

# ENA MONTHLY NEWSLETTER

JANUARY 2023 ISSUE



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**Dr. Jennifer N. Riria**

PhD, EBS, MBS, HRH/  
Goodwill Ambassador,  
ICON/HP, Chairperson  
AWLN Kenyan Chapter,  
Group CEO ENA &  
Patron DTF

Greetings from Echo Network Africa (ENA) and Happy New Year 2023!

We are excited to have kicked off the New Year guided by our 2023 -2027 Strategic Plan. The Strategy focuses on the Vision: ***“An inclusive society where girls and women enjoy full rights and participate fully in the life of society.”***

This will be achieved through our catalytic approach of working with Local Implementing Partners to accelerate results.

Specific attention is paid to gender programming, inclusivity, participatory approaches, and monitoring. In addition, ENA will continue to invest and leverage on technology to increase the speed of delivery of services in tandem with modern development trends.

As we embark on the new year, ENA will be driven by a results-based culture focusing on meeting and exceeding goals. Building a successful results-based culture improves productivity, performance, efficiency, and motivates employees through goal-setting and accountability.

Results Based Culture has become an integral part of information management, monitoring and evaluation for setting up a shared understanding of what is to be achieved at any organizational level.

We also plan to continue working with like-minded stakeholders like the Ministry of Public Service, Gender & Affirmative Action, UN Women, Grand Challenges Canada, Hanns Seidel Foundation, Amref, OSF, Uraia Trust, and MEDA just to mention but a few to realize our vision as an institution.

“**Building a successful results-based culture improves productivity, performance, efficiency, and motivates employees through goal-setting and accountability..**”

.....| **NEWS** |.....

**ENA to receive a Gender and Inclusivity Award**  
Corporate Office



Echo Network Africa has been invited to receive a Gender and Inclusivity award on the 5th Edition of the National Diversity and Inclusion Awards & Recognition (DIAR Awards) in the award category: **Best Gender Lens Development Programs.**

The National Diversity and Inclusion Awards & Recognition is an initiative that recognizes

employers, institutions, organizations, and individuals who champion Diversity, and promote Equity, Inclusion, and Belonging (DEIB), in the workplace and society.

DIAR Awards are organized annually through a process of nomination, applications, and self-submissions, from individuals and organizations working in Kenya, to promote Diversity, Equity, Inclusion, and Belonging, through their groundbreaking initiatives, programs, and services.

The award ceremony is set to take place on March 3rd, 2023 at the Sarit Expo Centre.

# Programme Highlights

## ENA launches a Gender Audit and Analysis of Kenya's 2022 General Elections Report

### Women's Leadership, Political Participation and Governance

The Beijing Declaration and Platform for Action (1995) accelerated the agenda for women's empowerment and gender equality.

The meeting prioritized twelve critical areas of concern including pushing women into power and decision-making. Represented countries agreed to take measures to ensure women's equal access to and full participation in power structures and decision-making, and to increase women's capacity in decision-making and leadership.

The Platform for Action set a target of having women hold 50 percent of managerial and decision-making positions by the year 2000.

Achieving gender parity in political representation is a persistent problem worldwide. The 50-50 target is far from being attained, and the question of gender parity remains a key concern in the democratic processes, particularly in Africa. The situation in Kenya is no different.

This month kicked off to a great start as Echo Network Africa (ENA) launched a Gender Audit and Analysis of Kenya's 2022 General Elections report. The pompous event began with opening remarks from ENA's Board Chair Dr. Nyambura Koigi who also welcomed the Chief Guest Ms. Veronica Nduva, the Principal Secretary State Department for Gender and Affirmative Action.

Also present at the Launch were ENAs Development partners including URAIA Trust, the Hanns Seidel Foundation (HSF), UN Women, Konrad Adenauer Foundation (KAS), and other prominent leaders and invited guests. Dr. Koigi noted that Kenya is on the right trajectory as more and more women are getting into decision-making spaces in leadership. "The 'Corner Office' is no longer the preserve of one gender," she said.

The Chief Guest, Gender and Affirmative Action Principal Secretary, Ms. Veronica Nduva noted that Women are still under-represented at key decision-making positions and this limits their voices in defining the democracy agenda in Kenya. She further added that the State Department for Gender will use ENAs Report to glean lessons on how to ensure more women are elected and appointed into leadership in subsequent elections.

"The Government of Kenya appreciates the critical role played by State and non- State actors across the board, including women rights organizations in contributing towards the attainment of a just and Inclusive society where women, men, girls and boys have equal opportunities for creating a better world for all. Women's representation in leadership can only be sustainably achieved through increased participation in elective politics," said Ms. Veronica Nduva, Principal Secretary, State Department for Gender and Affirmative Action.





ENA Board Chair, Dr. Nyambura Koigi (Left), Ms. Veronica Nduva, Principal Secretary, State Department for Gender and Affirmative Action (2nd from right) and Ms. Sarah Muhoya, ENA Head of Women's Leadership, Political Participation and Governance unveil a dummy Gender Audit and Analysis of Kenya's 2022 General Elections Report.



ENA Board Chair, Dr. Nyambura Koigi giving her Opening remarks at the Launch.



Ms. Veronica Nduva, Principal Secretary, State Department for Gender and Affirmative Action addressing invited guests at the Gender Audit and Analysis of Kenya's 2022 General Elections Report Launch



# Empowering the Girl Child.

## Girls Excel Initiative

Leave no one behind is the central, transformative promise of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs).

It represents the unequivocal commitment of all UN Member States to eradicate poverty in all its forms, end discrimination and exclusion, and reduce the inequalities and vulnerabilities that undermine the potential of individuals and of humanity as a whole.

This month, ENA Group CEO, Dr. Jennifer Riria visited Kithangari Girls Secondary School to encourage, motivate and present the students with books and dignity Kits. Kithangari Girls Secondary School is the pilot for ENA's Girls Excel Initiative.

The school was identified through a rapid survey to establish the status of uptake, retention and performance in STEM subjects as well as the rate of teenage pregnancies.

The Girls Excel Initiative addresses Female Genital Mutilation, Period Poverty, Teenage Pregnancies and Early Child Marriages affecting girls and especially those leaving in rural areas. These harmful practices affect the girls' physical, mental, social and psychological being.

ENA is committed to catalyzing change by encouraging take up Science, Technology, Engineering and Mathematics (STEM) subjects and setting up of Hesabu Clubs in secondary schools.

**“The Girls Excel Initiative addresses Female Genital Mutilation, Period Poverty, Teenage Pregnancies and Early Child Marriages affecting girls and especially those leaving in rural areas. These harmful practices affect the girls' physical, mental, social and psychological being.**



Dr. Jennifer Riria motivating and encouraging Kithangari Girls Secondary school students with her Keynote address



The Leadership of Kithangari Girls Secondary school receive the books and dignity kits donated by ENA



# The Women, Peace and Security (WPS) Agenda

## Peace and Conflict Resolution

The Government of Kenya has made notable efforts by advancing the Women, Peace and Security (WPS) agenda through the implementation of Kenya's Second National Action Plan on UNSCR 1325. Despite these gains and increased recognition of the WPS agenda nationally, there remains a need for more systematic, consistent, and comprehensive implementation of UNSCR 1325 in Kenya.

It is for this reason that Echo Network Africa convened a training for Kisumu and Mombasa Women Peace Actors from Informal Settlements.

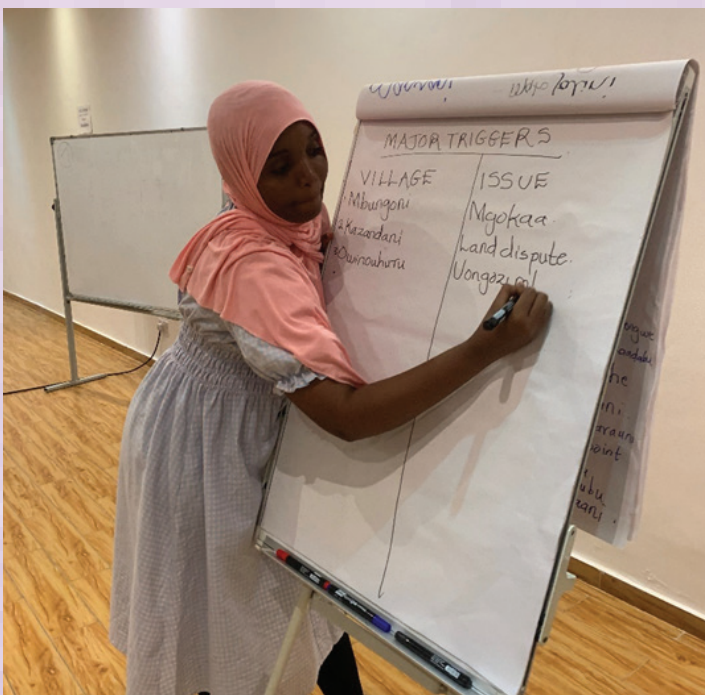
The objective of the Mombasa training was to equip participants with information and knowledge on WPS and the role of women in the processes of peacebuilding and conflict Resolution. The training also provided an opportunity for women from informal settlements to engage in peacekeeping, early warning and conflict mitigation processes at community level.

The training took place at Bahari Beach Hotel, Mombasa and was officiated by Deputy County Commissioner Ms. Rose Chege.

Also present at the workshop was ENA Board Chairperson Dr. Nyambura Koigi who gave the closing remarks and noted the critical role women play in early detection of conflict and can influence positive outcomes in prevention of conflict.

She commended the Mombasa team for their dedication and commitment to actively and proactively lead in seeking lasting solutions to peace and promoting co-existence. She emphasized the need for community driven preventive measures, partnerships with Local Implementing Partners and the need for strong early warning mechanisms.

The Kisumu training took place at Ciala Lodge and was officiated by the Kisumu Deputy County Commissioner Mr. Wanyonyi. The meeting was also graced by ENA's Board Vice Chairperson Ms. Ursula Bahati.



One of the participants listing down the triggers of Violence in Mombasa County.



Mombasa Women Peace Caucus making a presentation on conflict analysis, early warning and early response.



# ENA empowers women in Narok County with Financial Literacy

## Financial Inclusion



Members of Emirishoi women group pose for a group photo after a successful training

Majority of the poor in society are women due to cultural norms and values, gendered division of assets and power dynamics between men and women. Indeed, women and girls bear an unequal burden of unpaid domestic responsibilities and are overrepresented in informal and precarious jobs.

Women also possess inherent agency and knowledge that is overlooked by policy-makers as they form and implement poverty reduction plans. Development interventions continue to be based on the idea that men are breadwinners and women are dependents.

We also see that women in marginalized communities are more disadvantaged than women in urban communities.

This is due to lack of education, access to information and financial resources to necessitate them to compete competitively.

It is in this regard that ENA through the Financial Inclusion Focus Area trained seven women groups in Narok County with financial literacy, entrepreneurship skills, & Loan management. This was to help the women improve their livelihoods and enhance meaningful participation of women in wealth creation.

The women were also trained on utilization of loan funds to boost their small businesses. On top of that, they were also trained on best group practices to excel and position them to repay their loans and be eligible to apply for more funds



# Institutional Outlook

## ENA staff trained on Results Based Management

### Talent Management

Results Based Management (RBM) has become an integral part of information management, monitoring and evaluation for setting up a shared understanding of what is to be achieved at organizational level.

RBM involves the alignment of organizational objectives with the individual agreed measures, skills, competency requirements, development plans and delivery of plans.

However, in the case of ineffective implementation of RBM, the organization is bound to face challenges including poor information management processes which are key for lessons learnt and best practices .

documentation, and replication and adoption in future programing and resource mobilization. ENA seeks to clarify her programmatic direction and drive her vision as the institution embarks on implementing activities in the current 2023 -2027 strategy.

It is for this reason that ENA staff attended a training at Eseriani Hotel, Naivasha this month to learn more on Results Based Management. ENA appreciates RBM as it involves a shift in focus from what we are doing (activities) to changes we are making or to which we are contributing (Results). RBM also creates a platform for feedback on the effects of our interventions and adjusts them to better achieve the objectives/change we want to see.

## Training Highlights



ENA staff at the Results Based Management Training and Staff retreat in Eseriani Hotel, Naivasha





# ENA's Presence in Nakuru City

## TO LET



### ***The Jennifer Riria Hub***

is an ultra-modern, state of the art facility developed by Echo Network Africa. Its design is inspired by the strength, character and gait of the African woman. The hub is located at the heart of Nakuru City at the junction of Tom Mboya and Kipchoge Keino road. It's strategically positioned to provide a serene environment for its clientele.

The hub is the perfect and hustle free place for shopping, business, dining, banking and hosting indoor and outdoor events. Key features include good access road, 24 hours CCTV surveillance, ample parking spaces, sufficient water supply, lift access to all floors, easy access and exit to the mall and ample clean sanitary facilities.

We are currently looking for an anchor tenant. Other spaces available to let include; food court spaces, banking hall spaces and specialty stores just to mention but a few. Don't be left out!

**To Book a Space Call: 0722 54 61 24**



# Jennifer Riria Hub Features



Lift access to all floors



Entry point detection system



CCTV surveillance



Ample fire response equipment



Ample parking spaces



Good access roads



Ample clean sanitary facilities.



Water heating solar panels



Sufficient water backup