

Family, Executive Suite and the Board Room



By CPA Caroline Wambugu

Facts and figures

- As per the last census in 2009 – women are 50.3% of the Kenyan population – down from 50.7% in 1999.
- 62 NSE-listed firms have only four female CEOs and 3 chaired by Women in the Boards.
- 1964 Maternity leave granted for women
- 1964 Basic pension adopted for women
- 1967 First woman magistrate appointed
- 1968 First woman appointed mayor
- 1969 First woman becomes Member of parliament
- 1982 Appointment of the First woman judge to the High Court of Kenya
- 1983 First women appointed to head public parastatal
- 1984 First woman Ambassador appointed

Facts and figures - Contd

- 1987 First woman Permanent Secretary
- 1993 House allowance granted to women in the public sector
- 1995 First woman appointed to the cabinet
- 1995 First female Kenyan pilot
- 1997 First woman vies for presidency
- 2013 Appointment of first woman as deputy inspector General of police.
- 2017 First Three Women elected as Governors – 6%
- 2017 First Two Women elected as Senators – 4%

Kenya political female leadership

- Four and a half years later after devolution, Kenya got its first set of three female governors in 2017
- In 2017, 3 women were elected in the 68 member senate
- Only 96 wards out of 1,450 elected women in 2017
- Charity Ngilu was Kenya's first female presidential candidate in 1997. She emerged 5th out of 15 with 7% of the votes.
- The late Wangari Maathai also ran for presidency in 1997. She came in 12th with only 4000 votes.
- Kingwa Kamencu is the 3rd woman in Kenya's history to declare her interest in the presidency. She pulled out of the race before the polls in 2013
- Nazlin Umar Rajput ran for presidency as an independent candidate in 2017. She emerged 6th out of 8.

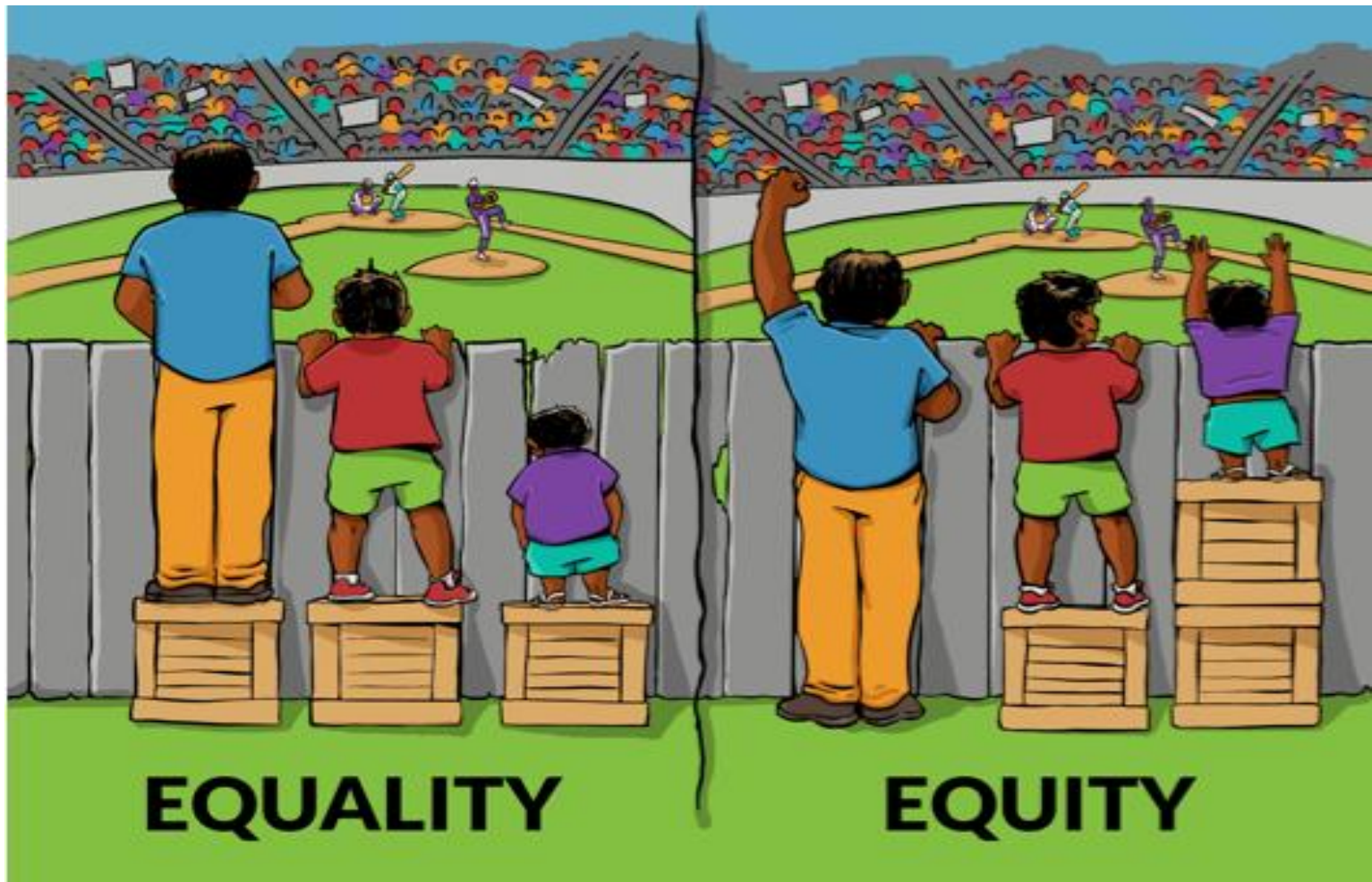
Facts – on the political side

Seat	Number of women	Total	Women as % of total
Governor	3	47	6.4
Deputy Governor	7	47	14.9
Senator	21	67	31.3
National Assembly	76	349	21.8
County Assembly	658	2,222	29.6

Source: [Parliament of Kenya](#) and [Kenya Gazette 2017](#)

Meanwhile, the overall global gender gap — the term used to refer to the average difference in remuneration for men and women — is currently at 32%, meaning that women worldwide make on average 68% of what men earn, and this gap will take 108 years to close, as the [2018 Global Gender Report](#) by the World Economic Forum shows.

What do you seek?



“The route to achieving **equity** will not be accomplished through treating everyone **equally**, it will be achieved by treating everyone justly according to their circumstances”

By Paula Dressel

Challenges faced by career women

Internal Factors VS External factors

Fear

Self Doubt

Guilt trip

Rejection

Stereotypes

Competing interests

Opposition

Judgement

As you grow up the ladder, you must cultivate self confidence, collaboration, build consensus, uphold high standards of delivery, beware of stereotypes and exercise emotional intelligence.

Lessons learnt to help integrate - 1/2

- ❖ **Change the structure of your life** — What changes could make your life easier? Set the right priorities to de-clutter your life.
- ❖ **Be intentional in building a support system** — What areas do you need help in? Is your spouse / family supportive?
- ❖ **Have mentors and/or work promoters who look out for you** — Currency of strategic friendships, networks etc
- ❖ **Align your actions to your value system** — Are you doing things aligned to your personal beliefs? Learn to say 'No'.
- ❖ **Don't confuse movement with progress / too much activity and no productivity** — e.g. Beware of time wasting activities and people, Check the things that are keeping you busy and evaluate what value they add to your life.

Lessons learnt to help integrate - 2/2

- ❖ **Learnt the art of delegation** — this helps to pace yourself.
- ❖ **Embrace your God given roles** — Ensures that you are not in personal conflict and thus create your personal harmony
- ❖ **Get some 'me' time** — You need to spoil yourself once in a while, grow your hobby etc
- ❖ **Make time for your spouse and/or children** — time to play and do things together, make memories
- ❖ **Make an effort not to carry work home** — help the home environment remain sacred for it's intended use.
- ❖ **Opportunities are rarely offered, they are seized** – Learn how to put up your hand and go for it confidently, show up, be visible.

Personal rules that I observe

1

- My family comes first despite and in spite of anything else- very useful in key decision making and aligned to my value system.

2

- Respect, respect, respect – don't compete, work for the greater good objectively.

3

- Never compromise on your performance - Keeping your eyes on the goal at all times.

4

- Have a personal mentor and a few honest inner circle friends who are authentic enough to tell you the truth and shape you.

5

- Choose character over all other things anytime, anywhere.

6

- Don't be too quick to defend yourself or justify your actions - you lock out opportunities to learn

7

- Never dim your candle – you always have something to offer.

Food for thought

- What cost are you willing to pay?
- What is your value system?
- What are some of the things you will do differently?



Q & A

Thank you