



Gender Equity; a Concept Towards Inclusive Advancement: An Analysis of its Current Status in Kenya

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Abstract

This paper examines the concept of gender equity and its role towards inclusive advancement in the Kenyan context. The concept has extensively been acknowledged in the current Constitution of Kenya 2010, though its fruits have not yet been attained. Both men and women have dissimilar needs which should be harmonized for any efforts geared towards achieving inclusive advancement. They both are entitled to equity in the advancement agenda. This paper discusses the international, regional and national frameworks on gender equity and equality, and maps out the four major structural impediments towards gender equity; poverty, education, resources and culture which have contributed to the status quo. Further, it argues that, for inclusive and sustainable advancement to be realized in Kenya: the gender notion has to be acknowledged; both men and women should be empowered for equitable gender participation and; this development is only possible with meaningful participation of both genders.

Keywords: empowerment, equality, gender participation, men, structural impediments, women