



Mount Kenya  University

Gender in the 21st Century: Gender Perspectives In Leadership & Education

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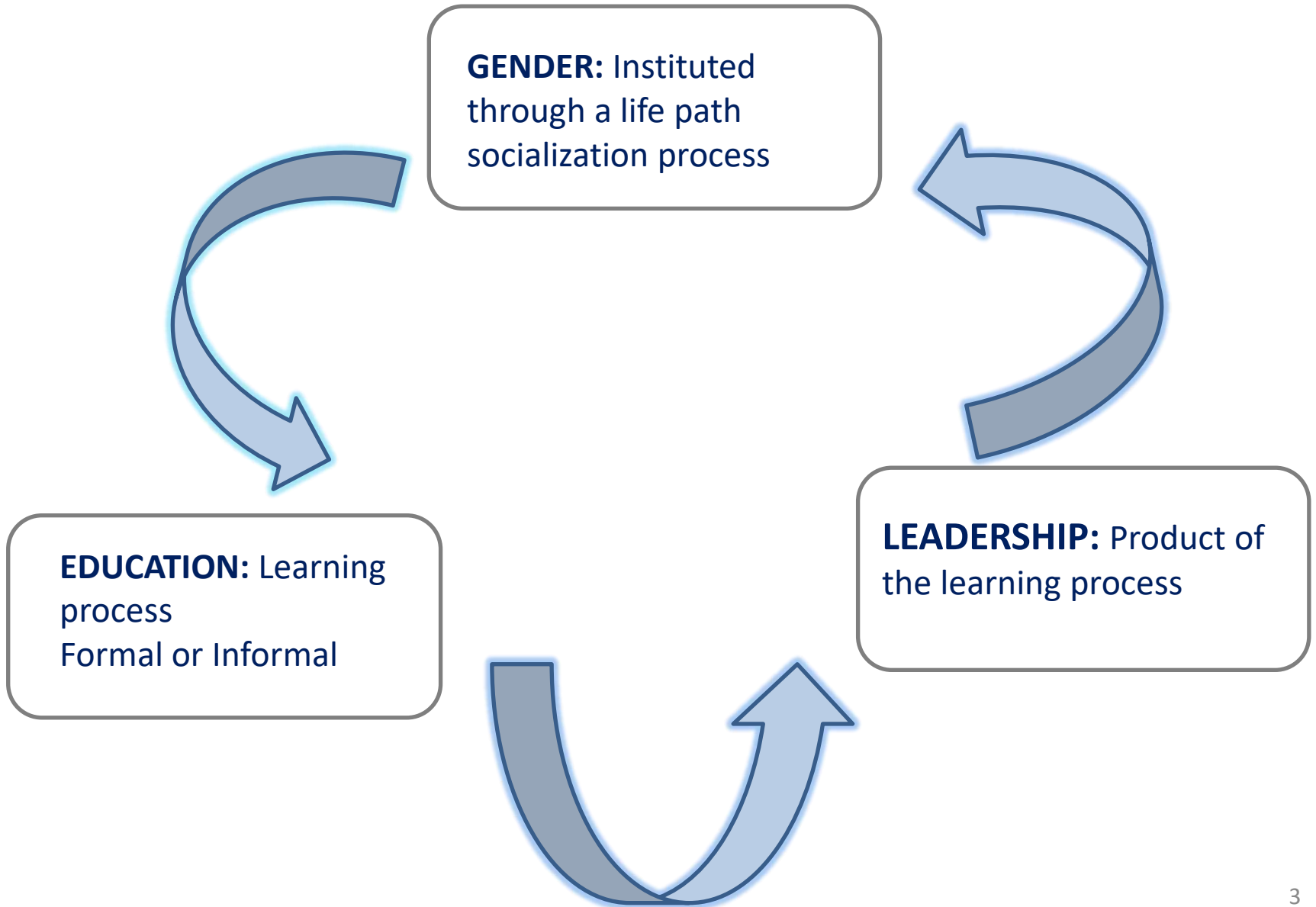
Gender is less like this:



And more like this:



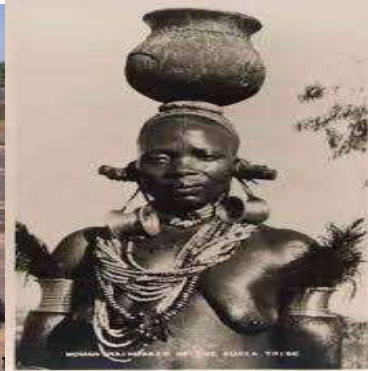
Interplay within the 3 Discourses



African Indigenous Leadership Hegemonies

Education & The Gender Discourse

- Leadership =Community-based, culturally and religiously coded
- Perceptions: a **servant** who serves a family, clan, tribe, community or group (Trustee-custodian; Priest, Medium, Seer, Rainmaker, Witchdoctor, King, Queen; Ruler)
- Gender depicted according to the role and office
- Leadership directed to:
 1. Humans(Beings)
 2. Non-humans (other-inanimate)
 3. Metaphysical (gods and ancestors) [Eyong](#) 2016



...Colonial Education & Gender Outcomes

- Few women were offered a relatively superior education-g geared towards employment [nurse, lady physician (not doctor), schoolmistress and secretary.
- Occupations in harmony with gender relations in Victorian England – not traditional African
- Institutionalized gendering of occupations - negatively affect the education and employment of women to date
- Employment oriented Education in prestigious and better-paying jobs - exclusive for men -logically closed up for the women
- Women denied access to any position requiring them to exercise authority over men, idea hypocritically justified to be too alien for Africans

Female and Male Attendance in Kenyan Schools in 1953

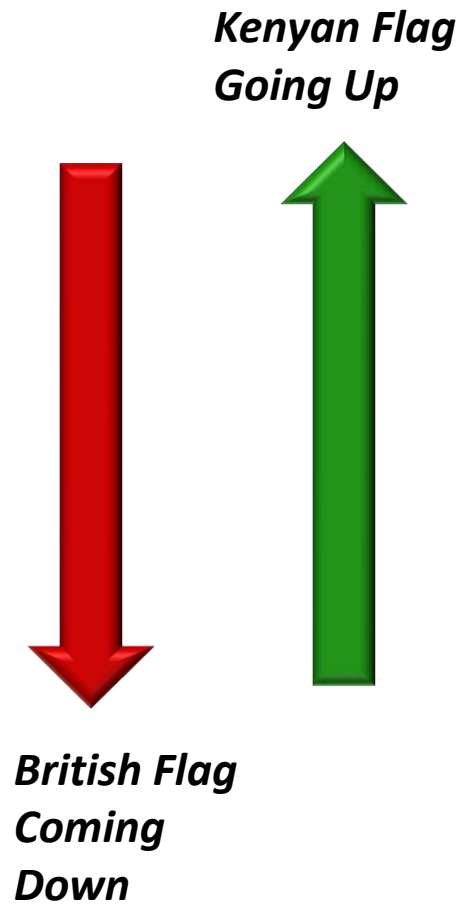
Primary	1 Year	2 years	3 years	Year 4
Male	71,229	50,822	41,694	39,127
Female	28,279	18,223	12,934	10,115
Intermediate	5 Years	6 years	7 years	8 years
Male	20,134	14,152	8,263	5,440
Female	4,629	2,814	1,760	955
Secondary	9 years	10 years	11 years	12 years
Male	2,072	946	398	298
Female	347	108	25	11
Post-secondary	13 years	14 years		
Male	31	18		
Female	(Not given)	1		

Source: Shepherd, 1955 –African Women in Kenya, Nairobi Department of Community Development, and Rehabilitation. Mimeograph, May 1955

Social Political Impact

- Concept of the Victorian woman -private domain-home: - should leave the 'real work' of politics and economics
- Colonial & African patriarchs disliked female migration to towns- perceived to contribute to moral decline and female indiscipline
- De facto heads of household due to migration- increased responsibilities and further erosion of status
- Marginalization of women which eroded their position and influence made African men began to believe that women were incapable of leading the nations.
- Chauvinist and misogynistic colonial officials made no gender provisions in the initial administrative design

The Flags Exchange!





Post-Colonial Leadership Hegemonies & The Gender Discourse

Terrain in Africa

1. Participation in anti-colonial struggles/ Excitement about independence
2. Military rule and single-party rule /Ongoing struggles for national liberation
3. Gender machineries established in the 1970s pursuing women's rights- Feminism awakening & international push
4. Women's mobilization in the 1980s, a response the structural adjustment programs on devastated African economies
5. Political transitions that sweep the continent early 1990s,
6. Focus on women's access to political office and Education

**Mexico
1975**

Copenhagen
1980

Nairobi
1985

Beijing
1995

- *19th June to 2nd July 1975* coincides with the 1975-International Women's Year
 - Discrimination against women -a persistent global problem
 - New era- global efforts to promote the advancement of women
- 🔑 a worldwide dialogue on gender equality





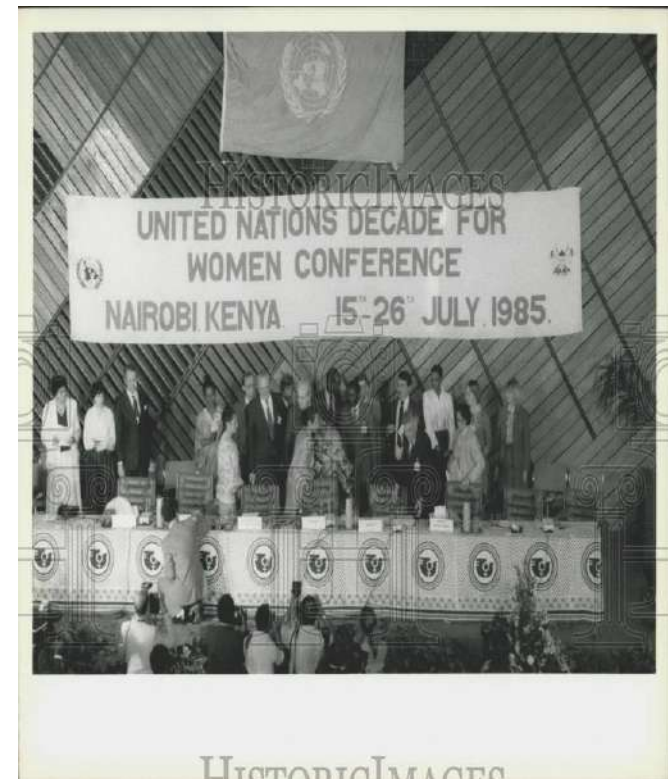
- *14th to 30th July 1980*
Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) signed
- Secured passage of a modified World Programme of Action - expand previous targets to improve women's status
- Established a follow-up conference for the end of the decade





➤ *15th and 26th July 1985*

- End result of the Forward-looking Strategies for the Advancement of Women adopted by consensus
- First time - lesbian rights introduced in a UN official meeting
- Violence Against Women no longer a hidden topic
- Recommended an on-going evaluation of women's achievements and failures through the year **2000**.



Mexico
1975

Copenhagen
1980

Nairobi
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1995**





1
Women and Poverty



2
Education and training of women



3
Women and Health



4
Violence against women



12
The Girl-Child



5
Women and armed conflict



11
Women and the environment



6
Women and the economy



10
Women and the media



9
Human rights of women



8
Institutional mechanisms



7
Women in power and decision-making

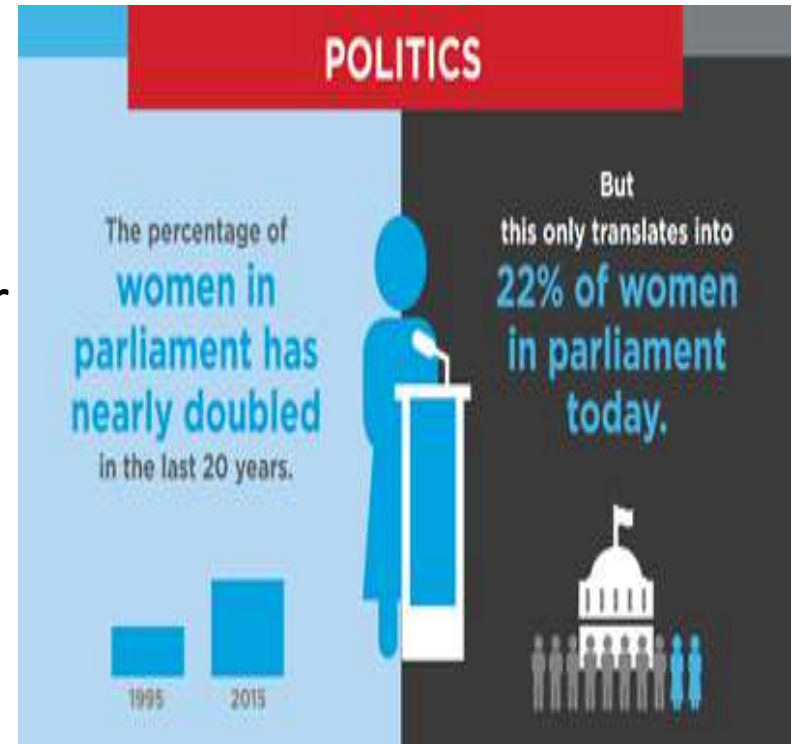
Beijing Critical Areas

Adapted from UN Women



Women in Power & Decision-making

- Women make a difference in leadership
- Under-represented(voters, top positions elected office, civil service, corporate boardrooms or academia
- Advocated for reforms to ensure women's fair access to decision-making
- UN women to enhance training & sensitization for political leadership & campaigns on gender equality



21st Century Gender Agenda

- MGDS: Goal 3 to promote gender equality and empower women.
- SDGs No. 5



- Status of Women (CSW63/11-22 March 2019 -Critical issues ; ' Social protection systems, Access to public services; Sustainable infrastructure for gender equality and the empowerment of women and girls
- CSW64 / Beijing+25 (2020):The sixty-fourth session of the New York in March 2020

... 21st Century Gender Agenda-Africa

- Robust legal and **Policy frameworks at national and regional levels** -address Domestic Violence & Sexual Violence (FGM included)
- Progress on education and women's political participation [by 2015 30% representation in office in **RWANDA, SENEGAL, TANZANIA, UGANDA, ANGOLA, BURUNDI, CAMEROON, TUNISIA, ZIMBABWE, ALGERIA AND SOUTH AFRICA**]
- Protocol to the African Charter on Human and Peoples' Rights (entered into Force 21 October 1986)– compelling states to honor the rights of women and girls. (36 out of 54 states ratified)

Note: Protocol is binding on state parties and any state failure can be challenged in national courts and, if needed, at the level of the African Commission on Human and Peoples' Rights and/or the African Court on Human and Peoples' Rights

Road to Gender Equality in Kenya 1963-2013

Parliament	Electoral Seats	Elected Women	Elected Women as % of Elected MPs	No. of Women Nominated	Nominated Women as % of All Nominated MPs
1 st (1963-1969)	158	0	0%	0	0
2 nd (1969-1974)	158	1	0.63%	1	8.3
3 rd (1974-1979)	158	4	2.53	2	16.6
4 th (1979-1983)	158	5	3.16	1	8.3
5 th (1983-1988)	158	2	1.27	1	8.3
6 th (1988-1992)	188	2	1.06	0	0

...Road to Gender Equality? Kenya 1963-2013

Parliament	Electoral Seats	Elected Women	Elected Women as % of Elected MPs	No. of Women Nominated	Nominated Women as % of All Nominated MPs
7 th (1992-1997)	188	6	3.19	1	8.3
8 th (1997-2002)	210	4	1.90	5	41.6
9 th (2002-2007)	210	10	4.76	8	66.6
10 th (2007-2012)	210	16	7.62	6	50
11 th (2013 – 2017)	337 (290 open & 47 reserved)	63 (16 open & 47 reserved seats)	18.9	5	41.6
12 th (2017-2022)	337 (290 open & 47 reserved)	70 (23 open & 47 reserved seats)	21%	6	50%



A New Dawn in Kenya August 2010

“Two-Thirds Gender Principle”

Article 81 (b):

“Not More Than Two Thirds Of The Members Of Elective Or Appointive Bodies Shall Be Of The Same Gender”

What Is The Two-thirds Gender Bill?

- Parliament should not have a composition of more than two-thirds members from one gender. This rule applies to all elective bodies as stipulated by the Kenyan Constitution
- As per The Constitution of Kenya (Amendment) Bill 2018 – the Bill intended to raise women’s representation in Parliament
- Failed for the 4th time= [**only 174 of the 349 MPs** were in the house on 27/2/2019] **175** absent.
- Parliament has another six months?????

Note:

The Bill was supposed to be enacted within the first 5 Years – 2015 (11th Parliament)- sought extension.

4th Time- No quorum!

- Major blame on Kenya Women Parliamentary Association (Kewopa)
- Women failed to lobby male colleagues to support the Bill-
- Gender Bill wants to bring women to Parliament without sweat!-free ride
- The Wage Bill is too huge- *Punda amechoka; Wanjiku amechoka*
- Casualness of MPs- why wait to be lobbied?; Are they not paid to do that
- Misconception that the Gender Bill as one about and for women
- Note: The Bill is not a women or Kewopa affair- In fact it was a government-sponsored motion by Hon. Duale {leader of majority and also a man}

Road Blocks

Gender Stereotypes:

Negative dogmas about women leaders (*Slay queens*)

Misguided agendas (Women & Men whose struggle(s)?
Weak strategies

Perceptions: Should women be political leaders
Gender roles?

Lack of **political goodwill**
None Committal
MPs/Hypocrisy



De facto (in practice) and de jure (law) discriminatory practices

Masculining leadership

Patriarchal structures
Family resources/support etc.



Way Forward

Gender Paradigm Shift

**New Models of Leadership-
Transformational**

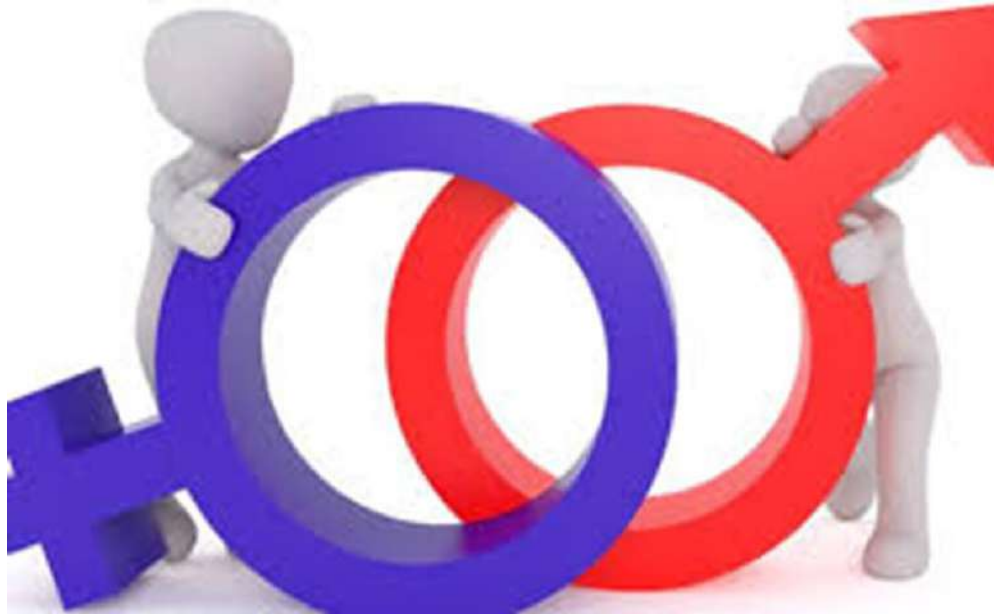
New Strategies for Gender Advocacy

Political Accountability

Removal of Formal & Informal barriers

Integrity-Being A Leader (*BAL*) Programme

Conclusion



*It Is Time That We All See Gender As A Spectrum Instead
Of Two Sets Of Opposing Ideals*

**LET'S THINK EQUAL, BUILD SMART & INNOVATE FOR
CHANGE**