b>FHH</b>	Female Headed Household
<b>GBV</b>	Gender Based Violence
<b>HoA</b>	Horn of Africa
<b>ICT</b>	Information Communication Technology
<b>IDPs</b>	Internally Displaced Persons
<b>IHRC</b>	International Human Rights Clinic
<b>KCB</b>	Kenya Commercial Bank
<b>KDHS</b>	Kenya demographic Health Survey
<b>KISEDIP</b>	Kalobeyei Integrated Socio- Economic Development Program
<b>KNBS</b>	Kenya National Bureau of Statistics
<b>LWF</b>	Lutheran World Services
<b>NCCK</b>	National Council of Churches of Kenya
<b>NGOs</b>	Non-Governmental Organizations
<b>NRC</b>	Norwegian Refugee Council
<b>RAS</b>	Refugees Affairs Secretariat
<b>RCK</b>	Refugees Consortium of Kenya
<b>S4L</b>	Skills for Life
<b>SC</b>	Swisscontact
<b>SDC</b>	Swiss Agency for Development Cooperation
<b>SGBV</b>	Sexual and Gender Based Violence
<b>ToR</b>	Terms of Reference
<b>ToT</b>	Trainer and Trainers
<b>UNHCR</b>	United Nations High Commission for Refugees

## Executive Summary

Swisscontact (SC) commissioned a gender analysis for the Skills for Life Project (S4L) which has been conducted by consultants Aurelia Munene and Elizabeth Ngutuku. The objective of the gender analysis was to get a deeper understanding of how gender dynamics/trajectories influence positively or negatively in the income generating capabilities of both the host and refugee youth in Turkana West. SC has been implementing the Skills for Life Project-Promoting Life skills and Livelihoods in Kakuma Turkana West. The project is funded by Swiss Agency for Development Cooperation (SDC). The broad goal of the project is increased income generating capabilities and livelihoods of refugees and host community in Kakuma. S4L Project has been implemented in three phases and now is transiting to the third phase.

**Key expected outputs according to the ToR:** Develop a detailed methodology including a work plan for the desk review, field-based data collection and analysis and writing for the assignment as well as the tools to be utilized for data collection. Conduct a detailed and updated gender assessment and analysis to generate empirical data that will inform and increase the gender dynamics within the refugee camp and host communities. The assessment should detail the differential roles, needs, priorities, access, control vulnerability, risks and challenges faced by men and women of diverse ages and abilities in relation to livelihoods, market access and economic security. Generate a draft report, with concrete findings, conclusions and recommendations, incorporating comments from the report. Undertake a differential contribution, coping capabilities analysis and recommendations for streamlining key gender issues in the S4L project and the community at large. Analyse seasonal calendars from a gender lens to inform appropriate project targeting and timings.

**Approach:** We approached our analysis from an intersectionality lens where we examined the diverse interacting gendered experiences of women and men at four levels: gender dynamics at the macro context, gender and the project, gender and the marketplace and gender and the household (micro) levels. We examined intersections of age, social status, and ethnicity, level of education, host or refugee status, motherhood status, length of stay, disability and class.

**Methodology:** We utilized a qualitative blended approach to gain in- depth understanding of gendered dynamics in the project context that combined various gender analysis tools and methods. Gender analysis tools included: Gender Analysis Matrix, Capabilities and Vulnerability Analysis, Force Field analysis Harvard Analytical Framework and Gender roles analysis.

A total of 99 host, refugee, agency workers and S4L project staff participated in the gender analysis. We adapted the tools for conflict and post conflict context, with a special focus on livelihoods.

**Data collection methods:** In-depth semi structured interviews with beneficiaries, community members, key informant interviews, dialogues and focus group discussions and observations. We did a desk review of project documents and other current research within the research context.

### Findings:

- There are weak starting points for girls and women due to sexual and gender-based violence: Girls and women in Kakuma have increased vulnerability to sexual abuse, gender-based violence and exploitation that gives them weak and unequal livelihood starting points.

- Pervasive gender norms like early marriage affect girl's education and lead to their under representation in school enrollment compared to boys, especially upper primary, secondary school and higher education.
- There are positive shifting gender norms in Kakuma on women inclusion in productive sector, women education and marginal shifts in more male engagement in reproductive work like fetching water.
- There are still patriarchal norms that constrain women's participation in particular trades, in business, decision making and control of income they make in their businesses.
- There is a wide array of institutions, policies and strategies that address gender equality and equity. For example, there is the National Gender and Equality Commission, the State Department of Gender and other important specific boards like anti Female Genital Mutilation Board. At the county level there is a Gender department in Turkana County and has a budget allocated to it. There is The Refugee Act 2006, Nairobi Declaration- Comprehensive Refugee Response Framework, Kenya's National Social Protection Policy, Kalobeyei Integrated Socio- Economic Development Program (KISEDIP) strategy.
- There are some glaring barriers related to legislation, policy and practices affecting refugee and host communities currently; delays in refugee identification cards, restrictive; not easily accessible, short term movement passes are unfavorable for the refugees seeking employment and business opportunities outside Kakuma; Centralized movement pass issuance in Kakuma is costly for Kalobeyei refugees who have to travel to apply. Also, unaffordable business permits is a challenge especially for women who are largely operating in the informal economy. The business permits are difficult to access for refugees without help of agencies and more for those who choose to run individual businesses.
- There are promising livelihood strategies in Kakuma, but they need to be more gendered. For example, there is need to maintain a vigilant gendered lens into how the KISEDIP and other livelihood interventions will enable or affect participation of women and men of S4L project.
- Gender responsive livelihood interventions in these contexts can greatly address gender inequalities in the areas. This is by continuously engaging with the context with an eye for programmes that take into consideration the norms and barriers that hinder women and men's full and equal participation in livelihood activities.
- SC which is implementing a livelihood project will benefit from continually been aware of the range of livelihood projects being rolled out so enhance linkages for their beneficiaries, shared learning and maximize outcomes

### **Gender and the market place**

- Young mothers (below 18 years) are governed by the rules that see them as children according to the Kenyan law and hence miss out on business contract. The young people's businesses are not registered if they are below 18 years, so they have to operate informally.
- Stakeholders like the banks noted that they can open bank accounts for refugees without formal identity documents and relying on the refugee manifest, it was revealed that most of the refugees were not aware of this.
- Lack of money to pay business taxes was cited by participants as one of the reasons why many including women could not participate fully in viable livelihoods.
- The South Sudanese have the lowest number of households with regular income and they constitute a majority in the camps and the newly arrived.

- The top most priority source of local revenue for Turkana county 2018 -2019 will be from single business permits. On one hand this may increase income for livelihoods for the businesses by ensuring businesses and especially those run by women are registered and therefore seen as valid. On the other hand, this could also further marginalize others who may not afford and others who have to pay unofficial taxes.

### **Gender at the Project**

- There is a perception that gender is about bringing of board men and women in the project on a 50 -50 basis. There is a need to go further and engage with dominant gender norms and masculinities in the project sites.
- The analysis reveals that in response to the gender analysis 2016, the project has made efforts to address intersectional marginalization of men and women in livelihoods.
- The project has targeted disabled groups this has enhanced sensitivity to diversity. In one of the learning groups the team visited, the group had incorporated beneficiaries with disabilities.
- There are laudable efforts in the project in terms of reaching out to non-literate populations and especially newly arrived refugees as well as the host communities.
- Our research reveals that the training venues are largely gender sensitive with facilities located near where the participants live, they are largely informal but airy, clean and with fairly good infrastructure.
- Project documentation is largely statistics focused and not nuanced in terms of gender dynamics. For example, the organization has been commissioning various studies, to assess how well the needs of different members are met. While some of the documents like tracer study, bi(annual) reports have disaggregated numbers in terms of beneficiaries, important information on how the income and/or increased resources have led to change in gender relations is missing.
- While the social skills component of the project is geared towards enhancing efficacy in decision making including in addressing and or preventing GBV, we however note gender norms that exacerbate GBV are located in communities and are part of gender relations. These cannot be addressed by solely focusing on the victims and potential victims.
- The CBTs were reported to be carrying out project monitoring by collecting data by use of KOBO tool. This tool was seen as very lengthy by the participants and they were not creating time to discuss some of the dynamics of their businesses.

### **Gender at the Household Level**

- Our gender inventory clocks with 30 community members in the host and refugee communities revealed that the traditional gender division of labour plays a big role in enabling or hindering participation of diverse groups in the market.
- Women spent about 8-9 hours on unpaid labor mainly domestic work (reproductive roles) and community services. This has led to the stretching of women's time and thereby exacerbating their time poverty.
- Women seem to be fragmenting participation in livelihoods by participating in several livelihoods. They do not get enough time to grow these livelihood skills because they are forced to engage in the unskilled multi-tasking. For example, we noted that some women were engaged in skill training learning groups and at the same time selling fish, working as incentive workers with NGO among others.
- Despite the fact that Turkana women are engaging in these survivalist strategies, it also creates space for them to earn income and negotiate in the public market sphere which was

- originally reserved for men. This income also provides them with a strong fallback position that can also help them to negotiate with their husbands and therefore it gives them a voice.
- Women who are multi-tasking in the market place, tend to transfer their care work to others if they want to participate in the market. This makes these other caregivers also vulnerable if they cannot attend to their livelihoods.
  - Social networks were missing for the very young mothers who have children. Transferring care in most cases may mean that women have to pay for it in kind like shopping for the family unlike married men who rely on women's unpaid labor when they transfer their caring roles.
  - Some female workers were reported to quit employment due to “pressure from husband” and especially this was the case for some South Sudanese female who were reported to travel back to their country for example to get babies, in case the husband was left behind.
  - Female headed households were better off in some cases in terms of participation in the market because there was less surveillance from men. This was the case for single mothers as well as widowed women
  - There was also a feeling expressed that too much focus in the participation of women has led to a perspective that women are being “over targeted” through development projects at the expense of men.
  - Conflicts over access and control of income were handled differently by different women and some of them used subversion skills while careful not to disrupt the dominant gender relations that still position the man as having ultimate control over income.

## Recommendations

- We propose institutional capacity development on gender mainstreaming in the project. A participatory five-day gender training first training and a refresher (at least twice in the year) for all project staff (coordinators and project assistants), Social Skills trainers and CBTs and all the partners in the project. The training will include the key gender concepts, thematic of gender: skills development, migration and livelihoods, gender monitoring and evaluation.
- Gender analysis findings to reflect in the third phase and continuous reflections in the project to inform the project in its various levels, mobilization, awareness, career guidance, learning, business, Mavuno groups, in the mentoring and coaching among others.
- Identify a focal person in the organization at Kakuma who is experienced and better trained in gender, to make sure gender mainstreaming efforts are kept on course and not lost the grand scheme of pursuing project targets. For example, the Social Skills Coordinator can act as the focal person.
- There is a need to update the modules for training life skills curriculum to incorporate aspects of gender norms as well as gendered barriers to women's participation. The content can be informed by this gender analysis.
- Gender indicators: In addition to quantitative indicators the project has for the 3<sup>rd</sup> phase are as follows:
  - Evidence of changes in women's control over income (their own earnings from business or labour). Data to show coping strategies they use to negotiate control and effects.
  - Evidence of barriers to women's and men's employment and business development (formal and informal) are researched and analyzed. Qualitative data to show



differences in barriers for men and women, host and refugee, age group (e.g. young mothers), business and paid employment.

-Evidence that gender analysis is undertaken every year and findings are utilized in the project.

- Monitoring for GBV in the project: Monthly gender reflexive exercises, gender inward looking workshops can be done quarterly to see how well the staff are alert to intersectional marginalization and how they are responding to it in terms of referral.
- Review the KOBO tool to reflect important gendered aspects and outcomes of the project. Data needs to be analyzed and interpreted for it to inform the project
- Project may need to initiate a Collaborative Learning and Adaptation (CLA) approach where thematic learning agenda is set prior to implementation based on theory of change of the project.
- Strategic involvement of men in the project: Conflict in families being reported can be addressed by integrating gender even in recruitment, occasionally bringing in men.
- Mavuno groups, places of worship, sports are avenues on how to engage with dominant gender norms during advocacy in the community.
- Role of the SC in the interagency coordination is a potential good practice. SC can use this opportunity to brand their unique model that targets marginalized, that has a focus on women and female youth and that has an integrated livelihood model.
- Continued engagement with the government to remove structural barriers that hinder formalization of businesses like capital is needed, women will continue to run informal business and lock them out of opportunities to get acquire bank loans if these barriers persist.
- Leverage on scheduled interagency committee meetings to improve referral mechanisms, improve understanding on market place gendered trends with an aim to enrich the S4L project
- Cooperative learning and childcare groups can come in handy in creating for the child friendly spaces. These are fashioned after the manner of the care networks that were identified where women take care of each other's children. Home grown solutions to childcare are bound to avail more than those from outside and or suggested by the project

## Project Context

The fragility in the Horn of Africa (HoA) is characterized by protracted humanitarian crisis, grand displacement, armed and economic conflicts over sparse natural resources and other forms of violence. The region is a key source and host of refugees and internally displaced persons (IDPs), and Kenya hosts a majority of these refugees and displaced persons. Statistics from UNHCR indicated that as of 2<sup>nd</sup> June 2019 refugees and asylum seekers registered in Kakuma camp and Kalobeyei settlement were 190, 194. The refugee population comprises of 109, 990 Southern Sudanese, 34,280 Somalis, 12,645 Congolese, 10, 413 Ethiopians, 10, 535 Burundians, others were 12 331<sup>1</sup>. The statistics also indicate that as at January 2019, UNHCR received seven thousand seven hundred and twenty (7,720) newly arrived refugees and out of these 5, 747 were from Southern Sudan. In spite of this, the region has promising development potential owing to its very youthful population who are located in globalized contexts with technological advancements like mobile money among others.

Gender disparities in the HoA are significant, particularly in (agro-) pastoralist contexts, due to protracted armed conflicts. Conflict affects the lives of women and men generally and in specific ways differently and alters some of their gendered roles including loss of breadwinning status for men. Patriarchal systems still dominate these contexts and affect women's access to services and control of resources or decision-making processes.<sup>2</sup> Women are also overrepresented among those whose livelihoods are insecure.

### Skills for Life project

Swisscontact has been implementing the Skills for Life Project-Promoting Life skills and Livelihoods in Kakuma. The project is funded by Swiss Agency for Development Cooperation (SDC). The broad goal of the project is *“increased income generating capabilities and livelihoods of refugees and host community in Kakuma, while contributing to SDGs # 1, 2, 5 and 8”*<sup>3</sup>. The project context is Turkana West Constituency which is the most populated area of the Turkana County because of the Kakuma Refugee Camp. Turkana County is characterized as poor and marginalized with low literacy rates, poor health indicators and a high poverty rate. Due to the rapid increase in population there is a concomitant vulnerability of livelihood and income generating opportunities. The project targets youth, with limited education and low literacy levels, for both, Kakuma's refugee camp and Kalobeyei Settlement, as well as the host community.

By mid-April 2019, the project had successfully graduated a total of 1,750 people (1,128 or 64% female / 894 or 51% refugees) from technical- and soft-skills training out of a targeted 2,350. The project predicts that by August 31, 2019, the end of the extended Phase 2, the number of graduates will increase to 2,515. The first Gender analysis in the project was done in 2016. A particular emphasis of the project is supposed to be ensuring participation of 50% female and to reach refugees and host community evenly.

## Goals and Objectives of the Gender Analysis

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<sup>1</sup><https://www.unhcr.org/ke/wp-content/uploads/sites/2/2019/06/Operational-Update-for-Kakuma-and-Kalobeyei-May-2019.pdf>

<sup>2</sup>Swiss Cooperation Strategy, Horn of Africa 2018- 2021

<sup>3</sup> 1- No Poverty, 2 - Zero Hunger, 5 - Gender Equality, and 8 - Decent Work and Economic Growth

SC commissioned a gender analysis for the S4L consultancy which has been conducted by consultants Aurelia Munene and Elizabeth Ngutuku from 27<sup>th</sup> May 2019. The objective of the gender analysis was to get a deeper and enhanced understanding of how gender dynamics/trajectories influence positively or negatively the income generating capabilities of both the host and refugee youth in Turkana West where the project is situated.

The findings and recommendations of the gender analysis will inform responsive gender mainstreaming within the various levels of the project. According to the TOR, the gender analysis was expected to conform to parts and processes of gender analysis framework with particular attention to livelihood and skills development. In addition, it is also expected to utilize the Gender Analysis matrix tool to generate recommendations that will help streamline the integration of social skills advocacy, participation and inclusion of vulnerable groups across the five project objective areas.

According to the ToR provided by SC, some of the key project concerns that necessitated the gender analysis of S4L project prior to the implementation of Phase 3 are highlighted as follows:

- In spite of high enrollment of women in the project there was lack of clarity on the extent the project had built resilience of the women in the previous two phases in relation sustained livelihoods.
- It was also unclear what effect the project had on transforming gendered norms affecting participation of women in livelihoods.
- There was need to clarify how applying a gendered lens and awareness in the project could guide more robust and responsive beneficiary targeting to ensure gender equity.
- Need to examine gender norms that influence trade selection among women and men.
- Need to explore the differentiated needs of women and men, boy and girls in Kakuma.
- Examine how the project was on track in terms of implementing the recommendations made from the gender analysis carried out in 2016.

### **Key expected outputs according to the ToR**

- Develop a detailed methodology including a work plan for the desk review, field-based data collection and analysis and writing for the assignment as well as the tools to be utilized for data collection.
- Conduct a detailed and updated gender assessment and analysis to generate empirical data that will inform and increase the gender dynamics within the refugee camp and host communities. The assessment should detail the differential roles, needs, priorities, access, control vulnerability, risks and challenges faced by men and women of diverse ages and abilities in relation to livelihoods, market access and economic security.
- Generate a draft report, with concrete findings, conclusions and recommendations, incorporating comments from the report.
- Undertake a differential contribution, coping capabilities analysis and recommendations for streamlining key gender issues in the S4L project and the community at large.
- Seasonal calendars from a gender lens to inform appropriate project targeting and timings.

### **Key deliverables**

- A detailed methodology including a work plan for the desk review, field-based data collection and analysis and writing for the assignment as well as the tools to be utilized for data collection.
- Draft report, with concrete findings, conclusions and recommendations, to be delivered incorporating comments from the presentation.

- A final Gender Analysis report with relevant supporting documentation and concrete recommendations.
- Validation presentation for key stakeholders.

## Work plan

The assignment days were 12 days in total.

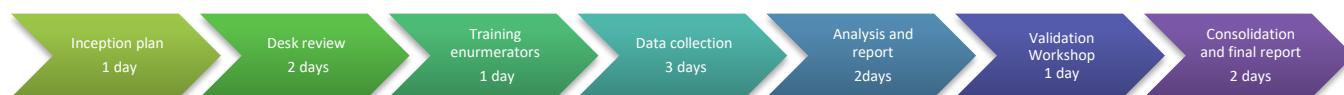


Figure 1: Gender analysis timeline

## Gender Analysis Approach

Gender in the project is conceptualized as a significant but not the main preoccupation of the project as enshrined in the DAC gender equality policy marker<sup>4</sup>. This provides a good starting point for understanding the way gender is integrated in the project and the way the project is informed by the gendered context of its intervention. This includes the gender norms, norms about livelihoods and the way these play out within the context of conflict/post conflict and marginality. The significance of gender lens also obtains from the fact that the S4L project is supposed to ensure that at the minimum the benefits are enjoyed by both men and women on an equal basis and that the project is supposed to do no harm in terms of gender relations as well as in the way the benefits are utilized. Further, our interpretation of the gender analysis assignment was that SC needed to understand how well they are meeting the disaggregated gendered needs of the communities they serve. In addition, guided by the Gender and Minimum in Vocational Skills Training, we sought to know beyond the evidence of increased number of women participating, what are the dynamics of the participation. This included; gendered barriers, effect of project outcomes on the gender relations, access and control of resources, gendered needs of women and men and how they are met, and gender-based violence.

We understand that gender inequality and discrimination exist in every part of our world today and differs in; how it manifests, the extent and consequences on women and men's relations and experiences. In addition, even in locales where positive strides towards gender equality and equity have been made, new inequalities and oppressions may arise, or others re-emerge. This reality calls for the continuous analysis of the context as well as the extent of gender responsiveness in state and non-state interventions. The goal is to examine how women and men are accessing equal opportunities and life chances. Gender analysis is therefore an important reflexive exercise within the project and in its wider context

From the foregoing, we approached our analysis on four levels: gender dynamics at the macro context -how they affect livelihoods, skills development, economic security, gender equity and equality; gender and the project; how issues of gender have been mainstreamed in the project, the outcomes of mainstreaming efforts, gaps that still exist and possible recommendations that can be adopted in the third phase of the project. It also included gender and the market place; how women

<sup>4</sup>Definition and minimum recommended criteria for the DAC gender equality policy marker.

and men access the market, how they participate, the risks, constraints and opportunities. We were also interested in the gender and the household; how women and men relate at the house level, negotiating control, decision making, their daily activities, issues of Gender Based Violence (GBV) among others. Below is a highlight of our conceptualization of the analytical frame



Figure 2: Gender analysis at four levels

We relied on various documents to come up with the themes that informed what would be examined under each of the four levels. Our overarching lens as we developed these themes was the application of intersectionality as an important concept in examining the divergent experiences of women and men along intersections of age, social status, and ethnicity, level of education, host or refugee status, motherhood status, length of stay, disability and class among others. The key source documents that we reviewed for this particular section included: SDC documentation on Gender and vocational skills development; Gender Migration and development; DAC gender equality policy marker; Addressing Sexual and Gender based violence in SDC programmes and Mainstreaming Women’s Economic Empowerment in Market Systems Development. Highlighted below are the four main levels and the key thematic areas examined under each.

***Gender and the Macro context:***

- Current policies, guidelines and legislation that promote gender equality and equity in livelihoods
- Market access and economic security for host and refugee women and men.
- General underlying causes and consequences of gender inequality and inequity for host and refugee
- State and non-state actors’ strategies in place to address gender inequality and inequity among refugee and host.
- Cultural practices/beliefs, customs affecting gender equality (positive/negative)
- Economic and social changes affecting gender equality (positive/negative)

***Gender and the Market place***

- Gender norms (formal and informal) that enable or disable participation of women and men in the marketplace and the consequences.
- Gendered and intersectional needs of women and men in businesses or in the labor market

- Gendered roles and division of labor women and men in the market place e.g. reproductive roles
- Gendered barriers and practices that hinder sustainable and thriving business and employment environments for women and men.
- Assets, resources and adaptations that can help women and men thrive
- Motivation and incentives for women to participate in the market place
- Enabling and disabling contextual factors that can advance women participation in the market.
- Risk facing women and men in the market place
- Trades are women over and underrepresented.

### ***Gender and the Project***

Perceptions, assumptions and awareness of Gender and livelihoods by the project

**Pre training:** Mobilizing for training: inclusive eligibility criteria:

- Identify women and men who due to gendered inequalities do not participate in skills training
- Evidence of inclusive gender sensitive and specific messaging to mobilize women and men for trainings (language, flexible time, location of messages, mobility)
- Messages that show how the needs of different women and men are addressed (for example, of young mothers, disability groups), inclusive communication strategy.
- Involvement of family, community leaders and female role models, career guidance, mentoring, employers, clients and self-employment.
- Gendered constraints that hinder participation of women and men in the trainings.
- How the project is targeting diversity and vulnerability among the women and men
- Gender norms that influence trade selection among women and men.

### **During the training**

- Gender sensitivity in the training materials
- Training environments considers gendered needs of women and men (infrastructure - toilets, water, location, childcare arrangements)
- Paced training for women who are not able to practice what they learn enough due to numerous reproductive roles
- Gender sensitive life skills topics on GBV, reproductive health and women rights,
- Female trainers (Community Based Trainers (CBTs), Trainer of Trainer (ToTs).
- Companionship: having more than one female during trainings in male dominant trades
- Multi skilling opportunities
- Numeracy and literacy programs

### **After training**

- Access to labour and business market who accesses? What do they access? Who is left out?
- Studies on gender and livelihoods including and tracer studies) and studies on market fit (business feasibility networks)
- Productive assets available
- Information on labour market and business entry constraints and how to navigate, labour market demand.
- Role models and coaching/ mentorship opportunities.
- Monitoring and evaluation: training on gendered data storage per individual and disaggregated, qualitative indicators.

### ***Gender and the Household***

- Decision making: Shifts and changes taking place, shared roles in decision making and how decisions are made.
- Decisions and choices to participate in skills training, labour market and employment: what motivated them, who resisted how they see their choices and the consequences of their choices.
- Negotiating control of income
- Motivations for women to work
- Household as sites of cooperative conflict
- GBV manifestation, GBV referral pathway, consequences,
- Changes of power relations with participation in skills training, and income generating activities
- Gender division of labour along various axes of difference for example daily activities of men and women and time poverty.
- Paid work differences

### ***Gender and migration displacement and gendered inequalities*** (for refugees mainly)

- New breadwinning roles and changes in traditional roles
- Documentation and access to services
- Gender specific barriers to services
- Access and decisions on use of remittances, care transfer
- Labor market barriers
- Recognition of skills
- Access to financial services

## **Gender Analysis Tools and Methodology**

We utilized a qualitative blended approach to gain in- depth understanding of gendered dynamics in the project context that combined various gender analysis tools and methods. A total of 99 host, refugee, agency workers participated in the gender analysis. We adapted the tools for conflict and post conflict context, with a special focus on livelihoods. Special attention was paid to the intersectional issues in gender analysis including mainly a generational lens and incorporating other aspects like ethnicity/nationality as well as other axes of differentiation that emerged in the study context. These were differences in paid work, length of stay in the camp among others. This enabled an in-depth exploration of refugees and host beneficiaries gendered experiences in the project as well as in participation in livelihoods. We triangulated these rich narratives with those of relevant project implementers and stakeholders and the secondary data gathered on the project context. In drawing from these various frameworks, we acknowledge that the tools themselves are not the end and we were guided by various perspectives in gender theory.

**Data collection methods:** In-depth semi structured interviews with beneficiaries, community members, key informant interviews, Case narratives, dialogues and focus group discussions and observations. We did a desk review of project documents and other current research within the research context.

In the desk review we analyzed the following secondary information:

Tracer Study on the project, Gender Analysis report 2016, Swiss Cooperation Strategy, Social and Life Skills Training manual, Biannual report 2018, SFL, additional funding project narrative. Other

project documents included S4L Labour Market Scan, S4L Evaluation ToR, Gender and Vocational Skills Development by SDC and other SDC documents.

Other research in the larger Kakuma context included the following among others

- Research on “Kakuma as a Market place by International Finance cooperation 2018
- A Social Impact Analysis for Kakuma Town and Refugee Camp Turkana County, Kenya Varalakshmi et al. 2016
- “Yes”, In My Backyard? The Economics of Refugees and Their Social Dynamics in Kakuma, Kenya, Sanghi et al. 2016
- Desk Review on Livelihoods and Self-Reliance for Refugees and Host Communities in Kenya by World Bank 2019
- Refugees Vulnerability Study, Kakuma, Kenya by Guyatt et al. 2018

### In-depth semi structured interviews

We trained 10 enumerators and their role was to interview 30 community members and document their Daily activity profiles or daily clocks. The daily clocks also collected other information on barriers to participation, resources, assets as well as other constraining forces.

**Key informant interviews:** These were useful in drawing specific and “expert” information from specific agencies and actors in the project. We consulted stakeholders from UNHCR, DRC, RAS, Equity Bank, Kenya commercial Bank, Local partners and suppliers.

**Focus Group Discussions:** We consulted learning groups and trainers, through FGD’s See Annex 2 on the Mission Protocol and Annex 3 for the Daily activity profile

We utilized a blend of gender analysis tools to examine the thematic areas that have been mentioned in the previous section. We operationalised and adapted the tools to the context. Below are some of the main tools we utilized:

Tool	Purpose
<b>Force Field analysis</b>	This was used to examine constraining and enabling forces to income generating capabilities for women and men and how they enhance gender equity. Formal and informal norms, economic marginalization, are influential forces in contexts of fragility like Kakuma.
<b>Gender Activity Analysis (Daily Activity profile)</b>	Identified women and men productive, reproductive and community activities, where they take place, how often, how long and if paid or unpaid and impact on market participation and self-reliance.  Participants were mobilized along various intersections: age, nationality, level of education, marital status, economic activity, host or refugee among others. Thirty (30) community members were interviewed
<b>Access and Control</b>	Important in assessing how intersections of class, sex, gender, refugee or host, age, marital status, parenthood influence what resources are accessed and controlled by women and men.  Access: Women and men skills development, some financial services like Banks, Education, networks. Unpaid care work burdens women and this constrains their access to market or labour participation. Young mothers aged (16- 25) may access fewer opportunities due to weak targeting by programs which do not consider intersecting vulnerabilities.



	Control: Women control Consumables like purchasing food, they negotiate control to sell off family assets or resources. Mostly women negotiate for control through asking for permission, hiding participation, sharing in breadwinning roles.
<b>Seasonal Calendar</b>	<p>Time related activities and important events (planned and unplanned)</p> <p>-Seasonal events like the flooding and drying of River Tarach which is the main source of water for Kakuma.</p> <p>There are two Rain seasons, April- July and October – December. The rainfalls in brief, violent storms result in flush floods. But climatic changes have affected the consistency of rain.</p> <p>Women who mainly fetch water will spend more time looking for water during drought or when county supplied water is unavailable. Flooding destroys assets like households and livestock which sets families back. This heightens household economic; health and social vulnerability.</p> <p>-Refugee population: Food rations – Bamba Chakula programme designed by the WFP as an alternative to in-kind food aid</p> <p>-School opening days are important for parents and important times that business groups like tailoring can level on to seek contract for uniforms.</p> <p>-Religious events and holidays</p> <p>-Thematic days like World Refugee Day, Day of the African child are important seasonal events</p> <p>-Host communities who are pastoralists times move with their animals in search of pasture during drought.</p>
<b>Capability and Vulnerability analysis</b>	<p>-Vulnerability and Capacity Assessment (VCA) is a participatory process designed to assess the risks that women and men face, their vulnerability to those risks, and the capacities they possess to cope. Intersectionality is important when examining capability and vulnerability.</p> <p>-Women may face risks of GBV from their spouses when they leave for the productive sector (backlash) or women are left to carry the burden of providing for the family: For example: Some Men failing to provide for the family so that the woman can provide even when she is earning less.</p> <p>-Women spending less time developing their business due to demands of unpaid care work. They face the risks of retreating back to the invisible reproductive sector and this heightens their vulnerability to discrimination.</p> <p>Women’s new roles in post conflict context and marginalization may challenge men’s notions of masculinity.</p> <p>-Women capability to form associations, and build trust helps them to form and run savings group like Mavuno unlike men.</p> <p>Women relying on each other to transfer care work so that they can participation in the business or labour market.</p>
<b>Gender simulation exercise</b>	Examine perceptions and assumptions about the concept of gender and intersectionality in relation to programming. The project staff took part in this exercise.

Table 1: Gender analysis tools

## Findings

### Gender Analysis at the Macro Context

The Macro context often affects what happens at the meso and micro levels (community and household) hence it is important examine it in relation to gender. Within the macro context, there are enabling and constraining forces that hinder or enable enhancement of gender equality and inclusion in skill training, livelihood and advancing income generating capabilities of women and men host and refugees in Kakuma. These forces are either formally embedded in laws or policies or informally exists within the dominant gender norms in the community.

From our analysis, there are policies and legislation around gender in Kenya. The language of gender mainstreaming is recognized by the state and non-state organizations as an important component of programming for host and refugee communities. This is evident in the array of institutions, policies and strategies that address gender equality and equity. For example, there is the National Gender and Equality Commission that promotes gender equality and freedom from all forms of discrimination in Kenya. In addition, there is the State Department of Gender and other important specific boards like anti Female Genital Mutilation Board. At the county level there is a Gender department in each of the counties including Turkana County and has a budget allocated to it. The Sustainable development goal No. 5 on Gender has been embraced within the context.

For the specific case of S4L project, institutional policies like those of SDC provide guidance on the approach and extent of engagement in matters related to gender strategy and within the programs it funds like the S4L. This is detailed in the Gender and Vocational training, Swiss Cooperation Strategy, Mainstreaming Women Economic Empowerment guideline and the DAC criteria. In the third phase of the S4L project, SC plans to have a proactive engagement with gender issues in the project design, implementation, monitoring and evaluation.

### **Policy and Legal frameworks related to livelihoods**

The Refugee Act 2006 (currently under review), Kenya's National Social Protection Policy, Kalobeyei Integrated Socio- Economic Development Program strategy (KISED), Nairobi Declaration- Comprehensive Refugee Response Framework, County Integrated Development Plan. KISED focuses largely on Turkana West sub county is aligned to the 5-year County Integrated Development Plan for Turkana County which ends in 2022. It was launched in April 2019 and subsequent thematic working group meetings and committee meetings were held. This is a multi-agency geared towards providing an enabling environment for refugees and host to live up to their maximum potential. Its implementation is steered by the county government, UNHCR and Like SC partners working in Kakuma. KISED recognizes that gender equality and women empowerment are important aspects of generating and sustaining economic growth in the county<sup>5</sup>. Specifically, it calls for gender mainstreaming in the various development approaches, recognition of the varied needs of women and men and the importance of identifying and addressing the root causes of gender inequality. The four strategic objectives of the KISED that potentially hold promise for the S4L project participants are: creating environments that support businesses through financing and support to the private sector, access to market driven skills development recognizes mentorship and coaching which (SC has incorporated in the S4L project), improved financial inclusion, aid and enhancing social infrastructure. For example, S4L participants reported that they need better financing terms beyond the Mavuno. Investment into the social infrastructure is important for these participants especially women who are burdened by care work. Opportunities to design contextualized support systems can be harnessed further. SC will need to maintain a vigilant gendered lens into how the changes KISED, and other interventions will enable or affect participation of S4L project participants and their pathways to self-reliance.

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<sup>5</sup>UNHCR <https://www.unhcr.org/ke/kisedp-2>

## Turkana and Kakuma Demographics

Kakuma refugee camp is sub-divided into four sections that is Kakuma I, Kakuma II, Kakuma III, Kakuma IV and Kalobeyei settlement scheme has villages 1, 2 and 3<sup>6</sup>. These are further sub divided into phases, zones and blocks. Kakuma, Lodwar and Lokichoggio are the three main urban centers in Turkana County. The county population during the Kenya Population and Housing Census of 2009 stood at 855,399. The county population average growth rate is 6.4 percent per annum<sup>7</sup>. The County has a young population with 60 percent being under the age of 19 years. The County’s population was projected to [grow to 1,427,797 by the year 2017<sup>8</sup>.

The refugee population as at April 30<sup>th</sup>, 2019 indicates is 188,153<sup>9</sup>. The map below shows the nationalities as well as aggregate numbers of refugees in the refugee camp by April 2019.

Kakuma Refugee Camp Population by Country of Origin, April 2019

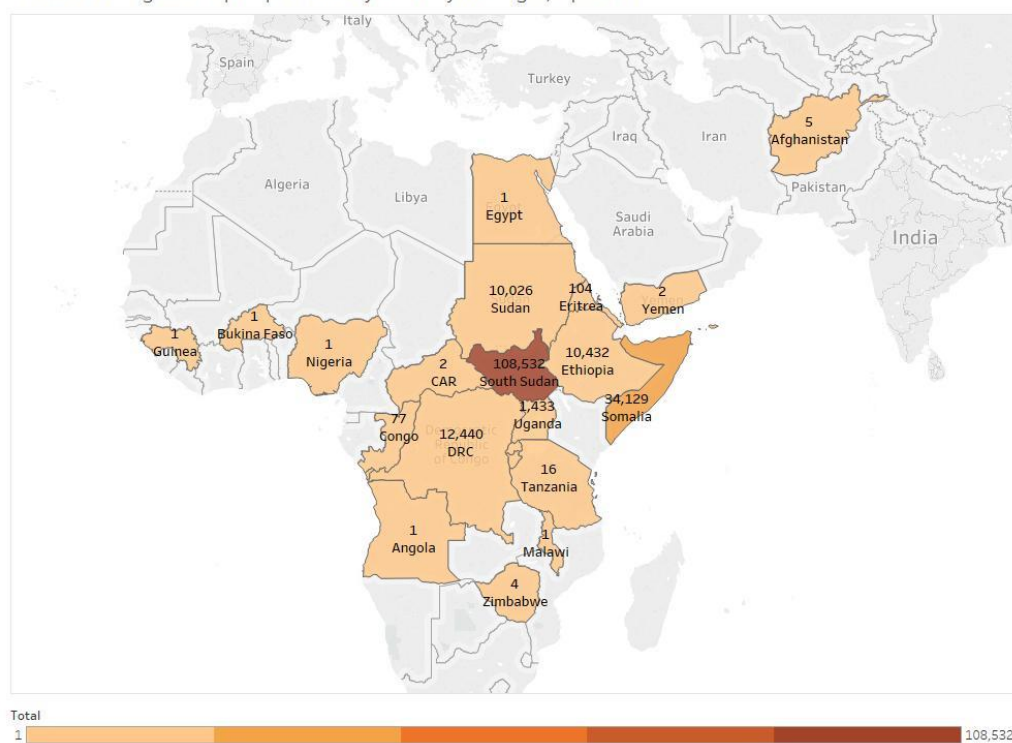


Figure 3: Population of Kakuma Refugee Camp by Country

Source: constructed from UNHCR Data

<sup>6</sup>UNHCR Kakuma Refugee Camp and Kalobeyei Integrated Settlement <https://www.unhcr.org/ke/kakuma-refugee-camp>

<sup>7</sup>Turkana County Government Country Integrated Development Plan 2013- 2017

<sup>8</sup> ibid

<sup>9</sup>UNHCR Kakuma 30<sup>th</sup> April 2019 <https://reliefweb.int/sites/reliefweb.int/files/resources/69597.pdf>

According to the data, South Sudan contributed the highest number of refugees in the camp (108,532) followed by Somalia (34,129) with Tanzania contributing the least. See Table 2 for other countries whose contribution to the refugee population is negligible.

In terms of gender, the refugee population of women and men as at April 30<sup>th</sup>, 2019 indicates there are 87,883 women and 100,252 men in the camp<sup>10</sup>. The trend is the same with South Sudan contributing the bulk of female refugees and Tanzania with the list female refugees as shown in figure 2 below. With fresh conflict in Sudan in the last few months, this situation could change.

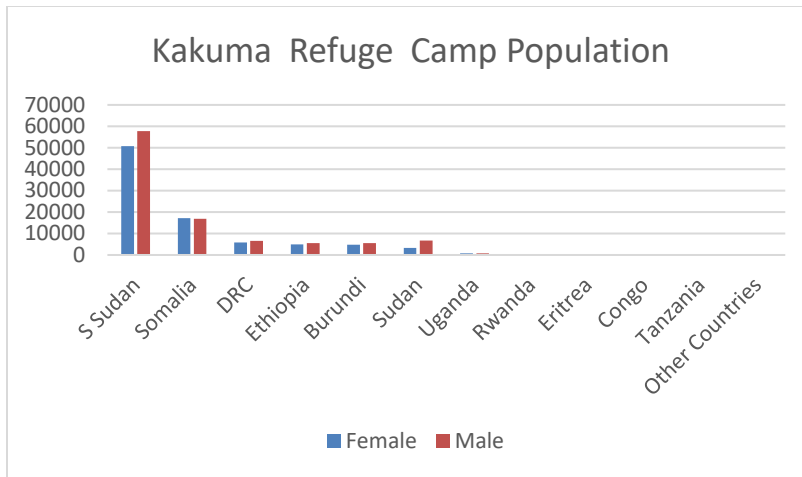


Figure 4: Population of Kakuma refugee Camp by Gender and Nationality

Source: Constructed by Researchers from UNHCR data

The figure below shows the distribution of refugee population by gender and age. A majority of the refugees in the camp are between 18-59 years, which is the productive age and where they can be engaged in owning business.

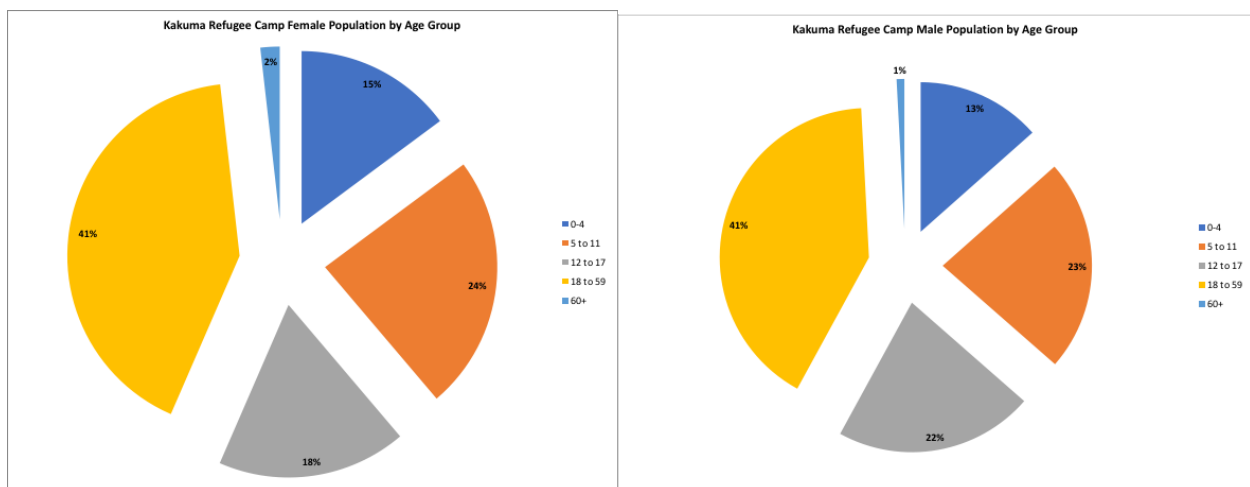


Figure 5 Population Distribution by Gender and age

Source constructed from UNHCR Data April 2019

<sup>10</sup>UNHCR <https://reliefweb.int/sites/reliefweb.int/files/resources/69597.pdf>

Nationality	Female						Male						Grand Total
	0-4	5 to 11	12 to 17	18 to 59	60+	Total	0-4	5 to 11	12 to 17	18 to 59	60+	Total	
South Sudan	7008	13118	9611	20064	957	50758	7210	14976	14541	20697	350	57774	108532
Somalia	2496	3645	2792	7873	379	17185	2694	3590	3140	7193	327	16944	34129
DRC	1138	1319	925	2347	66	5795	1206	1359	983	3069	28	6645	12440
Ethiopia	854	1054	771	2154	73	4906	835	1068	787	2780	56	5526	10432
Burundi	1064	1049	633	2007	66	4819	1018	1019	618	2807	33	5495	10314
Sudan	331	614	705	1634	37	3321	375	809	1353	4148	20	6705	10026
Uganda	106	148	115	321	9	699	101	133	126	358	16	734	1433
Rwanda	42	64	39	150	3	298	44	60	38	165	7	314	612
Eritrea	7	8	6	32	1	54	4	5	6	34	1	50	104
Congo	10	5	7	16		38	12	7	1	19		39	77
Tanzania	1	1		6		8		2		5	1	8	16
Afghanistan				1		1				4		4	5
Zimbabwe						0	3			1		4	4
Yemen						0				2		2	2
CAR						0				2		2	2
Malawi						0				1		1	1
Angola						0				1		1	1
Unknown				1		1						0	1
Nigeria						0				1		1	1
Egypt						0				1		1	1
Bukina Faso						0				1		1	1
Guinea										1		1	1
<b>GrantTotal</b>	<b>13057</b>	<b>21025</b>	<b>15604</b>	<b>36606</b>	<b>1591</b>	<b>87883</b>	<b>13502</b>	<b>23028</b>	<b>21593</b>	<b>41290</b>	<b>839</b>	<b>100252</b>	<b>188135</b>

Table 2: Total population of Kakuma Refugee Camp by Nationality and Age group

Source: Constructed from UNHCR data

Turkana county reports a high unemployment rate of 70% yet the national rate is 42% owing to marginalization of the region and inadequate relevant skills to meet the market demands. Poverty levels in the county are high and according to the 2015/2016 Kenya Integrated Household Budget Survey conducted by the Kenya National Bureau of Statistics (KNBS), Turkana was classified as the poorest county in Kenya. However, Turkana is earmarked for the third highest share of the 2018-2019 county allocation budget from the national government, set at Sh10.7 billion and is among the 14 counties that will receive development assistance from the Equalization Fund<sup>11</sup>.

### Weak Starting Points for Girls and Women

Girls in Kakuma have enhanced vulnerability to sexual abuse and exploitation that gives them weak and unequal starting points. In Kakuma, it is reported that incidences of early pregnancy and home abortion are common<sup>12</sup>. A study with girls aged 14-18 years carried out by John Snow Inc 2014 revealed that Kakuma adolescent knowledge on family planning is low. Teenage pregnancies are common in Kakuma due to incidences of child marriage, rape, conditions of poverty, amongst other factors. Often the girls who fall pregnant are rejected by the family and face sexual and gender-based violence, forced marriage and dropping out of school according to a study conducted by LWF 2017<sup>13</sup>. This shows gender power vulnerability and how it interacts with poverty and gender norms in the context. An excerpt from a UNHCR Child Protection officer who was participating in

<sup>11</sup> World Bank, March 2019 Desk review on Livelihoods and Self-reliance for Refugees and Host Communities in Kenya. <http://documents.worldbank.org/curated/en/685581553241680189/pdf/135485-WP-P169281-PUBLIC-Livelihoods.pdf>

<sup>12</sup>Solidarity & Advocacy with Vulnerable Individuals in Crisis (SAVIC) Strategic Plan 2015- 2018

<sup>13</sup>Lutheran World Federation, February 2017 Helps teenage mothers finish high school <https://www.lutheranworld.org/news/lwf-helps-teenage-mothers-finish-high-school>

community led advocacy programme to address children safety paints a picture of how child marriage manifests in the camp<sup>14</sup>.

Some child marriages are arranged in the country of origin and the husband's family come to the camp to claim the child. Marriages are also arranged at the camp, particularly among South Sudanese and Somalis. Where a dowry has been paid there is trouble undoing the arrangement and a safe haven is provided in case the child is abducted. Dowries for South Sudanese are typically \$200-\$300 but can be as high as \$3,000 to \$4,000.

In response, to prevalent teenage pregnancy, Kenya endorsed and introduced the Return to School Policy for teenage mums, in 1994. This has given girls an opportunity to continue with their education. Partners like Lutheran World Federation (LWF) work in Kakuma to ensure girls go back to school and complete their education. Indeed, compared to other parts of the country where norms against teenage mothers may make them to drop out of school, it was reported by the people we talked to that teenage mothers in Turkana go back to school with ease. For the women, according to the latest Kenya Demographic Health Survey (KDHS) total fertility rate of Turkana 6 children per one woman. Modern contraceptive use for Turkana is 10% compared to national average which is 58%. This means burden of childcare with weak social support services may hinder women participation in economic activities. Food poverty is prevalent in the county and the UNHCR April 2019 data indicate that women and children are most affected by malnutrition.<sup>15</sup>

### **Pervasive Gender Norms and implication on girls' education**

Access to education is an important gateway to participation in the labour market or in the business development for both hosts and refugee communities. While there are efforts to ensure equality in education opportunities for girls and boys, pervasive gender norms constrain their access to education. Issues of child marriage, gender-based violence, burdening reproductive roles continue to be a hindrance for girls especially in accessing higher levels of learning. For instance, a study conducted for AAH-I and DRC revealed that enrollment of girls compared to boys is lower for girls especially in upper primary and secondary school levels. The study reveals that the gender gap between boys and girls as they transition to secondary school and university increases from 14% to 43%. According to this study (Samuel Hall 2016; 31),<sup>16</sup> barriers of girl's transition to higher education are related to gender norms about participation of girls in activities beyond their reproductive roles as well as norms that normalize sexual violence. In spite of this, there are positive shifting gender norms in Kakuma on women inclusion in productive sector, women education and marginal shifts in more male engagement in reproductive work like fetching water. However, there are still patriarchal norms that constrain women's participation in particular trades, in business, decision making and control of income they make in their business

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<sup>14</sup> Harrop, Elizabeth 2016 Kenya: adolescents act against child marriage in Kakuma Refugee Camp. <https://libertyandhumanity.com/themes/child-rights/adolescents-against-child-marriage/>

<sup>15</sup>UNHCR Monthly update April 30<sup>th</sup> 2019 <https://data2.unhcr.org/en/documents/download/69872>

<sup>16</sup> Hall Samuel 2016,

## Engendering Livelihood Interventions in Kakuma

Livelihood activities in Kakuma and Kalobeyei are largely delivered by non-state partners in collaboration with the state. Some of the interventions include: Cash based interventions in the form of cash transfers and have contributed in raising income and consumption like the Monthly Bamba Chakula. Other activities include vocational training, table banking, capacity development for entrepreneur, agriculture support through the provision of water irrigation systems, enhancing self-employment opportunities and access to ICT, conditional cash program like the cash for permanent shelter in Kalobeyei, interest free loans for refugees among others.

Another recent example from UNHCR data April 2019 is that 800 businesses were identified in Kakuma camp and Kalobeyei settlement where they will take part in a pilot on Microfinance inclusion and business acceleration program of the selected businesses, 47.4% are women owned. This presents a window of opportunity for growing businesses in the region. Financial partners play a critical role in enhancing livelihoods, in Kakuma. There are two banks: KCB and Equity Bank that provide financial services to the host community. KCB is relatively new and at the time of the gender analysis, they had not yet started taking in refugees, but plans were under way. Equity bank lends to refugees through sharing risk with the specific agency. For business persons the banks use the inventory as collateral<sup>17</sup>.

SC which is implementing a livelihoods project will benefit from continually being aware of the range of livelihood projects being rolled out so as to enhance linkages for their beneficiaries, shared learning and maximize outcomes. Gender responsive livelihood interventions in these contexts can greatly address gender inequalities in the areas. This holds true for the host community whose livelihoods are marginalized as well. Our research revealed that several partners including SC are already positioning themselves within this context and engaging with gender norms to enhance livelihoods for the marginalized host and refugee communities. However, more can be done by partners in this context to ensure livelihood projects are more gender transformative. This is by continuously engaging with the context with an eye for programmes that take into consideration the norms and barriers that hinder women and men's full and equal participation in livelihood activities. The first step is prioritizing and mainstreaming gender in livelihood interventions as mentioned by one stakeholder we spoke to:

*“One of the main issues affecting gender mainstreaming in the post conflict area of Kakuma is that the needs are overwhelming and so gender issues may be lower down the drop-down menu of priorities by most partners”.*

## Practice, Policy and Legislative Constraints to Livelihood Opportunities in Kakuma

There are some glaring barriers related to legislation, policy and practices affecting refugee and host communities currently. These barriers may be more exacerbated for women who already occupy a marginal position in livelihoods. These include; delays in refugees obtaining their refugee identification cards. These cards expire after five years and need renewal. This interferes with access

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<sup>17</sup>International Finance Corporation, 2018 Kakuma as a Market Place

to their bank, Mpesa accounts<sup>18</sup>. Discussions with the RAS official indicated that the process is lengthy.

The issuance of movement passes presents another barrier for refugee's movement. Refugees have to apply for movement passes before they leave the camp and often for education, medical and lately business reasons. This restricts employment opportunities for them especially when they have daily labour or longer employment beyond Kakuma<sup>19</sup>. Centralization of movement pass issuance in Kakuma makes it difficult for Kalobeyei residents who have to spend money travelling to Kakuma to apply for the movement pass. There is policy review on right to work as encapsulated in the Refugee Response Framework (an annex to the 2016 New York Declaration for Refugees and Migrants). In the Refugee Act 2006, refugees have a right to employment and can get a Class M work permit. However, in reality this is difficult because of the lengthy unclear procedures and also because they need movement passes. In the absence of these movement passes, refugees have to rely on middlemen to supply them with goods or purchase them expensively from Kakuma.<sup>20</sup> Consideration can be made for refugees to have movement passes for longer period and allowing them to go to more places than one.

In terms of registration refugees can register their businesses and receive a single business permit. In some cases, several of these permits are required depending on the type of business and they pay between \$5 to \$ 62 for a single business permit <sup>21</sup>. Individual business ownership is most common in the camps. For example, in Kalobeyei there are 334 business and 317 of them are sole proprietor business, 14 are partnership and 3 self-help according to UNHCR 2019<sup>22</sup>. Most businesses are mainly owned by men and women dominate the informal economy and their businesses are unregistered (22 % and men 49%) respectively according to the World Bank study<sup>23</sup>. Informal business among the refugees account for 12- 18 % yet they are required to be formally registered by the county according to the study conducted by NRC and IHRC 2018<sup>24</sup>.

Women businesses are, informal smaller, and they invest less initial capital (for example KES 6,925 and men KES 16, 652). This means men's business are likely to have better returns but also reveal that women need to be supported with capital to start or boost their business<sup>25</sup>. They also lack capital and have to contend with high rent especially for those in town. In terms of ethnicity the IFC report reveals that only 12% of South Sudanese were either employed or have businesses compared to the Rwandese who are at 57%<sup>26</sup>. The South Sudanese have the lowest number of households with regular income (51%) and they present a good target for SC to intensify mobilization and recruitment into S4L.

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<sup>18</sup>World Bank 2019, Desk Review on Livelihoods and Self-reliance for Refugees and Host Communities

<sup>19</sup>Ibid

<sup>20</sup>Norwegian Refugee Council and International Human Rights Clinic at Harvard Law School (IHRC)  
[https://www.nrc.no/globalassets/pdf/briefing-notes/kakumas-refugee-traders/nrc\\_ihrc\\_businesspermit\\_briefingpaper\\_aug18.pdf](https://www.nrc.no/globalassets/pdf/briefing-notes/kakumas-refugee-traders/nrc_ihrc_businesspermit_briefingpaper_aug18.pdf)

<sup>21</sup> World Bank 2019, Desk Review on Livelihoods and Self-reliance for Refugees and Host Communities

<sup>22</sup>UNHCR Monthly Operational Update 30<sup>th</sup> April 2019

<sup>23</sup>IFC 2018

<sup>24</sup> Norwegian Refugee Council and International Human Rights Clinic at Harvard Law School (IHRC) 2018

<sup>25</sup> IFC 2018 Kakuma as a market place

<sup>26</sup>Ibid



The conflict situation itself also presents challenges as well as opportunities. For example, the length of the stay in the camps determines the way refugees engage in livelihood opportunities. For example, research done by Samuel Hall (2016:6)<sup>27</sup> revealed that there was a relationship between employment and the time a refugee spent in the camp. For example, indications that refugees who had spent at least 7 years in the camp had a higher likelihood of being employed (48% when compared with those who had recently arrived at 21%). Employment or engagement in livelihood for refugees is also highly gendered with same research revealing a gender gap in employment for men and women at 73% and 57% respectively<sup>28</sup>. Such a finding indicates that there is a need for targeting the newly arrived refugees for example the Female South Sudanese, more proactively because of their livelihood vulnerability. One other possible reason given for lack of livelihoods/employment is potentially due to lack of skills in integration. This has implications for training in life and social skills that would enable the refugees to integrate as well as develop skills for participation in the market. In response to such a gap, some partners like SC reported that they were already giving literacy and other skills to refugees to enable them to integrate into the market.

### Gender and Market Participation in Kakuma

Our analysis reveals that translation of S4L into livelihoods through access and participation in the markets is structured around the lines of gender in the Kakuma context. This supports the evidence that in most cases, women were disadvantaged than men in participation in the market. This skewed participation was structured by both the formal and informal rules that we sought to establish. For example, the analysis revealed that there were livelihoods that were seen as quintessentially male or quintessentially female. For example, according to the S4L project Market Scan, generally, male dominated jobs had more employability and had higher returns compared to women's jobs. For example, these jobs included mechanical repair work, electrical wiring and installation, carpentry, plumbing as well as masonry. This was compared to jobs like hairdressing, seen as women's only women's jobs with high employability. The participants noted that it would be good to do value addition for such skills like for example, introducing multi-skilling where other enhancing skills like pedicure, manicure as well as beauty therapy would give these skills an edge.

There were also other barriers that affect and or influence men and women's participation in the market. For example, it was noted that there were cultural issues that affect participation of women in some skills, even the ones that are seen as quintessentially female skills like hair dressing. This was reported in focus group discussions as follows; "*Sometimes people think that women who work in salons are not morally upright and people think that they are talking about their men*". On the other hand, for both the host and the refugee population it emerged that they face barriers due to the more formal rules of business registration as earlier indicated. For the refugees however, the issue of lack of identification documents further accentuated their vulnerability in the market place.

Other gender gaps in market participation are the fact that most of the women according to the research reviewed had businesses which were not registered. Lack of business registration has implications for the type of customers the business can attract, financing options and also has repercussions on the contracts they can enter into. This need was also however accentuated for the young mothers from the host community who lack identification documents like the national identification card. For the very young mothers below 18, it was reported were also governed by the

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<sup>27</sup>Samuel Hall 2016,

<sup>28</sup> ibid

rules that saw them as children according to the law and who could not get contracts. The young people would also not have their business registered due to age.

While some of the stakeholders like the banks noted that they can open bank accounts for refugees without formal identity documents and relying on the refugee manifest, it was revealed that most of the refugees were not aware of this. Lack of money to pay business taxes was cited by participants as one of the reasons why many including women could not participate fully in viable livelihoods. It was also reported that there are requirements for payment of informal taxes that the women could not afford. According to the research by IFC 2018, businesses in Kakuma pay informal tax<sup>29</sup>. For example, in this research, 27% and 53% of those in the camp who participated in the research in the camp and Kakuma town respectively said that they paid informal tax. This tax was structured along the lines of nationality. It was reported that Burundians, Rwandans and Kenyans pay the highest informal tax. While it was not clear from the report if these nationalities were the most informally taxed, the report also indicated that the reason for the overrepresentation of these nationalities could be because they own larger businesses, or they felt more secure reporting compared to the other nationalities. This tax according to this research was paid in addition to the more formal business licenses. It therefore seems that the business owners in Kakuma are doubly taxed and those who cannot afford including women are more marginalized. Indeed, this could be one of the reasons why less women in Kakuma own business. This is confirmed the IFC research 2018 that business owners were more likely to be male at 24 per cent for male respondents, compared to 14 per cent of female respondents.<sup>30</sup> Women are underrepresented among the entrepreneurs and their businesses are not well invested in.

Lack of business registration has repercussions for how the business grow because the permits are used in facilitating movement passes, in getting loans from financiers as well as in assessing eligibility to the WFP supported Bamba Chakula trading programme where traders are enlisted to supply food supplies in the refugee camps<sup>31</sup>. The top most priority source of local revenue for Turkana county 2018 -2019 is expected to be from single Business permits<sup>32</sup>. The outcomes of this increased income for livelihoods are however bound to be a double-edged sword which could on one hand ensure businesses and especially those run by women are registered and therefore seen as valid. On the other hand, this could also further marginalize others who may not afford and others who have to pay the official as well as unofficial taxes. This is an area that needs to be addressed and a possible route would be to scrap or reduce the cost of obtaining business licenses for some refugees. Continued engagement with the government to remove structural barriers that hinder formalization of businesses like capital is needed. Women will continue to run informal business and lock them out of opportunities to get acquire bank loans and grow their businesses

### **Lack of Capital to Invest in the Businesses**

Lack of capital affects both men and women in Kakuma but affects women more. For example, a tracer study done for the Skills 4 life project revealed that out of all the beneficiaries 37. % had

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<sup>29</sup>(2018:68)

<sup>30</sup>International Finance Corporation (2018:14), Kakuma as a Marketplace: A Consumer and Market Study of a Refugee Camp and Town in Northwest Kenya.

<sup>31</sup>Supporting Kakuma's Refugee Traders. The Importance of Business Documentation in an Informal Economy. Norwegian Refugee council 2018.

<sup>32</sup> Turkana County Executive Programme Based Budget Estimates 2018- 2019

sought and received financial services. 57% of those who said they were not active in business noted that lack of capital was one of the reasons their businesses do not grow. Most of these (58.8%) accessed the services from group saving schemes commonly known as Mavuno and 14% accessed the services from a bank. This shows that those who can access capital for their businesses are limited. These group savings that are also encouraged by other providers like AAH-I also require members to save money so as to access capital. For example, research participants in the SC supported labour market scan<sup>33</sup> indicated that they could not save enough money because of the cost of running business including rent. This collaborated another study (IFC 2018:76) that indicated that only 58 percent of those in the town and 21 percent camp respectively had made any savings in the previous 12 months. It was also reported that while refugees would save small amounts frequently, those in the town tend to save larger amounts. According to this report, the priorities for saving for refugees and host communities also differ with a larger percentage of hosts (29%) saving for business while those in camp (14%) reported saving for emergencies and as a copying strategy. The report also indicates that it was only the Somali refugees who were saving money for businesses. It therefore seems that those in the camp would have less money to commit to the group saving schemes. The end result is lack of capital for starting and supporting businesses as revealed by the vulnerability study by Guyatt et al. (2016<sup>34</sup>). This study showed that startup capital was a big hindrance to starting business. This also emerged as one of the key barriers to business run by women as reported by one of the female refugee participants in our study.,

*I had my own salon. But the rent was very high. I could not afford to pay 6,000 Kenya shillings every month. I ended up selling the equipment and bought a plot where I now have a premise which I hire it out for 5000 Kenya shillings per month. I intend to start my own salon in future. I have to rely on erratic work in my Aunt's salon<sup>35</sup>,*

It is therefore clear that other avenues for financing are required to enable people and especially women to participate in meaningful livelihoods. Drawing on the above narrative, those refugees who can afford their own plot in the camp (though the acquisition is not legal) seem to be at an advantage in terms of their businesses. It was also reported that it was mainly those refugees who have been in the camp for long time who tend to own these plots and who pass them to their children. The newly arrived refugees would therefore be disadvantaged.

Lack of capital to finance livelihoods in the context of Kakuma can be explained also by the fact that there are few lending institutions. Apart from the lending through self-help associations supported by organizations such as DRC, SC, AAH-I, Equity bank was cited by various research reviewed for this analysis as main lender in Kakuma. Discussions with equity bank indicated that they give individual loans for businesses including to the refugees. Such loans however are based on assessment of the viability of businesses. However, those who participated in our study indicated that few of business owners were accessing these loans. Kenya commercial bank on the other hand who is relatively new in Kakuma reported that they were giving group loans to groups after training them. There were also further loans that could be accessed from the national and county governments. A majority of the people we interacted with however seems to think that these loans

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<sup>33</sup>S4L labor market scan 2016.

<sup>34</sup>Refugees Vulnerability Study, Kakuma, Kenya  
Guyatt et al 2016.

<sup>35</sup> Land in Kakuma is communally owned but there are brokers who sell illegally, hence there is no documentation provided when you purchase.

were not available to the refugees as revealed: *“They say these loans can also be accessed by refugees, but this is difficult for most of them”* FGD with CBT’s”.

While some NGOs working in Kakuma like SC and AAH-I facilitate the formation of savings groups and provide some start-up capital these loans were seen as small. It was for example reported that the loans from by SC contact through Mavuno groups were in adequate as noted by one business owner; *“The loan from Mavuno is so small as well as the repayment period is only two months. Two months is not enough to make profit from a business”*.

The repayment period of two months seems to be standard for organization supported finance schemes because the loans given by AAH-I through equity bank had repayment period of two months<sup>36</sup> as (Guyatt et al 2016:23-24) research revealed. This loan was however given only to refugees and not to the host<sup>37</sup>. The Danish Refugee Council (DRC) also provides grants for livelihoods in all the camps. Our research participants revealed the pressing challenges for businesses and an expectation that the organization and especially SC should continue providing support. Ensuring sustainability requires that business owners are facilitated to access capital for their businesses.

### **Gendered Roles and Division of Labor as a Barrier**

Our gender inventory clocks with 30 members in the host and refugee communities revealed that the traditional gender division of labour plays a big role in enabling or hindering participation of diverse groups in the market. Women were more engaged in unpaid reproductive work in the household and in most cases, they were juggling it with paid work at the market place. Our analysis revealed that women spent about 8-9 hours on unpaid labor mainly domestic work (reproductive roles) and community services mainly church activities and care roles alongside other productive activities. These included participating in trainings and running their small business enterprises. This has led to the stretching of women’s time and there by exacerbating their time poverty.

On average, a woman’s day was longer than that of a man because they would wake up at 5.am to prepare their children to school and would sleep way after 10.pm after serving their family. In between, men reported more free time to watch movies and play sports or go to the sports or play soccer and eat miraa.

In addition to childcare work, women were also engaged in volunteer activities in the community including schools, churches as well as in the NGO sector. Women who had specific sets of livelihood skills also could not get enough time to grow these skills because they were forced to engage in the unskilled multi-tasking. For example, we noted that some women were engaged in skill training learning groups and at the same time selling fish, working as incentive workers with NGOs and occasionally with other government agencies.

The gender analysis done for Swiss contact in 2016 revealed that women may not work outside the home if the returns are not high enough. However, by analyzing the gender activity clocks beyond time use in our research, we draw a different conclusion. In a context where the livelihoods opportunities are not offering women enough income to take care of their families, women seem to be fragmenting participation in livelihoods by participating in several livelihoods. This is especially true for Kakuma context where the men themselves in the context of post conflict scenario also

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<sup>36</sup> Vulnerability study 23-24)

<sup>37</sup>Labour market Scan.

cannot access adequate livelihoods and they get disenfranchised. For example, it was reported in one focus group discussion that “*men only bring food when there is money and in the rest of the time, they are seen idle*”. While fragmentation of participation in livelihoods is also true according to our analysis, it was more seen in women’s activity clocks. The assumptions on the elasticity of women’s time make it seem normal from a gender norms perspective to multi-task this way compared to men. This in the end could however have implications on women’s health but also ability to master skills in one trade as well as on reaching an income threshold that can adequately meet their needs.

However, we also support the argument in one of the research we reviewed that despite the fact that Turkana women are engaging in these survivalist strategies, it also creates space for them to earn income and negotiate in the public market sphere which was originally reserved for men<sup>38</sup>. This income also provides them with a strong fallback position that can also help them to negotiate with their husbands and therefore it gives them a voice. The following case study as it emerged from the gender activity schedules indicate these intersectional perspectives in women’s participations in the market through a gendered lens.

### Case study 1

A Woman Sudanese from Darfur, 28 years, married, mother of 3 biological children, and was fostering 3 other children. She had no formal education and was attending the hair dressing training at Swiss Contact in Kakuma 3 where she also sells the fish. She gets help from the older daughter 16 to take care of the children over the weekend

From the above case and the several discussions, we had with various stakeholders, most of these women who are multi-tasking in the market place, tend to transfer their care work to others if they want to participate in the market. This makes these other caregivers also vulnerable if they cannot attend to their livelihoods. We noted that this support network is important, but we also noted that these networks were missing for the younger youth who had children. On another note, transferring care in most cases may mean that women have to pay for it in kind like shopping for the family unlike married men who rely on women’s unpaid labor when they transfer their caring roles.

### Case study 2

Congolese female, 33 years, high school educated, employed, business lady, she is not married but she is a Foster parent. Sells fish and sugarcane, she calls the supplier to bring fish for her, then goes to work at the reception centre. After that attend training at Kakuma 3 market. Occasionally she goes for choir practice

This burden of care was as compared to men who also had fewer responsibilities and had time for leisure activities after their participation in the market place. The case study below indicated the intersectional privileged male identity.

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<sup>38</sup> Varalakshmi et al. 2016:66

Man, married, Kenyan, Turkana, Christian, 36 years, college educated, and has three 3 children aged 8, 5, 3 years. He works as a driver from 7.am to 5.pm he plays football, watches news and is also a student at in a university, created time to chewing miraa and went to bed.

It is therefore apparent that most of the women were combining several survivalist livelihood strategies. This was the case even for those who had been trained on livelihoods, some of whom were not using the skills at all. Even for those involved in the trade where they were trained, the fact that they were giving truncated time to the skills they were trained on implies that they cannot master the skills and may also not meet the demands of the customers.

The burden of care work also meant that women and especially the young mothers could not participate in the livelihood skills. This was even the case for those who were married who could not get alternative childcare and who then had to stay at home. While some of the women left their children at home with their relatives, some had to bring their children with them, and others could not concentrate during training as reported by one of the trainers *“One of the trainees used to sleep in class. When I asked her the reason, she said that had a small child and had to wake up at 4 am and fetch water before she comes to class. We agreed there was no need for her to come to train and so she stopped coming for the training”*. The economic context of Kakuma was also responsible for these multi-tasking because the refugee and host women mainly depend on daily spending to meet food, water, fuel needs. This cash economy (kadogo) means they could be okay with getting little income from different sources that enable them to get by.

In addition to the burden of child care, a possible reason for absence of these young mothers from the market would be the fact that some of them were married to elderly men( and it was reported some were in polygamous marriages)do not have a voice in negotiating to leave home for the public space of the market. As a result, some of the young mothers reported in the activity schedule to be working as house-helps. Working as a house help was also structured along host/refugee lines with the host young mothers reported to be working as house helps for the refugee families.

While in the context of the encampment the traditional gender roles in the sending countries as well as in the host communities pertaining livelihoods have been restructured, other gendered norms were still persistent. For example, it was reported that there were norms that discouraged women from some specific trades like masonry which were seen to be more male fitted. For example, one of the CBT noted that; *“I cannot allow my wife to be a mason because this is not cultural for us.”* However, it was reported that for some nationalities like Congolese, the controls for the type of jobs they could participate in were fewer compared to others like those of South Sudan. It was reported that the Somali women were less involved in livelihoods skill training. Some of the possible reasons however could also be the fact that the Somali refugees were reported to be receiving remittances from their relatives who had been resettled elsewhere and thereby less vulnerable. For example, while the data on the size of remittances was not very straight forward, the vulnerability research done in Kakuma by Guy et al. 2016 revealed that most Somali refugees were not seen as the most vulnerable because a considerable number of them received remittances from their relatives resettled elsewhere. Some of the refugees among the Somalis also were reported in various research reviewed for this assignment, to be business owners already. They could therefore have other reasons for not participating in skills training beyond the gendered norms. Other possible reasons given for lack of participation were language with indications that those refugees who cannot communicate in English or Swahili were less integrated.

There were also other gendered barriers reported that including pressure and norms in the sending countries. For example, it was reported by one of the key stakeholders that that Female workers may quit employment due to “pressure from husband” and especially this was the case for some South Sudanese female who were reported to travel back to their country for example to get babies, in case the husband was left behind. Being in female headed household is also one of the barriers to participation in the market place in Kakuma context.

It was reported in research context that Recent arrivals tend to be more female headed. Research reveals that within the Kakuma context for both the hosts and the refugees, being widowed and in Female headed households accentuates vulnerability because FHH have less income and less experience and do not have skills. According to the Vulnerability study, (Guyatt et al. 2016:41)- only 70% of FHH had earning potential compared to 97% MHH. These households also had less assets, spend less on food and were therefore seen as most vulnerable. This implies a need to target FHH households more and more so those that are recently arrived. However, our analysis also revealed that those who were in female headed households were better off in some cases in terms of participation in the market because there was less surveillance from men. This was the case for single mothers as well as widowed women. It was noted by one of the CBT’s “I see some of the women who are not married or those who are widowed doing well in their business, there is no man to bother them with their money as well as fester them on how they are using their time”

Other barriers identified were the intersection of the gender as well as religious norms. For example, discussions with trainers for SC project revealed that notions of uncleanliness among the Muslims affect participation of men in livelihoods as well as market. For example, one trainer reported that in some cases where the business was running as both a barber shop and a salon, Muslim men felt disadvantaged because of notions of uncleanliness of women. In some cases, it was reported that when a female Muslim entered the salon, the male barber would go out of the salon because he would not want to the hair of Muslim women hair. This was also the case for the Muslim women who needed a haircut because Muslim men were not willing to offer the service. This affected the business and especially in cases where it would be the Muslim women who need the hair cut more than the Christian women. Such a norm therefore interferes with the customer base. These gendered norms and how they intersect with religious norms point to the need to engage with them. Such norms were also explained as the reason why some communities like the Somali women were less likely to overrule their husbands in discussions over control because of religious norms that put a premium on wife submission. The very fear of being divorced for flouting cultural religious norms was a major disabling factor.

### Gender Outcomes of Participation and Market

We were also interested in finding out the influence of participation in livelihood activities on gender roles and gender relations at the households the market as well as at a macro level. Such a perspective was important in ensuring that any support to communities does no harm as embedded in the SDC minimal rules for gender in livelihoods. It is also important in ensuring that livelihood participation leads to transformation.

Larger evidence within the Kakuma context as well as discussions with staff and partners of the S4L project felt that there is a shift in gender norms more women are saving more than men. There is an emerging consensus about the need for equal participation of men and women in livelihoods. The

catalysts seem to be the NGO presence that has reinforced these notions over time and education. However, other participants and partners felt that men were feeling emasculated and disempowered because they have not been engaged as much as women in livelihoods. There was also a feeling expressed that too much focus in the participation of women has led to a perspective that women are being over targeted with development projects at the expense of men. Such men who feel disempowered tend to abscond from household responsibilities and become idle and reported to be drinking cheap liquor while the women were busy eking a living. The general lack of livelihoods for men may however be responsible and confirms a perspective in another finding in the vulnerability study done in Kakuma that indicated that most of the Turkana men were idle and were to be engaged in undertaking cheap chores like working as construction workers, providing security for the NGO's or for the evening clubs among others. It is therefore important to nuance the reasons for this dynamic in men's participations vis a vis- that of their women.

Conflicts were also reported in families due to participation. For example, while participation in the market has opened spaces and created income for women, the outcomes of participation are also contradictory. For example, one research participant noted that about 40 women in his camp had been divorced due to conflict over income. This reveals that issues of gender need to be integrated even in recruitment, occasionally bringing in men. It may not be so much of increased income that is the burden for women but also burden of care and paid work that may need to be problematized. There is also a need for advocacy around changed gender roles. For example, Turkana men were reported to be hanging out by the lager, and/or supervising women's activities like ensuring women and children have brought livestock from the field. One partner who had implemented cash for work program noted this; *"we implemented a cash for food programme, and women did the work and men are the ones who came to claim the cash."*

These conflicts over access were handled differently by different women and some of them used subversion skills while careful not to disrupt the dominant gender relations that still position the man as having ultimate control over income. For example, in other cases, women reported that they were also able to negotiate control of income by handing over the proceeds of the livelihood to the husband who would then give permission to use the money. Even if such a move does not disrupt the dominant gender norms, it gave women power to negotiate in their own terms. Access and control of income was also explained in terms of religion. For example, it was reported that the Muslim religion that emphasizes submission made it difficult for women to retain the funds for their own use. It was also however reported that some of the women in the learning groups were given control in areas which were seen as women domain. For example, one participant noted this, *"I see the Somali women who may not control the money but at least they are free to control money that is supposed to buy food. They may not save it as their own but at least it gives them power to control income"*. Refugee presence has been able to challenge gendered norms in Turkana and some women are taking on livelihoods and tasks that were seen as quintessentially for men. However, discussions revealed that men are participating more in women domains that earn them money as noted in one FGD that *"men are now even being employed as cooks in school and institutions and in schools"*.

Other partners also used different strategies to handle these conflicts. For example, in SC, there is a training in life skills that is geared towards enabling women to achieve self-efficacy in decision making pertaining control over income as well as address negative outcomes of participation in livelihoods. DRC noted that in their training they bring together the man and the wife so as to address the structural basis of these conflicts since subversion by the women alone cannot solve the problem. In such encounters, men are able to see the benefits of supporting their wives and DRC



reported that this had reduced cases of repeat GBV. Such an approach would address the structural issues in skewed gender relations in terms of control of income and in the end address GBV cases that emerge due to increased participation of women.

Our research also reveals that talking about GBV issues in women only spaces also has its own advantages. For example, research participants also noted that the women only spaces of the saving groups like acted as spaces for countering norms about women’s participation as well as sharing experiences. Participants also noted that bringing women to the groups to participate with men may not get support from the men as the following revealed:

*“Some of the issues we discuss especially around control of income and GBV are very sensitive. We do not want men to feel threatened. Men will think that the organizations are indeed poisoning the minds of people”.*

*“It is not possible to bring both men and women together, one of them has to go looking for work and food. What will they eat when both come?”*

These nuances therefore mean that there is a need for engaging with each of the groups on these issues without imposing strategies of handling GBV.

### Assets and Resources for Enhancing Livelihoods

In our analysis, we identified various assets in Kakuma contexts using results of resource mapping in the groups and stakeholders we talked to as well as in review of secondary data. These resources can be leveraged for enhancing livelihoods in Kakuma.

- The presence of NGOs was seen as one of the major assets in Kakuma context. Several research participants who participated in the gender activity schedules revealed that they were working for some of the NGOs in the research sites. This was also confirmed by secondary research that revealed that 58%<sup>39</sup> of the research participants indicated that they were working NGO’s. Another research indicated that 27.1% respondents were employed by NGO’s<sup>40</sup> A majority of the refugees were working as incentive workers because the laws do not allow them to work.

There are **several organizations** providing Livelihood support and some of these include:

- a. Don Bosco – provides vocational training in carpentry, welding, motor- mechanics, tailoring, plumbing, electrical work, masonry and dressmaking, as well as secretarial, computer and English courses.
- b. Lutheran World Federation (LWF), DRC and the Norwegian Refugee Council (NRC) also provide Vocational training skills and other protection services like addressing GBV
- c. National Council of Churches of Kenya (NCCCK) – Training on vegetable gardening and other Agri- business activities., poultry and rabbit keeping, soap production, tailoring, hairdressing, and production of sanitary materials for women and girls
- d. Connected Learning in Crisis Consortium (CLCC)-offers online learning for refugees in higher education and partners with universities. Some of the research participants were enrolled in such courses and this increases their capabilities and ability to translate life skills into income opportunities

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<sup>39</sup>IFC 2016

<sup>40</sup> S4L market scan

- e. UNHCR- was partnering with micro-soft to train in digital learning as well as livelihood skills 2018. These “future-ready” digital skills will prepare them for livelihood opportunities
- f. Other Operational Partners include WFP, NCKK, Norwegian refugee council and FAO.
- g. Other partners were AAH-I, LOKADO and other private sector companies as well.

Such organizations offering services can be leveraged especially within the context of area-based development in Kakuma as revealed by discussions with UNHCR as well as indicated in the KISDEP strategy. For example, discussions indicated that in the Area based development with UNHCR and the government providing leadership, there was little space for duplication of services because partners are supposed to inform UNHCR of the services they were intending to provide to beneficiaries.

There was however a reported downside on the existence of many organizations in the Kakuma context with some research revealing that these organization create artificial demand for market and only cater for those with skills. Other research indicated that even though presence of NGOs was a resource, the distance to the NGO offices influenced the income that beneficiaries were also to retain as well as access to the jobs/employment opportunities. For example, the study revealed that many of the organizations have their offices in Kakuma, 2 and 3 and despite the fact that incentive jobs are awarded purposively in the refugee camp, those in Kakuma 4 were more disadvantaged because of the distance they had to cover to these offices<sup>41</sup>. This problem is exacerbated by the cost of travel. For example, our study also revealed for example that one-way trip to SC from Kakuma 3 is 200 KES. In addition, while it was also expected that these organizations would act as a source of ready market, some of the participants noted that these organizations still do not procure locally and tend to do so in Nairobi. For example, while one group was already engaged in printing business, they were not getting a ready market from the organizations as expected.

### **Networks between the Host Women and Refugee Women**

It also emerged that most of the people and especially women in Kakuma context depend on the social capital and networks with fellow women in the host as well refugees. These include support in childcare, and support in self-help groups. Local women provide labour and services to the refugees. They also sell charcoal, and other crops and in return the hosts obtain food and cash. They also were reported to have friendships with the refugees that also enable them to obtain services like food and shelters<sup>42</sup>. This was as compared to the Turkana men who were seen according to this report as collaborating with the refugees in chewing miraa and in consumption of illegal liquor. Such sentiments were also expressed by the people we interviewed for this study. For example, it was noted that “*Turkana men are staying idle the whole day and waiting for their women to bring food home*”. Some other research however noted that Turkana men also draw from social capital some of them work as construction workers and security guards and supplies in the camp. However, there were reported to

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<sup>41</sup>Guyatt et al. 2016: 25.

<sup>42</sup>Sanghi et al. 2016:28-39.

be intra-gender vulnerabilities because the market for these contracts was controlled by the brokers or what is called *nimuchurus*, who prevented easy access<sup>43</sup>.

There also exists several leisure places in the community and especially the refugee camp which can act as avenues for social mobilizations for example participants in gender activity profiles identified coffee places, *chamas*, sports venues and churches as places where people converge from time to time. Sports like basketball and athletics are common in communities 'men and women, mainly patronized by men. This could be important mobilization spaces to talk about transform women participation in the market place and in specific trades. For example, in 2019, 331 refugee athletes have advanced to level two of the 'We Run' towards Tokyo 2020 and beyond. A total of 3,282 refugees and Kenyans took part in level of the open runs organized by UNHCR and partners by April 2019.<sup>44</sup>

The art of making beads is indigenous to Turkana and more so the women. It was therefore identified as a traditional resource that can be leveraged even without intervention of external actors. However, such a skill can benefit from value addition and branding as an indigenous resource and marketed this way. Other nationalities like Rwandese and Burundians also had their own traditional skills like making baskets which can also be leveraged and added value.

Church and places of worship are utilized by most of refugee and host communities. These could be an important space for mobilizing or advocacy space to transform gender norms around particular trades and participation of women. Other assets included the Informal selling or renting of plots for businesses as well as selling rations given by the WFP

## Gender and the Skills4Life Project

In this section, we explore how the S4Lproject is taking into consideration gender issues with a special focus on the extent to which the recommendations of gender analysis 2016 were implemented. The project has made efforts in enhancing participation of both men and women in life skills. There are also efforts to enhance the position of women and engage with gendered norms that are often the precursors of GBV. The life skills component is engaging with issues of reproductive health, enhancing self-esteem, self-efficacy in negotiations around access to income and control.

### Engaging with do no harm principle

SC staff as well as trainers noted that they were guided by notions of 'doing no harm' to the project beneficiaries. While these skills are commendable steps in ensuring participation of women/female youth as well as gaining control of income and resources, there is a need to go further and engage with dominant gender norms and masculinities in the project sites. Gender equality and equity cannot be brought solely by women learning how regulate themselves. Men as gatekeepers of these norms also need to be brought to the picture.

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<sup>43</sup>Varalakshmi et al 2016:67

<sup>44</sup><https://data2.unhcr.org/en/documents/download/69872>

In addition, the projects perspective of doing no harm needs to be nuanced. For example, it was not clear how the staff understood the notion of doing no harm vis-a-vis ensuring that the project outcomes were not deleterious to the beneficiaries on one hand and engaging harmful gender norms as noted by staff. “*We want to know how to position ourselves within the context of the current customs we do not want to destabilize the community ways of life*”. This same perspective was expressed by both the trainers as well as the CBTS. Indicatively it seems that doing no harm may mean in some cases maintaining the status quo in terms of problematic gender relations. There is therefore a need to constantly engage and be reflexive about with what it means to do no harm in contexts of gender power relations.

## Perspectives on Gender

- 1) In terms of gender, the staff, trainers and CBTs have a fair idea of what is gender in terms of definition. Indeed, in response to the recommendations of gender analysis 2016, creating awareness and capacity development on staff on gender was done and SC staff, CBTs and partner organization were trained by end of January 2019 on Gender Based Violence and referral. However, we still note that gender goes beyond women and men and that it is seen as a social construction. Most of them are aware that gender roles affect the different aspects of the organization and sectors of the project. In terms of translating this awareness into project however, there is a perception that gender is about bringing of board men and women in the project on a 50 -50 basis.
- 2) Indeed, project staff noted that they have surpassed this 50-50 requirement by noting that 67% of the project beneficiaries are women. This thinking is evident in the way results are reported as well as in the input, output and outcomes indicators. A perspective on how these women are participating differentially is therefore missing. Indeed, the staff acknowledged that “*we feel that we have been focusing more in on equality and not equity*”. Such a perspective is not only found in the project but also seems to be part of the feeling in most of the projects in this context and also attributed to donors’ preferences for numbers. This perspective confirmed by one of the stakeholders interviewed
 

50-50 is the hardware but the software is what needs to be improved. The problem we have with gender mainstreaming is that the donors want numbers. We need to explain what changes we need in these men and women that we bring on board our projects.
- 3) The recommendations of gender analysis 2016 indicated that there is a need to engage men in development initiatives to maximize on the unemployed or non-businessmen free time. In this regard, SC has maintained 50 -50 inclusion criteria for men and women joining S4L. We however recommend going further to target vulnerable men. Our macro context analysis shows that South Sudanese men are likely not to have income generating opportunities like other nationalities.
- 4) In the renewed thinking on gender within the project, there seems to be a perception at the project level that for us to measure the outcomes in terms of gender, the project needs only to have gendered indicators. This is opposed to a perspective where gender issues are made key at the level of identifying the needs, project conceptualization, designing the logical framework, implementation, monitoring and evaluation etc. Indeed, this was confirmed by partners in UNHRC that “Gender mainstreaming should not be seen as a separate thing but should be integrated in all aspects of the organization and it is not just about statistics”

- 5) There is also a less nuanced understanding of gender beyond male/female. Gender seems to imply women in the project context. Our intersectionality simulation participatory exercises with staff, CBTS and trainers, however revealed that in Kakuma context, as well as review of secondary data, gender exists along various axes of differentiation including, age, refugee/host status, age( female and male youth including separated or unaccompanied young people), (dis)ability, ethnicity(especially for refugees), religion, as well as motherhood status and especially for young mothers. Others are country of origin and duration of stay in the camp etc.

## Trades and Gender

	Female	Male	Host	Refugee	Total
Bakery	147	7	62	92	154
Barber	2	58	60	0	60
Beadworks and jewelry	76	6	51	31	82
Carpentry	0	20	20	0	20
Computer repair and maintenance	15	188	38	165	203
Detergent making	32	1	33	0	33
Electrical wiring and installation	0	29	29	0	29
Hairdressing and beauty	323	11	195	139	334
Motor vehicle mechanics	3	29	32	0	32
Motor cycle repair	0	71	40	31	71
Phone repair and maintenance	5	111	25	91	116
Poultry production and management	21	0	21	0	21
Tailoring	347	40	194	192	386
weaving	14	3	0	17	17
	985	574	800	758	1558

Table 3: Generated from the S4L project evaluation data 2018

There are more male dominated trades- even though more women are participating. Women are therefore participating in trades seen as quintessentially female like hair dressing, tailoring where the returns, compared to those of men are much lower. Women who participated in male dominated trades were few for example in the screen printing there was only one woman and from a group of over 10 members only two are left. The woman too left. Perhaps to retain women in male dominated trade there is need to have two or women per trade for companionship. Men also seemed to have shy away from these trades that were seen as female.

Discussions with staff however revealed that they are aware of this challenge, the project was planning to introduce five new trades and brand them as women/female trades. Branding of trades as gender neutral is commendable. There is needed to also incorporate aspects of advocacy around norms that affect women's participation in the trades but also norms at the market place. This also includes engaging with gender burden on women's time and labour as revealed in the Gender activity profiles. Value addition of the "feminine" jobs that have higher returns would be an advantage

## Perspectives in Project's Focus on Intersectional Marginalization

The analysis reveals that in response to the gender analysis 2016, the project has made efforts to address intersectional marginalization of men and women in livelihoods. This is revealed in the following areas:

- 1) There are laudable efforts in terms of reaching out to non-literate populations and especially newly arrived refugees as well as the host communities. Discussions with CBTs revealed the following; *“I like the mobilization in this project, we target both those who are literate and those who are not and then we also provide them with literacy skills”*. However, while providing these literacy skills was seen as positive, the time given to the training on literacy was seen as inadequate as revealed by discussions with some of the trainers; *“host community will want to learn further but the training is terminated when they have just learned to join syllables”*.
- 2) There are attempts by the project to enhance sensitivity to diversity as shown by the way the project has targeted disabled groups. In one of the learning groups the team visited, the group had incorporated beneficiaries with disabilities. These groups reported that their voice has been enhanced through participation and even the chairperson of the group was visually impaired. Members with disabilities noted that the training has given them a different focus in life and noted that they were “no longer begging”
- 3) Targeting youthful members of the community has a potential in gender and age mainstreaming in the project. It is when the people are young when norms are formed and entrenched and can enhance their voice. Young people including for example, young mothers have unique needs of childcare even compared to older mothers because the former may not have robust networks of support. The project is branded as a youth focused but our interactions in the field revealed that the young people and especially the mothers are falling through the cracks. Those in the lower continuum of the 16-25 are generally missing and invisible. our observations in a soap making learning group revealed that the youngest mother was 25 years (only one) and another one was 30 years. When we engaged both the trainers, the staff as well as trainees why younger youth were missing, it emerged that there were norms about the identity of very young youth who were seen as *“non-business oriented”* as revealed in the narrative below:

*“We had recruited in one of the groups youth 16-25 years old. But now none of them is participating. These young people are not business oriented. Perhaps it is because some of them are still looking for jobs and are being supported by their parents and especially their mothers”*.

- 4) We also witnessed some CBT's having some constraining perspectives about the ability of the young people to participate and especially the refugee youth- who were seen as impatient and truants and cannot listen as noted by one of the CBT, *“the young people cannot settle in any of the businesses, they are restless and especially those youth who were separated from their relatives during displacement”*.
- 5) The project is addressing intersectional marginalization and especially for refugees who need business permits but are constrained by their status. SC links the trainees with NRC and Refugee Consortium of Kenya (RCK) where they are made aware of the rights and requirements. When a group is identified, they are vetted by the state and the officials of the group go to the county government to get the permit.
- 6) There is need to engage with generational and power relations even within the groups to enable young people to participate substantively. On another level, the project mobilization also should ensure that the messaging and awareness activities adapt to the realities that young mothers. Our

interactions as well as analysis revealed that most of these very young people and especially in the host community are not engaged in livelihoods but were working as house helps and so they may not get the messages. Secondly, it was also reported that early marriage is common among the Turkana. The youth and especially the younger female youth lack negotiating power with their husbands or families to attend trainings, they have fewer networks therefore transferring care to another caregiver may be difficult hence cannot come for training. Household to household mobilization may be a more responsive strategy to get them on board.

- 7) While there is an assumption about cooperation and unity within specific gender and especially women, we discovered that the whole concept of working in groups needs to be addressed for example: Some people drop out of groups after training due to conflicts within the group members. While some issues can be attributed to explained by intra-gender dynamics, some of the reasons included: Differential skills (different starting points in terms of skills) for example one group member is better at making hair and the other and customers keep choosing them and leaving out the other group members. This means the members who are not yet skilled are left out of the profit sharing. There is need to go beyond training on group dynamics and address the various structural vulnerabilities of young mothers that make it difficult to participate. Also, opportunity costs of participating in group activities when income is very little, etc were given as possible reasons.
- 8) According to the tracer study done for the skills4Life project. men were not participating in Mavuno groups as much as women because they did not have the commitment required to do so. For both men and women however, participation intersects with other axes like religion because both Muslim men and women were not participating in the Mavuno groups because Sharia law does not permit issue of lending money on interest. This obviously points to the need to look for other ways of financing for Muslim beneficiaries who are Sharia law compliant.
- 9) Organizations like UNHCR felt that SC can provide lessons learned in on how to engender livelihoods. Continuous documentations of good practice in engendering livelihoods will provide valuable evidence

### Training, Venues and Gender Sensitivity

- 1) Our research reveals that these venues are largely gender sensitive with facilitates located near where the participants leave, they are largely informal but airy, clean and with necessary infrastructure. Gender balance in term of trainers is taken into account with females present as trainer of trainers, Project Assistants, CBTs, Life skills trainers etc.
- 2) What is not consistent is child friendly spaces created in these venues for mothers who come with their children. For example, one project document seen by the research team revealed that the project was supposed to create 30 child friendly spaces within the learning groups. SC has identified technical centres where young mothers were undergoing training and piloted with children building a crèche at the training site. In one crèche they hired a care giver to take care of the children as their parents underwent training. They provided toys, and at times milk. This approach improved the participation of young women. There are discussions to see how to decentralize this approach to other technical training sites with concerns of sustainability. Discussions with participants including suppliers confirmed this and revealed that in some cases, children were given milk and others play materials. *“One day we went with the field officers. That day they brought toys when I was teaching and gave toys to children. The children were very happy and went out. That*

*day, they slept, and I did my training in one hour”* However, participants noted that this was not done uniformly in all groups and the support was also not consistent as noted by a supplier *“children are sometimes just crying- women sometimes do not concentrate in their businesses and especially the salon”*.

The research team visited one of the business group (tailoring) where women were and running their own independent shops. One of the women was carrying her hungry looking child everywhere breastfeeding her because she did not have anyone to leave her child with. Some participants noted that they would want to be provided with lunch and water during the training. The latter raises questions in terms of the sustainability of initiatives that are geared towards making the training child and gender friendly.

- 3) Despite these efforts on making spaces child friendly, there are some skills like soap making where mothers are not allowed to bring their children as noted by one young mother *“I cannot bring my child to this space because the trade is dangerous. I left my children with my neighbor”*. For some others who may not have robust networks, this would automatically mean they do not participate in the trade. This was confirmed by discussions with CBT and suppliers that given this scenario, young mothers leave business until their children are old enough.
- 4) There is a need to work with mothers to come up with solutions that they can themselves sustain and that can work for them without creating dependency on the project. To avoid crowding out the already congested business spaces, options that have worked well in other contexts like cooperative learning and childcare groups where mothers taken turns in taking care of the children would suit the host and refugee social context. Other materials that are required to address the needs of children like sleeping mats do not need to be provided by the project but can be obtained through the groups.

### Livelihoods and Gender Based Violence

- 1) While SC does not have GBV as its core business, the organization has been engaging with cases of GBV through the social skills component of the project. Indeed, one of the recommendations of the gender analysis 2016 was on addressing issues of GBV through referral pathway. Our research revealed that at the interagency level, there was a suggestion that an while online referral system with UNHCR providing leadership should be put in place. However, this system was not working by the time of the research and an official from DRC mentioned they were working on reviving it. In SC, survivors of SGBV are identified by SC staff and an external psychosocial counselor from Jesuit Refugee Services is invited to have sessions with them. We recommend continued coordination and synergies with other actors on addressing GBV.
- 2) The second recommendation was to promote life skills for youth in school and out of school to address SGBV. SC has embedded a life skills training for all the trainees enrolled in the program. However, this service only benefits those enrolled. SC reported that they carried out in mass GBV campaigns with communities for example they had training with mothers and community leaders on GBV. These actions on GBV through Skills was however seen by the staff as adequate since the focus on the project is not GBV per se. We however note that as our study revealed, gender norms that exacerbate GBV are located in communities and are part of gender relations. These cannot be addressed by solely focusing on the victims and potential victims. We recommend continued community dialogue on GBV and especially through intra agency coordination.



## Project Documentation, Monitoring and Evaluation and Gender

- 1) Our study revealed that Project documentation is largely statistics focused and not nuanced in terms of gender dynamics. For example, the organization has been commissioning various studies, to assess how well the needs of different members are met. Documentation is a potential good practice in mainstreaming gender into livelihoods. While some of the documents like tracer study, bi(annual) reports have disaggregated numbers in terms of beneficiaries, important information on how the income and/or increased resources have led to positive change in gender relations is missing. There is limited focus on gendered aspects of the project implementation beyond numbers and lack of focus on gendered barriers, norms that influence participation of women/men, girls/boys. This limited focus implies that gender issues in terms of access and control of income as well as distribution of benefits is not monitored and/or evaluated.
- 2) The CBTs were reported to be carrying out project monitoring by collecting data by use of KOBO tool. This tool was seen as very lengthy by the participants and they were not creating time to discuss some of the dynamics of participation. One participant in a business group revealed the following; *“we tell them our needs and we do not even get feedback on what action is being taken, we see CBT’ S as data collectors”*. There is therefore a need to create ownership for this monitoring information and especially as it pertains the gendered livelihood needs of men and women. This would conform to the SDC approach to empowerment that points to a need to enhance ownership by men and women through internal participatory monitoring. We suggest that the monitoring team engages with the data collected to learn from it and feed it back to the beneficiaries.

## Gender Barriers and Seasonal Calendar

Some of the barriers that were reported to hinder women’s participation in Kakuma context were the following

- Fetching water: Women have to fetch water from piped water in the town and it was noted that water supply was erratic and when there was piped water some women could not participate in trainings. It was said that this problem was more accentuated for women who had to fetch water in the lager because it took long to get water.
- Supply of charcoal and firewood in refugee camp: It was reported that in specific days, women had to go to supply firewood as well charcoal in the refugee camp.
- Collecting ration cards: Refugees are not able to concentrate in the training s and other activities on livelihoods.

## Conclusions and Recommendations

SC has implemented the S4L project in Kakuma Turkana County since 2013 and is now transitioning to the Third Phase of the project 2019- 2021. The proposals highlighted below are aligned to the Gender and Vocational Skills Development among others developed by Swiss Development Cooperation to incorporate Gender as a critical aspect of programming in the projects. SC also shares this desire, and will we hope will embed these recommendations into its

practices. We are cognizant of the fragile and fluid context that the project is located. Therefore, we urge that our proposals are constantly checked and adapted to the changes in the context and aligned to any emerging gendered inequalities that may hinder sustainable self-reliance ambitions of the women and men beneficiaries

1. We propose institutional capacity development on gender mainstreaming in the project. These will encompass training staff, identifying and training a project staff focal person to monitor and keep the project on track in terms of gender mainstreaming in the project. This will also involve including relevant gender components in the curricular. This should also include ensuring that project assessments and studies are gendered, as this reflected in the Terms of Reference for this task. Another area will be improving monitoring, reporting and evaluating on gender in the project and how to use gender data in advocacy and project development.

Specifically, we propose a participatory **five-day gender training first training and a refresher** (at least twice in the year) for all project staff (coordinators and project assistants), Social Skills trainers and CBTs and all the partners in the project. The training will include the key gender concepts, thematic of gender: skills development, migration and livelihoods, gender monitoring and evaluation, gender tools they can use in the project in analyzing and documenting gender aspects in the project. The training will be to equip staff with basic skills as well as positive attitudes and appreciation towards gender in. Staff will be able to see the project beyond just a skills training project to a perspective on equity and attention to intersectional gender issues.

To complement the training and enhance institutional response to gendered issues, we **propose that the findings of this Gender analysis reflect in the third phase. There should be continuous reflections in the project to inform the project** in its various levels, mobilization, awareness, career guidance, learning, business, Mavuno groups, in the mentoring and coaching among others. “Gender evaporation” can happen when the gender needs and inequalities identified in the analysis do not shape the strategic orientation of programmes/projects.

While aware that this is not a gender principal project, there is a need to have a **focal person in the organization at Kakuma better trained in gender**, to make sure gender mainstreaming efforts are kept on course and not lost the grand scheme of pursuing project targets. The Social Skills coordinator can act as the focal person in Kakuma they can be trained.

**Updating the modules for training life skills curriculum** to incorporate aspects of gender norms as well as gendered barriers to women’s participation. The content can be informed by this gender analysis.

**CBTs need constant support on gender issues.** Most of them draw from dominant gender norms in their community- they need to be trained first.

**2. Gender indicators:** While aware S4L is not a principle gender project, an **engendered logical framework** will be key in programming. This will ensure that the indicators are disaggregated beyond women and men, refugee host, and also to capture the various intersectional marginalities earlier identified. Some Monitoring and Evaluation indicators we propose on top of the quantitative indicators the project has for the 3<sup>rd</sup> phase is as follow:

- Evidence of changes in women's control over income (their own earnings from business or labour). Data to show coping strategies they use to negotiate control and effects.
- Evidence of barriers to women's and men's employment and business development (formal and informal) are researched and analyzed. Qualitative data to show differences in barriers for men and women, host and refugee, age group (e.g. young mothers), business and paid employment.
- Evidence that gender analysis undertaken every year and findings are utilized in the project.

**3. Monitoring for GBV in the project** especially when women begin to earn income is important because it is a potential for occurrence of GBV as a result of this new development. SC can be vigilant especially the life skills trainers in emphasizing and checking if the women are facing this, how they are coping with it and provide referral.

- We propose **monthly gender reflexive exercises, gender inward looking workshops** can be done quarterly to see how well the staff are alert to intersectional marginalization and how they are responding to it.
- In terms of Monitoring and evaluation: There should be both qualitative and quantitative indicators in how needs of the differently located youth in the project are met.

- The **KOBO tool is very detailed but does not reflect important gendered aspects and outcomes of the project.** Reflect on whether all the data collected with the very many tools is all needed by the project and the frequency of data collection. Data need to be analyzed and interpreted for it to inform the project. Discussions with SC revealed that there could be an option of having reflexive exercises that also go beyond reflexivity on gender but also on as a learning point for the whole project. This is reflexive learning that goes beyond numbers can also synergize with the activities of other strategic partners.

-It was also suggested by SC that *“the “project may need to initiate a Collaborative Learning and Adaptation(CLA) approach where thematic learning agenda is set prior implementation based on theory of change of the project and results plan then implement learning activities which include the reflection sessions and develop learning products/Knowledge products which include case studies, In-depth analysis, video and storytelling documentation”*.

4. At first instance, the **few men participating in the trainings can become role models** and cascade the changed positive gender norms to the rest of the communities. This **approach needs to be complemented and synergized with more focused outreaches and advocacy on gender** as reflected in the Gender and vocational skills development SDC document.

- Strategic involvement of men in the project:** One partner suggested that while the various coping strategies women are using to circumvent male power in control of resources including women's income is a first step, there needs to be more engagement with men from a structural level. This is because some coping strategies like hiding money may cause further conflicts within the context of fragile refugee environment but also the patriarchal Turkana community.
- Conflict in families being reported can be addressed by **integrating gender even in recruitment, occasionally bringing in men.**
- Mavuno groups, places of worship, sports are **avenues that can be utilized to engage with dominant gender norms** during advocacy.

5. Project has immense potential to **be identified as responsive to gendered issues in livelihoods**. Partners consulted in UNHCR, RAS, DRC seem to think this way.

- Improve or **initiate discussion with DRC which has an active GBV program** on how to improve referral and feedback processes. SC participation in the inter-agency, stakeholder forums needs to communicate the gendered needs and resource of its beneficiaries in these forums so that at the macro level gender barriers are addressed. To ensure the link between analysis and planning, the dialogue initiated during the analysis between SDC and its partners should continue. The focus should be on drawing lessons on gender from previous Country Programmes, /projects

**Role of the SC in the interagency coordination** is an potential good practice- the SC can use this opportunity to brand their unique model that targets marginalized, that has a focus on women and female youth and that has an integrated livelihood models that offers both soft and hard skills and that engages with gendered relations around access, control as well as distribution of resources. RAS for example noted it will be great if SC held outreach meetings with government and UNHCR to share some of the key issues including gender norms around livelihoods in the community. UNHCR wants to learn from SC experience on gender mainstreaming within the context of livelihoods and conflict etc.

- Leverage on **scheduled interagency committee meetings to improve referral mechanisms**, improve understanding on market place gendered trends with an aim to enrich the Skills 4 life project
- **Continued engagement with the government** to remove structural barriers that hinder formalization of businesses like capital is needed, women will continue to run informal business and lock them out of opportunities to get acquire bank loans.

6. Revisit **the self-selection criteria** and nuance how the voice of young people especially female youth is the project participation by being responsive to the disabling perceptions about them, their needs and constraints. As identified in the study.

-Continue with child friendly spaces but see how to address needs of those engaged in child risky skills like soap making who are not allowed to bring their children with them.

**-Cooperative learning and child care groups** can come in handy for the child friendly space. These are fashioned after the manner of the care networks that were identified during gender activity profiles where women take care of each other's children. However, in this case, the mothers can take turns in caring for children to release others to participate.

-Target Somali women refugees and Sudan Sudanese during mobilization for the trainings. For the Somali continue offering language classes, CBTs drawn from Somali communities can mobilize them as well as working with partners who have cooperative advantage in penetrating Somali communities

## Reflection

Gender Mainstreaming in the S4L project is an important component in ensuring the goal of *increasing income generating capabilities and livelihoods of refugees and host community in Kakuma is achieved*. Understanding and responding to the gendered needs, relations, priorities, capabilities, constraints, aspirations of these populations is critical as revealed in the study.

Gender relations within the context of fragility - Kakuma will not remain static but will continually change in response to internal and external factors that continue to interact in the region for example; legal, political, environmental, economic, social cultural factors among others. This will affect the gendered needs, aspirations, barriers, resources of the populations SC is serving. The call therefore is to continually monitor and document these internal and external factors and adapt the project accordingly so as to remain relevant and responsive.

## Annex 1: Key concepts

**Gender:** Refers to the socially constructed roles, responsibilities and norms and cultural expectations assigned to women, men, boys and girls in the society. These roles are learned, vary across cultures and change over time. Gender is dynamic, learned, it shows relationships between men and women, girls and boys, in regard to their differential access to power, resources, opportunities and vulnerabilities.

**Gender analysis:** is a systematic process of examining gender disparities, exposing the connections between gender relations, gender division of labor, gender norms, gender identities. This process is used to identify, understand, and describe gender differences and the relevance of gender roles and power dynamics in a particular context. Gender analysis is the critical starting point for gender mainstreaming.

**Gender roles:** are reflected in activities assigned to men and women on the basis of perceived differences which are reinforced through the gender division of labor.

**Productive work:** relates to any work that generates an income. Men's productive work commonly takes place outside the household and more commonly generates monetary income. Women's

productive work commonly occurs within the household sphere and is generally less valued, and often not even taken into account- unpaid care work.

**Reproductive work:** relates to work in the household, raising children, cooking and cleaning among others. It is commonly assumed to be the responsibility of women. Reproductive work generally does not generate any income yet has an impact on family (and societal) economy. As it is associated with the women's sphere, it is less valued than productive work and often not considered. Girls often have to take on the reproductive tasks if the mothers are to engage in productive work.

**Community work:** relates to work and time devoted to political, religious or social work in organizations, community work or other work that both women and men engage in. Commonly, men's engagement in community work is more valued than women's engagement, and therefore considered in planning.

**Power and Decision Making:** This set of information refers to people's ability to decide, influence, control, and enforce individual and governmental power. It examines the capacities of existing institutions and the mechanisms in place to reach out equitably to girls and boys, women and men, and to promote gender equality among target groups. It also refers to one's capacity to make decisions freely, and to exercise power over one's body, whether in one's household, community, municipality, and state.

**Intersectionality:** An intersectional approach examines the ways in which diverse socially and culturally constructed categories interact at different levels to produce different forms of power relations and inequalities. Different forms of oppression, which may be based on issues such as ethnicity, gender, class, disability or sexual orientation do not act independently but interact and shape one another.

**Resources:** Are means and goods, including: Economic (household income), Productive (land, equipment, tools, work, credit), Political (capability for leadership, information and organization) and Time.

**Access to resources** implies that women and men are able to use and benefit from specific resources (material, financial, human, social, political etc.).

**Control over resources:** Implies that both men and women can obtain access to a resource and also make decisions about the use of that resource. For example, control over land means that women can access land (use it), own land (can be the legal title-holders) and make decisions about whether to sell or rent the land.

**Gender equity:** Is the process of being fair to women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a "level playing field."

**Gender equality:** It refers to the absence of discrimination on the basis of a person's sex in authority, opportunities, allocation of resources or benefits and access to services. It therefore describes the equal valuing by society of both the similarities and differences between men and women, and the varying roles that they play.

**Gender Based Violence:** Any harm perpetrated against a person's will and that has a negative impact on their physical or psychological health, development, and identity of the affected person.

## Annex 2: Mission Protocol: Gender analysis Skills for Life Project

Task	Interviewee
<b>3<sup>rd</sup> June 2019</b>	
<b>7.30 - 12.30 pm</b> Consulting team travel to Kakuma via Lodwar	Evaluation team Aurelia Munene Elizabeth Ngutuku
<b>2-4pm</b> Training of 10 enumerators on the Gender Activity Tool	Chelia Rose- Kakuma 3 (refugee) Yaredi Eninga- Kakuma 1(refugee) Arot Mercy- Natiira (Host) Itabo Violencia-Yemen (Host) Miriam Emuron- Yemen (Host) Anita Losike- Kabokorit (Host) Ebenyo Paul-Kamude (Host) Dominic Eipa Nadapal (Host) Amlango Catherine- Kabokorit (Host) Susan Cherop- Kakuma (Host)
<b>4th June 2019</b>	
<b>8.30- 10. 30am</b> Meeting with Swisscontact Project team	– Alexander Kiptanui- Program Manager – Julyana Akoolo- Project Assistant – Shane Achilla- Project Assistant – Larry Etabo- Social skills Coordinator – Agatha Muli- Monitoring, Evaluation and Reporting – Anne Ebwangan- Project Assistant – Napeikar Ekitoe -project Assistant – Orte Mario-Business Support.
<b>10.40 - 11.40 am</b> Meeting with CBTs	– Focus Group Discussion with Community Based Trainers Epeyon James- CBT with SOPA Joseph Loli- CBT SC Moitan Lokwang CBT LEDO James Ekomwa- CBT SC Adam Ibrahim Abdal Kharm CBT OPPEI Denis Arusha- CBT OPPEI Marie Heshima- CBT SC Anne Kagwe- CBT SC Emon Emmanuel- CBT SC Samadow Nyongolo -CBT ODWEP Akim Arok- CBT SC Abdala Ibrahim CBT SC
<b>11.50 - 12.50pm</b> Meeting with Trainer of Trainers Life skills	– Lotieng Philip – Beatrice Kotola – Lotian Mary Lapur – Ewoton Newton – Wilson Ekam – Eyanæ Ewoi
<b>1.30 – 2. 30 pm</b> Meeting with RAS official- Refugee Status determination Supervisor Kakuma	– Julie Wanjiru
<b>2.40 – 4 pm</b> Meeting with two Swiss Contact Suppliers	– Calystus Edup- supplier – Pastor Anna supplier



<b>4 – 5 pm</b> Meeting with Local Partner	– Alistas Edupu
<b>5<sup>th</sup> June 2019 (Public Holiday) we supervised the enumerators</b>	
<b>2- 4pm</b> Gender activity Profile validation meeting with the enumerators	Chelia Rose- Kakuma 3 (refugee) Yaredi Eninga- Kakuma 1(refugee) Arot Mercy- Natira (Host) Itabo Violencia-Yemen (Host) Miriam Emuron- Yemen (Host) Annita Losike- Kabokorit (Host) Ebenyo Paul-Kamude (Host) Dominic Eipa-Nadapal (Host) Amlango Catherine- Kabokorit (Host) – Susan Cherop- Kakuma (Host)
<b>6<sup>h</sup> June 2019</b>	
<b>8.30 am- 9.30 am</b> Meeting of successful business enterprises	– Oketch Michael- Phone Repair Bahati Birego Sylvie- Hair Dressing Clement Wanyonyi – Screen Printing
<b>9.45- 10.45 am</b> Meeting with Soap making Learning group in Kakuma	– Charles Lowoton – Akomwa Namoe – Ali Erupe – Kanayo Abwel – Christine Abwel – Sarah Echoto – Hellen Ekai – Laban Ngitira – Peter Lopeto – Nickson Moru – Ann Lokiriam – Agnes Adong – Elizabeth Akai – Francis Kachecha – Mevesi Erukudi – Margaret Ingolan – Catherine Atoot – Teresa anyone – Lochinamong Carnan – Jeremiah Moru
<b>11 am – 12.45pm</b> Meeting with Business group Maridadi Tailoring group	Pauline Enalal Faith Ekuomo
<b>2- 3 pm</b> Meeting with Danish Refugee Council Team Leader Protection	– George Odhiambo- g.odhiambo@drckenya.org
<b>3- 3.30 pm</b> Meeting with KCB bank manager	– Kinja Isaac Festus – ikinja@kcb.co.ke
<b>3.40- 4pm</b> Meeting with Equity bank manager (acting)	– James Kiiru- james.kiiru@equitybank.co.ke
<b>4 -5.30pm</b> Meeting with UNHCR Protection team	– Seda Kuzucu- Senior protection officer UNHCR – Robin Lyambila –lyambila@unhcr.org

7 <sup>th</sup> June 2019	
<b>9- 11 am</b> Meeting with Project Monitoring and Evaluation officer	-Alexander- Program Manager -Larry Etabo- Social Skills Coordinator -Agatha–Monitoring and Evaluation
<b>2pm</b> Consulting team travel to Lodwar	Aurelia Munene Elizabeth Ngutuku

### Annex 3: Daily Activity Profiles

Category	Activity	
Women, 28 years, married, mother of one child aged 6 years, education up to class seven, Christian, Kenyan Turkana, Self employed	<p><b>House chores:</b> Wash dishes, Clean house, Clean clothes, Serve breakfast for herself and husband, Fetch water from the tap, Wash clothes, Lit the jiko (charcoal) for all meals, Buy food supplies, Make beds for her and husband, Go to sleep at 11 pm -5.30 am.</p> <p><b>Child care activities:</b> Prepare breakfast for her child, Wash the child, Pick child from school, Take child to school, Assist child with homework, Get the child to bed.</p> <p><b>Career:</b> Buy shoes from the refugee camp, take them home to Kakuma 1 and sell them at Kakuma town on Mondays and Wednesdays.</p> <p><b>Community activities:</b> Attend choir practice, Go to church on Sunday.</p> <p><b>Leisure:</b> Watch movies on AMC series</p>	<p>Buy shoes from the refugee camp, take them home to Kakuma 1 and sell them at Kakuma town</p> <p>Spends 3 hours on productive work thrice a week</p> <p>Reproductive work which is unpaid is from 5.30 – 9.30 pm daily</p> <p>Community work over the weekend has time for leisure.</p>
Woman, Married, no children, 17 years old, education primary school class five, Christina, Kenyan, Turkana, lives with the auntie.	<p><b>House chores:</b> Dishes, Lit jiko to make breakfast, Serve breakfast, Clean house, Fetch water from KAWASEPRO, Clean clothes, Buy food from the shop near home, Cook lunch, Serve lunch for the husband, Take bath, Buy food for super and serve, Go to bed at 10- 6am</p> <p><b>Community services:</b> Go to church</p>	<p>No productive activities.</p> <p>Reproductive roles: 6am–10 pm.</p>
Man, not married, 30 years, form four leaver, Christian, Kenyan, Luhya, self employed	<p>Wash dishes, Lit Jiko, Cook breakfast, Take a shower, Take breakfast, Clean house, Go for lunch, Fetch water, Clean clothes, Buy food, Make supper, Go to work at Kakuma town he uses a generator and has to ensure it has oil, Once a month contact suppliers Go to church, Play basketball at times</p>	<p>Go to work at Kakuma town</p> <p>Productive work is 8.30- 5.30 pm</p> <p>Leisure</p>
2. Woman 28 years, married, mother of 3 biological children, fostering 3 other children, Sudanese from Darfur, no formal education	<p>Light stove, Clean kitchen, Fetch water at the tap (twice a day) Prepare tea for the family, Go to the market to buy food for lunch and again for supper, Cook lunch, Wash dishes, Cook supper, Go to bed 10- 6pm, Child care, Prepare children for school, Instruct her elder child to bath the other children. Spread bed and mosquito net for the children, Income, Sells fish</p> <p>Attending the hair dressing training at Swiss Contact in Kakuma three where she sells the fish</p> <p>Go drink coffee with other women and tell stories</p>	<p>Sells fish</p> <p>Attending the hair dressing training at Swiss Contact in Kakuma 3where she sells the fish</p> <p>Gets help from the older daughter 16 to take care of the children over the weekend.</p>
Woman, 33 years, high school educated, employed, business lady, Congolese, trainee, Foster parent not married.	<p>Clean the Kitchen, Light the stove, Prepare tea, Fetch water, Child care, Instruct older children to prepare children for school, Buy food for supper, Income, Sells fish and sugarcane, Call supplier to bring fish for her, Go to work at the reception centre, Attend training at Kakuma 3 market, Go for choir</p>	<p>Income, sells fish and sugarcane, Call supplier to bring fish for her, go to work at the reception centre, Attend training at Kakuma 3 market</p>

	practice in church, Attend Sunday service	
Man, Ugandan, employed and businessman, widower, university educated, 35 years old, has 3 children (2 boys and 1 girl)- 20, 18 and 16 years old	Sweep Kitchen and light stove, cook tea for himself, cook super, Open shop to sell food items, go to work at the university as a lecturer) gives tests, marks. Got to watch football, calls his children in Uganda	Open shop to sell food items, 7.30- 1pm and 5- 9pm four days a week. Go to work at the university as a lecturer 2-4pm weekdays
Woman, married, Kenyan, Turkana, college educated, business, Christian, 23 years, child aged 4 years	Washing dishes, Cooking breakfast, Child care, Prepare child to school, Take children to the bus stop, Clean the house, Pick child, Cook supper, Wash child, Got to her business at Kakuma town centre, Buying stock for her business at Gikomba Nairobi., Once a month, Community activities, Church worship, Choir practice and Jumua, Leisure, Watch TV , Visit family members (parents in Komudei village)	Got to her business at Kakuma town centre from Monday–Friday 7.30 -4.30 pm, Buying stock for her business at Gikomba Nairobi., Once a month
Woman, widowed, unemployed, no formal education, 31years, Turkana, Has children	Preparing children, prepare breakfast, take children to the bus stop, Wash dishes, buy lunch items in town Make lunch Wash dishes, Shop for supper, prepare dinner, Wash child, Wash clothes, Cook, go to church	Productive roles are none, how does she survive?
Man, unmarried, single, Turkana, Christian, university educated, employed 27 years. No children, lives in Nadapal	Prepare tea, cook dinner, Water his plants, Wash clothes, Wash dishes, Income, Working at Masinde Muliro University as a Lecturer, play basketball and Gym, watch movie series, Church at Full Gospel Redeemed	Working at Masinde Muliro University as a Lecturer- Monday – Fri 8- 4.30 pm
4.Woman, married, housewife, Turkana, primary school educated, 29 years old, skills for life beneficiary	Preparing breakfast for the family, washes dishes, clean house, clean compound, prepare lunch for her children 6 and 11 year. Wash utensils, Shopping for the family (unga, bean, sugar, posho unga, cooking oil and salt (monthly, fetching water, family meeting, preparing supper, going for chama (women group), going to church, visiting relatives, watching movies Business lady selling tomatoes, sukumawiki, cabbages, onions and sugar cane at Kakuma market, Farming, planting vegetables, keeping animals like goat and sheep, kerosene, juice and snacks for the children	Business lady selling tomatoes, sukuma wiki, cabbages, onions and sugar cane at Kakuma market 2- 6pm Monday- Sunday Farming, planting vegetables, keeping animals like goat and sheep
Man, unmarried, father from Nandi community, secondary school educated, self-employed, 32 years. 3 children 5,9, 14	Motor bike rider in Kakuma town and environs, Trained vehicle rider at the youth centre in Kakuma, Trainer Basketball at Lokiriama centre, Preparing breakfast for his children , Taking lunch for his children in school, Meeting to discuss the basketball game, Fetching water with his motorcycle, Cleaning his homestead, burning trash, Washing clothes for his children Preparing super for the children, Cleaning utensils , Taking children to the barber to shave hair, Preparing children for Sunday service, Attending meeting for men in church, Taking children to school, Shopping for the family at the refugee camp, taking children for Sunday	Motor bike rider in Kakuma town and environs – Monday – Saturday 6- 5 pm Trained motor vehicle rider at the youth centre in Kakuma Paid Basketball Player (Tuesday and Sundays) Reproductive roles - 5am- 7.40 pm

	school, Watching videos, Preparing children for school	
Woman, non-married, 17 years, one child of 5 years, housekeeper, Turkana, primary level educated She is a house help	Employed as a house help. Her employer has 3 children (8, 4 and 9 months)m preparing the children of employer to go to school 5.40 am, Preparing their breakfast, Taking the children to the gate to be picked up, Preparing lunch for the children, Fetching water for domestic work, Washing clothes, Ironing clothes, Water flowers, Shopping for the home, Soothing to sleep, Attending the youth group (unpaid), Feeding the employers pigs, Collecting meeting, Fetching water at the tap, Visiting friends. At her home she leaves her child with the auntie	Employed as a house help 5.30 – 8.30 pm Reproductive roles at home taken in by the auntie
5. Man, 30 years, married, 4 children (12, 8, 6, 2), Turkana, college educated, driver and Kenyan	Taxi driver-transporting passengers and luggage or carrying water from Kakuma to Lodwar or Lokichoggio, Helping wife with household chores like washing utensils, Selling animal medicine from house to house in Kakuma, Collecting medicine for the animals in Lodwar or Kitale, Washing clothes ( helps his wife), Looking for water and fetching, Playing football at Kakuma rangers club, Going for <i>chama</i> (Youth fund association), Banking the association money since he is the chair , Going to church at Pentecostal church , Watching news and African magic movies, Family meeting with wife and children to discuss how to improve the family, Socializing with friends and making new friends, Shopping for the family He is a member of <i>nyumba Kumi initiative</i> , He has the responsibility of writing names and knowing neighbors, visiting his mother in Lokichoggio and family, Visiting the sick voluntary work	Taxi driver- transporting passengers and luggage or carrying water from Kakuma to Lodwar or Lokichoggio, 8am – 2pm Selling animal medicine from house to house in Kakuma- Twice a month Paid for playing football with Kakuma rangers club He is a member of <i>nyumba Kumi initiative</i> - He has the responsibility of writing names and knowing neighbors
Woman, 50 years, Widow, 5 children (25 years- 8 years), Turkana, no formal school, Kenya	Taking care of children (washing, cooking, preparing them), Fetching water for domestic use, Farming vegetables, near the river and keeping animals; goats and sheep, looking for animal feeds, Business selling tomatoes, <i>sukuma wiki</i> and fish, Looking for products to sell, Cooking for an institution at a primary school Going for the chama (women group meeting funded by World food organization and LOKADO, Going to church and part of the choir, Attending widows meeting to discuss matters concerning widows in Kabokorit village, Taking children to school, Cleaning the compound, sweeping and pruning, Sewing clothes using a sewing machine (paid ) , Going for shopping materials	Business selling tomatoes, sukuma wiki and fish- 2-5 pm Monday – Saturday Window support group
Refugee, Woman, 22 years, unmarried mother with one child	Preparing children to school, Washing clothes, Fetching water for domestic purposes, Escorting the child to school (1 km), Cleaning	Going for business selling mandazi in Kakuma Ethiopian market 10- 3pm Monday, Tuesday and Friday.

6 year, from the Sudanese Dinka community in the skills for life project, business	the compound, Sweeping the compound , Helping the child to do homework, Visiting her mother three blocks away in the camp, Attending youth meetings sponsored by LWF, Going to play with other youth, Preparing for church, Going to church with the children, Visiting friends in other communities like Rwandese, Congolese and Burundians, Participating in intercommunity games e.g. athletics, football and volley ball, Going for business selling mandazi in Kakuma Ethiopian market, Preparing for the mandazi, and going to shop for ingredients. Teaching child football, Church choir practice, watch television, praying with the child, attending family meeting with brothers and sisters, Visiting the spiritual father in Kakuma 2	Paid to teach football: Wednesdays 4-6pm
6. Woman, married, Kakuma, Kenyan, Turkana, 25 years, unemployed, college educated, parent of two children twins (3years old). Swiss contact graduate SC	Selling clothes (hawks from house to house) Taking care of children Secretary at the church in Kakuma Washing clothes, Ironing clothes, Cooking food, Preparing children for children, Washing utensils, Cleaning house, Sweeping compound, Collecting rubbish and burning, Collecting rubbish, Bible studies, Cleaning the church, Paid work training farmers, Worked with IEBC for a day, Trained in poultry keeping by SC, Cultivating the farmer, Feeding the sheep, Teaching in a church	Selling clothes (hawks from house to house) Mon- Friday 8-6pm Worked with IEBC for a day Trained in poultry keeping by SC 4 months ago not using the skill Cultivating- no pay but could be subsistence.
Man, unmarried, resident in Kakuma, Kenya Turkana, 27 years, non-employed, social worker.	Taking care of siblings, washing clothes Cleaning house, Sweeping the compound, paying school fees for brothers, advising his younger siblings, worked as an enumerator at APAD agency for pastoralist development and NRC, worked as a verification clerk Lutheran world Federation Djibouti program Advising his siblings, Teaching as an untrained teacher, Firewood distribution clerk at NRC, attending public participation for county plan and budget, attending church choir, attending students meeting, Farming, working in the field at World division Kenya, sells chicken, Deputy presiding officer at IEBC	Selling chicken – 9-5pm daily Teaching as an untrained teacher
7.Woman, unmarried, mother of one child, house help, Christian, Turkana, Kenyan, one child who lives with her mother	Employed as housemaid- reports at 5.30 am, Preparing their breakfast, Taking the children to the gate to be picked up, Preparing lunch for the children, Fetching water for domestic work, Washing clothes, Buy lunch, Take food for the children Iron clothes, Pick children from school, Bathing the children, Prepare supper for employer , Shopping for the home, Wash uniforms, Wash dishes, Preparer her bed, Read the bible, Take children to church, Visit her child and mother at Yemen, Go to chama and table banking shopping for the family	Employed as housemaid 5.30- 5.30 pm

Man unmarried, educated, 28 years old, Turkana, Kenyan, Christian, bodyguard at a club	Pray in the morning, Make bed, bath, Fetch water from River Tarach, Sweep the home, Wash utensils, Prepare breakfast, Wash clothes, Prepare lunch, Wash utensils, Rest, Play football, Go to the gym, Buy supper, Work as body guard Bath, have dinner, Watch a football game, Attend church service, Attend youth meetings	Work at as bodyguard twice a month 7-4pm
Women, married, mother of 5, 38-year-old educated to university human resource manager employed by the agencies, Christian, Luo and Kenyan (14 year-2-year-old children	Preparing children for school, Make and serve breakfast, call boda-boda to pick up the children, Serve husband and other members of the family breakfast, Take water to the bathroom for the husband, Prepare for work, Wok at the agency, Buy lunch for children from the hotel, Pick children from school, Buy food for supper, Lit the jiko, Bath the kids, Supervise children homework, Prepare supper for the family, Serve food, Wash dishes, Prepare children for bed, Prepare kids items for the next morning, Take shower, Read scripture for the children, Attend morning devotion, Attend church, Visit patients in hospital, Wash clothes, Buys water from the tap and pays for it. Involved in table banking	human resource manager employed by the agencies- Mon- Fri- 8-30 – 4pm Involved in table banking 1- 3pm Sundays
8. Woman, unmarried, 28 years, Turkana, did not complete school, Kenyan, unemployed, business lady, lives with the auntie both parents are not alive.	Washing utensils, making breakfast, selling sugar cane, peas and rice at Kakuma three, making supper, watching video, Going to church, Farming, Unmarried	Selling sugar cane, peas and rice at Kakuma three Mon- Fri 8- 6pm Farming- Sometimes Mon and Fri 8- 12 noon
Refugee Woman, Sudanese, unemployed, 24 year, married with 2 children, educated, student, business lady	Make breakfast, learning computer skills at Kakuma Mission Hospital, selling sugarcane, avocado, oranges and watermelon at Kakuma town, going to church, Visiting the sick in hospital	Selling sugarcane, avocado, oranges and watermelon at Kakuma town 11- 4 pm Mon- Fri
Man, Kenyan, Turkana, educated, employed, married, 28 years, one child 12 years	Wait for breakfast to be served, Teacher at Kakuma Mixed Primary school, attends church, Sells fish, Student at Masinde Muliro University, Volleyball player, Church	Sells fish wife is in-charge – Mon- Fri, 9 – 3pm Teacher-
9. Woman, married, widow, 3 children (13, 9, 6) 34 years, Turkana, college, employed, security guard	Security guard with one of the agencies, fetching water at Tarach river, prepare supper, Wash children, Brush teeth, take a bath, Student at Masinde Muliro University, going to bed sleeping at night	Security guard with one of the agencies- Mon – Sat 6am- 6pm
Man, married, Kenyan, Turkana, Christian, 36 years, college, employed, 3 children 8, 5, 3 years	Driver at LWF, Football player, watching news, Student at Ameree campus, chewing miraa, Going to bed, Church service	Driver at LWF Mon- Fri 7- 5pm Football player,
Woman, married, Kenyan, Turkana, Christian, 15-year, class five primary school educated, employed, 1 child	Works as a house girl in Ejore village, Water collection, Shopping, preparing lunch and take it to school, Wash utensils, Clean rooms and compound, washing clothes /uniforms, Shopping for super, preparing food, washing children, Prepare the children to sleep	Works as a house girl in Ejore village Mon –Saturday 6- 6.30 pm

10. Man, 29 years, unmarried, Sudanese, Primary education Refugee	Take shower, Breakfast, socializing with friends, takes lunch at home, watching movies, playing football, getting supper, chatting with friends, Going to bed.	No productive activity
Women, 24 year, Burundian, Teacher, certificate, teacher, Refugee	Prayer, cleaning compound, fetching water, washing clothes, preparing breakfast, going to school, Teaching, preparing lessons, washing clothes, preparing super, watching movies and listening to music, Bathing, Prayer and sleeping.	Teaching 11.30- 5.00pm
Man, 49 years, Married, Sudanese, four wives, 18 children (5 children America)	Brush teeth, Breakfast, check on his family through calling they live abroad, chewing miraa, He receives USD 100 per month as remittance	He receives USD 100 per months (main source of income)