



Bridging Gender Equality Gaps
ANNUAL REPORT | 2014

Women's Empowerment Link

THEORY OF CHANGE

Empowerment

**Economic Empowerment for
Sustainable Livelihood**

**Prevention and Response to
Violence against Women**

**Transformative Leadership and
Governance**

Policy Engagement and Communication

Advocacy implementation ; Leadership development
Campaigns

Research Capacity Strengthening

Community Mobilisation; Mentorship
Training Workshops ; Skills development
Partnerships



CONTENT

Message from Chair

Thematic Highlights

2014: Year under review

Programmes

Transformative Leadership

**Prevention and Response to
Violence against women**

**Economic Empowerment for
Sustainable Livelihood**

Finance and Administration

**Statement of Income and
Expenditure**

Development partners

Board of Directors

Staff Highlights

Participants listening through the Protection against Domestic Violence Bill



In 2014 Women's Empowerment Link collectively,

- Trained 329 women who were elected to National and County Assemblies
- Trained 547 women on leadership and governance
- Directly reached to 450 women groups since 2009 on skills development
- Indirectly reached out to 700 survivors of sexual and gender based violence

A Message from Executive Director

WEL remains strong, bold and visionary.

We continue to focus entirely on women's rights and gender equality in Kenya. We know that transforming women's social, economic and political circumstances requires sustained change across many fronts. This is why we steadily and simultaneously tackle the interrelated issues of power, leadership, social-economic and gender based violence.

Our program partnerships are our heartland. For almost 10 years now, we have been advancing women's rights and building the collective impact of women's organisations in Kenya. Our relationships and partnerships are now inter-generational. We are proud of partnerships such as '*Tupe Nafasi*', '*Kenya Women's Charter*' where Kenya Women's Rights Movement have created a new partnership mechanism to enable women's civil and political leadership and recognize the strength that comes from many years of shared philosophy, vision and trust.

Our research and analysis demonstrates and deepens our gender expertise and capacity to inform, influence and generate action. We are deeply proud to the review of Bills for Protection against Domestic Violence Bill 2007 (PADV), which makes possible gender-sensitive individual-level measurement for the first time. This will increase representation of women in leadership positions that facilitate active participation in policy and decision making processes, enhanced participation of women leaders in decision/policy making within their respective leadership structures through strategic positioning and enhanced recognition of the woman's voice in policy/decision making processes. Our investment in advocacy and exchange is advancing Women in the Economy policy dialogues, including through Public Benefit Act (PBO) forums. We continue to argue for inclusive economies that make visible and value women's work, whether paid or unpaid, in the formal or informal sector.

It has been a year of critical engagement with new actors in development. We have ensured that women's rights and gender equality stays on the agenda. From this vantage point we know 2015 will be a vital year: As we join the global community in reviewing the progress against the Beijing Platform for Action 20years on and the UN Security Council's 1325 peace and security resolution 15 years on throughout our work.

Negotiating new global Sustainable Development Goals is an opportunity to recognise that gender equality and women's rights are central to the future of the planet and its habitants. We continue to argue for inclusive economies that make visible and value women's work, through our new initiative program on extractive industries, Disaster Risk Reduction and Domestic Resource Mobilization (DRM). In this dynamic setting, WEL has had a tremendous year and remains clear on our transformative approach for women's rights. I extend enormous thanks to partners, colleagues and collaborators, and to our Patron, the Honorable Members of Parliament. Thank you so much to the women of Kenya, including our Board, Foundation Trustees and Leadership team, staff, volunteers and Gender Associates for your engagement, respect, expertise, advice and support.

Finally, thanks to our donors and long-term supporters. Your generosity and loyalty makes our work possible.

Signature Executive Director



Mrs Grace Mbugua
Executive Director

A Word from the Chair of the Board of Directors

'WEL is flying' has been my standard response to all who've asked me how we are going.

We have completed the first year of our growth strategy with income and program targets being met and the organisation becoming stronger and stronger in reputation, recognition, rewards and results. In the last two years our organisation's income has doubled and we do not plan to stop there.

In practical terms, this means that we have been able to sharpen our expertise, grow our partnerships in Kenya and, most importantly, increase our funding for women's rights. This is our very reason for being, and I know we are on the right path.

Perhaps the most rewarding part of being involved with WEL is meeting the women we support. I travelled to Naivasha and had the pleasure of visiting a number of our programs at the Shelter, including the Mama Kenya Hub which aims to increase women income levels in the low or no-income levels in order to end the cycle of violence. We continue to focus on entrepreneurship skills enhancement for vulnerable women including Gender based violence (GBV) survivors, women living in violent prone areas such as slums, female domestic workers by providing them with legal information about their employment rights, and focusing on cultivating women's leadership as a means to improving their working conditions.

While I was there, I met women who have been trained on business development skills, business plan development, market analysis and marketing, financial management using the module of table banking, record keeping, budgeting, profit calculation and stock keeping. I was proud to see firsthand the enormous respect our colleagues have for WEL's gender expertise. There is no doubt that our voice and visibility in the sector is growing in influence and respect

Another significant moment in the past year was attending the 16 days of violence campaign. We are joining forces to ignite a global movement for gender equality, women's empowerment and the human rights of women and girls. Right now, we have a unique opportunity to make greater progress as the international community works to achieve the Millennium Development Goals (MDGs), define a post-2015 development framework and review progress since the 1995 Fourth World Conference on Women in Beijing. As the agreement reached at the 2014 UN Commission on the Status of Women lays a strong foundation for a transformative global development agenda that tackles structural gender inequality

It is a privilege for me to be associated with WEL and its highly skilled team of Board members and WEL Foundation Trustees. Our talented Board is a complement to an equally talented leadership team, staff and volunteers headed by the Executive Director, which makes us unique and successful.

The future for WEL is very exciting. My thanks to all that make it so. It really does feel like we're soaring.

Signature, Board Chair



Faith Makome
Board Chair - WEL

The Year in Review

What Did WEL Do in 2014?

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In 2014, we began a five-year evaluation of the effectiveness of the Women and Girls Leadership initiative whose main goal is to promote mentorship, attitudes, and behavior that foster gender equality at the individual, community, and leadership levels. The project is built on an annual series of ten high-quality, emotionally-compelling documentary films that focus on women and girls acting as agents of change. The evaluation will be useful for engaging policy and in decision makers in making institutional changes that support gender equality in Kenya.

HIGHLIGHTS

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Last year saw WEL successfully took over the transformative Leadership and Governance Program, WEL increased the number of its initiatives to mainstream gender perspectives in its work, through the Women Economic Empowerment programme, its work on advocacy and participation on the Status of Women in leadership and gender based violence, female genital mutilation by providing support for gender-sensitive policymaking. WEL helps young women on their capacity to understand on how best to mainstream some of this policies within their environs'. Through a unique portfolio of case studies and subsequent national workshops, WEL is mapping the role of women in the economy and testing different methodologies that determine how best to gauge the impact in different policies on women's wellbeing and economic empowerment.

Public Benefit Organizations Act 2013

The Public Benefits Act 2013 that was signed into law on 14th January, 2014 is hailed as a progressive law that enhances the participation and regulatory framework for Public Benefit Organizations. It is in this regard, that WEL under the CSO Reference Group engaged in a strategic Campaign and Advocacy effort, to rally and engage the Kenya citizens, media houses and law makers to fully understand, Promote and provide for a progressive and enabling environment for civil society in the country.

Protection against Domestic Violence Bill

Women's Empowerment Link mobilized support and consensus among different stakeholders for the Protection against Domestic Violence Bill.

Facilitation and establishment of prevention and response mechanisms

GBV prevention and response working groups in Nairobi, Naivasha and Mombasa reached over 74,000 members of the community through education and other psycho-services. WEL has also fostered partnership and growth among various actors at county and national government level in responding to sexual and gender based violence through symposiums at county level in Embu, and national symposiums in Nairobi conducted during 16 days of activism on violence against women. Exemplary champions serving survivors from the hospitals, police stations, rescue shelters as well as from the communities were motivated through awards.

Women's Economic Empowerment

WEL's economic empowerment project that supported vulnerable women in the informal settlement in Nairobi and Nakuru with income generating activities. As a result, their livelihoods have improved progressively and the nutrition and health of children of survivors is improved. They are able to pay house rent, school fees, purchase household utensils and they have improved their livelihood and as a result they are gradually less vulnerable to violence.

The Mama Kenya Empowerment Centre aim's to strengthen women economic abilities through capacity building on skills, business incubation and entrepreneurship. Through this programme WEL expects to increase incomes of 1,000 women and girls per year through different enterprises designed to empower women to be productive members of the society and effectively contribute to their sustainable development upon reintegration to society.

Promoting Girls Education

Through mentorship programmes and partnership forums, WEL has contributed to increase support for the number of girls accessing education. This contributed to the retention of girls in schools, positively changed the attitudes towards abandonment of FGM and transformed boys into champions protecting girls from sexual and gender based violence.

The Hyogo Framework for Action 2005-2015 (HFA) on Disaster Risk Reduction

WEL was engaged in reviewing the framework on building the Resilience of Nations and Communities to Disasters. Whatever form a post-2015 framework takes it should offer the opportunity to scale-up disaster risk reduction efforts that can be measured against development outcomes. The framework emphasizes greater outreach at local and community levels and reflect on the substantive issues, especially the economic case for greater investment in disaster risk management. Discussions that define a post-2015 framework for disaster risk reduction need to be broad, consultative and inclusive of all stakeholders. In the Outcome document of Rio+20 "**The Future We Want**" member states highlighted the need to address disaster risk reduction and climate change adaptation in setting the Sustainable Development Goals.

Deliberations during the Protection against Domestic Violence Bill - Naivasha



GOING INTO 2015

Women's Empowerment Link (WEL) seek to optimize the relevance and potential impact of its work by leveraging existing partnerships with other likeminded organizations ; and forging additional linkages with key women organization and policy making bodies towards achieving the same goal.



"To be truly transformative, the post-2015 development agenda must prioritize gender equality and women's empowerment. The world will never realize 100 per cent of its goals if 50 per cent of its people cannot realize their full potential."

- *UN Secretary-General Ban Ki-moon*



Protection against Domestic Violence Bill campaign outside parliament building by civil society groups

Transformative Leadership & Governance

Over the last 12 months our partners used a number of different approaches to advance women's civil and political participation. Centered on investing in women's leadership skills and opportunities, training and development was integrated into existing women's participation activities.



Transformative leadership and governance programme is aimed at ensuring that there is a developed capacity in leadership and decision making process for women and girls at the national and county level. In the past one year, WEL conducted a number of projects towards achieving the mentioned end. This included:

Kenya National Women's Charter- National Action Plan

Women's Empowerment Link in collaboration with other likeminded partner organizations including the Gender Directorate Under the Ministry of Devolution and planning through a consultative process with 21 counties developed a 10 year (2015 – 2025) National Action Plan. The National Action plan (NAP) is a tool that operationalizes the Kenya National Women's Charter and lays out the necessary measures and joint responsibilities required to attain women's equality and equity by all the relevant stakeholders. In particular, the National Action Plan seeks to: Fast track the implementation of the gender gains in the constitution in relation to the charter priorities; Promote accountability by duty bearers, leaders and other actors' efforts in protecting women's human rights; Develop timeframes on the implementation of the National Charter priorities and Provide indicators for government agencies and civil society while aligning with other national plans.



Listening through the National Action Plan process

Engage County and Community leaders on the Kenya National Women's Charter to understand the key priority areas in the Charter and its pivotal role in spelling out tangible, results oriented actions that can be implemented in their respective counties.

Promoting women's participation in County Governance



Engagements with Members of County Assemblies

Conducted intensive and extensive civic engagement with the representatives of women and women leaders in Five Counties; Embu, Lamu, Kajiado, Nakuru, Machakos, Mandera and Siaya to accelerate and increase awareness on the National women's charter priorities. Further, we built their capacity to engage with decision and policy makers in the counties especially in regards to planning and the budgeting processes. During the implementation of this project, it was noted that whereas the constitution demands for the participation of citizens into these processes, the leadership at the counties are not involving the citizenry, for instance, we have realized that the notices on meetings to discuss budgets are posted less than 12 hours to the meeting thereby denying the citizens ample time to prepare and have effective engagement with the process. To this end we have called for proper information sharing from the respective offices and are in the process of seeing how we can leverage on technology to improve information sharing between right holders and duty bearers.

The Constitution of Kenya is relatively new and hence created new structures and processes that are still quite unfamiliar with a majority of Kenyans. The seat of the Member of County Assembly is one of the examples of creation of the devolved system of government, to ensure that the Members of County Assemblies developed county laws that are gender responsive and take cognizance of gender dynamics, we trained the Machakos members of the Assembly on formulation of laws anchoring it to the priorities in the Kenya National women's Charter. Moreover, they were trained on gender responsive budgeting to guarantee that gender priorities are integrated in the county development plans.

Young Women Leadership Academy

WEL embarked on a mission to enhance the participation of young women at the national and grassroots level by increasing their understanding of gender and other related concepts and policies; the Constitution, promoting gender equality and young women empowerment in Kenya and identifying opportunities for engagement and further enhance the capacity of young women leaders on networking, political and civil engagement at the national and the county level and strategic advocacy for policy and social change. A network of young women leaders was formed to act as a platform for coordination and collaboration for the activities they set to undertake. Secondly, there was an increase on the awareness of the opportunities and positions for political leadership that had been created by the new constitution and other legislations both at county and national level. A majority of the trained women have initiated a number of campaigns geared towards ensuring gender equality, women's empowerment and are actively participating as social change agents in their communities as highlighted below:



Young women leaders during a training session

- Miriam Asac was elected the leader of the Makadara Women Working Group. As the leader of the group she is instrumental in preventing and responding to issues of Gender Based Violence at the community level. In addition she represents matters of Gender Based Violence in public meetings.
- Emmy Khamaonya, has been promoted in her organization to being the Programme Officer after the training. In this capacity she trains on leadership at both county and national government level. She also addresses the issues on the 2/3rd gender quota in Kenya.
- Elizabeth Gicheru has since been promoted to being the manager of a law Firm.
- Celestine Ochieng, is the leader of the Youth leader and trains the youth on matters pertaining to devolution and the Constitution of Kenya.
- Phoebe Oware was promoted to being the manager in charge of mainstreaming gender issues in the organization.
- Hyvonne Mwololo, now serves as the majority leader of the Mombasa Youth Assembly and the only woman serving in the Youth Assembly.
- Dellis Nyakeriga, was promoted to being in the leadership team of the Kenya Scouts Association.
- Irene Kendi, a vibrant young woman leader, was elected as the chairperson of the Kenya University Leadership Association after the training, she attributes her winning to the tactics she learnt from the training conducted by WEL.
- Clare Obora, was nominated to the County Education Board, heading the Policy Unit.

Post 2015 Sustainable Development Goals

Women's Empowerment Link continues to participate in the ongoing national consultations on post 2015 development Agenda. Our objective is to support citizens to participate in the agenda and ensure that we have a stand-alone sustainable goal on gender equality and women's empowerment and that there is a Monitoring and Evaluation Framework for the Sustainable goals.

Public Benefit Organizations Act 2013

The Public Benefits Act 2013 that was signed into law on 14th January, 2014 is hailed as a progressive law that enhances the participation and regulatory framework for Public Benefit Organizations. However, there have been five proposed amendments to the Act that will negatively influence the relationship between PBOs and further curtail the democratic civic space for operation of the organizations. It is in this regard, that WEL under the CSO Reference Group engaged in a strategic Campaign and Advocacy effort, to rally and engage the Kenya citizens, media houses and law makers to fully understand, Promote and provide for a progressive and enabling environment for civil society in the country. Civil Society over the years has enlarged democratic space, provided complimentary sector based services and products to communities and contributed to service delivery for the citizens since the pre-independence and post- independence era.

We offered technical and financial assistance to various CBOs to interrogate the PBO Act and the proposed amendments. In addition, the Nairobi Gender Based Violence Working group that is convened by Women's Empowerment Link submitted a petition to the PBO Taskforce during a public hearing that was held in Nairobi.

Convention on Elimination of all forms of Discrimination against Women (CEDAW)

Kenya is up for review soon and the preparation for development of both government and complementary reports will begin in earnest in the coming year. WEL will be partnering with other CSOs to ensure that an evidence based report is developed and submitted to the Commission on Status of Women on time.

Framework for Achieving the 2/3rds

Whereas the Constitution explicitly provides for representation of women in both elective and appointive positions, it does not provide a mechanism to ensure implementation of Article 81 (b) *that 'not more than two-thirds of the members of elective public bodies shall be of the same gender'*. This led the Attorney general to seek an advisory opinion from the supreme court of Kenya; the court advised that the mechanism or formula for the implementation of the 2/3rd be provided by 27th August 2015 by the state organs charged with

the responsibility of implementing the Constitution. The deadline provided is fast approaching; there is need for concerted effort to ensure that the resulting formula is one that is easy to implement and meet the constitutional threshold. In the coming year, we shall be partnering with women's rights organization to ensure that the resulting frameworks are cognizant of the reality, gender dynamics and are easy to implement.

The lessons learnt:

1. Advocacy work is effective when it is based on credible updated evidence
2. There need for continuous effort to ensure that women participation and representation in leadership is sustained and realized in time
3. Forming partnerships with multiplicity of a stakeholders is very key in ensuring that action is achievable in good & real time
4. There is need to leverage on technology to accelerate the realization political women of advancement and have a favourable policy and legal environment



Ms. Winnie Guchu giving her remarks on the 2/3rd Gender rule principle



“Human rights are not things that are put on the table for people to enjoy. These are things you fight for and then you protect.”

- Wangari Maathai, Nobel Peace Prize Laureate 2004

ECONOMIC EMPOWERMENT FOR SUSTAINABLE LIVELIHOODS



This program works to address the root causes of women's poverty. This year we focused on promoting women's access to financial services through membership clubs and groups, and through documenting and sharing learning. Working with partners in Naivasha, we supported rural women from remote communities to have better access to savings and loans.

Women who are economically empowered are less likely to be abused. Taking this into consideration, the Sustainable Livelihoods programme will continue to focus on entrepreneurship skills enhancement for vulnerable women including GBV survivors, women living in violent prone areas such as slums and female domestic workers. Mama Kenya Empowerment Centers is a social enterprise aimed at women economic empowerment. The Center was established as an affiliate of Women's Empowerment Link (WEL). The center intends to establish programmes and projects that strengthen the capacity of women and girls to be competitive entrepreneurs, professional employees, proprietors and business leaders in Kenya.

Access to employment is essential for overcoming inequalities and reducing poverty. Women often don't access productive work and are unable to generate an income sufficient to cover their basic needs and those of their families, or to accumulate



Women listening through a business and financial training activity



Our economic empowerment program also promoted local women's leadership. Having women actively participate as community leaders increases local productivity and reduces poverty faster by highlighting barriers women face. Women savings groups members exercised their leadership and decision - making skills by managing local small organisations. This helped to increase their confidence to speak up and voice their opinions in front of others.

Bead work by women groups at the Mama Kenya Center



OVER 80%

OF WOMEN SAVINGS GROUPS MEMBERS JOINED WOMEN ENTERPRISE FUND AND UWEZO. THEY HAVE MORE CONTROL OVER THEIR OWN HOUSEHOLD INCOME

MAMA KENYA ALSO INSPIRED 62 SMALL SCALE ENTREPRENEURS FROM MAKADARA, KIBERA, KANGEMI AND KAWANGWARE AREA IN NAIROBI

237 TRAINED IN BUSINESS SKILLS FOCUSED ON WOMEN'S RIGHTS AT THE MAMA KENYA CENTER

OTHER TRAINING INCLUDE

- Poultry production and management
- Basic principles of housekeeping and detergent making
- Use locally made and recyclable materials to make handicrafts and jewellery
- Creative tailoring skills

We empower women through the use of simple technologies to enhance production leading to economic growth. We use the following approaches:

- Capacity building - technical training on business management and planning;
- Skills development – life changing skills to engage in income generating activities;
- Business incubation- space for environmentally friendly business incubation and innovation to catalyze business ideas for innovative and cutting edge enterprises to engage in public procurement opportunities;
- Disaster risk response and management. Women mostly bear the impact when disasters strike and adversely affect their livelihoods thus skills to better cope with disasters will be administered.



Creative tailoring using wool

MAMA KENYA ACTIVITIES

The program trains and improves the livelihood of vulnerable women in informal settlements in Nairobi and Nakuru Counties. The women were trained on business development and financial management skills, business plan development, market analysis and marketing, financial management using the module of table banking, record keeping, budgeting, profit calculation, stock keeping, value addition, group's savings and micro lending. The trainings have evidently impacted them as seen in the growth of their businesses and better management through application of business and financial management skills acquired.

DESPITE 85% OF WOMEN NOT HAVING ACCESS TO A BANK ACCOUNT, WITH OUR SUPPORT ALONE HAS HELPED ALMOST 1,000 MEMBERS SAVE NEARLY ONE HUNDRED THOUSANDS KENYA SHILLINGS





Lessons Learnt

1. It's important to conduct a needs assessment for all the women engaged in the project to ensure the target groups selected have the same expectations when attending the trainings. This will ensure the women admitted to the program are interested with the information given thus get better results since they will implement the information given.
2. The business and financial management trainings should incorporate technical skills trainings for full cycle training. This will ensure the taught skills are applicable and beneficial in the women entrepreneurs' context thus better success.
3. Involvement of the beneficiaries from the project conception level to the end is the best way of achieving sustainability of project. Training the beneficiaries how to fish out is the best way on improving the people's livelihoods but not giving them handouts.



Cycling away Gender based violence in the transport sector



Prevention and Response to Violence against Women

This area of our work has seen the greatest growth over the last 12 months.

All our partners have a strong local focus on preventing gender-based violence and supporting survivors of violence. This year, we worked with women from all borders to provide counselling and referral services, as well as access to safe houses for women and their children.



Women demonstrating during 16 Days of activism campaign

The prevention and response to violence against women program aims at empowering communities to form community networks to build movements that will prevent and respond to violence against women. In the year 2014, WEL was able to work closely with the networks formed to be able to come up with strategies at the community level to prevent and respond to violence against women.

Some of the activities that WEL undertook in the year 2014 include:

WEL has been actively involved within Mombasa County particularly addressing issues of violence within the transport industry in the county. This was after a rise of incidences reported in the media of women being violated in public spaces. WEL hence carried out a research on the prevalence of violence within the transport industry within Mombasa County targeting all the constituencies.

On the Kenya Women's National Charter, WEL was able to carry out 5 dissemination forums that assisted the local communities establish networks aimed at that would respond to violence against women within the community level.

WEL managed to develop the Tupe Nafasi training manual and successfully using it within the established school based program within Embu and Machakos counties.

WEL commemorated the 16 days of activism in Westlands and Naivasha counties. In Westland WEL carried out the Blowing away gender based violence campaign and cycling away gender based violence in Naivasha County.

Conducted a one day national symposium that targeted various stake holders at the county and national level who work directly on issues surrounding violence against women.

Project Achievements:

Development and publishing of the Tupe - Nafasi mentorship guidelines which were successfully implemented in 3 Schools identified 1 in Machakos County and 2 in Embu County and the school forums began, a total of 938 pupils all girls were reached through the programme.

The 16 days of activism W.E.L in partnership with likeminded partners has been carrying out activities in Nairobi and Nakuru County carried out a campaign dubbed cycling gender based violence away from Nakuru:

Directly reach out to 53,340 people over the years. The activities involved a cycling competitions, community awareness forums and symposiums. Indirectly 300 people have received VCT testing and counseling while 298 women have undergone cancer screening and counseling.

Directly 438 people were in the procession that transverse several parts of Kangemi and Westlands, 200 were men while the women were 238. The event increased public awareness on the sexual violence women and girls face through being stripped in public spaces.

There was the establishment of Male champions among the stakeholders within the transport industry in Nairobi and Mombasa counties who respond to violence against women.

The lessons learnt:

- To increase public awareness on emerging types and forms of Violence against women and girls and individual responsibility in prevention and response.



Students of Miritini Secondary listening to the session



Tunaweza PWD women engage in a group discussion

- To increase awareness on violence suffered by young girls and consequences to perpetrators.
- There is need to consolidate support by all state and non-state actors in the elimination of violence against women and girls in the public transport by building a sustained prevention strategy
- There is need to increase commitment by care givers to protect the girl child against all forms of violence.

Protection against Domestic Violence Bill



Members of Parliament addressing the Media on the PADV Bill

Mobilized support and consensus among different stakeholders for the Protection against Domestic Violence Bill. In this regard 11 media briefs were held to publicize the need for a law that protects individuals against Domestic Violence and a high level advocacy meeting with the members of the National Assembly especially the Justice and Legal Affairs Committee and the Kenya Parliamentary Human Rights Association that offered technical insights and strategies on how to ensure the Bill goes through the Three readings in the House. The Bill is awaiting the third reading and more than ever in the history of Kenya, we are near getting a law on protection against domestic violence since independence and 20years later since the first Bill was tabled in parliament. In this journey of advocating for this Bill, we worked through partnerships to leverage on the strengths of each stakeholder and have a concerted voice across the society. Working with members of parliament was particularly

a highlight as the members were very cooperative and even mobilized their fellow members of the house to the various lobby meetings. Through or various engagements with multi- stakeholders we have been able to demystify domestic violence as an act that only women experience but one that both genders experience; truth of the matter is that whereas women are the majority of victims, men too are victims of violence and all other members within the family set up.



Campaign to end gender based violence

CHANGE STORY:

“Since you came to school a lot has changed in our lives. We love WEL so much because of helping us become better people. Since you came, we have witnessed more than 20 girls who have changed both academically and socially. My performance in class has greatly improved and my behavior outside has really changed than before and so I always appreciate when you come”

- (Form 2 girl under the Tupe Nafasi mentorship program)

In 2014 findings from research informed the program hence leading to WEL carrying out the following activities:

- Directly trained 35 champions (Boda-boda operators, touts and drivers, tuk-tuk operators and conductors) against violence among women within the transport industry in Mombasa county and 35 champions in Nairobi County.
- Successfully established a school based programme within Mombasa County and directly reach out to 12 schools within the county .
- Collectively formed out a school based forum themed **‘Kicking gender based violence out of Likoni’** aimed at empowering the school girls on gender based violence and their rights. The forum was facilitated by tuk-tuk operators and touts who had been trained by WEL.
- Directly trained 30 young women within Mvita constituency on response to gender based violence.
- Trained of 30 women living with disabilities on gender based violence that according to the research were also vulnerable to gender based violence



**I am and Will
Always be My
Sister's Keeper**



Take Action Now!
Piga Filimbi

Initiated by:



Supported by:



Anti-Female Genital Mutilation (FGM) Campaign

Development Partners

Action Aid International -Kenya
American Jewish World Service
Amkeni wa Kenya
Aphia Plus
CREA
Africa Unite
International Rescue Committee/ USAID
Ford Foundation
French Embassy
Norwegian Church Aid
Tuvuke
UNDP
UN Women



Financial Report

Statement Income and Expenditure for the Year Ended 31 December 2014

STATEMENT OF FINANCIAL POSITION

Note		2014	2013
		Kshs	Kshs
ASSETS			
<i>Non Current Assets</i>			
Property, plant and equipment	8	9,175,396	7,159,381
		9,175,396	7,159,381
<i>Current Assets</i>			
Cash and cash equivalents	9	4,554,288	5,084,090
Debtors and prepayments	10	421,953	480,774
		4,976,241	5,564,864
TOTAL ASSETS		14,151,637	12,724,245
FUNDS AND LIABILITIES			
General fund	11	12,201,858	9,002,737
		12,201,858	9,002,737
<i>Non current liabilities</i>			
Prepaid Grants and Contracts	13	1,450,916	3,475,323
<i>Current Liabilities</i>			
Accounts payable	12	498,863	246,184
TOTAL FUNDS AND LIABILITIES		14,151,637	12,724,245

WEL Board of Directors

WEL is most grateful for the leadership, guidance and oversight that board members bring to the organisation.



Faith Makome
Chair, Board of
Directors

She has served on the board since 2009. An administrator with financial management



Grace Mbugua
Secretary to the
Board of Directors



Emmah Nungari
Treasurer, Board of
Directors

A Gender expert and currently an entrepreneur.



Maggie Otieno
Member, Board of
Directors

She is a renowned Visual Artist currently at Artouch Projects Limited.



David Ruchiu
Member, Board of
Directors

Africa Director at Farm Concern International (FCI) since 2009

2014: Staff Highlights



From Top Left to bottom Right: Staff training, team building, strategic meeting and getting to know each team building activities.

Get Involved!



Join us in championing policy-based development decisions that will ensure the highest possible quality of life for the people of Kenya.

Credit

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