

CHRYSPIN AFIFU ONKOBA
GENDER, PUBLIC POLICY, GOVERNANCE & GESDI SPECIALIST
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SUMMARY OF EXPERTISE & SKILLSET

- Sixteen (16) years' experience in research and management of research projects across Basic, Policy-Oriented Studies, Baselines, Assessments, Impact Studies, Evaluations and Situational Analysis & Systematic Secondary Data Reviews in Disciplinary and Trans-disciplinary contexts including Social, Economic, Health and Political Research.
- Demonstrated expertise in Gender Mainstreaming in Project Planning and Management with emphasis on Programme Development, Results-Based Management, Knowledge Management, Outcome Mapping Logical and Result Frameworks in multiple organizations.
- Established Gender and Governance, Women's Human Rights, Social Justice, Women's Economic Empowerment, Sexual & Gender Based Violence (SGBV), and Conflict Resolution Practitioner and Trainer offering Technical Assistance.
- Certified Trainer on Gender Responsive Budgeting (GRB), Devolved Funds Management, Public Procurement and Social Accountability.
- Excellent liaison and networking skills for the Public Sector, Private Sector and Civil Society Organizations.
- Demonstrated competence in developing Training Curriculum and Manuals, Face-to-Face, and Virtual training.
- Demonstrated expertise in institutional assessment for Strategic Planning and Management, Process Documentation and Auditing, and Institutional Strengthening for Parliamentary Caucuses, WROs, and private sector entities.
- Co-led in the establishment and management of the Women's Economic Empowerment Community of Practice ([WEE CoP](#)), and the Policy Dialogue Community of Practice.
- Hands-on business development (proposal writing & fundraising), WEE financial Inclusion and Revolving Fund development.
- Deep understanding of the informal sector in Africa.

EXPERIENCE: KEY GENDER & WEE RESEARCH, EVALUATIONS, AND KNOWLEDGE ENGAGEMENTS

1. International Center for Research on Women (ICRW), Africa Hub, Nairobi – Senior Specialist - Gender and Women's Economic Empowerment Portfolio (October 2019-to date)

- Lead Researcher- Social Protection Research and Evidence use in Kenya and Uganda.
- Lead Researcher- Enhancing evidence-informed decision making for improved childcare ecosystem in Kenya: A participatory research and policy engagement initiative.

- Co-lead Researcher- Persistence of child early marriages in Eastern and Southern Africa and Middle East regions.
- Head of the WEE Community of Practice convening a consortium of 90+ WEE-focused organizations (academia, government entities, institutes, CSOs) across the globe.
- Technical lead- Closing employment gaps in women's employment in the energy sector.
- Lead researcher (REBUILD Project)- Establishing the impact of COVID-19 on women in the urban informal economies in Kenya and Uganda (Livelihoods, Coping & Resilience & GBV/SRHR nexus).
- Lead evaluator- Gender equitable male engagement in Arusha Tanzania.
- Lead researcher (WIM Study)- Women in Manufacturing first-ever formative research in Kenya.
- Lead researcher- Adolescent girls' accountability initiative in Uganda, Kenya and India.

2. Policy Development and Parliamentary Engagements/Consultancies

- **July-Sept 2023:** Inclusive Legislatures for Gender-Responsive Policies (ILGRP)- Enhancing capacity of Parliamentarians and Parliamentary Staff (Senate & National Assembly) to undertake gender analysis and/or gender impact assessment of select draft laws.
- **Oct 2022-Feb 2023:** Developed the [Model Gender Mainstreaming Policy for Technical Vocational and Education Training \(TVET\) Institutions.](#)
- **Sept 2022-March 2023:** Development of the Isiolo County Gender Action Plan (GAP)
- **May 2022-ongoing:** Technical specialist in the development of the National Care Policy by the State Department for Gender and Affirmative Action.
- **March 2022- ongoing:** Technical reviewer, development of the National Policy on Women's Economic Empowerment (NPWEE).
- **Nov 2020-May 2021:** Developed the Nyeri County Gender Policy 2022 (approved).
- **Sept 2020-Feb 2021:** Designing, developing, and delivering pilot online training on gender-responsive budgeting (GRB) for women MCAs and leaders across 13 counties.
- **March 2020-June 2020:** Developed the Narok County Gender Policy 2022(enacted).
- **Nov 2019-Jan 2020:** Developed the Isiolo County Gender Policy 2022 (enacted)
- **June 2018:** Gender mainstreaming of County Assemblies' Procedures, Operations and Practice. A program of the Society of Clerks at the Table (SOCATT) funded by the Netherlands Institute for Democracy (NIMD).
- **Feb 2018-Feb 2019:** Developed Meru County Government Sexual Gender Based Violence Policy 2019 (enacted).
- **May 2018:** Capacity Building for women members of County Assemblies on Gender Responsive Budgeting in clustered county assemblies/caucuses. A project of the Centre for Parliamentary Studies and Training (CPST) in partnership with Women Empowerment Link (WEL) funded by the National Democratic Institute (NDI)
- **Sept 2018:** Co-developed a curriculum for engendering county assembly processes. An innovative program of the Society of Clerks at the Table (SOCATT), the Centre for

Parliamentary Studies and Training (CPST), and the Kenya Law Reform Commission (KLRC) funded by the UN Women. The curriculum targets the County Assembly Clerks, Assistant Clerks, Fiscal Analysts, Researchers, and Public Relations Officers.

- **July- Sept 2018:** Budget cycle, intragovernmental relations, and strategic plan development for Meru and Nyeri County Assemblies Women Caucuses. Funded by Forum SYD.
- **Dec 2016-Feb 2017:** Study and direct engagement of political parties programs and strategies to enable achieving the Two-Thirds Gender Principle through elective processes: focus on political parties and the August 2017 general election. A project of the Kenya Women Parliamentary Association (KEWOPA) funded by the UN Women.
- **Oct 2015:** Review and Development of a report on the Institutional Strengthening of the Gender Directorate's Role in Gender Mainstreaming. A project of the State Department for Gender Affairs funded by the UN Women under LOA 2014/15.
- **July 2015:** Developed performance management system (PMS) and trained all Kiambu County Assembly Service Board Members, Head of Departments, and Sectional Heads on Administration.
- **May 2015:** Facilitated and developed a Reproductive Health and Rights Handbook for Parliamentarians. Funded by IPAS.
- **Jan-April 2015:** Lead trainer on Gender Responsive Budgeting (GRB) and Mentorship for KEWOPA County Chapters in 37 county Assemblies. Funded by NDI.

3. Research, Assessments and Evaluations

- **Feb-May 2024:** The state of women's access to finance in East Africa: A systematic Evidence Review for IDRC and Global Affairs Canada.
- **Feb- March 2024:** Thematic Evaluation of the Charlevoix Education Initiative in Kakuma Refugee Camp and Kalobeyei Integrated Settlement, Turkana County by Global Affairs Canada.
- **Jan-June 2024:** Tony Elumelu Foundation (TEF) Entrepreneurship Programme Impact Assessment, Outcome Mapping, and Harvesting.
- **Dec 2023-March 2024:** Qualitative evaluation of the PURPOSE project – Promoting a Unified Response to and Prevention of Sexual and Gender-Based Violence in Emergencies. Commissioned by World Vision USA in Nairobi and Narok Counties.
- **Nov '23-Jan 2024:** Baseline study on economic empowerment of women in Agriculture in Ghana and Kenya. Commissioned by the Centre for Agriculture and Bioscience International (CABI)
- **July 2023:** Gender analysis of the climate resilience project in Turbi Ward, Marsabit County. Supported by Horizont3000.
- **June-July 2023:** End-line evaluation of the "Enhancing grassroots women, youth, marginalized and indigenous people's voice and influence on public budget and fiscal policy at the county level in Kenya- Laikipia and Muranga Counties". Supported by Horizont3000.
- **Nov 2022-Feb 2023:** Mapping women-led incubators and SMEs in agrobiodiversity in Nakuru, Baringo, Laikipia, and Kitui Counties. Supported by HIVOS.

- **Nov-Dec 2022:** Evaluation of the gender equitable male engagement program in Arusha, Tanzania. Supported by Cartier Foundation.
- **Nov 2022-Jan 2023:** Assessment of Women's Empowerment and Gender Parity Among Rural Households in PROSELL Communities, Taraba State in Nigeria. Funded by OXFAM.
- **May 2022-June 2022:** Rapid gender and protection assessment of the drought situation in Wajir County. Supported by OXFAM through SIDA funding.
- **Dec 2020-Sept 2021:** Formative and Action Research on the Impact of COVID-19 on Women in the Informal Economies in Kenya and Uganda by ICRW & Bill & Melinda Gates Foundation.
- **Nov 2020- Sept 2021:** Establishing pathways to eliminating critical barriers to women's economic empowerment in Kenya by OXFAM.
- **Oct 2021-Dec 2021:** Understanding the barriers and solutions to include women-led businesses in Public Procurement in East Africa. Commissioned by The Institute for Social Accountability (TISA).
- **October 2020-** Rapid assessment of sexual harassment within the informal sector in Kenya by HIVOS.
- **June- Dec 2020-** Baseline evaluation of the "Kessuget" project (enabling peace through civil society strengthening in Turkana County. Commissioned by the Danish Refugee Council (DRC).
- **Nov 2019-June 2020:** Women in Manufacturing Study by the Kenya Association of Manufacturers and International Centre for Research on Women (ICRW).
- **Sept 2019:** Data Verification Report on Persons with Disabilities (PWDs) in Kakuma & Kalobeyei Refugee Settlement.
- **June 2019-Sept 2019:** Gender Analysis of the Urban Public Transport Sector: Supporting the Government of Kenya to Design Gender Responsive Mass Rapid Transit (MRT) System in Nairobi. Commissioned by the World Bank.
- **March 2018:** A study to determine the Government of Kenya's commitments towards achieving women's priorities as captured in the National Women's Charter (2013-2017) and National Action Plan 2015-2025. A project of the Women's Empowerment Link, Vision 2030 Secretariat and other stakeholders supported by *Brot für die Welt*.

4. Technical Assistance and Capacity Building Consultancies

- **October 23- Sept 2024-** Process Facilitation and setting up of a (regional) Community of Practice for "CSO capacity development and knowledge exchange on Policy Dialogue" in Eastern Africa
- **October 2023-** Capacity Building for the International Land Coalition (ILC) partners on Gender Transformative Programming for Equal Land Rights for Women in 15 countries.
- **April 2022-Dec 2022-** Feasibility study and establishment of the Women in Manufacturing Revolving Fund and Operations Manual supported by GIZ Investment Climate Reform (ICR) Facility.
- **Nov 2022:** Facilitation of the Policy Dialogue Project East Africa Consortium Learning Event by Horizont3000.

- **April 2022-Sept 2022:** Adapting and Validating WEE Indicators in an Experimental Study of Savings in Uganda supported by FINCA under the World Savings and Retail Banking Institute (WSBI).
- **March 2022-** Training of HORIZONT3000 partners (grantees) in Kenya, Uganda, and Tanzania on gender sensitivity, Do-No-Harm, and non-discrimination in programming 2022-2026.
- **Nov 2021-** Development of the Isiolo County Financial Inclusion Strategy supported by the World Food Program (WFP).
- **Oct 2020:** Development of e-modules and storyboard for an e-learning course for the National Police Standard Operating procedures on prevention and response to GBV.
- **Sept 2020:** Consultant, Designing, developing, and delivering pilot online training on gender-responsive budgeting (GRB) for women MCAs and leaders.
- **Dec 2016-Feb 2017:** Consultant in a study and direct engagement of political parties' programs and strategies to enable achieving the Two-Thirds Gender Principle through elective processes: focus on political parties and the August 2017 general election. A project of the Kenya Women Parliamentary Association (KEWOPA) funded by the UN Women.

5. Strategic Plan Development Consultancies

- Development of Badili Africa Strategic Plan 2024-2028
- Development of Kenya Women Parliamentary Association (KEWOPA) Strategic Plan 2024-2028
- Development of Kenya Women Parliamentary Association (KEWOPA) Strategic Plan 2018-2023
- Development of Nyeri County Assembly Women Caucus Strategic Plan 2018-2022
- Development of Kisii County Assembly Women Caucus Strategic Plan 2018-2022
- Development of Mombasa County Assembly Women Caucus Strategic Plan 2018-2022
- Development of Kisumu County Assembly Women Caucus Strategic Plan 2018-2022
- Development of Langata Constituency Fund Strategic Plan 2014-2017
- Development of Kiambu County Assembly Strategic Plan 2014-2018

PUBLICATIONS

- **Affu, C.,** Suubi, K., Emily, S., Connor, R. and Izugbara, C. (2023). [The Social and Economic Impact of the COVID-19 Policy Responses on Women Working in the Urban Informal Sector in Kenya. Nairobi, Kenya.](#) International Center for Research on Women (ICRW), Nairobi.
- Suubi, K., **Affu, C.,** Emily, S., Connor, R. and Izugbara, C. (2023). [The Social and Economic Impact of the COVID-19 Policy Responses on Women Working in the Urban Informal Sector in Uganda.](#) Kampala, Uganda. International Center for Research on Women (ICRW), Kampala.
- **Affu C,** Ajema C., Suubi K., Wandera N., and Mugenyi C. (2021). Gendered impact of COVID-19: A Policy Analysis on the Women Workers in the Urban Informal Economy in Kenya. Access it [here](#).
- **Affu C,** Ajema C., Suubi K., Wandera N., and Mugenyi C. (2021). Gendered impact of COVID-19: A Policy Analysis on the Women Workers in the Urban Informal Economy in Uganda. Nairobi, Kenya. Access it [here](#).
- Ajema, C., Suubi, K., Wandera, N., **Affu, C.,** and Mugenyi, C. (2021). *COVID-19 Economic Recovery: Enhancing the Economic Recovery and Empowerment of Informal Women Workers in Kenya.* [[Policy Brief](#)].
- Ajema, C., Kirabo, S., Wandera, N., Mugenyi, C., and **Affu., C.** (2021). Informal women workers and missed opportunities: The pandemic economic stimulus package in Kenya.. [[Blog](#)]
- **Affu, C.** (2021). Adapting to the 'new normal' sustainably: What next for informal women workers in East Africa? [[Opinion piece](#)].
- Mugenyi C., **Affu C.,** Nduta N., Ajema C., Wanjohi J., Bomett M., & Yegon E. (2020). Women in Manufacturing: Mainstreaming Gender and Inclusion. Nairobi, Kenya. International Center for Research on Women and Kenya Association of Manufacturers: [Study Report available here](#).
- Yegon E., **Affu C.,** Ajema C., & Mugenyi C. (2020). Gender Mainstreaming in Kenya: Policy Review and proposed action for the manufacturing sector. Nairobi, Kenya: [Policy Brief available here](#).

- Nduta SN., **Afifu C.**, Ajema C., Yegon E., & Mugenyi C. (2020). Women in Manufacturing: Skilling, reskilling, and upskilling Women to Bridge the Manufacturing Workforce Gender Gap. Nairobi, Kenya. [Policy Brief available here](#).
- **Afifu, C.** (2018). Achieving Women's Human Rights in Kenya: Triumphs, Lessons and Capitalizing on Opportunities. Women's Empowerment Link (WEL). Nairobi, Kenya
- **Afifu, C.** (2017). Achieving the Two Thirds Gender Principle in Elective Leadership: A focus on six main political parties in Kenya. Kenya Women Parliamentary Association (KEWOPA). Nairobi, Kenya.
- **Afifu, C.** (2015). Handbook for Parliamentarians: Sustaining Parliamentary Action to Improve Reproductive Health and Rights in Kenya.

CONFERENCES, WEBINARS & PRESENTATIONS

- **March 7, 2024:** Presenter at the **UN Women 2024 Ring the Bell Ceremony for Gender Equality** addressing the role of care in advancing women and what could be done to scale the current efforts.
- **August 15, 2023:** DATA FOR GOOD: Tackling the Gender Digital Skills Divide to Grow the Digital Economy in Kenya. Organized by ESOMAR & G100
- **April 27, 2023:** World Data Forum- Effects of costs on data quality. Organized by SDG Forum Kenya, KNBS, and UN Women
- **March 17, 2023:** High-level panelist- Organized by Global Peace Women Futures Forum 2023
- **December 8, 2022:** Data for gender equality in STEM - Webinar for the KWSE-INWES GISE 2022 project.
- **November 4, 2022:** High-Level Panel Discussion on Gender Data- Citizen Generated Data (CGD) and the role of CSOs as data producers, and data users.
- **June 8-10, 2022:** Impact of COVID-19 on Women in the Informal Sector. Gender-Based Violence Prevention & Response Scientific Conference. Organized by the Ministry of Health and Ministry of Public Service, Gender, Senior Citizens Affairs and Special Programmes.
- **March 10, 2022:** [Intergenerational panel discussion on violence against women \(VAW\) as a public health issue](#). Women in Global Health. Presentation (oral)- Webinar.
- **Feb 2022:** [Livelihoods and Care Work](#). Gender & COVID-19 Working Group Conference. [Presentation](#) (oral)- Webinar.
- **Afifu, C., Ajema, C. (2021).** *Voices of young informal women workers. Presentation (oral)*. Nairobi.
- **Afifu, C. (2021)** *ICRW-Nation Leadership Forum. [Televised event](#)*. Presentation (oral).
- **Women Economic Empowerment Community of Practice.** (Nov. 23, 2021). *Women Economic Empowerment in Kenya: Launch of Community of Practice. [Presentation](#)*

ACADEMIC QUALIFICATION

- July 2022: Ongoing MSc Sustainable Development, IDS, University of Sussex
- 2012-2015: Kenyatta University, MA, Public Policy
- 2004-2008: University of Nairobi, Bachelor of Arts in Gender, Anthropology and African Studies

PROFESSIONAL COURSES AND ADDITIONAL SKILLS

- Jan 2023: Short course on Quantitative data analysis using R and STATA
- August 2022: Qualitative Analysis using NVivo.

- Jan 2020: Collaborative Institutional Training Initiative (CITI Program) on Ethics in Human Subjects Research.
- Nov 2018: Preventing and Addressing Sexual Harassment at the World Bank Group
- September 2015: Gender-Based Violence in Emergencies training; University of Nairobi and UNFPA
- October 2014: Short-course training on Atlas Ti software application in Qualitative Research Analysis, University of Nairobi (Geography Department & ARRF).
- April 2013: Research Methodology training in Social Sciences: Undertaking Research for Policy publication.
- 2003: International computer driving license (ICDL).

MY HAPPY REPEAT CLIENTS

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| ▪ Global Affairs Canada | ▪ Danish Refugee Council (DRC) |
| ▪ WorldVision International | ▪ VSO Jitolee |
| ▪ QualiQuant Services Ltd | ▪ Netherlands Institute for Democracy (NIMD) |
| ▪ International Centre for Research on Women (ICRW) | ▪ Forum SYD |
| ▪ OXFAM | ▪ National Taxpayers Association |
| ▪ UN Women | ▪ Kenya Private Sector Alliance |
| ▪ Centre for Rights Education & Awareness (CREAW) | ▪ Kenya Manufacturers Association |
| ▪ Women's Empowerment Link (WEL) | ▪ Kenya National Chamber of Commerce & Industry (KNCCI) |
| ▪ IPAS- Africa Alliance for Women's Reproductive Health and Rights | ▪ National Gender & Equality Commission (NGEC) |
| ▪ Kenya Women Parliamentary Association (KEWOPA) | ▪ GIZ |
| ▪ World Bank Group (WBG) | ▪ GFA Consulting Group |
| ▪ Horizont3000 | ▪ State Department for Gender Affairs |
| ▪ Society of Clerks at the Table (SOCATT) | ▪ National Democratic Institute (NDI) |
| ▪ GROOTS Kenya | ▪ 42 County Assemblies and Governments |

REFEREES

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