



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF THE PRESIDENT'S ADVISOR
ON WOMEN RIGHTS

THE INAUGURAL WOMEN IN PROCUREMENT AND SUPPLY CHAIN CONFERENCE REPORT



HELD AT LAKE NAIVASHA RESORT, NAKURU COUNTY

2ND -5TH April 2024



Table of Contents

ABBREVIATIONS & ACRONYMS.....	3
EXECUTIVE SUMMARY.....	5
CHAPTER ONE: BACKGROUND.....	6
1.1. THE CONFERENCE.....	6
1.2. OBJECTIVES OF THE CONFERENCE.....	6
1.3. CONFERENCE THEMATIC AREAS.....	7
CHAPTER TWO: OPENING CEREMONY.....	1
2.1 OVERVIEW.....	1
2.2 SPEECHES.....	1
CHAPTER THREE: CONFERENCE THEMATIC SESSIONS.....	6
3.1 SESSION 1: DELIVERING INCLUSION - ENHANCING ACCESS TO GOVERNMENT PROCUREMENT OPPORTUNITIES (AGPO) FOR WOMEN AND FEMALE YOUTH.....	6
3.2 SESSION 2: BUILDING SUSTAINABLE MODELS FOR WOMEN IN SUPPLY CHAIN - SUCCESS STORIES FROM THE PUBLIC AND PRIVATE SECTOR.....	11
3.3 BREAKOUT SESSIONS – TRACK 1 AND 2.....	14
3.3.1 Breakout Session – Track 1 Emerging Issues and Recommendations.....	18
3.4 SESSION 3: SUPPLY CHAIN FINANCING.....	24
3.5 SESSION 4: DRIVING INNOVATION AND TECHNOLOGY IN SUPPLY CHAIN.....	29
3.6 SESSION 5: RISING TO BOARDROOM LEADERSHIP: LESSONS FOR WOMEN IN PROCUREMENT AND SUPPLY CHAIN.....	33
3.7 FIRESIDE CHAT - PREPARING WINNING TENDERS: THE HITS AND MISSES.....	37
3.8 SESSION 6: ENHANCING WOMEN VISIBILITY - BRANDING YOURSELF FOR SUCCESS.....	41
3.9 SESSION 8: POLICY AND LEGAL IMPLICATIONS IN SUPPLY CHAIN MANAGEMENT.....	44
3.10 SESSION 9: EMPOWERING WOMEN TO EXPLOIT OPPORTUNITIES IN BLUE ECONOMY.....	48

3.11 SESSION 10: EMOTIONAL WELLNESS - BALANCING PRIVATE AND CAREER LIFE.....	52
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CHAPTER FOUR: CLOSING CEREMONY.....

54

4.1 PRESENTATION OF CONFERENCE COMMUNIQUE.....	54
4.2 CLOSING REMARKS BY HON. HARRIETTE CHIGGAI, THE PRESIDENT'S ADVISOR ON WOMEN RIGHTS.....	54

ANNEXES.....

56

Annex I: Conference Communique.....	56
Annex II: Programme.....	1
Annex III: List of Participants.....	2
Annex IV: Photo Gallery.....	1

ACRONYMS

AGPO	Access to Government Procurement Opportunities
AI	Artificial Intelligence
BETA	Bottom-up A Transformation Agenda
CEO	Chief Executive Officer
COK	Constitution of Kenya
CPD	Continuous Professional Development
GDP	Gross Domestic Product
GRP	Gender Responsive Procurement
HOPS	Head of Public Service
IFC	International Finance Corporation
KAM	Kenya Association of Manufacturers
KEPSA	Kenya Private Sector Alliance
KISM	Kenya Institute of Supplies Management
LPO	Local Purchase Order
MDAs	Ministries, Departments and Agencies
MSMEs	Micro, Small and Medium-sized Enterprises
NGO	Non- governmental Organization
PEs	Procuring Entities
PPIP	Public Procurement Information Portal
PPRA	Public Procurement and Regulatory Authority
PWDS	Persons With Disabilities
SACCO	Savings and Credit Cooperatives
SCF	Supply Chain Financing
SCI	Supply Chain Innovazion
SCM	Supply Chain Management
SMEs	Small and Medium Enterprises
UN	United Nations
VFM	Value for Money
WEF	Women Enterprise Fund

EXECUTIVE SUMMARY

The inaugural Women in Procurement and Supply Chain Conference (WiPSCC) 2024, co-hosted by the Executive Office of the President – the Office of the Women Rights Advisor (OWRA) and the Kenya Institute of Supplies Chain Management (KISM) was held between 2nd - 5th April 2024 at the **Lake Naivasha Resort**. The theme of the conference was **'Raising the Bar: 'Enhancing inclusion, business opportunities and leadership for women in procurement and supply chain'**.

The official opening of the conference was graced by Hon. Felix Koskei, Chief of Staff and Head of Public Service, Hon. Harriette Chiggai, The President's Advisor on Women's Rights, Mr. John Karani, MBS, Board Chairperson, KISM and Nicholas Wafula, Ag. Chief Executive Officer, KISM. The conference was attended by 362 delegates drawn from various Ministries, Departments and Agencies (MDAs), County Executive and Assemblies, Development Partners, Civil Society Organizations, the Private Sector and Academia.

The conference was conducted through session-specific themed presentations, breakaway sessions, panel and plenary discussions. This mixed approach allowed for a diverse deep dive into the topical sessions and delegates' engagement. Several issues of concern to the women in procurement and supply chain were identified that formed the Conference Communique. Two special sessions were included namely: a session on opportunities in the Blue Economy sector for women and career-life balance for the women professionals and suppliers.

The Communique was presented to Hon. Harriette Chiggai by the Delegates. It outlined some issues to be addressed both by the Government and Industry Players. The issues raised in the Communique included; a policy shift around the Access to Government Procurement Opportunities (AGPO) in terms of uptake and strengthening the secretariat, the need for inclusive policies and spaces for women professionals and suppliers that advance their rights including deliberate efforts to increase women leadership in boards, adoption of technology and innovative approaches to enhance opportunities for women entrepreneurs and professionals and addressing sexual harassment for women within the supply chain. A resolution is to have this Conference be an annual event with the next one to be held in April 2025 around the same time.

CHAPTER ONE

#WiPSCC

BACKGROUND

1.1 THE CONFERENCE

In Kenya, procurement and supply chain management are vital for economic development, yet women are underrepresented in these sectors, particularly in leadership roles. Despite advances in gender equality, barriers to women's participation and career advancement persist. Barriers such as gender bias, limited career advancement opportunities, and challenging work-life balance remain a thorn in the flesh. These issues, coupled with an unsupportive community and male-dominated industry, hamper women's professional growth and satisfaction. To leverage the potential for industry growth, efforts are needed to promote inclusivity and empower women in these fields.

The conference seeks to empower women by enhancing their leadership skills, and business opportunities and creating supportive communities. The initiative emphasizes the strategic need to celebrate women's contributions, foster strategic partnerships, and provide a platform for networking and professional development.

1.2 OBJECTIVES OF THE CONFERENCE

The objectives of the conference were:

- i. Raise awareness about the importance of gender diversity in supply chain and procurement;
- ii. Advocate for equal opportunities;
- iii. Understand the challenges women face in the industry;
- iv. Share best practices for improvement; and
- v. Showcase successful women leaders as sources of inspiration, and provide opportunities for women to enhance their skills and competencies in supply chain and procurement;

- vi. Facilitate connections with industry leaders, mentors and peers for professional growth and exchange of insights.

1.3 CONFERENCE THEMATIC AREAS

- i. Delivering inclusion: Enhancing AGPO for Women and Female Youth;
- ii. Building Sustainable Models for women in the Supply Chain;
- iii. Success stories from the public and private sectors;
- iv. Supply Chain Financing,
- v. Driving Innovation and Technology in Supply Chain;
- vi. Rising to Boardroom Leadership: Lessons for Women in Procurement & Supply Chain;
- vii. Enhancing innovation, Effective leadership in business; Strategies for improving productivity and performance;
- viii. Enhancing women's visibility: Branding yourself for success;
- ix. Policy and legal implications in supply chain management; and
- x. Empowering Women to exploit opportunities in the Blue Economy.

CHAPTER TWO

OPENING CEREMONY

2.1 OVERVIEW

This session was the official opening of the Conference by the Chief Guest, Hon. Felix Koskei, Chief of Staff and Head of Public Service. It highlights the key issues that were raised in the speeches by different dignitaries at the inaugural Women in Procurement and Supply Chain Conference.

2.2 SPEECHES

Opening remarks by Mr. Nicholas Wafula, Ag. Chief Executive Officer, KISM



The Ag. CEO KISM welcomed the members and guests to the Inaugural Women in Procurement and Supply Chain Conference. He thanked members for their unwavering support when called upon and encouraged them to continue attending the Continuous Professional Development (CPD) programmes for their career progression. Finally, he emphasized that the Institute was committed to supporting the nation through the Supply Chain profession

Welcoming remarks by Mr. John Karani, MBS, Board Chairperson, KISM

The chairman's speech highlighted the need for professionals in procurement and supply chain to steer the industry to international standards.

The Key issues highlighted by the KISM Council Chairman include the following:

- i. Strong partnership with the Office of the Women Rights Advisor and UN Women gives importance to gender inclusivity and empowerment in every sphere of our economic life.



- ii. The Government support through the Office of the President's Advisor on Women's Rights to elevate women in procurement and supply chain in shaping policies that are not only gender-sensitive but also gender-transformative agenda, ensuring that women's rights and economic advancement are prioritized in our national agenda
- iii. The expertise and resources provided by UN Women have helped KISM to frame our actions within a global context, ensuring that we are aligned with international best practices and principles.
- iv. The achievements of Kenyan women in supply chain management not only elevate their own lives but also serve as a beacon of possibility for women worldwide; and
- v. By nurturing the aspirations of women in the procurement and supply chain sector is not just transforming individual lives but also reshaping the economic fabric of our society.

High-level remarks by Hon. Harriette Chiggai, The President's Advisor on Women's Rights

The speech from The President's Advisor on Women's Rights focused on the commitment of the Government to actualize women's issues on the BETA agenda and its commitment to support Supply Chain Management Professionals.

The Key issues highlighted in the speech were as follows:

- i. Public procurement is a crucial ingredient of democratic governance, poverty reduction and inclusive sustainable development. According to the World Bank, as of 2021, only 1% of the \$11 trillion spent annually on public procurement globally is awarded to women-owned businesses;
- ii. The Government's Bottom-up Economic Transformation Agenda focuses on Micro, Small and Medium Enterprises (MSMEs), It is expected to result in inclusive economic growth and sustainable development for the nation. According to the Micro, Small and Medium-sized Businesses (MSMEs) Survey: Basic Report 2016, there were 673,446 women-led and owned MSMEs, 80% of these women MSMEs (W-MSMEs) were informal while 26,446 were formalized;
- iii. There are unique challenges facing women in the bidding of tenders, especially sexual harassment hence there is a need to push for the enactment of sexual harassment policies in all Public and Private entities to allow women to compete on a level playing field and make the Supply Chain Industry safe for women, youth and differently-abled persons;



- iv. Committed to ensuring full implementation of all resolutions of the Conference and also, push for AGPO suppliers to be paid within 60 days of invoice receipt in compliance with the Public Procurement and Disposal Asset Regulations, 2020;
- v. Digitization of tender documentation to facilitate the seamless completion of documents by AGPO groups comprising women, youth, and differently-abled members of society;
- vi. Challenged State Agencies to take up the call to actualize the push for gender-responsive procurement and reserve big-ticket tenders to women as an obligation to gender inclusion across sectors;
- vii. Women continue to face barriers and obstacles that hinder their full potential. Emphasized the need to dismantle the barriers in the supply chain industry to unlock the full potential of the industry;
- viii. the conference expects to ignite a transformation that will reverberate across the supply chain landscape in Kenya through fostering connections among women professionals, industry experts, and thought leaders, aiming to facilitate the exchange of ideas, foster collaboration drive innovation; and
- ix. Encouraged the delegates to read the Bottom-up Economic Transformation Agenda (BETA) Plan to enable them to understand the targeted programmes and available opportunities for them.

Keynote address by the Chief of Staff and Head of Public Service, Hon. Felix Koskei

The speech from the Chief of Staff and Head of Public Service (HOPS) who was the Chief Guest, focused on the crucial role women in procurement and Supply Chain play in achieving the Bottom-up Economic Transformation Agenda (BETA) of inclusive economic development and full achievement of gender parity.

The key issues addressed in his speech were as follows:

- i. The Government's development aspirations of an all-inclusive development imperative are premised on opening up social and economic opportunities for all, with a special focus on historically marginalized sections of the population amongst them; - Women. The BETA aspiration for women is to ensure full achievement of Gender parity in all aspects of life as per the Constitutional dictates;
- ii. The Government has shown its commitment to supporting women through several legal, policy and administrative interventions such as the Hustler Fund in which Ksh 179 million was



- disbursed and 49% went to women, 104,555 women-owned enterprises accessed contracts worth Ksh. 128 million under the AGPO. Also, through the establishment of the Women Enterprise Fund and the National Gender and Equality Commission;
- iii. There has been a steady increase in the number of women in the highest leadership ranks such as Cabinet Secretaries, Principal Secretaries, Ambassadors and CEOs thus setting in motion the journey towards full implementation of the Constitutional provisions on gender balance;
- iv. The centrality of procurement and supply chain management to the economy cannot be emphasized, without the efficient and effective management of the sector, no impactful development can be realized as waste, misuse, overpricing, underpricing, poor service delivery become the order of the day;
- v. Studies have demonstrated that companies with a strong focus on gender diversity outperform their less diverse counterparts. Women have been proven to bring invaluable "soft power" into situations tending to be more sensitive, protective, innovative and less prone to waste and mismanagement.
- vi. The Head of Public Service made the following key recommendations for better involvement and inclusion of women:
 - a) Sustainable training in financial literacy to enable women to overcome knowledge gaps in a very dynamic and harsh business environment;
 - b) Understanding of market linkages;
 - c) Embracing technology and using it to cut overhead costs;
 - d) Influence policy and legislation that are supportive of their advancement in the field;
 - e) Building viable industry networks with relevant bodies and institutions;
 - f) Embracing mentorship and capacity building; and
 - g) Supporting one another.
- vii. Corruption in procurement: The procurement of goods, services and works consumes a considerable part of public resources and it is in procurement that corruption thrives. The Government is committed to fighting corruption and public servants will be held individually liable for the acts of omission and commission.

CHAPTER THREE

CONFERENCE THEMATIC SESSIONS

3.1 SESSION 1:

DELIVERING INCLUSION - ENHANCING ACCESS TO GOVERNMENT PROCUREMENT OPPORTUNITIES (AGPO) FOR WOMEN AND FEMALE YOUTH.

3.1.1 Overview

In response to the dynamic socio-economic landscape, fair access to government procurement is crucial for fostering inclusion and empowering disadvantaged groups. The Access to Government Procurement Opportunities (AGPO) program, launched in 2013, implements a legal requirement allocating 30% of procurement opportunities to women, youth, and persons with disabilities. Anchored in Kenya's Constitution and Public Procurement and Asset Disposal Act, AGPO aims to enhance the participation of these groups in government contracts, promoting equitable, transparent, and cost-effective procurement.

The goal of this session was to get an update on the AGPO program regarding the participation of women and female youth, to highlight challenges faced by women and female youth in accessing government opportunities, challenges faced by women professionals in providing these opportunities to women and female youth, and to explore successful partnerships that have effectively promoted the inclusion of women and female youth in government procurement and their impact. This session set the stage for the breakout sessions thereafter

3.1.2 Session objectives

The objectives of this session were: -

- i. To highlight the status of the AGPO program in Kenya specifically on women and female youth
- ii. To analyze the current challenges faced by women and female youth in accessing government procurement opportunities.
- iii. To explore the current challenges faced by women professionals when promoting the inclusion of women and female youth in government procurement.

- iv. To assess the impact of existing government procurement policies and regulations on the economic empowerment and socio-economic advancement of women and female youth.
- v. To highlight successful partnerships and initiatives between government agencies, private sector actors, and civil society organizations that have effectively promoted the inclusion of women and female youth in government procurement.

3.1.3 Summary of Presentations

3.1.3.1 Session Keynote Address - Delivering Inclusion: Enhancing Access to AGPO

The session commenced with a presentation from **Mr. Eric Korir, Director of Public Procurement at The National Treasury**. The Director provided an overview of The Access to Government Procurement Opportunities (AGPO) program, including the qualifications required for participation, the benefits of AGPO registration, challenges identified thus far, and the interventions undertaken by the government and the National Treasury. The director emphasized that payment for completed contracts awarded to disadvantaged groups should be made into an account with a mandatory signatory being either a Woman, Youth, or Person with Disabilities (PWD), as per Section 157(11) regulations.



He proudly noted that previously, application/registration was centralized in Nairobi, requiring suppliers to travel extensively. Thanks to partnerships and collaboration, AGPO registration is now conducted online, with companies registered within 7 hours. It is important to note the following statistics on the AGPO programme:

- As of December 2023, a total of 222,462 enterprises have been registered in the AGPO program since its inception in 2013, categorized as follows; Youth- 106,033 enterprises; Women -104,555 enterprises and PWDs -11,874 enterprises.
- Regarding contract awards, a total of 223,139 contracts worth Ksh. 244,170,288,737 have been awarded as of December 31, 2023, distributed as follows; Youth Entrepreneurs- 86,104 contracts worth Ksh. 100,088,296,274; Women-123,177 contracts worth Ksh. 128,761,791,104 and PWDs-14,025 contracts worth Ksh. 15,320,100,942

The Director noted that procurement entities are required to report every six months on the status of the implementation of the reservation plan. The Public Procurement Regulatory Authority (PPRA) analyzes the data and submits a report to Parliament for consideration by the relevant committee on Equalization of Opportunities. Unfortunately, many entities do not submit the required data/reports; therefore, the statistics are based on the received information. Procurement entities present were encouraged to submit their reports.

3.1.3.2 Presentation - Study Findings of the Implementation of Access to Government Procurement Opportunities (AGPO)



Prof. Wanjiku Kabira (left), Hub Leader, and **Prof. Tabitha Kiriti-Ng'ang'a** (right), Professor in Economics, from the Women Economic Empowerment Hub at the University of Nairobi, presented a study on the implementation of AGPO undertaken by the University of Nairobi in collaboration with other agencies.

The study utilized mixed methods, including semi-structured questionnaires, KII guides, and document analysis. Forty-eight Procuring Entities (PEs) out of a total of 502 were purposely selected. Only entities that submitted reports were sampled based on the value of contracts awarded to women in the financial year 2021-2022.

The findings stated that the majority of PEs have consistently failed to comply with the 30% reservation requirement; Public Procurement and Regulatory Authority (PPRA) reports showed that there is still low and inconsistent adherence to the reporting requirements with less than 41% of all PEs in Kenya reporting; Compliance - from July to December 2020, only 193 PEs out of 502 entities submitted reports on contracts awarded to enterprises owned by target groups. 78% of the interviewed entities' average payment duration for goods, works and services under the AGPO programme was within 60 days as per the Law due to prudent financial management practices; Access to finance by AGPO firms is still a challenge; Most the communication channels used (Public Procurement Information Portal (PIIP), Newspapers, Notice boards and institution websites) were inaccessible to the target groups, hence awareness remained low; sensitization forums were unstructured; monitoring and

evaluation of the program remained a challenge and some of the PEs were unaware that AGPO was intended to transfer technology.

Some priority recommendations from the above-mentioned study were: to be intentional in informing, sensitizing and capacity building of the AGPO target groups especially women about available tender opportunities and increase their ability for contract administration, access to financing and bidding; Formulate an AGPO policy outlining a high-level plan to achieve AGPO's long-term aims. The National Treasury should collaborate with the State Department of Micro, Small and Medium Enterprises (MSMEs) Development and facilitate periodic studies and monitoring of the impact and performance of AGPO; Develop a gender-responsive monitoring and evaluation framework and make it mandatory for PEs to submit gender-disaggregated data for the Youths and PWDs category; The tender documents should be simplified to enable the AGPO groups to easily fill documents; Create a standardized capacity-building curriculum that will be applied at sensitization forums in all PEs.

3.1.4 Panel Discussion for Session 1

A panel discussion for this session comprised of:

- Mr. Eric Korir – Director, Procurement, The National Treasury;
- Gloria Njambi Ndekei, OGW, Executive director, Kenya Private Sector Alliance Foundation;
- Ishmael Bett – Chief Executive Officer, Association of Suppliers of Kenya; and
- Laura Akunga Muriithi – The chairperson, of Africa Women's Entrepreneurship program – Kenya Chapter.



Picture 1: From extreme left Mr. Eric Korir, Prof. Wanjiku Kabira, Prof. Tabitha Kiriti Ng'ang'a, Ishmael Bett, Gloria Ndekei, and Laura Kunga. On extreme right, Maryanne Karanja, the Moderator.

In response to various questions from the moderators, the panelists indicated that a factor that has contributed to the slow uptake of the AGPO program is the lack of electronic procurement access in remote areas. Kitui and Nyeri County have established a fund to support women and female youth access financing and improve on payment of bills. Some huge contracts are awarded to Women who are not in AGPO and the institutions report them as AGPO. This is not in order. Only women and female youth registered under AGPO should be reported.

3.1.5 Session 1 Emerging Issues and Recommendations

From the presentations and panel discussions, several emerging issues and recommendations were highlighted. Firstly, there was a call for the development of an AGPO policy to guide the effective realization of the program's long-term objectives. Secondly, there's a need to ensure that women in rural areas can access information necessary for their full participation in the supply chain industry, as current communication channels are often inaccessible to them. Thirdly, there's an emphasis on implementing policies that promote gender diversity and inclusivity in business, especially in procurement and supply chain roles. Additionally, it's recommended to adhere to regulations requiring payment of AGPO suppliers within sixty (60) days of invoice receipt. Furthermore, digitizing tender documentation is proposed to facilitate easier completion by AGPO groups. A comprehensive review of existing policies and legislation to accommodate technological advancements is also advocated. Lastly, it's suggested that all entities provide annual gender-segregated data on big-ticket tenders to track AGPO allocation and potentially increase its percentage in the future.

3.2 SESSION 2: BUILDING SUSTAINABLE MODELS FOR WOMEN IN SUPPLY CHAIN - SUCCESS STORIES FROM THE PUBLIC AND PRIVATE SECTOR

3.2.1 Overview

Sustainability in the supply chain is more than an environmental imperative; it's also about creating enduring business models that uplift and integrate women effectively. The session delved into the myriad of opportunities along the supply chain that women can take advantage of as suppliers and suppliers' suppliers, innovators, manufacturers, distributors and marketers.

3.2.2 Session Objectives

The objectives of this session were: -

- i. To demystify the concept of sustainability in supply chain management.

- ii. Learn from empirical economic empowerment models for women in procurement and supply chain
- iii. Discuss how women suppliers can adopt practices that minimize their environmental impact and deliver community benefits about their operations and throughout the supply chains.
- iv. Explore supply chain management roles or businesses that are male-dominated that women can now venture into.
- v. To develop an implementation matrix for leveraging sustainable supply chain opportunities inherent in the public and private sectors.

3.2.3 Summary of the Presentations

3.2.3.1 Keynote Address - Building Sustainable Models for women in Supply Chain: Success Stories from the Public and Private sector.



Joseph Mutuku (left) and **Catherine Karanja** (right) from UN Women presentations dwelt on one of their key priority areas which is Impact 2: Women's Economic Empowerment. How they are achieving this was core in addressing issues of women in this conference. Be intentional. There's no doubt women entrepreneurs face challenges to enter and stay in the market due to persistent social, economic, cultural and legal inequities. 'Gender Responsive Procurement' is what UN Women advocates for. "GRP is recognized as a powerful tool to economically empower women and to combat poverty by increasing the income of women and ensuring sustainable social and economic benefits". Several tips were shared on how to change the narrative, the top of which was - Amending the UN Procurement Practitioner Handbook to provide essential tools to empower women vendors.

3.2.3.2 Presentation – A Win-Win Anchored on Sustainability

Amy Wahome, General Manager – Operations, Oxygene - From an enterprise-wide perspective many opportunities exist in the sustainability arena but not without challenges such as; 'greenwashing'. Sustainability risks affecting business include business reputation which can easily erode all the gains an enterprise has made. The presenter underscored the Importance of connecting sustainability to business which became very evident in 2020 during coronavirus. Any supply chain disruption affects everyone - ensure business continuity by getting a solution to the problem and by enhancing buyer-supplier relationships.



3.2.4 Panel Discussion for Session 2

A panel discussion for this session comprised of:

- Alice Michira, Project Coordinator, Sourcing2equal Kenya Project, International Finance Corporation
- Mary Ngechu, Director – SMEs and Startups, Kenya Private Sector Alliance.
- Amy Wahome, General Manager – Operations, Oxygene
- Catherine Karanja, UN Women

Panelists shared glaring issues that affect women from the high cost of living, geo-political issues and abuse of human rights by suppliers. Women were called upon to uphold sustainable behavior and lead by example. Many cases were shared on risks and opportunities for women in the supply chain including consequences of failing to communicate effectively – The case of Nestle and the cocoa trees – They did not think about their reputation as they were cutting down the cocoa trees- they lost business terribly; Case of NIKE – need for due diligence to ensure sustainability to avoid reputation risk linked to supply chain and dealing with **Gen z – 'one tweet is enough to spoil your reputation'**.

Panel advice on how to drive change included moving examples such as the KCB group with the – Mifugo ni Mali programme – (investing from philanthropy), Investing in business as well as the community e.g. support in management training, goat auction in Rift Valley, etc; EABL – goes beyond what they sell to offer people support e.g. giving farmers seed and processing which they map out in their value chain; Kakuzi – Human rights sustainability – they have gender-sensitive programmes; Safaricom has a safety policy to which suppliers must comply with and UN Women have the Gender-responsive Procurement practice.



Picture 2: From Extreme: Mary Ngechu, Alice Machira, Catherine Karanja and Amy Wahome.

Access to opportunities for women to grow included- renewable energy businesses, e-mobility, and capacity building e.g. Women taking programmes without necessarily having to pay (IFC) – capacity building offered by ABSA Bank, Stanbic, and upskilling by IFC and KEPSA and UN Women vendor business forum, in addition to AGPO opportunities available to women in Kenya.

3.2.5 Session 2 Emerging Issues and Recommendations

After the session, there were emerging issues and recommendations that were highlighted as outlined below:

- There are opportunities in renewable energy businesses, AGPO and capacity-building
- There are human rights sustainability initiatives
- There are safety policies within the private sector that can be emulated

3.3 BREAKOUT SESSIONS – TRACK 1 AND 2

3.3.1 Track 1: Deepening the conversation - Emerging issues and recommendations for women professionals in delivering inclusion

3.3.1.1 Overview

This session aims to explore the evolving landscape of inclusivity in procurement and supply, with a particular focus on the Access to Government Procurement Opportunities (AGPO) program. This program, launched in 2013 by President Uhuru Kenyatta, implements a legal requirement

allocating 30% of procurement opportunities to women, youth, and persons with disabilities. As women professionals and practitioners committed to fostering gender equality and empowerment, this session provides a platform to delve into the subtle issues, emerging trends, and actionable recommendations for women professionals engaged in driving inclusion within procurement and supply chains. This session intends to spark thoughtful debates on the challenges of implementing inclusive procurement policies, like the AGPO programme while navigating institutional constraints and shifting socio-economic dynamics. It does this by drawing on real-world experiences and knowledge. From examining emerging issues to sharing best practices and innovative approaches, participants will gain valuable insights into how women professionals can leverage their roles and influence to deliver meaningful impact and advance the agenda of inclusion in procurement and supply. Breakout Session - Track 1 delved into the critical conversation surrounding the 'Emerging Issues and Recommendations for Women Professionals in Delivering Inclusion'. This dialogue is essential as it identifies current and future challenges while fostering a proactive approach to inclusivity in the workplace.

3.3.1.2 Breakout Session – Track 1 Objectives

This breakout session objectives were:

- i. To identify emerging challenges and opportunities faced by women professionals in implementing inclusive procurement policies, particularly the AGPO program.
- ii. To explore strategies for overcoming barriers and fostering greater participation and representation of women in procurement and supply chain management.
- iii. To discuss the role of women professionals in driving innovation, collaboration, and sustainable practices within inclusive procurement frameworks.
- iv. To generate actionable recommendations and best practices for enhancing the effectiveness and impact of inclusive procurement initiatives, with a focus on the AGPO program.

3.3.1.3 Summary of Presentation

Keynote Address: Deepening the Conversation - Emerging Issues and Recommendations for Women Professionals in Delivering Inclusion

Prof. Romanus Odhiambo, Vice Chancellor, of Meru University of Science and Technology set the ball rolling in this session with the **Call to Action**. As a newly appointed Accounting Officer, he shared intriguing experiences of the challenges different players in procurement and supply chain face. Issues of bid rigging, conflict of interest, manipulation of tender documents, inflated bid prices, threats, and intimidation to name but a few, were his first encounters with decision-making in procurement. The radical decision he made was to terminate the services of the entire procurement staff and to replace them with double female professionals as opposed to the male gender and this brought an end to the challenges.

The country is faced with a tough reality and avers barriers that women must navigate daily. Those in the supply chain must foster an environment that fosters growth in procurement and they must challenge the status quo. Address the gender gap through championing favorable policies, and set new standards not just in Kenya but those that will attract other nations. An example shared about dealing with corrupt practices in the institution attests to the fact that women can perform better to avert corruption in organizations. What legacy are you going to leave behind as a woman professional? Asks the presenter.



How to achieve this is through forums such as this that offer a platform for women not just to participate but to harness knowledge. Not walking the journey alone – requires a multi-faceted effort that requires decision-making to dissect the career challenges women face; contributing to the development of policies to elevate women as equals and exploring inclusivity where the status quo has been the challenge. There is everything for everyone and women must rise.

3.3.1.4 Panel Discussion for Breakout Session – Track 1

The panelists for Breakout Session - track 1 included:

- Prof. Romanus Odhiambo, Vice-Chancellor, Meru University of Science and Technology
- Dr. Gasheri Mugao, Chair for Partnerships and Strategy – Women In Manufacturing, Kenya Association of Manufacturing & Chief Executive Officer, Sheth Naturals,
- Beatrice Kirubi, HR Business Partner/DEI Manager, Bamburi Cement Ltd,
- Arthur Mamvura, Head of Procurement, DIAGEO AFRICA; and
- Maryanne Karanja, Head of Supply Chain, Safaricom PLC

The discussion on Women in manufacturing brought out lessons about women that no woman professional attending this conference would wish to miss. The panel took cognizant of the fact that manufacturing is male-dominated and that the Kenya Association of Manufacturers (KAM) has an arm for women professionals in manufacturing. Question – How many of you know about that? No wonder! When forums for women are available, only the CEOs attend. How many women CEOs do we have in the country notwithstanding their background? Be on the lookout for these and attend since some are even free.

The success stories included other things the organizations are doing to empower women and



Picture 3: From the extreme left: Beatrice Kirubi, Prof. Romanus Odhiambo, Arthur Mamvura, Dr. Gasheri Mugao, and Maryanne Karanja.

mitigate some of the challenges women face at their workplaces. Bamburi Cement for example has undertaken initiatives such as the progressive policies for women to have paid maternity leave for 6 months in addition to menopausal support and other menstrual health-related support. To this, they added the need to create awareness of menstrual health. Do not leave anyone out. Be intentional, and develop policies that address issues that women face. Offer flexible working hours. Providing women with pads helped reduce the problem of absenteeism at Bamburi Cement and redesigning the lab coats to include pockets for women in operational areas helped solve many other women-related problems. Other examples of Inclusivity programmes included a successful initiative by Bamburi Cement known as WOW. WOW refers to Women on Wheels - an initiative for women truck drivers. Currently, the organization has employed 50 women truck drivers with success. What a way to empower women.

What challenges are supply chain entrepreneurs facing that can be resolved by the professionals?

The professionals are the first contact with the suppliers – create an enabling environment as you have the gift and ability to offer solutions to drive this agenda. The professionals should not struggle to reach the mandatory target for AGPO or to go beyond in supporting fellow women entrepreneurs. Sometimes those allowed to deliver might fail – make it your responsibility to support them. They can benchmark, bring vendors together for training, and exchange ideas by asking them questions and allowing them to do the same. Bridge the gap between skills and qualifications and pursue training in e-procurement – the profession is changing very fast.

A list of questions from the participants include:

- What can you do as a professional along the supply chain for women?
- What can you do to help upcoming professionals?
- What measures have you put in place to help women in menopause?
- There is a misunderstanding that AGPO is women- Is there a problem with repeat suppliers or are there more women coming up?
- What are the challenges facing young women as they take up a career in SCM?

3.3.1.5 Breakout Session – Track 1 Emerging Issues and Recommendations

In conclusion, this thematic area of the conference did not fall short of sharing practical cases and knowledge to enable women to get out of the cocoon, whether as professionals or entrepreneurs. The time to act is now.

Begin by ensuring recommendations emanating from this conference go beyond this discussion about women in Supply Chain Management, innovate strategies that will create an enabling environment, and remember that there is everything for everyone. It is time to act.

3.3.2 Breakout Session - Track 2: Deepening the conversation: Emerging issues and Recommendations for women in Business in supply chain

3.3.2.1 Overview

This is a pivotal session dedicated to empowering women entrepreneurs who serve as suppliers, particularly within the AGPO program. The session provides a crucial platform for these women to address the challenges they encounter in accessing government procurement opportunities. This includes navigating regulatory barriers, limited access to information, financial constraints, and systemic biases within procurement processes. The session fosters dialogue, collaboration, and knowledge-sharing among women entrepreneurs, allowing them to exchange best practices and success stories. By highlighting effective strategies employed by their peers, participants gain insights into overcoming barriers and seizing opportunities within the supply chain landscape.

Moreover, the session aims to develop actionable recommendations for enhancing inclusivity in supply chain operations. Through collaborative discussions and brainstorming sessions, participants identify practical solutions and policy recommendations. These may include policy advocacy, capacity-building programs, mentorship initiatives, and enhanced collaboration between stakeholders. Overall, “Deepening the Conversation” catalyzes empowerment, collaboration, and advocacy among women entrepreneurs in the supply chain sector. By addressing challenges and developing actionable recommendations, the session equips women with the tools and resources they need to overcome barriers, seize opportunities, and contribute to building more inclusive supply chains.

3.3.2.2 Breakout Session – Track 2 Objectives

- i. To identify emerging challenges faced by women entrepreneurs in accessing government procurement opportunities, particularly within the AGPO program.
- ii. To discuss the role of women entrepreneurs as change agents in advocating for policy reforms and initiatives to promote inclusivity in procurement and supply.
- iii. To facilitate knowledge-sharing and networking opportunities among women entrepreneurs to foster collaboration and partnership-building within the supply chain ecosystem.
- iv. To inspire and empower women entrepreneurs to seize opportunities, overcome challenges, and play a leadership role in shaping the future of supply chain management.
- v. To generate actionable recommendations for policymakers and stakeholders to enhance the effectiveness and impact of inclusivity programs, such as the AGPO program, for women entrepreneurs.

3.3.2.3 Summary of Presentation

Keynote Address: Deepening the Conversation: Emerging Issues and Recommendations for Women in Business in Delivering Inclusion



Nancy Muthoni, Head of Women in Business, Kenya National Chamber of Commerce (KNCCI).

The opening remarks by Nancy Muthoni alluded that women are victims of Sexual exploitation and abuse (SEA) and Sexual harassment (SH). The procurement processes particularly at the point of payment subject women in business to opportunists as they pursue payment for services rendered/goods delivered. She emphasized the importance of supply chains and that economies are transformed through supply chains.

3.3.2.4 Panel Discussion for Breakout Session – Track 2

The panelists for Breakout Session - track 2 included:

- Nancy Muthoni, the Property Show- NTV Presenter and Head, Women in Business KNCCI
- Jackline Waihenya, Chartered Arbitrator, FCS, LLM

- Dr. Gasheri Mugao, Chair for Partnerships and Strategy – Women In Manufacturing, Kenya Association of Manufacturing & Chief Executive Officer, Sheth Naturals,
- Beatrice Kirubi, HR Business Partner/DEI Manager, Bamburi Cement Ltd, and
- Maryanne Karanja, Head of Supply Chain, Safaricom PLC

The procuring entities are reported not to be availing sufficient information and worse so on time hence exposing women to seek information desperately and that way they fall victim to financial abuse and Sexual Harassment and Abuse in return for a “favor” offered.

The tendering process was cited to be unfriendly specifically the aspect of automation. As much as automation of the procurement process is intended to promote efficiency and the integrity of the procurement process, the challenge with a majority of women especially the startups is the affordability of tools and internet access. Jackline Waihenya stated, **“Embrace technology, invest in yourself as a woman, and desire to grow. Opportunities are awarded depending on skill. Always be ready for opportunities, especially the next big thing.”**



Picture 4: Nancy Muthoni, Irene Kimani, Elizabeth Wasunna, and Jackline Waihenya.

Being in the real estate industry, Madam Nancy Muthoni shared her experience and the challenges she had to overcome to excel in the real estate industry. She had to overcome the fear of standing up and confidently addressing an audience when she started her show – the Property Show on NTV. She knew her public speaking and presentation skills were in need. Nancy stated **“Study to understand the field you are venturing into. The specific set of skills needed is reading, research, and networking. This is the way to own your thing, your craft”**

The big elephant in the house was the pain of delayed payments. The drill of consolidating capital – Bank/Sacco/Chama loans and money borrowed from friends/family. By the end of business, when a woman is unable to repay, it paints the woman like she doesn't know what she is doing yet she is being failed by a procuring entity. There cases of lost and/or compromised relationships/marriages due to debt were highlighted. A question of pending bills especially with County Governments was underscored that has hurt women most.

Another concern was raised of limited access to financing by women. From the panel discussion, it was clear that women find it challenging to access financing not because financing is limited but due to a lack of understanding of how financial institutions are structured, the products offered, and the protocol for access. Elizabeth Wasunna said, ***“Be knowledgeable and patient knowing Banks don't have their own money, they are working with people's money. Be objective during your proposal risk assessment by the bank without getting personal when the proposal is rejected, get to know WHY it was rejected to advance your chance for financing”***

Irene Kimani, one of the panelists reviewed her experience in the service industry when responding to the concern of capacity and skill gap among women in business in Supply Chain. It was observed that a majority of women fail to start and/or grow in opportunities due to a lack of capacity and the presence of a skill gap. Irine Kimani said, ***“Opportunities are awarded depending on the ability to undertake. Be ready for the next big opportunity, Opportunity meets preparedness, there is nothing like good luck. Endeavor to understand the entire Supply Chain, it will lead you from small tenders to huge ones. Understand the procurement processes and the activities in each stage, being knowledgeable of the expected documentation and communication at each stage of the procurement process. Most importantly, Network, and collaborate with industry peers.”***

In conclusion, it was agreeable that women MUST discard the 'WOMAN TAG'. It was observed that the tag attracts sympathy, it Depicts “WEAKNESS” and is probably the reason women attract less business. On the same note, it was observed that women are in the business of self-sabotage. They look down on themselves, not holding themselves in high esteem and confidence in whom they are and what they do. This was evidenced in how a majority introduced themselves ***“I'M Just a.....” kind of an introduction. Dr. Ezekiel Chirchir said, “Leave the woman tag at home- Show up, ask questions. Level up your standards. Be brave, and be intentional in being on the table. Set goals, track them, and review them. Self-affirmation- I'm able, capable, be unapologetic for being a woman and what you legitimately can do for economic empowerment”***

The unique obstacles and opportunities faced by women entrepreneurs within the Supply Chain sector are real. Continuous Capacity building/empowerment, collaboration within **SHE for SHE**, and developing interpersonal skills for business. There is the solution in the circle.

3.3.2.5 Breakout Session 2 - Emerging issues and recommendations

The session highlighted several emerging issues and recommendations to be considered to ensure Women in Business are empowered to compete fairly in the market

- The complexity of the procurement process and lack of sufficient information was cited as a key impediment
- Women in Business face sexual harassment and abuse in their endeavor as a supplier
- There is a need for women in business to be educated on the tendering process
- Procuring entities to ensure the availability of sufficient information and be by the right people
- Women in Business are facing the challenge of delayed payments which has made some of them get out of business due to debts and lack of sufficient liquidity to keep the business running. There is a need to act on the pending bills question from a women's lens.
- The need to establish and develop critical interpersonal skills for competitiveness in the business arena: Emotional intelligence for business, Communication skills, Negotiation skills, and Networking skills. These were cited to be crucial in giving women a competitive edge. They are enablers in identifying, analyzing, and exploiting viable and sustainable economic opportunities.

3.4 SESSION 3: SUPPLY CHAIN FINANCING

3.4.1 Overview

Supply Chain Financing', a topic that is the lifeblood of supply chain operations, particularly for women who often face challenges in accessing capital. Finance availability is not the only problem experienced by women pursuing procurement and supply chain opportunities, but also financial literacy. This session delved into the options available to women to access finances and the financial literacy required to grab the opportunities.

3.4.2 Session Objectives

- To equip participants with knowledge and skills to effectively source and apply resources in running their business activities.
- To create awareness of the finance options available to women to help them grow their businesses
- To learn how to develop suitable finance models aligned to their procurement and supply needs
- Discuss how to improve cash flow to avoid over-reliance on costly short-term financing options
- To gain insight on how to effectively fulfill their tax obligations

3.4.3 Summary of Presentations

3.4.3.1 Keynote Address - Supply Chain Financing

Mary Porter Peschka, Regional Director, Eastern Africa, International Finance Corporation (IFC) shed light by underscoring the importance of supply chain. Economies are transformed through supply chains. It is through the supply chains that products are delivered thereby creating opportunities to deliver solutions and to grow the economy. Women must position themselves along the supply chain because this is the channel through which finances flow. Kenya's GDP is a clear indicator of the myriad of opportunities open to women. The presenter stated that many opportunities are open to women but due to gender parity, they fail to deliver. Closing the gender gaps means an improved economy. The presenter shared what IFC is doing to enhance inclusivity and hence reduce gender parity. Their rationale rests on providing delicate financing and dedicated finance to women. It delivers this through several techniques and collaboration with governments and other industry players. IFC advises financial institutions and private sector firms - \$4.5B is available. IFC is currently working with 400 private sector – raising awareness – NGOs, civil society, etc. The presenter alluded that short-term financing for women is common which about 1000 women have already received. In Kenya, 3% goes to women and they are intentional about improving this percentage. The presenter concluded that like-minded institutions must act urgently since gender empowerment in the supply chain is difficult to overcome. Supply chains that are resilient and inclusive are what the world needs.



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3.4.3.2 Presentation – Case Study of Government Affirmative Action Funds



Raphael Kimolo, Chief Executive Officer, Women Enterprise Fund (WEF).

The deliberation on supply chain financing would not have been understood without the subject closer home. Women Enterprise Fund (WEF) is a state-owned agency under the Ministry of Gender and it has a presence all over the country. The fund is for the woman to mitigate financial challenges. Financing on the supply chain – WEF has several products to enable women to grow. The products available

include:

- Lending to women who come together – TUINUKE interest rates are low
- Local Purchase Order (LPO) financing
- SACCOs – 3 years at 8% on a reducing balance
- Capacity building to take up the opportunities available. WEF trains on finance including the AGPO groups.

Women can leverage the following benefits:

- When women are empowered, they will unlock liquidity, mitigate risks, and drive sustainable growth and competitiveness in the market
- Supply Chain Financing – the supplier is the financier because they give you the goods to supply as you wait for payment. This way you can mitigate the risk
- Opportunities for capacity building are many and women have to be intentional. Organizations can incorporate training on supply chain financing to enhance further support to the women in addition to WEF concerning training on access to markets.
- The need to build trust between the supplier and buyer was emphasized.
- The importance of records to build one's case as proof that you are debt free or you can clear debts brought out. Finance institutions want to be certain about creditworthiness.

3.4.4 Panel Discussion for Session 3

The panelists included renowned finance and banking industry players who dissected the subject matter to the level of the caliber of women present. These were:

- Mary Mulili, Chief Executive Officer, United Bank of Africa,
- Mr. Raphael Kimolo, Chief Executive Officer, Women Enterprise Fund.
- Elizabeth Wasunna, Director, Business Development, ABSA Bank,
- Maryanne Karanja, Safaricom PLC, the Moderator.

Mary Mulili, Chief Executive Officer, of United Bank of Africa (UBA) discussed a program they run to the tune of USD. 5,000 dollars for seed capital. In this program, 70% goes to men and 30% to women. UBA creates opportunities for market access to 20 other countries. The participants were helped to understand contract financing. This is structured together with the SMEs to fully fund the project without any collateral. One can break down the loan in installments and have terms and conditions to protect both the buyer and the seller. The bank even uses Mpesa statements and bank statements for a start-up.



Picture 5: Elizabeth Wasunna, Mary Mulili, Raphael Kimolo and the Moderator, Maryanne Karanja

Elizabeth Wasunna, Business Banking Director, ABSA Bank Kenya underscored the importance of women's networks. "When women come together dollars are made". The panelist cited some initiatives the bank has undertaken to empower women. A point in the case when ABSA took 15 women groups to Madrid for a fruits and vegetables trade fair. Only 2 were ready to deliver a container every month. She urged women to be brave enough to ask questions as a startup, invest in capacity collaborate with agencies and financial institutions, and find the right funding. Is it a loan that will close down your business? You need to have the ability to pay the loan. Women need to understand the bank and money and they must demonstrate that to access funds. The environment is not linear and they must make sure they have all the information. The bank investigates your capability and skills and even supports you with information. Organizations struggle because of a lack of data as this helps us make decisions.

3.4.5 Session 3 Emerging Issues and Recommendations

The subject was well articulated and from both the presenters and the panelists three things caught the attention of everyone. Firstly, the demonstration on how to access finance and the options available including -A letter of undertaking, LPO financing, and the opportunity to increase funds available from 10M to 100M with some institutions. The question here is how to mitigate the risk. Collateral is a must, though it depends on the amount and experience and whether public or private. Conventional security – fixed deposit, bank guarantees, listed shares, vehicles, etc. Secondly, the opportunities for training to equip women with finance skills, knowledge about markets, and financiers, how to engage in start-ups, and the availability of other unique offerings to women. Networking and mentorship are a must. Thirdly, the challenge of data and access to information. This is an issue that cuts across all the thematic areas of the entire conference and it is now evident why many opportunities have been missed by many entities advocating for women empowerment, women professionals, and entrepreneurs alike. Clarion calls to women – "Be bold, learn, and relearn".

3.5 SESSION 4: DRIVING INNOVATION AND TECHNOLOGY IN SUPPLY CHAIN

3.5.1 Overview

In today's dynamic business landscape, innovation and technology play a pivotal role in shaping the success and sustainability of organizations across all sectors. In recent years, the global landscape of supply chain management has witnessed a significant transformation driven by technological advancements and a growing emphasis on diversity and inclusion. In Kenya, where the procurement and supply chain sector plays a vital role in economic growth, there exists a unique opportunity to leverage innovation and empower women to contribute meaningfully to this field. In the procurement and supply chain domain, where efficiency, transparency, and agility are paramount, harnessing the power of innovation and technology is not just a strategic imperative but also a driver of competitive advantage. Moreover, promoting gender diversity and inclusion in procurement and supply chain operations is essential for unlocking untapped talent, fostering creativity, and driving business growth. However, there exist opportunities for innovation and technology uptake in the supply chain for women professionals and in business. With the growing demand for efficient and resilient Organizations/Businesses, supply chain innovation is inevitable in enabling an optimal balance between resilience and efficiency. This calls for supply chain innovation which means, leveraging technology for resilient and efficient supply chains.

3.5.2 Session Objectives

The session focused on interrogating and highlighting the role of technology in enabling the establishment of sustainable businesses and Organizations through strong supply chains. The objectives were to:

- Showcase the potential benefits and opportunities associated with adopting innovative technologies in supply chain management
- Highlight the trends, advancements, and best practices in supply chain innovation and technology using case studies and success stories from organizations that have successfully implemented innovative technologies in their supply chain operations, demonstrating tangible results and lessons learned
- Identify and discuss common challenges and barriers hindering the adoption of innovation and technology in the Kenyan supply chain, such as infrastructure limitations, cost constraints, and skill gaps.
- Emphasize the role of innovation and technology in promoting sustainable development goals, such as reducing carbon emissions, minimizing waste, and enhancing supply chain resilience in the face of global challenges

3.5.3 Summary of Presentations

3.5.3.1 Keynote Address – Driving Innovation and Technology in Supply Chain.

The discussion of the session focused on the subject guided by **Sam Gichuru, Founder and Chief Executive Officer, of NAILAB Accelerator.**

Sam Gichuru said, **“Technology is just a tool; the difference is in the people interacting with it. The technology space faces trust issues. A question of integrity hence the data protection law.”**



3.5.3.2 Presentation

Marvin Tumbo Co-Founder & CEO of Scale, reviewed his experience with his colleagues back in the year 2013. The frustration and disappointment in the tender application process under AGPO. The manual application of the AGPO certificate, the cost of preparing and submitting the bid document and the technicality of the tendering process all made it unfeasible for small businesses mostly owned by the special groups.



From this experience, the idea of scaling businesses through technology was conceived hence the journey to launch Scale, a digital platform meant to simplify the procurement process for SMEs in Kenya. **“The integrity of the Procurement processes is in the DOCUMENTATION. A solution is found in the digitization of the end-to-end Procurement process. The effort to digitize MUST be supported by law to avoid conflict”,** said Marvin Tumbo.

3.5.4 Panel Discussion for Session 4

The session panel discussion comprised of:

- Sam Gichuru, Founder and Chief Executive Officer NAILAB Accelerator & Kidato,

- Marvin Tumbo, Co-Founder & Chief Executive Officer, Scale
- Mutembei Kariuki CO-Founder and Chief Executive Officer, Fastagger; and
- Florence Machio, Session Moderator, Office of the President’s Advisor on Women’s Rights.



Picture 2: From Extreme left – Panelists Sam Gichuru, Founder and Chief Executive Officer NAILAB Accelerator & Kidato, Marvin Tumbo, Co-Founder & Chief Executive Officer, Scale and Mutembei Kariuki Co-Founder and Chief Executive Officer, Fastagger. On the extreme right is the Session Moderator, Ms. Florence Machio.

The panel weighed the fact that leveraging technology for resilient and efficient Supply Chains calls for more than just innovations, it **MUST** be coupled with collaboration, process improvement, and overall management practices.

The panelist observed that Supply Chain Functions tend to require a lot of documentation. Their worry and concern is if they look at the DATA in the documents and if they do, if they hack through what the data is communicating.

“Innovators bring solutions into a market. In the context of Supply Chain Management, technology streamlines procurement processes with an aspect of integration. Artificial Intelligence (AI) for data-driven decisions, RFID and Blockchain for tracking goods/information movement, robotics to improve systems and processes”, said Mutembei Kariuki.

The panel discussion was further pitched towards the Digitization of the public procurement process in ensuring the automation of the Buyer side and supplier side. The aim is to reduce Time in preparing and submitting, reduce the Cost of bidding, ensure the furthest and widest access to opportunities, and enhance competition, fairness, and transparency.

The thoughts of the panel discussions were that, for optimal results, it will be crucial you secure THREE (3) main elements of Supply Chain Innovation (SCI): technology, process innovation, and network structures and most importantly, they MUST sync.

In their conclusion remarks, the panelists noted that there are vast benefits in Supply Chain Innovation: Save time, save cost, speed actualization of ideas, spur innovation, and scale to market. In the same breath, there exist inherent risks with technology - evolution over time, posing the question, how do you evolve with technology? The question of coherence in giving command for action means you must be articulate in what you want- For Example in Instruction, you give artificial intelligence to enable it to deliver because garbage in is garbage out. Privacy and confidentiality. This raises the concern of using technology to protect data.

In honor of being in the presence of women in the Supply Chain, the panelist guided the WIP to consider Investing in some soft skills/ the skills that will remain to take advantage of technology: Level-up Critical thinking, Analytical skills, Creativity skills, and Communication skills. Challenges faced by supply chain professionals in adopting innovative technologies in their operating function.

Driving efficiency, resiliency, sustainability, and competitiveness through Supply Chain Innovation coupled with collaboration, process improvement and overall management practices.

3.5.5 Session 4 Emerging Issues and Recommendations

After the panel discussion, they were highlighted emerging issues and recommendations outlined below:

- There exist inherent risks with technology that we must be privy to
- Innovation in the Supply Chain is aimed at reducing Time in preparing and submitting, reducing the cost of bidding, ensuring the furthest and widest access to opportunities, enhanced competition, fairness, and transparency.
- That There is a need to adopt the main elements of Supply Chain Innovation (SCI): technology, process innovation, and network structures and most importantly, they MUST sync.

3.6 SESSION 5: RISING TO BOARDROOM LEADERSHIP: LESSONS FOR WOMEN IN PROCUREMENT AND SUPPLY CHAIN

3.6.1 Overview

Despite progress in recent years, women remain significantly underrepresented in boardrooms, particularly in fields such as procurement and supply chain management. As we strive towards gender equality and inclusivity in corporate leadership, it's necessary to encourage and empower women to take on boardroom roles in the procurement field. The perspectives and talents of women are still underutilized in boardroom discussions and decision-making processes within this field. By actively promoting the participation of women in boardroom leadership positions, we not only enhance diversity but also unlock a wealth of untapped potential and drive greater organizational performance. In this session, we aim to explore the unique challenges and opportunities faced by women in procurement, as well as share valuable insights and lessons learned from successful women leaders in the field. Rising to boardroom leadership is dedicated to elucidating the pathways for women to ascend to the highest levels of leadership within procurement and supply chain disciplines.

In today's rapidly changing business landscape, diversity and inclusion have become social issues but an essential component for organizations.

3.6.2 Session Objectives

- i. Encourage greater representation of women in boardrooms within the procurement and supply chain sector.
- ii. Provide women with the tools, resources, and support they need to develop the skills and confidence required to excel in boardroom roles.
- iii. Address systemic barriers and biases that may hinder women's advancement to boardroom leadership positions.
- iv. Recognize the business case for gender diversity in boardrooms and highlight the tangible benefits it can bring to organizational performance.
- v. Showcase successful women leaders in procurement and supply chain management who have risen to boardroom positions.
- vi. Promote professionalism, integrity, and excellence in boardroom leadership within the procurement and supply chain sector.
- vii. Encourage collaboration and knowledge sharing among women leaders in procurement and supply chain management.

3.6.3 Summary of Presentations

3.6.3.1 Keynote Address – Rising to Boardroom Leadership: Lessons for Women in Procurement and Supply Chain

The presentation was made by Catherine Musakali, Chairperson of the Women on Boards Network. The presenter began by noting that 7% of the CEO roles and 29% of the senior management roles are held by women in Kenya. Women are limited by cultural obstacles, and institutional and individual mindsets in rising through the ranks. Women find the floor is sticky and cannot move up because of stereotypes, are conscious, suffer from bias, and have not had the opportunity to be mentored in the boardroom (No role model). She encouraged women to network differently for a purpose.



She highlighted the following challenges as generally faced by women: Lack of economic empowerment; Procurement policies that are not gender friendly; Skewed hiring practices; Lack of gender budgeting and family issues.

Mainstreaming of gender leadership by encouraging flexi-time; recruitment, promotion of women, networking, transformation training; mentorship and coaching, diversity targets by including men in conversation.

3.6.3.2 Presentation – Enhancing Innovation, Effective Leadership in Business; Strategies for Improving Productivity and Performance.



Rita Kavashe, Managing Director and Chief Executive Officer, Isuzu East Africa.

Rita Kavashe said that she was lucky to work for a global company and has managed to grow the company in the industry from a market share of 23% to 60%. She challenged the women to be better prepared to overcome the challenges to enable them to move to the next level since senior jobs are not easy and it comes with a price to pay.

3.6.4 Panel Discussions for Session 5

The panel discussion on the internal barriers that hinder women from rising in leadership. The panelists were:

- Rita Kavashe, Managing Director, Isuzu East Africa
- Catherine Musakali, Chairperson, Women on Boards Network
- Caleb Sunguti, Supply Chain Expert
- Prof Tabitha Kiriti Ng'ang'a, Women Economic Empowerment Hub, University of Nairobi.



Picture 6: From extreme left: Mr. Caleb Sunguti, Prof. Tabitha Kiriti Ng'ang'a, Rita Kavashe, Catherine Musakali and the Moderator, Linda

The main challenges faced by women were highlighted including; gender norms, lack of acknowledgment, imposter syndrome, and infrastructure that is not female-friendly. She further emphasized that there is a need to continue fighting since leadership roles do not come on a silver platter. Finally, she challenged the professionals to remember the next generation of women.

The Constitution of Kenya underscored that it recognizes the role women play in the economy through several provisions e.g. Constitution of Kenya, Article 227 on Affirmative Action on 30% preservation and reservation to marginalized groups. He also highlighted the need to manage Board dynamics concerning competencies.

There is a need to advocate for role modeling and to point out opportunities for other women by supporting each other and being receptive to feedback.

3.6.5 Session 5 Emerging Issues and Recommendations

To address the above challenges, the presenter and the panelists agreed that there are emerging issues that need to be addressed and proposed solutions;

- Go intentional – women have what it takes to rise to the boardroom; Have confidence in your identity;
- Women to be comfortable in their skills and articulate them wherever the opportunity presents itself;
- Women to set priorities and rights and go after their goals;
- Women to be able to manage work-home conflict;
- Women to seek feedback from other people in areas of improvement;
- Women to invest in building professional networks and focus on the big picture;
- Women were encouraged to network in different spaces for a purpose.
- Women need to have deliberate mentorship for young women to rise too to the boardroom
- Need to address the lack of deliberate women-friendly structures, policies, and practices that have hindered women from rising to boardroom spaces

3.7 FIRESIDE CHAT - PREPARING WINNING TENDERS: THE HITS AND MISSES.

3.7.1 Overview

The opportunity to do business with the government for women is always there. How to bid and why to bid is the biggest drawback. Some women do not know whether search opportunities exist, others believe tenders cannot be won fairly and bidding is a waste of time and money, the tender documents are complex, that even after supplying you risk your payment, and so on and on. This session aims to shed light on participants by sharing candidly the two sides of the coin. You will hear from industry players who have excelled through the preparation of winning tenders not only with the government but private sector targeting large complex procurements. On the flip side, participants will get to know what buying organizations solicit for bids. The purpose of bidding is to maximize your chances of winning so that you can grow your business and also learn from losing.

3.7.2 Session Objectives

The session was guided by the objectives below:

- To appreciate that bidding is a sure bet for women who desire to grow economically and professionally.
- Learn that tendering is a process but tendering to win is a strategy that requires research, planning, and careful preparation of the tender response.
- To comprehend that a responsive bid merely offers a matching perspective, whereas a winning bid is ultimately the best.
- Recognize that tendering is a competition but as a woman, you have the privilege of competing amongst yourself.
- Analyze your strengths and weaknesses to enhance your chances of winning.

3.7.3 Summary of Presentation



Ms. Winnie NGUMI, the Chairperson of the Board of Kenya National Highway Authority and Chair – Building, Construction and Mining Sector, Kenya Association of Manufacturers set the stage for the Fireside Session. She underscored the need for women suppliers to take the initiative to understand the environments under which they operate. This is to ensure they have an internal alignment. She went further to dissect why women MUST bid to create winning tenders:

- By participating women can contribute to the growth of the economy;
- Winning tenders is a gateway to win new customers and other gateways;
- When you become a reliable supplier, you can become dependable;
- One learns to innovate;
- Once creates a buffer;
- The need to have a mix of public and private to broaden one's supply base; and
- One can learn to adhere to standards and regulations

"This is how you secure wins", said Winnie Ngumi.

How to win a tender	Success
<ul style="list-style-type: none"> You must understand the requirements for any tender. Start with the end in mind as you work in responding to a tender. Need to ensure you comply, a failure to comply will lead to failure. 	<ul style="list-style-type: none"> Read tender document very carefully Identify risks and opportunities Assess the buyer and the competitors Review and revise your analysis Do your maths Enlist the help of professionals Purpose to submit the documents timely
What do you do to get a win?	
<ul style="list-style-type: none"> Meet relevant stakeholders Source for valuable information Some tenders might be large –seek collaboration Submit on time Keep aligning to the deadlines, addenda, etc. If you do not succeed- evaluate to find out why you failed 	

WHAT ARE THE HITS?	Understand the environment by considering the critical PESTLE factors - Political, Economic, Social, Technological, Legal, and Environmental. This will enable one to make a hit regarding winning tenders
WHAT ARE THE MISSES?	<ul style="list-style-type: none"> Lack of understanding of the environment Lack of documentation Poor proposal skills Canvassing/lobbying Lack of mentorship in access to procurement Financial constraint (partner to build capacity)
TAKEAWAYS	<ul style="list-style-type: none"> AGPO is a remarkable avenue Grow awareness Encourage women Promote equality Build one's capacity Attend forums and network

3.7.4 Panel Discussion for Fireside Chat Session

The panel discussion focused on the hits and misses in preparing for winning tenders. The panelists comprised of:

- Winnie Ngumi, Chairperson, Board of Directors, Kenya National Highways Authority (KeNHA) and Chairperson of the Building, Mining and Construction Sector, Kenya Association of Manufacturers;
- Evelyn Shigoli, General Manager of Supply Chain Management, Kenya Ports Authority;
- Levina Wanyonyi, Head of Procurement, Kenya National Highways Authority;
- Catherine Waitira Kangangi, Ag. Deputy Director of Supply Chain Management, Kenya Rural Roads Authority;
- Catherine Kamuri, Deputy Chair, Association of Suppliers of Kenya;
- Beatrice Kosgei, Advocate of the High Court of Kenya and Supply Chain -Contracts Manager Kenya Electricity Generating Company.



Picture 7: From extreme left: Levina Wanyonyi, Beatrice Kosgei, Evelyne Shigoli, Winnie Ngumi, Catherine Kangangi and Catherine Kamuri

What do you wish women in business should know about tendering?

Women need to be keen to attention and avoid the rampant behavior of overlooking the very basic things that are critical and looked at during the tender evaluation process.

One needs to have the know-how of what they are tendering.

That one needs to avoid being over-ambitious. This will allow one to ensure the principle of that growth is gradual.

As a woman, there is a need to build the capacity to overcome the challenges that come with tendering by women. Keen focus should be put to:

- To not divert money received for a particular purpose to personal use;
- Network – most women's networks are social as opposed to economic;
- Dedicate time and effort in preparing tenders; and
- Exhibit confidence.

3.7.5 Fireside Chat Session Emerging Issues and Recommendations

It was noted that the takeaways from the session was that:

- Success – grow local brands
- Resilience – surviving and thriving
- Start small and grow progressively
- Build partnerships
- One bid document is their brand
- Avoid playing the female card
- Start preparations early
- Build your capacity, be assertive to set your goals, and celebrate your goals and achievements.

3.8 SESSION 6: ENHANCING WOMEN VISIBILITY - BRANDING YOURSELF FOR SUCCESS.

3.8.1 Overview

The procurement and supply chain industry has historically been male-dominated, leading to gender disparities in leadership roles and opportunities for women professionals. Women in procurement and supply chain management often face unique challenges related to gender bias, stereotyping, and limited visibility. By focusing on branding for women in this field, the session aims to empower them to overcome barriers and advance their careers and businesses. The session will discuss the role and importance of branding as a means for distinguishing oneself and advancing oneself. It will seek to enhance the visibility, credibility, and influence of women within the industry. By emphasizing the importance of personal branding, the session will seek to help women professionals leverage their unique strengths and experiences to stand out in the industry. Participants will be provided with relevant branding insights and strategies tailored to women professionals' roles and responsibilities.

3.8.2 Session Objectives

- i. Clarify the concept of branding and its relevance within the context of procurement and supply chain management.
- ii. Discuss how strong personal brands can contribute to career advancement, leadership opportunities, and professional growth for women in the sector.
- iii. Explore the unique challenges faced by women professionals in building and maintaining their brands within traditionally male-dominated industries.
- iv. Highlight the power of media as a tool for building authentic and compelling personal brands, and provide practical guidance on crafting impactful individual narratives.
- v. Provide insights into building effective branding strategies and tactics such as cultivating industry relationships, and leveraging digital platforms.
- vi. Facilitate the development of actionable strategies for participants to apply the insights and strategies to their own career paths and branding initiatives.

3.8.3 Summary of Presentations

The first presentation on branding was made by Maureen Mambo, Director, of Kenya Export Promotion and Branding Agency. She began by highlighting the four branding steps mainly focusing on authentic, true self, clarity, and consistency.

The key issues addressed in the presentation in the presentation were as follows:

How to brand yourself

- i. Identify what sets you apart from others including strengths, skills, and unique experiences;
- ii. Determine what you want to achieve on a personal brand;
- iii. Tailor your communication messages (who are you speaking to?);
- iv. Be consistent in website, social media platforms, and offline interactions. Consistently build your recognition and trust;
- v. Demonstrate knowledge and expertise;
- vi. Network strategically; and
- vii. Monitor your brand performance and reputation;

The second presentation on branding was made by Kentice Tikolo, a Public Relations Expert who started by defining branding as a process of creating a strong positive perception of yourself throughout everything that you do. She further highlighted the importance of branding to include; an increase in value, generate new followers, and improve satisfaction.

Why personal branding

- i. Visibility and recognition;
- ii. Networking and opportunities;
- iii. Navigating gender bias;
- iv. Career advancement;
- v. Influencing industry culture;
- vi. Resilience and adaptability.

3.8.4 Panel Discussion for Session 6

The session panel discussion comprised of:

- Maureen Mambo, Strategic Communications, Branding and Marketing Expert, Kenya Export Promotion and Branding Agency;
- Kentice Tikolo, Strategic Public Relations & Communication Management; and
- Michelle Anekeya, Global Communications Manager, Water & AMP; SANITATION FOR THE URBAN POOR (WSUP).

Picture 8: From the extreme left: Maureen Mambo, Kentice Tikolo, Michelle Anekeya, and the Moderator, Patricia Nkirote.



Picture 8: From the extreme left: Maureen Mambo, Kentice Tikolo, Michelle Anekeya, and the Moderator, Patricia Nkirote.

3.8.5 Emerging issues and recommendations

The panel discussion focused on the following areas;

- i. Being deliberate on your brand and what you stand for as a thought leader. The need to be a master in the area of specialization, writing small articles on social media platforms. Also, thinking about how the gaps can be resolved in a particular manner by understanding the entire value chain.
- ii. Professional branding (Procurement as a brand). Procurement professionals to be brand ambassadors by coming together and debating on how to be visible in the eyes of the public.
- iii. Procurement has a negative perception over time (Corruption). The need for rebranding through cleaning of procurement by KISM
- iv. Importance of dress code in personal branding: Be decent, dress for the audience.

3.9 SESSION 8: POLICY AND LEGAL IMPLICATIONS IN SUPPLY CHAIN MANAGEMENT

3.9.1 Overview

Supply chain management is not just about availing the needs as and when needed, at the right time, place, and within budgets yet realizing value for money (VFM), Supply Chain operations also call for managing a complex legal landscape. Legal challenges are to be proactively addressed through vigorous compliance programs, policies, and regulations. Legal challenges in Supply Chain Management range from Regulatory Compliance, Contractual Agreements, Intellectual Property Rights, product liability, Service Level Agreements, Data Privacy, and security to Ethical and Social Responsibility practices around - Child labor, Human Rights violations, Environmental degradation, corruption, and fraud. Long-term success in today's globalized business environment as well as the ability to mitigate risks and protect your image and reputation demands that you understand and navigate the legal aspects of supply chain management. This calls for a supportive legal framework and efficient supply chain management policies. The session aimed at informing on policies, procedures, and guidance governing procurement in Bank-financed projects. The focus is to educate Women in Procurement on policies and regulations put in place over time to enable women as well as women-led enterprises to participate competitively.

3.9.2 Session Objectives

- i. To occasion interest and motivation towards Bank-Financed Projects in women.
- ii. To enlighten on policies, procedures, and guidance governing procurement in Bank-financed projects.
- iii. To highlight the effect particular policies could have on the various stakeholders, particularly on women.
- iv. To edify the role of the Bank towards empowering women in Procurement.
- v. To compare policy and Legal framework in Public Procurement and the Bank.

3.9.3 Summary of Presentations

3.9.3.1 Keynote Address - Policy and Legal Implications in Supply Chain Management

The conversation was guided by the presentation by **Elmas Arisoy, Regional Procurement Manager Eastern & Southern Africa Region, The World Bank Group** who edified the role of the Bank towards empowering women in Procurement. It was clear from the keynote speaker

on the TWO (2) main responsibilities of the Bank: To provide finance, technical assistance, and Support implementation and secondly to Help countries strengthen their procurement processes through policy setting, legal framework, procurement regulations, e-procurement systems, Budgeting processes, capacity Building, and Performance monitoring.

Elmas Arisoy stated that **“Public Procurement is a significant component in GDP, It supports SMEs who with their growth contribute to the growth of the national economy, employment and ultimately Critical to SMEs growth and sustainability is to monitor their participation and come up with measures to increase their participation such as enable them to identify Viable opportunities, how to prepare and submit competitive bids and how to follow-up the proceeding.”**



3.9.4 Panel Discussion for Session 8

The panelists for this session comprised:

- Elmas Arisoy, Regional Procurement Manager Eastern & Southern Africa Region, The World Bank Group;
- Roy Sasaka, Chief Executive Officer, National Government Affirmative Action Fund;
- Henock Kirungu; the National Treasury; and
- Ken Echesa; Legal Expert and Advocate of the High Court.



Picture 9; From extreme left Ken Echesa, Elmas Arisoy, Roy Sasaka, Henock Kirungu] and far right is the session moderator Jeremiah Nthusi, MBA.

Henock Kirungu emphasized the need to be intentional in ensuring the realization of Article 27 (1) & (2) (a) & (b) of the CoK through policies and specific clauses in the legal framework addressing fairness and equitable advancement of opportunities to women. Their guiding question to Women Head of Procurement in various institutions present was **"After the conference, what is your contribution as women for women out there"?**

The individual thoughts of the panelists to the audience were thought-provoking, inspiring, and guiding. Responding to what the "journey" has been like at the Bank concerning putting policies in place to promote women and young females into opportunities in funded projects, Elmas, pointed out that the Bank Regulations of 2016 talk about sustainability not specifically women so in the spirit of incorporating women an element of ranking in the evaluation processes helps in advancing the women agenda.

"Your evaluation criteria MUST be the intention in accommodating women and young females. Set the criteria in a way that the women will have a qualifying and winning order", said Elmas Arisoy.

Roy Sasaka added, **"Create opportunity for women in this country to grow in your platform by mentoring a woman for a woman and enhancing safe space for women to equally take up opportunities for financial freedom and independence."**

"Know where to find the law as much as you know the law to be able to advance and protect your interest. Understand the hierarchy of the law of the land, you will bring more to the table", said Ken Echesa.

Henock Kirungu stated **"It is required by law that Public Procurement Budgets must set aside 30% for special groups. However, and unfortunately, the absorption is low with lack of capacity being cited as a reason for women. Please set aside but most importantly empower the women."**

3.9.5 Session 8 Emerging Issues and Recommendations

In their conclusion remarks, the panel was agreeable to the effectiveness of policy and legal framework in Public Procurement and specifically on special groups. It was observed that special groups are seen to benefit and to be benefiting. However, the concern is the law is not being implemented as expected. The observation to that effect is that "Tenderpreneurs" are working with Supply Practitioners "flower girls". The panel called for deliberate actions to achieve affirmative action. In the same breath, it was observed that women are more drawn to "small contracts" with small returns with minimal or no uptake of large contracts in certain areas like works - construction/water/Energy sectors. It was suspected that the few women entities taking large contracts in these sectors are actually for women "JUST ON PAPER" not with direct financial benefit.

We are grateful for people who provide shoulders for others to grow. Enable women and young females to grow through you, and create an enabling environment for fellow women. Like Moses, the conference has taken the women in the supply chain profession to the mountain top and they see the Promised Land.

It was concluded that **THE FUTURE IS FEMALE.**

3.10 SESSION 9: EMPOWERING WOMEN TO EXPLOIT OPPORTUNITIES IN THE BLUE ECONOMY

3.10.1 Overview

Supply chain management is not just about availing the needs as and when needed, at the right time, place, and within budgets yet realizing value for money (VFM), Supply Chain operations also call for managing a complex legal landscape. Legal challenges are to be proactively addressed through vigorous compliance programs, policies, and regulations.

Legal challenges in Supply Chain Management range from Regulatory Compliance, Contractual Agreements, Intellectual Property Rights, product liability, Service Level Agreements, Data Privacy, and security to Ethical and Social Responsibility practices around - Child labor, Human Rights violations, Environmental degradation, corruption, and fraud.

Long-term success in today's globalized business environment as well as the ability to mitigate risks and protect your image and reputation demands that you understand and navigate the legal aspects of supply chain management. This calls for a supportive legal framework and efficient supply chain management policies.

This session seeks to inform on policies, procedures, and guidance governing procurement in Bank-financed projects. Most importantly, educate Women in Procurement on policies and regulations put in place over time to enable women as well as women-led enterprises to participate competitively.

The session focused on how to exploit this economic giant referred to as the blue economy, It is a relatively new and untapped sector with immense opportunity for women's economic empowerment.

3.10.2 Session Objectives

- i. Raise awareness about the importance of gender equality and women's empowerment in the blue economy;
- ii. Enhance the skills, knowledge, participation, and capacities of women in Kenya and Africa to effectively participate in and benefit from blue economy activities;
- iii. Promote sustainable practices and conservation efforts within the blue economy, with a focus on ensuring that women are actively involved in decision-making processes related to resource management and environmental protection; and
- iv. Encourage and support women entrepreneurs and leaders in the blue economy.

3.10.3 Summary of Presentation



Nancy Karigithu, Kenya's Ambassador and Special Envoy for Shipping and Blue Economy shared a wealth of knowledge about this other component of our planet. The quote by Arthur C. Clarke, "How inappropriate to call this planet Earth when it is quite clearly Ocean" and Alfred Thayer Mahan, U.S. Navy strategist), "Whoever rules the waves rules the world" is a clear attestation of our blindness in matters of blue economy.

The statistics of the water surfaces in Kenya is 240,700 KM2 which is equivalent to 42% of the total area or to 31 counties out of the 47 counties we have in Kenya.

To be able to perceive this more clearly, the presenter defined the Blue economy as the economic activities within the waters that surround us – i.e. ability to generate income and build sustainable livelihoods through the use of the Oceans, Lakes, rivers, and wetlands, that a country is naturally endowed with, areas also generally referred to as the Maritime domain. Hence maritime is not only about ports and shipping. It has 13 sectors. 15 sub-sectors and 87 separate activities.

Some of the resource areas include:

- a) Trade maritime transport and the economy accounting for 90% of Kenya's international trade by sea.
- b) Cruise ship – growing currently very fast offering opportunities for jobs.
- c) Tourist attraction – warm waters throughout the year
- d) Water sports and other related activities
- e) Sportfishing
- f) Crew change centers
- g) Marinas – a place for the rich to store their expensive toys etc.

The blue economy covers 71% of the world (water). Kenya can capitalize on economic exploitation found in water. For instance,

- Lake Turkana – largest desert lake with breathtaking color
- Lake Baringo and Bogoria- Hot water springs & Birds
- Lake Baringo, Nakuru, and Elementaita – bird-watching
- Lake Victoria – Fresh water lake (2nd deepest lake in the world) – has rare roan Antelopes & Beautiful sceneries

- Tourists frequent parks but we can market the ocean parks.
- Fish migrate from Australia
- Spot fishing is the best spot found in Watamu, Kenya
- Boat/shipbuilding and ship repairs which present some procurement opportunities

Other opportunities

The **maritime domain** offers a wide range of unique, interesting, challenging but very fascinating careers using cutting-edge engineering, science, and technology. The diversity of maritime careers is also so huge that there is something for everyone with all kinds of interests.

Maritime Careers can be both local as well as international - from working on the inland waters.

- Job opportunities- 87 activities translate to 150 different types of jobs
- Skills sets required by cruise ships- D+ can find meaningful careers
- Sustainable Development Goal 5 – only 24,000 women out of 1 million
- Associations – Women in the Maritime Sector in Eastern & South Africa (WIMA) and Women in Trade & Shipping Association (WISTA)

The presenter expounded on some of the initiatives being undertaken to empower women. The International Maritime Organization's (IMO) Women in Development (WID) Programme was launched in 1989 with the following developmental objectives such as: integrating women into mainstream maritime activities; improving women's access to maritime training and technology; increasing the percentage of women at the senior management level within the maritime sector and promoting women's economic self-reliance, including access to employment. Fundamental components include; - access to training, work-life balance, addressing the gender pay gap, balanced Human Resource policy & strategy devoid of gender bias, and cognizance of merit and emphasis on gender mainstreaming must be allowed to become a reality.

Challenges

The laws in use are outdated and in addition, the sector is male-dominated hence the gender stereotype challenge. There is slow access to management and there are few opportunities for training. A career in this sector can also be lonely.

3.10.4 Session 9 Emerging Issues and Recommendation

The presenter concluded with a resounding message that **"The Blue Economy is a new reality. We must be prepared to either join or be left behind, as a county"**. Kenya has to fight for its share of jobs, wealth, and opportunity in the global maritime sector to: reverse from poverty to prosperity; go from unemployment to decent jobs; and from inequality into abundant opportunities for development and self-actualization of Kenyans. The private sector can drive innovation, investment, and responsible business practices, all of which are essential for the sustainable development of the blue economy. The women on the other hand must be proactive to seize the opportunities.

3.11 SESSION 10: EMOTIONAL WELLNESS - BALANCING PRIVATE AND CAREER LIFE



Mr. Benjamin Zulu, renowned life coach, and psychologist made a presentation on emotional wellness balancing between private and career life.

His presentation focused on the following three areas;

Upgrading from career to calling; you don't balance your life: you integrate it; If you love what you do, you'll never work another day in your life; and most people endure weekdays at work to go enjoy for two days.

Love yourself more than money; when you like the person you are: you sell yourself at a premium; you carry yourself with class and dignity; and you value happiness more than status.

Join a community of movers; your environment is more powerful than your dreams and your feelings combined; form associations based on your future, not your past, and fear of failure will attract the failure itself.

CHAPTER FOUR

CLOSING CEREMONY

4.1 PRESENTATION OF CONFERENCE COMMUNIQUE

The Conference Communique was presented by the Women Professionals to the President Advisor on Women's Rights, CS Harriette Chiggai who received it on behalf of the Government. The CS after acknowledging the communique, promised to follow up on the issues raised in the communique.



Picture 9: Presentation of Conference Communique to Hon. Harriette Chiggai, The President's Advisor on Women's Rights

4.2 CLOSING REMARKS BY HON. HARRIETTE CHIGGAI, THE PRESIDENT'S ADVISOR ON WOMEN RIGHTS

The official closing of the conference was graced by Hon. Harriette Chiggai, The President's Advisor on Women's Rights. The CS highlighted the following key issues in her closing remarks:

- i. The conference has been exceptional in acquiring and sharing knowledge, creating powerful connections, and affirming our renewed sense of purpose. Through this, we have collectively taken gigantic steps towards a more gender-inclusive sector.
- ii. Professionals have heard encouraging words and been challenged by senior Government officials and phenomenal Facilitators to stand out and be bold in their thoughts and dealings. Also, inspiring stories from trailblazing women who have shattered glass ceilings and reshaped the landscape of the supply chain.
- iii. Delegates are taken through critical topics like sustainable practices, emerging technologies, financing, and the ever-important pursuit of diversity and inclusion within the sector and the gaps, areas of improvement, and opportunities to which we as women must pay attention. This is a must-call for all the women in the supply chain to position themselves to thrive.
- iv. The conference has sharpened my skills and built my capacity to identify where to source funding and how to scale our businesses. The technology is pivotal in excelling in this field.
- v. The knowledge you have gained is a toolkit to carry back to your institutions and businesses and be ready to implement it, challenge the status quo, and drive positive change in your workspace and society at large.
- vi. The government within the Bottom-up Economic Transformation Agenda plan has put women at the center of the economic growth pattern. This calls for several policy shifts that provide a transformative and friendlier environment for women's empowerment.
 - Gender-sensitive procurement policy that leaves no one behind
 - Gender-sensitive budgeting
 - Formulation of a Menopause Policy
 - Establishment of the creche in all institutions

ANNEXES

Annex I: Conference Communique

#WiPSCC

JOINT COMMUNIQUE

The inaugural women in procurement and supply chain conference with more than 250 participants from 85 private and public body corporates.

Women from the Supply chain industry, hosted by the Office of the Women's Rights Advisor and the Kenya Institute of Supplies Management, met at the Lake Naivasha Resort in Naivasha, Nakuru County, from 2nd-5th 2-5, 2024. The meeting was convened to the theme " Raising the Bar: Enhancing Inclusion, Business Opportunities, and Leadership for Women in Procurement and Supply Chain.

The conference brought together a diverse array of stakeholders, including government officials, supply chain management experts, women in business, academicians, and civil society representatives, to exchange insights, share best practices, and identify actionable recommendations. Building upon the discussions and outcomes of the conference, we hereby present the following statement that will help the country raise the bar in procurement and supply chain management.

We, the women in procurement and supply chain management, acknowledging the strides we have made in the industry and noting the government's fight against corruption, we call upon state agencies to support women's economic empowerment by working alongside His Excellency the President's call on zero tolerance to corruption.

In the spirit of the 2/3rd Gender Rule provided for by the Constitution of Kenya 2010, we call for all boards to increase the representation of qualified women in procurement and supply chain management on boards.

We equally ask the government to develop an AGPO policy that entails crafting a comprehensive strategy to realize the program's overarching goals. This policy will offer directives on executing the program's long-term objectives effectively.

We acknowledge that most of the communication channels used (Public Procurement Information Portal (PPIP), newspapers, notice boards, and institution websites) are inaccessible to women in rural areas, we therefore urge the government to use all means to ensure that women in rural areas have access to the information required for them to fully participate in the supply chain industry.

We ask the government to increase the budget allocation for financial institutions such as the Women Enterprise Fund that specialize in providing loans to women and female youth, thereby augmenting the available funds. In addition, the government should track the uptake of the Hustler fund with the view of increasing the allocations for women entrepreneurs.

As the office charged with advocating for women's rights in all sectors, we call upon the Office of the Women's Rights Advisor to advocate for

The implementation of policies that promote gender diversity and inclusivity in business, particularly in procurement and supply chain roles.

Budgetary allocation to include funds for research and development to close the gap on missing data challenges within the supply chain industry.

Payment of AGPO suppliers within 60 days of invoice receipt in compliance with the Public Procurement and Disposal Asset Regulations, 2020.

The digitization of tender documentation to facilitate the seamless completion of documents by AG PO groups.

Conduct a comprehensive review of existing policies and legislation, ensuring they are updated to accommodate and regulate advancements in technology.

Ensure the provision of adequate social protection measures for women, for example, the provision of creches in all organizations, mental wellness and menstrual and menopausal leave.

Noting the unique challenges that women face especially sexual harassment in awarding of tenders, we ask the office of the Women's Rights Advisor to push for sexual harassment policies in all public and private entities. This will allow women to compete on a level playing field and make the Supply Chain Industry safe for women, youth and PWDs.

While Kenya has policies that have attempted to address the challenges that women face especially through AGPO, we urge the government to make a requirement that all entities make annual gender-segregated data to the office of the women's Rights advisor on big-ticket tenders offered. This will help us track the 30% AGPO allocation and eventually push it to a higher percentage.

As industry players, we commit;

- To create mentorship and training programs tailored to the needs of women in procurement and supply chain management, providing them with the necessary skills and guidance to excel in their careers.

- To foster a conducive environment for women by providing access to resources, networks, and funding opportunities.
- To ensure ethical sourcing practices and adherence to labor rights, environmental standards, and corporate social responsibility principles across supply chains.
- To encourage transparency and accountability in supplier selection processes and foster partnerships with ethical suppliers and stakeholders.
- To embrace emerging technologies, such as blockchain, artificial intelligence, and the Internet of Things (IoT), to enhance transparency, efficiency, and traceability in procurement and supply chain operations.
- To invest in digital infrastructure, skills development, and innovation hubs to foster a culture of innovation and digital literacy among procurement professionals.
- To encourage the adoption of circular economy models, green procurement criteria, and sustainable product design throughout the procurement lifecycle.

Annex II: Programme

WOMEN IN PROCUREMENT AND SUPPLY CHAIN (WiPSCC) CONFERENCE 2024

PROPOSED PROGRAMME

THEME: Raising the Bar: Enhancing inclusion, business opportunities and leadership for women in procurement and supply chain

VENUE: Lake Naivasha Resort, Naivasha, Nakuru County.

DATE: 2nd – 5th April 2024

TIME	ACTIVITY	SPEAKER	Responsible
DAY 1 - Tuesday, 2nd April 2024			
9.00 – 4.00 pm	Registration/Arrival of Delegates Networking		OWRA and KISM
DAY 2 – Wednesday, 3rd April 2024			
8.00 – 9.00 am	ARRIVAL OF GUESTS & DELEGATES		SECRETARIAT
9.00 – 9.10 am	Kenyan Anthem		MC
	East African Anthem		MC
9.10 – 10.30 am	Opening KISM Prayer	Secretariat / CEO	
	Opening Remarks	Mr. Nicholas WAFULA , Chief Executive Officer, KENYA INSTITUTE OF SUPPLIES MANAGEMENT	Florence Machio Charity Kipkulei
	Welcoming Remarks	Mr. John KARANI , MBS, Board Chairperson – KENYA INSTITUTE OF SUPPLIES MANAGEMENT	Ken Echesa
	Anchor partner Remarks	Anna MUTAVATI , Country Representative, UN Women KCO	Chair Karani
	High-level Remarks: Setting the stage for the conference.	Hon. Harriette CHIGGAI , The President's Advisor on Women's Rights, EXECUTIVE OFFICE OF THE PRESIDENT	Chair Karani
	Chief Guest: The Role of Women in Supply Chain in Achieving Bottom-Up Economic Transformation Agenda (BETA)	Hon. Felix KOSKEI , Chief of Staff and Head of Public Service, EXECUTIVE OFFICE OF THE PRESIDENT	CS Chiggai

TIME	SESSION	CONVENER	MODERATOR
10.30 – 11.00 am	HEALTH BREAK		MC
11.10 – 1.00 pm	Session Introduction SESSION 1: Delivering Inclusion: Enhancing Access to Government Procurement Opportunities (AGPO) for Women and Female Youth.	Key Note Speaker: Mr. Eric KORIR, Director – Procurement, THE NATIONAL TREASURY. Presentation: Prof. Wanjiku KABIRA, Hub Leader, Women Economic Empowerment Hub, UNIVERSITY OF NAIROBI. Panelists: <ul style="list-style-type: none"> Gloria NJAMBI NDEKEI, OGW, Executive Director, KENYA PRIVATE SECTOR ALLIANCE FOUNDATION Ishmael BETT, Chief Executive Officer, ASSOCIATION OF KENYA SUPPLIERS Laura AKUNGA MURITHI, The Chairperson, African Women's Entrepreneurship Program - KENYA CHAPTER Caroline KARIMI NKONGE, NETZACH AGENCIES LTD 	CM Maryanne Karanja
1.00 – 2.00 pm	LUNCH BREAK		MC
2.00 – 2.10 pm	Presentation	TBD	MC
2.10 – 3.30 pm	SESSION 2: Building Sustainable Models for women in Supply Chain: Success Stories from the Public and Private sector	Key Note Speaker: Elizabeth OBANDA, Women Economic Empowerment Analyst & Team Lead, UN WOMEN Presentation 1: Dr. Erick RUTTO, President, KENYA NATIONAL CHAMBER OF COMMERCE AND INDUSTRY Presentation 2: Amy WAHOME, General Manager – Operations, OXYGENE Panelists: <ul style="list-style-type: none"> Alice MICHIRA, Project Coordinator, Sourcing2Equal Kenya, INTERNATIONAL FINANCE CORPORATION Mary NGECHU, Director – SMEs and Startups, KENYA PRIVATE SECTOR ALLIANCE. 	CM Jenifer Cirindi
3.30 – 5.00 pm	BREAKOUT SESSIONS		
	Track 1: Deepening the Conversation: Emerging Issues and Recommendations For Women Professionals in Delivering Inclusion.	Key Note Speaker: Prof. Romanus ODHIAMBO, Vice Chancellor, MERU UNIVERSITY Panelists: <ul style="list-style-type: none"> Dr. Gasheri MUGAO, Chair for Partnerships and Strategy – Women in Manufacturing, KENYA ASSOCIATION OF MANUFACTURING & Chief Executive Officer, SHETH NATURALS Beatrice KIRUBI, HR Business Partner/ DEI Manager, BAMBURI CEMENT LTD Arthur MAMVURA, Head of Procurement, DIAGEO AFRICA 	Linda Osundwa

BREAKOUT SESSIONS			
	Track 2: Deepening the Conversation: Emerging Issues and Recommendations for Women in Business in Supply Chain.	Key Note Speaker: Nancy MUTHONI, Head - Women in Business, KENYA NATIONAL CHAMBER OF COMMERCE AND INDUSTRY. Panelists: <ul style="list-style-type: none">Elizabeth WASUNNA, Business Banking Director, ABSA BANK KENYAMbithe MUEMA, Chief Business Officer, NAIROBI SECURITIES EXCHANGENick WACHIRA, Managing Director, OXYGENEFCS Jacqueline WAIHENYA, C.ARB FCIARB, Chairperson, CHARTERED INSTITUTE OF ARBITRATORS	CM Henock Kirungu
Closing		OWRA/KISM	Moderator
DAY 3 – Thursday, 4th April 2024			
8.00 – 8.30 am	ARRIVAL OF GUESTS & DELEGATES		OWRA/KISM
8.30 – 9.00 am	Opening KISM Prayer		MC
	RECAP BREAKOUT REPORTS		
	Track 1: Professionals Track 2: Business	<ul style="list-style-type: none">Rapporteur 1Rapporteur 2	Dr. Purity Patricia
9.00 – 10.30 am	SESSION 3: Supply Chain Financing.	Key Note Speaker: Mary Porter PESCHKA, Regional Director, Eastern Africa, INTERNATIONAL FINANCE CORPORATION. Presentation 1: Raphael KIMOLO, Chief Executive Officer, WOMEN ENTERPRISE FUND. Presentation 2: Cooperative Bank Panelists: <ul style="list-style-type: none">Mary MULILI, Chief Executive Officer, UNITED BANK OF AFRICAElizabeth WASUNNA, Business Banking Director, ABSA BANK KENYA	CM Maryanne Karanja
11.00 – 11.30 am	HEALTH BREAK		MC
11.30 – 1.00 pm	SESSION 4: Driving Innovation and Technology in Supply Chain.	Key Note Speaker: Joel ONDITI, Chief Executive Officer, PATHWAYS TECHNOLOGIES Presentation: Max OKEYO, Chief Executive Officer, SIGN HUB DIGITAL. Panelists: <ul style="list-style-type: none">Sam GICHURU, Founder and Chief Executive Officer, NAILAB ACCELERATORDr. Ken RIANY, Head of ICT, KENYA MEDICAL TRAINING COLLEGE	CM Moses Omondi
1.00 – 1.10 pm	Presentation	TBC	

LUNCH BREAK			
1.10 – 2.00 pm			
2.00 – 3.15 pm	SESSION 5: Rising to Boardroom Leadership: Lessons for Women in Procurement & Supply Chain.	Key Note Speaker: Catherine MUSAKALI, WOMEN ON BOARDS NETWORK. Panelists: <ul style="list-style-type: none">Prof. Wanjiku KABIRA, Hub Leader, WOMEN ECONOMIC EMPOWERMENT HUB, UNIVERSITY OF NAIROBIDr. George OCHIRI, Chief Executive Officer, HARAMBEE SACCOCaleb SUNGUTI, Supply Chain Expert	
3.15 – 4.30 pm	SESSION 6: Enhancing innovation, Effective Leadership in Business; Strategies for Improving Productivity and Performance.	<ul style="list-style-type: none">Key Note Speaker: Rita KAVASHE, Managing Director, ISUZU EAST AFRICA Panelists: <ul style="list-style-type: none">Sam GICHURU, Founder and Chief Executive Officer, NAILAB ACCELERATORMax OKEYO, Chief Executive Officer, SIGN HUB DIGITAL.	CM Jeremiah Nthusi, OGW
4.30 – 6.00 pm	Fireside chat Preparing Winning Tenders: The Hits and Misses.	Setting the stage: Winnie NGUMI, Chair – Building, Construction and Mining Sector, KENYA ASSOCIATION OF MANUFACTURERS. Discussants: <ul style="list-style-type: none">Evelyn SHIGOLI, General Manager, Supply Chain Management, KENYA PORTS AUTHORITY.Levina WANYONYI, Deputy Director – Supply Chain Management, KENYA NATIONAL HIGHWAYS AUTHORITY.Catherine KANGANGI, Head of Procurement, KENYA RURAL ROADS AUTHORITY.Catherine KAMURI, Deputy Chair, ASSOCIATION OF KENYA SUPPLIERS.Beatrice Kosgei, Supply Chain – Contracts Manager, KENYA ELECTRICITY GENERATING COMPANY.	CM Fidel Muema
6.00 pm	Cocktail/Dinner		Masiga/ Edith
DAY 4 – FRIDAY, 5th April 2024			
8.30 – 9.00 am	ARRIVAL OF GUESTS & DELEGATES		OWRA KISM
	SECRETARIAT		
9.00 – 10.30 am	SESSION 7: Enhancing Women's Visibility: Branding Yourself for Success.	Key Note Speaker: Floice MUKABANA, Chief Executive Officer, KENYA EXPORT PROMOTION AND BRANDING AGENCY. Presentation: Kentice TIKOLO, PUBLIC RELATIONS EXPERT. Panelists: <ul style="list-style-type: none">Michelle ANEKEYA, Global Communications Manager, WATER & AMP; SANITATION FOR THE URBAN POOR (WSUP).Arik KARANI, Lead Communication Specialist, WIKIMEDIA FOUNDATIONS (virtual)	Patricia Kathurima

10.30 – 11.00 am	HEALTH BREAK		
11.00 - 12.30 pm	SESSION 8: Policy And Legal Implications in Supply Chain Management	<p>Key Note Speaker: Elmas ARISOY, Regional Procurement Manager Eastern & Southern Africa Region, THE WORLD BANK</p> <p>Panelists:</p> <ul style="list-style-type: none"> Eric KORIR, Director of Public Procurement, THE NATIONAL TREASURY. Dr. Fred ONGISA, Chief Executive Officer, KENYA INSTITUTE OF SUPPLIES EXAMINATION BOARD. Lucy BARNO, Ag. Corporation Secretary & Director, Legal Services, PUBLIC PROCUREMENT REGULATORY AUTHORITY. Ken ECHESA, Legal Expert 	Chair John Karani, MBS
12.30 – 1.00 pm	SESSION 9: Empowering Women To Exploit Opportunities in Blue Economy.	Key Note Speaker: Nancy KARIGITHU, Kenya's Ambassador and Special Envoy for Shipping and Blue Economy.	
1.00 – 2.00 pm	SESSION 10: Emotional Wellness: Balancing Private and Career Life.	Key Note Speaker: Benjamin ZULU, LIFE COACH	
2.00 – 2.36 pm	CLOSING CEREMONY		
	Presentation of Conference Communique	The Executive Office of the President – The Office of the President's Advisor on Women's Rights and Kenya Institute of Supplies Management.	Florence Machio Charity Kipkulei
	Remarks	John KARANI, MBS, Board Chairperson, KENYA INSTITUTE OF SUPPLIES MANAGEMENT	
	Closing remarks	Hon. Harriette CHIGGAI, The President's Advisor on Women's Rights, EXECUTIVE OFFICE OF THE PRESIDENT	
	Kenyan Anthem and East African Anthem		MC
2.36 pm	LUNCH BREAK AND DEPARTURE		

Annex III: List of Participants

#	CONFERENCE DELEGATES	INSTITUTION/ORGANIZATION
1	Hon. Felix Koskei	Chief of Staff and Head of Public Service, Executive Office of the President
2	Hon. Harriette Chiggai	The President's Advisor on Women's Rights, Executive Office of the President
3	John Karani, MBS	Chairperson Kenya Institute of Supply Management (KISM)
4	Esther Kamutu Nzioka	Agriculture And Food Authority
5	Mary Mkamburi Mwatika	Agriculture And Food Authority
6	Scholasticah K Muthara	Agriculture And Food Authority
7	Beatrice Apiyo Onyango	Anti-Counterfeit Authority
8	Beatrice Wagaki Mwangi	Britam
9	Vallery Akinyi Dulo	Britam
10	Grace Kananu Kalawa	Britam
11	Phyllis Marete Mwai	Bushblazers Tours, Travel & Safaris
12	Maryline Jemuge Mariko	County Government of Baringo
13	Medrin Medrin Mengich	County Government of Baringo
14	Jebichi Kiptoon Alice	County Government of Baringo
15	Beatrice Beatrice Kiplagat	County Government of Baringo
16	Jepkoech Chesaro Margaret	County Government of Baringo
17	Peter Nyoike Kamau	County Government of Baringo
18	Pauline Nafuna Wamalwa	County Government of Bungoma
19	Susy Khwaka Masai	County Government of Bungoma
20	Lunyolo Kollikho Lucy	County Government of Bungoma
21	Jeddidah Nasimiyu Kulundu	County Government of Bungoma
22	Isabellah Isabellah Mukhongo	County Government of Bungoma
23	Bridgid Nanyama Wabomba	County Government of Bungoma
24	Nafula Barasa Joyce	County Government of Bungoma
25	Fridah Muthoni Murungi	County Government of Nyeri
26	Waigumo Njiiri Rachael	County Government of Nyeri
27	Carol Muthoni Gitata	County Government of Nyeri
28	Kezia Njeri Wainaina	County Government of Nyeri
29	Mary Wangari Hunja	County Government of Nyeri
30	Syotwili Kanyole Jane	County Government of Machakos

31	Norah Ndinda Kamba	County Government of Machakos
32	Lilian Odunga Nakhwanga	County Assembly of Busia
33	Wambui Wangai Nancy	County Assembly of Machakos
34	Charity Njoki Kariuki	County Government of Kirinyaga
35	Penerope Adil Nyakalo	County Government of Kirinyaga
36	Eunice Wairimu Mbugua	County Assembly of Kajiado
37	Catherine Matiti Nzioka	County Government of Machakos
38	Damaris Mutindi Musyoki	County Government of Machakos
39	Rose Rita Mukiri Mugambi	County Government of Machakos
40	Maurine Mukene Mwanja	County Government of Machakos
41	Anne Muthoni Maibna	County Government of Machakos
42	Ndunge Mulwa Philomena	County Government of Machakos
43	Eunice Kalondu Musyoka	County Government of Machakos
44	Beriter Nzilani Munyaka	County Government of Machakos
45	Agnes Mutheu Justus	County Government of Machakos
46	Patricia Syombua Kioko	County Government of Machakos
47	Mumo Agnes Mkamuzi	County Government of Machakos
48	Jepkogei Keter Safinah	County Government of Nandi
49	Jepchirchir Dorcas Dorcas	County Government of Nandi
50	Jeruto Mercy Mercy	County Government of Nandi
51	Jepkogei Keter Safinah	County Government of Nandi
52	Mary Nthenya Kamili	County Government of Machakos
53	Lydia Chemutai Lagat	County Government of Nandi
54	Phoebe Jepchirchir	County Government of Nandi
55	Jepkogei Keter Safinah	County Government of Nandi
56	Jepchirchir Dorcas Dorcas	County Government of Nandi
57	Jeruto Mercy Mercy	County Government of Nandi
58	Wainoi Ndiga Esther	County Government of Kirinyaga
59	Marrion Otundo Otundo	County Government of Kirinyaga
60	Nyawira Muriithi Maurine	County Government of Kirinyaga
61	Lilian Wairimu Macharia	County Government of Kirinyaga
62	Janet Njoki Njagi	County Government of Kirinyaga
63	Jane Karia Ndieri	County Government of Kirinyaga
64	Catherine Wangu Gitahi	County Government of Kirinyaga
65	Wanjiku Teresiah Kamau	County Government of Kirinyaga
66	Ummi Nasirumbi Ali	County Government of Kirinyaga

67	Gacheri Caroline Mutua	County Government of Kirinyaga
68	Karimi Mugo Caroline	County Government of Kirinyaga
69	Rosaita Wavinya Musengya	County Government of Makueni
70	Saadia Ibrahim Farah	County Government of Wajir
71	Umazi Chibanza Brenda	County Assembly of Kilifi
72	Regina Wambugha Florence	County Assembly of Taita Taveta
73	Nelly Nelly Manga	County Assembly of Taita Taveta
74	Mdulo Mwashighadi Siblina	County Assembly of Taita Taveta
75	Mashaka Mwabili Pauline	County Assembly of Taita Taveta
76	Wambui Kamau Susan	County Assembly of Lamu
77	Lydia Chemutai Lagat	County Government of Nandi
78	Vicky Cherop Ndege	County Assembly of West Pokot
79	Phyllis Wanjira Karimi	Commission for University Education
80	Bonareri Momanyi June	Competition Authority of Kenya
81	Belinda Sehema Lodompui	Centre for Mathematics, Science & Technology Education in Africa
82	Joyce Nemoo Montet	Centre for Mathematics, Science & Technology Education in Africa
83	Lydia Nyaguthii Kangara	Centre for Mathematics, Science & Technology Education in Africa
84	Jane Jeptanui Rotich	Communication Authority of Kenya
85	Janet K. Imunya	Communication Authority of Kenya
86	Diana Chebet Rono	Communication Authority of Kenya
87	Inviolata Omondo Were	Communication Authority of Kenya
88	Sarah Sarah Chepchumba	Communication Authority of Kenya
89	Jackline Muthue Muthoka	Communication Authority of Kenya
90	Gladys Cheptoo	CPF Financial Services
91	Constance Tengo	CPF Financial Services
92	Damaris Muthoni Mburu	Commission on Administrative Justice
93	Valerie Makatiani Anne	County Government of Kakamega
94	Eng. Margaret N. Ogai	Engineers Board of Kenya
95	Catherine Wanjiru Macharia	Engineers Board of Kenya
96	Eng. Faith Mutheu	Engineers Board of Kenya
97	Sharon Seleyian Tatio	Ewaso Nyiro South Development Authority
98	Chepchirchir Bett Priscah	Ethics and Anti-Corruption Commission
99	Haretha Ahmed Ali	Ethics and Anti-Corruption Commission
100	Daisy Oricho Mboya	Ethics and Anti-Corruption Commission

101	Rachael Nemkashi Nepatao	Ethics and Anti-Corruption Commission
102	Charity Wawira	Ethics and Anti-Corruption Commission
103	Arthur Mamvura	East African Breweries/Diageo
104	Mikhago Mikhago Emily	Friends College Kaimosi
105	Kiende Murungi Roseanne	Financial Reporting Centre
106	Annette Anusu Indenyire	Friends College Kaimosi
107	Brenda Mugucia	Heifer International
108	Martha Wanjiku Muigai	Hif-Mr1
109	Christine	Indiana Institute for Global Health
110	Juliet Ongesa	Isuzu East Africa Ltd
111	Rachael Wangeci Ruggu	Isuzu East Africa Ltd
112	Chebet Langat Diana	Imarisha Sacco
113	Karimi Njiru Kellen	Jomo Kenyatta University of Agriculture and Technology
114	Agnes Wanja Nyawira	Kenya Civil Aviation Authority
115	Alice Atieno Kandira	Kenya Civil Aviation Authority
116	Valary Akinyi Otieno	Kenya Institute of Supplies Management
117	Dorothy Janette Mutimbua	Kenya Petroleum Refineries Limited
118	Nyaberi Judith Nyanchama	Kenyatta International Convention Centre
119	Helen Moraa Mweruti	Kenya School of Government
120	Sharon Njahira Thinguri	Kenya Institute for Public Policy Research and Analysis
121	Mary W Thiiru	Kenya National Qualifications Authority
122	Ibelia Lumwachi Jacklyne	Kenya Education Management Institute
123	James Nderitu Githaga	Kenya Meat Commission
124	Dorcas Ruto	Kenya Airports Authority
125	Eunice Wangare Kamau	Kenyatta International Convention Centre
126	Jael Jemutai Misoi	Kenya Veterinary Vaccines Production Institute
127	Irene Wanja Nyaga	Kenya Veterinary Board
128	Stella Wambui Muchemi	Kenya Airports Authority
129	Winnie Jepkorir Metto	Kenya Airports Authority
130	Joyce Jesang Choge	Kenya Airports Authority
131	Nyambura Wanjohi Ruth	Kenya Airports Authority
132	Flora Gatakaa Murithi	Kenya Airports Authority
133	Naomi Chelimo Saina	Kenya Airports Authority
134	Joan Chepkoech Langat	Kenya Airports Authority
135	Jecinta Wakugure	Kenya Airports Authority

136	Josephine Mwakithi Mwakithi	Kenya Bureau of Standard
137	Daisy Musangi	Kenya Airports Authority
138	Adhiambo Owino Dorothy	Kenya Dairy Board
139	Daisy Kibwana Eunice	Kenya Ports Authority
140	Anne Jerono Jerono	Kenya Ports Authority
141	Anne Ndarama Chopetta	Kenya Ports Authority
142	Deborah Kisura Mwawana	Kenya Ports Authority
143	Eunice Jelagat Biwott	Kenya Bureau of Standards
144	Naomi Jeptoo	Kenya Animal Genetic Resources Centre
145	Mary Kerubo Onchiri	Kenya National Highways Authority
146	Levina Kulundu Wanyonyi	Kenya National Highways Authority
147	Monica Kerubo Orina	Kenya National Highways Authority
148	Donna Barbra Kathure Nyamu	Kenya National Highways Authority
149	Ngila Edna Chepngetich	Kenya National Highways Authority
150	Grace Waswa Elizabeth	Kenya Rural Roads Authority
151	Irene Nyawira Theuri	Kenya Rural Roads Authority
152	Quinter Adhiambo Dan	Kenya Rural Roads Authority
153	Julia Nelima Kundu	Kenya Rural Roads Authority
154	Lenity Gaichugi Mutwiri	Kenya Rural Roads Authority Meru
155	Caroline Kavata Kitonga	Kenya Rural Roads Authority
156	Achieno Mukhongo Rose	Kenya Rural Roads Authority
157	Fridah Jepchumba Kemboi	Kenya Rural Roads Authority
158	Waithira Waithanji Judy	Kenya Rural Roads Authority
159	Rose Amalia Osore	Kenya Rural Roads Authority
160	Deborah Mwanika Inyangala	Kenya Rural Roads Authority -Project
161	Dr. Bernadette J. Misoi	Kenya Animal Genetic Resources Centre
162	Maureen Mwangi	Kenya Rural Roads Authority
163	Winjoy Kabirithu Douglas	Kenya Rural Roads Authority
164	Joyce Njeri Gachuhi	Kenya Rural Roads Authority
165	Mariana Mwae Mwamvunyu	Kenya Rural Roads Authority
166	Jecinta Muthoni Njoroge	Kenya Rural Roads Authority
167	Alice Ngima Gatimu	Kenya Rural Roads Authority
168	Winnie Wangui Wanyoike	Kenya Rural Roads Authority
169	Wabwire Clementine Nyongesa	Kenya Rural Roads Authority
170	Lilian Chepkemai	Kenya Rural Roads Authority
170	Risper Nyamoita Luka	Kenya Urban Roads Authority

172	Pamela Nanjala Wakoli Wakoli	Kenya Rural Roads Authority
173	Nancy Ngetich Chepngeno	Kenya Rural Roads Authority
174	Dorcas Jepkemoi Sergon	Kenya Rural Roads Authority
175	Chomba Vivianne Wambui	Kenya Rural Roads Authority
176	Loise Waithera	Kenya Rural Roads Authority
177	Sarah Muthoni Ndirangu	Kenya Rural Roads Authority
178	Carolyne Isiaho	Kenya Rural Roads Authority
179	Jane Njambi Muigai	Kenya Power and Lighting Company
180	Jane Wambura Ireri	Kenya Power and Lighting Company
181	Jacklyne Apindi Kongo	Kenya Power and Lighting Company
182	Jane Wangari Waweru	Kenya Power and Lighting Company
183	Brigid Sawe Sawe	Kenya Power and Lighting Company
184	Martha Kyalaani Kyalaani	Kenya Ports Authority
185	Asha Salim Athman	Kenya Ports Authority
186	Maurice Maikuba Waswa Muya	Kenya Ports Authority
187	Wangira Ouma Adelaide	Kenya Ports Authority
188	Eveline Imbukha Shigoli	Kenya Ports Authority
189	Wanja Ndanyu Joan	Kenya Meat Commission
190	Charity Kipkulei Ndua	Kenya Pipeline Company Ltd
191	Navasaa Edith Wafula	Kenya Pipeline Company Ltd
192	Rael Jepchirchir	Kenya Pipeline Company Ltd
193	Judith Mbogo	Kenya Electricity Generating Company
194	Edinah Kemunto Makori	Kenya Electricity Generating Company
195	Dorcas Wanjiku Kariuki	Kenya Electricity Generating Company
196	Mary Wakonyo Wataaru	Kenya Electricity Generating Company
197	Chebelyon Koske Beartrice	Kenya Electricity Generating Company
198	Akinyi Okelo Evelyn	KCB Bank
199	Maina Vanessa Wanjiru	KCB Bank
200	Brenda Onyeti Amanaka	Kenya Forest Service
201	Rahab Wanjiru Kibuthu	Kenya Forest Service
202	Jillo Wato Mary	Kenya Deposit Insurance Corporation
203	Rachel Resiatio Lekakimon	Kenya Water Institute
204	Kipngeno Patrick Cheruiyot	Kenya Pipeline Company Ltd
205	Bwari Mildred Maina	Media Council of Kenya
206	Wandia Kasyoka Alice	Media Council of Kenya
207	Albert Otieno Ombiji	Meru National Polytechnic

208	Caroline Karwitha Gitonga	Meru Water and Sewerage Services Company
209	Magdaline Chepkoech Koech	Ministry of Defence
210	Caroline Chepkirui Koskey	Ministry of Lands
211	Margaret Buyaki Abuya	Ministry of Land and Physical Planning
212	Janet Muthisya Preston	Ministry of Lands and Physical Planning
213	Evangeline Wawira Kinyua	Ministry of Lands and Physical Planning
214	Veronica Wacera Kamau	Ministry of Lands Public Works
215	Pauline Moraa Ongaki	Ministry of Lands And Physical Planning
216	Njoroge Joyce Njeri	National Housing Corporation
217	Ngendo Judy Wamuyu	National Housing Corporation
218	Janet Bahati Leinte	National Disaster Management Authority
219	Lucy Kanyua Mugo	National Disaster Management Authority
220	Penninah K. Muturia	National Gender and Equality Commission
221	Ruth B. Onyando	National Gender and Equality Commission
222	Ware Konchoro Barille	National Gender and Equality Commission
223	Violet Nekesa Maloba	National Gender and Equality Commission
224	Irene Wairimu Ngunyi	NCBA Bank Kenya
225	Margaret Nyambura Raingo	Nyeri Water & Sanitation Company Limited
226	Mary Mumbi Mutahi	Nyeri Water & Sanitation Company Limited
227	Grace Kandenyi Kandenyi	Numerical Machining Complex Limited
228	Madina Ali Jillo	National Land Commission
229	Njoki Kimani Emily	National Land Commission
230	Jane Nanjala Khacheche	National Land Commission
231	Alice Wairimu Karanja	National Land Commission
232	Lydia Wambui Gichane	National Land Commission
233	Kabale Tache Arero	National Land Commission
234	Alice Atieno	National Land Commission
235	Winnie Wairimu Mwangi	National Land Commission
236	Vallary Amondi Gor	National Land Commission
237	Wambui Kariuki Ivy	National Land Commission
238	Elvina Atieno Osodo	National Industrial Training Authority
239	Prisca Prisca Gichuki	Office of the Prime Cabinet Secretary
240	Esther Nyathira Kiarie	Office of the Registrar of Political Parties
241	Caroline Adhiambo Opondo	Office of the Prime Cabinet Secretary
242	Priscah Chepkoech Chepkoech	Office of the Prime Cabinet Secretary
243	Loise Wanjiru Kamau	Office of the Prime Cabinet Secretary

244	Antoninah Njeri Njoroge	Office of the Prime Cabinet Secretary
245	Susan Sempeyo Tom	Office of the Prime Cabinet Secretary
246	Ongwera Juma Cecilia	Office of the Deputy President
247	Lucy Kobado	Office of the Deputy President
248	Nyambura Thumbi Charlene	Office of the Deputy President
249	Sialo Ntutu	Office of the Deputy President
250	Mwangene Grace Wawuda	Office of the Deputy President
251	Ruth Wangui Kamau	Office of the Deputy President
252	Beth Mwangangi Mwangangi	Office of the Deputy President
253	Salama Bakari	Office of the Deputy President
254	Magdaline Chepkemioi	Office of the Deputy President
255	Josphine Charles Nzula	Office of the Deputy President
256	Joan Kimosop	Postbank
257	Evalyne Mukami Mathii	Public Finance Management Reforms -Secretariat, The National Treasury
258	Patricia Njeri Mambo	Public Financial Management Reforms, the National Treasury
259	Fridah Wanjiku Muchemi	Public Finance Management Reforms Secretariat
260	Caroline Chepkoech Langat	Parliamentary Service Commission
261	Lydia Simaloi Saoli	Parliamentary Service Commission
262	Regina Nabwire Lorraine	Parliament Service Commission
263	Nelly Wangui Njoroge	Parliamentary Service Commission
264	Wairimu Kanyua Leah	Parliamentary Service Commission
265	Basquilin Nakhungu Opete	Parliamentary Service Commission
266	Getrude Nagira Julius	Public Service Commission
267	Kariuki Tabitha Nyaguthii	Public Service Commission
268	Brenda Jepserson Amge	PC Kinyanjui Technical Training Institute
269	Elizabeth N Kilungula	State Department for Forestry Ministry of Environment, Climate Change and Forestry
270	Nancy Njahira Ndomo	State Department for Forestry Ministry of Environment, Climate Change and Forestry
271	Fracia Wangeci Mbogo	State Department for Forestry Ministry of Environment, Climate Change and Forestry
272	Wanyonyi Rose Nasambu	State Department for Forestry Ministry of Environment, Climate Change and Forestry
273	Patricia Jebet Tubei	State Department for Forestry Ministry of Environment, Climate Change and Forestry
274	Mercy Manyonge	State Department for Forestry Ministry of Environment, Climate Change and Forestry

275	Kerubo Obae Mary	State Department for Shipping and Maritime Affairs Ministry of Mining, Blue Economy and Maritime Affairs
276	Wambui Kariuki Carolyne	State Department for Shipping and Maritime Affairs Ministry of Mining, Blue Economy and Maritime Affairs
277	Charity Mbula Mbindyo	State Department for Shipping and Maritime Affairs Ministry of Mining, Blue Economy and Maritime Affairs
278	Mong'areh Gladys Gladys	State Department for Energy Ministry of Energy and Petroleum
279	Mutindi Mackenzie Harriet	State Department for Energy Ministry of Energy and Petroleum
280	Mary Mary Omete	State Department for Energy Ministry of Energy and Petroleum
281	Elizabeth Anyango Odongo	State Department for Energy Ministry of Energy and Petroleum
282	Gladys Kwamboka Nyabwanga	State Department for Energy Ministry of Energy and Petroleum
283	Priscillah Njambi Mbugua	State Department for Energy Ministry of Energy and Petroleum
284	Stellah Kinanu Kanyaru	State department for Environment and Climate Change Ministry of Environment, Climate Change and Forestry
285	Angeline Mwikali Muli	Simlaw Seeds Company Ltd
286	Wanjiku Kinyanjui Jane	Scrap Metal Council
287	Felista Njoki Ng'ang'a	State Department for Social Protection Ministry of Labour and Social Protection
288	Mercy Chepkogei Ngeno	State Department for Higher Education and Research Ministry of Education
289	Christine Kalunde Vala	State Department for Higher Education and Research Ministry of Education
290	Joyce Waruguru Ngari	State Department for Higher Education and Research Ministry of Education
291	Nyambura Mwangi Francesca	State Department of Broadcasting and Telecommunications
292	Enid Moraa Nyamwaro	State Department for Economic Planning The National Treasury
293	Kahiu Beatrice Kanau	State Department for Devolution The Office of the Deputy President
294	Cecilia Mwangeli Maweu	State Department for Economic Planning The National Treasury
295	Trizah Njoki Chegeh	State Department for Internal Security Ministry of Interior and National Administration
296	Joyce Muthoni Mungai	State Department for Lands and Physical Planning Ministry of Lands, Public Works, Housing, and Urban Development

297	Awuor Ochieng Mary	State Department for Lands and Physical Planning Ministry of Lands, Public Works, Housing, and Urban Development
298	Francisca Masaa Ikandi	State Department for Lands and Physical Planning Ministry of Lands, Public Works, Housing, and Urban Development
299	Ivy Nyambura Mwangi	State Department for Lands and Physical Planning Ministry of Lands, Public Works, Housing, and Urban Development
300	Lindah Vudinye Chunguli	State Department for Lands and Physical Planning Ministry of Lands, Public Works, Housing, and Urban Development
301	Elizabeth Bosibori Matagaro	State Department for Lands and Physical Planning Ministry of Lands, Public Works, Housing, and Urban Development
302	Anastacia Wanjiku Chege	State Department Housing
303	Stella Bulunda Nyongesa	State Department for Lands and Physical Planning Ministry of Lands, Public Works, Housing, and Urban Development
304	Jane Njambi Nyaga	Self
305	Nyakio Ndungu Carolyne	Safaricom
306	Nyaguthii Kiiru Phylis	Safaricom
307	Vincent Soda Janji	Safaricom
308	Celestine Salome Taabu	Safaricom
309	Mercy Makena Kirimi	Safaricom
310	Millicent Akoth Okello	Safaricom
311	Fridah Mukiri Kithinji	Safaricom
312	Florence Gakii Kirungu	The Meru National Polytechnic
313	Tracy Wanjiru Ndungu	Teacher's Service Commission
314	Faith Hellen Onyimbo	Teachers Service Commission
315	Nzale Wanje Victoria	The National Assembly
316	Makena Makena Maureen	The National Assembly
317	Faith Chebet Rotich	The National Assembly
318	Mary Ndungwa Mwangangi	The National Assembly
319	Wanjiru Wang'ombe Everlyne	The National Assembly
320	Kinoti Bartholomew Muriuki	The National Treasury
321	Kundu Miriam Nekesa	The National Treasury
322	Claire Obonyo	The National Treasury
323	Wanjiru Wang'ombe Everlyne	The National Assembly
324	Kinoti Bartholomew Muriuki	The National Treasury

325	Joseph Mutuku Peter	UN Women
326	Catherine Karanja	UN Women
327	Duncan Kichamu Kavagi	Women Economic Empowerment Hub University of Nairobi
328	Feirus Galawe Mohamed	Water Resources Authority
329	Masiga Asunza	Office of the President's Advisor on Women Rights Executive Office of the President
330	Evans Meyo	Office of the President's Advisor on Women Rights Executive Office of the President
331	Florence Machio	Office of the President's Advisor on Women Rights Executive Office of the President
332	Claire Ashiali	Office of the President's Advisor on Women Rights Executive Office of the President
333	Faynie Mwakio	Office of the President's Advisor on Women Rights Executive Office of the President
334	Sylvia Mwichuli	Office of the President's Advisor on Women Rights Executive Office of the President
335	Romana Yego	Office of the President's Advisor on Women Rights Executive Office of the President
336	Mercy Mwendu	Office of the President's Advisor on Women Rights Executive Office of the President
337	Brandy Kheyoli	Office of the President's Advisor on Women Rights, Executive Office of the President
338	Nancy Ghati	Office of the President's Advisor on Women Rights, Executive Office of the President
339	Benson Kosgei	Office of the President's Advisor on Women Rights, Executive Office of the President
340	Geoffrey Rotich	Office of the President's Advisor on Women Rights, Executive Office of the President
341	Pavel Kotor	Office of the President's Advisor on Women Rights Executive Office of the President
342	Edwin Masivo	Global Exhibitions Inc
343	Clifford Ogendi	Global Exhibitions Inc
344	Oleng Keith	Global Exhibitions Inc
345	Diana Lokosi	Global Exhibitions Inc
346	Florence Kakai	Global Exhibitions Inc
347	Cynthia Luna	Global Exhibitions Inc
348	Jochebed Emali	Global Exhibitions Inc
349	Clifford Ogendi	Global Exhibitions Inc
350	Oleng Keith	Global Exhibitions Inc
351	Diana Lokosi	Global Exhibitions Inc

352	Nicholas wafula	Acting CEO Kenya Institute of Supply Management (KISM)
353	Edith Kariuki	Kenya Institute of Supply Management (KISM)
354	Dr. Ezekiel Chirchir	Kenya Institute of Supply Management (KISM)
355	Ruth Randa	Kenya Institute of Supply Management (KISM)
356	Daisy Chepkorir	Kenya Institute of Supply Management (KISM)
357	Mercie Joe	Kenya Institute of Supply Management (KISM)
358	Patricia Kathurima	Kenya Institute of Supply Management (KISM)
359	Dr. Purity Mwirigi	Kenya Institute of Supply Management (KISM)
360	Maryanne Karanja	Kenya Institute of Supply Management (KISM)
361	Chelion	Kenya Institute of Supply Management (KISM)
362	Fidel Muema	Kenya Institute of Supply Management (KISM)
363	Edith Kariuki	Kenya Institute of Supply Management (KISM)
364	Dr. Ezekiel Chirchir	Kenya Institute of Supply Management (KISM)
365	Jenifer Cirindi	Kenya Institute of Supply Management (KISM)
366	Henock Kirungu	Kenya Institute of Supply Management (KISM)
367	Moses Omondi	Kenya Institute of Supply Management (KISM)
368	Jeremiah Nthusi	Kenya Institute of Supply Management (KISM)
369	Mr. Eric KORIR	The national treasury.
370	Prof. Wanjiku KABIRA	Hub leader, women economic empowerment hub, university of nairobi.
371	Gloria NJAMBI NDEKEI	Kenya private sector alliance foundation
372	Ishmael BETT	Association of kenya suppliers
373	Laura AKUNGA MURITHI	African women's entrepreneurship program - kenya chapter
374	Caroline KARIMI NKONGE	Netzach agencies ltd
375	Elizabeth OBANDA	Women economic empowerment analyst & team lead, un women
376	Dr. Erick RUTTO	Kenya national chamber of commerce and industry
377	Amy WAHOME	Oxygene
378	Alice MICHIRA	International finance corporation
379	Mary NGECHU	Kenya private sector alliance.
380	Prof. Romanus ODHIAMBO	Meru university
381	Dr. Gasher MUGAO	Kenya association of manufacturing & chief executive officer, sheth naturals
382	Beatrice KIRUBI	Bamburi cement ltd
383	Arthur MAMVURA	Diageo africa

384	Nancy MUTHONI	Kenya national chamber of commerce and industry.
385	Elizabeth WASUNNA	Absa bank kenya
386	Mbithe MUEMA	Nairobi securities exchange
387	Nick WACHIRA	Oxygene
388	FCS Jacqueline WAIHENYA	Chartered instute of arbitrators
389	Mary Porter PESCHKA	International finance corporation.
390	Raphael KIMOLO	Women enterprise fund.
391	Mary MULILI	United bank of africa
392	Elizabeth WASUNNA	Absa bank kenya
393	Joel ONDITI	Pathways technologies
394	Max OKEYO	Sign hub digital.
395	Sam GICHURU	Nailab accelerator
396	Dr. Ken RIANY	Kenya medical training college
397	Catherine MUSAKALI	Women on boards network.
398	Dr. George OCHIRI	Harambee Sacco
399	Caleb SUNGUTI	Supply chain expert
400	Rita KAVASHE	Isuzu East Africa
401	Winnie NGUMI	Kenya association of manufacturers.
402	Evelyn SHIGOLI	Kenya ports authority.
403	Levina WANYONYI	Kenya national highways authority.
404	Catherine KANGANGI	Kenya rural roads authority.
405	Catherine KAMURI	Association of Kenya suppliers.
406	Beatrice Kosgei	Kenya electricity generating company.
407	Floice MUKABANA	Kenya export promotion and branding agency.
408	Kentice TIKOLO	Public relations expert.
409	Michelle ANEKEYA	Water & amp; sanitation for the urban poor (WSUP).
410	Arik KARANI	WIKIMEDIA FOUNDATIONS (virtual)
411	Elmas ARISOY	The world bank
412	Dr. Fred ONGISA	Kenya institute of Supplies Examination Board.
413	Lucy BARNO	Public procurement regulatory authority.
414	Ken ECHESA	Legal expert
415	Nancy KARIGITHU	Kenya's Ambassador and Special Envoy for Shipping and Blue Economy.
416	Benjamin ZULU	LIFE COACH

Annex III: Photo Gallery





Annex III: Partners and Sponsors



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