

A group of young girls in school uniforms sitting in a classroom. The girls are wearing dark blue uniforms with red and white trim. They are looking towards the camera with various expressions. The background is slightly blurred, showing other students and a yellow wall.

# KENYA : GIRLS AT SCHOOL

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# PROBLEMS OF GIRL'S EDUCATION

Girls really want to learn because in the future they would like to have a good job but education for them in Kenya is complicated.

Firstly, Kenya's drought and its wild animals endanger the education of girls because, every morning, girls take the risk to walk a long time to go to school. Some families prefer that their daughters stay at home to work, do housework and get water. **26% of youngsters between 5 and 14 years old work everyday in Kenya.**

Secondly, girls are married very young and once they are married, they have to stay at home with their family so that precludes them to have an access to education.

Moreover, there are many school issues : girls can be raped by their schoolteachers, some of them **drop out school** because they become **pregnant**.

And by the way, this problem also happens in families. When they are at school, girls have to get water because of drought and when they are away from school, older men try to attract them with gifts. Local drivers of boda boda (motorcycle drivers) are famous for that.



# DEPRIVED OF EDUCATION DURING THEIR PERIODS

Many adolescent girls stay at home during their period and it quickly leads them to completely drop out of school.

It should be noted that 60% of Kenyan women can't afford period protection. That's why a BeautyWaps association started a subsidiary in Nairobi where Kenyan cloth pads washable and reusable are manufactured. The kits are distributed to poor schoolgirls. Each pad is cut and sewn by hand in Nairobi, Kenya with locally sourced cloth that is free of chemicals and perfume.

This solution allows them to go to school every day of the month. A BeautyWaps kit contains 7 washable cotton towels that last more than 5 years; it's the time they need to finish 12 years of schooling. We also provide two panties to make sure the girls can actually carry the towels, and soap to wash them. The kit also contains a sex education booklet. Two people distribute the kits and teach the girls to use the towels and begin a transparent discussion on sexual health, STDs, and early pregnancy, all of which are causes of school drop-out.



# **GIRLS STAY AT SCHOOL BECAUSE OF EXCISION**

Excision consists of a ritual removal of the clitoris, practiced in some peoples on little girls.

In Kenya, girls don't return to their families for the end of year holidays but stay in their schools. Maintained open, schools become a refuge to protect hundreds girls to escape excision. Many leave their homes and camp in institutions, as well as in some churches, instead of being with their families.

December holidays are a special moment for excision ceremonies, although since 2011, FGM, (Female Genital Mutilation) is officially banned in the country and subject to heavy fines. Since this ban, the number of girls attending primary and secondary school has increased significantly. Those who are excised are usually married early and don't return to school. Local authorities and teachers monitor schools to protect girls. Pupils and parents protest excision around several schools ; some wear t-shirts with the message "Stop, run away excision" as we can see in the next photo..



# SOURCES

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<https://www.humanium.org/fr/kenya/>

## **Menstruation :**

<http://www.beauty-waps.org/en/content/6-beautywaps-for-girl-s-education>

<http://www.bfmtv.com/international/au-kenya-les-petites-filles-passent-leurs-vacances-a-l-ecole-pour-ne-pas-qu-elles-soient-excisees-1075391.html>

## **Excision :**

<http://www.bfmtv.com/international/au-kenya-les-petites-filles-passent-leurs-vacances-a-l-ecole-pour-ne-pas-qu-elles-soient-excisees-1075391.html>

<http://www.slate.fr/story/132362/eviter-excision-kenyanes-passent-vacances-ecole>



# LEXIQUE / MOTS NOUVEAUX

completely drop out of school = une déscolarisation complète

cloth pads = serviettes hygiéniques

sewn = participe passé du verbe coudre (to sew)

endangers = met en danger

preclude = empêcher

raped = violées

drop out school = quitter l'école

it quickly leads = cela conduit rapidement

afford = permettre

accommodate = accueillir

heavy fines = lourdes amendes

several = plusieurs

ban = interdiction



## WOMEN IN KENYA

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- Conclusion



# I] VOCABULARY

- SHG = Self Help Group
- Empowerment = Se responsabiliser
- FGM = Female Genital Mutilation
- **Stereotyping**
- **HIV = Sida**
- **Political**
- **Gender equality**
- **Vulgar language**
- **Election**
- **Disadvantage**
- **The scar**
- **Infection**
- Clitoridectomy
- Infibulation



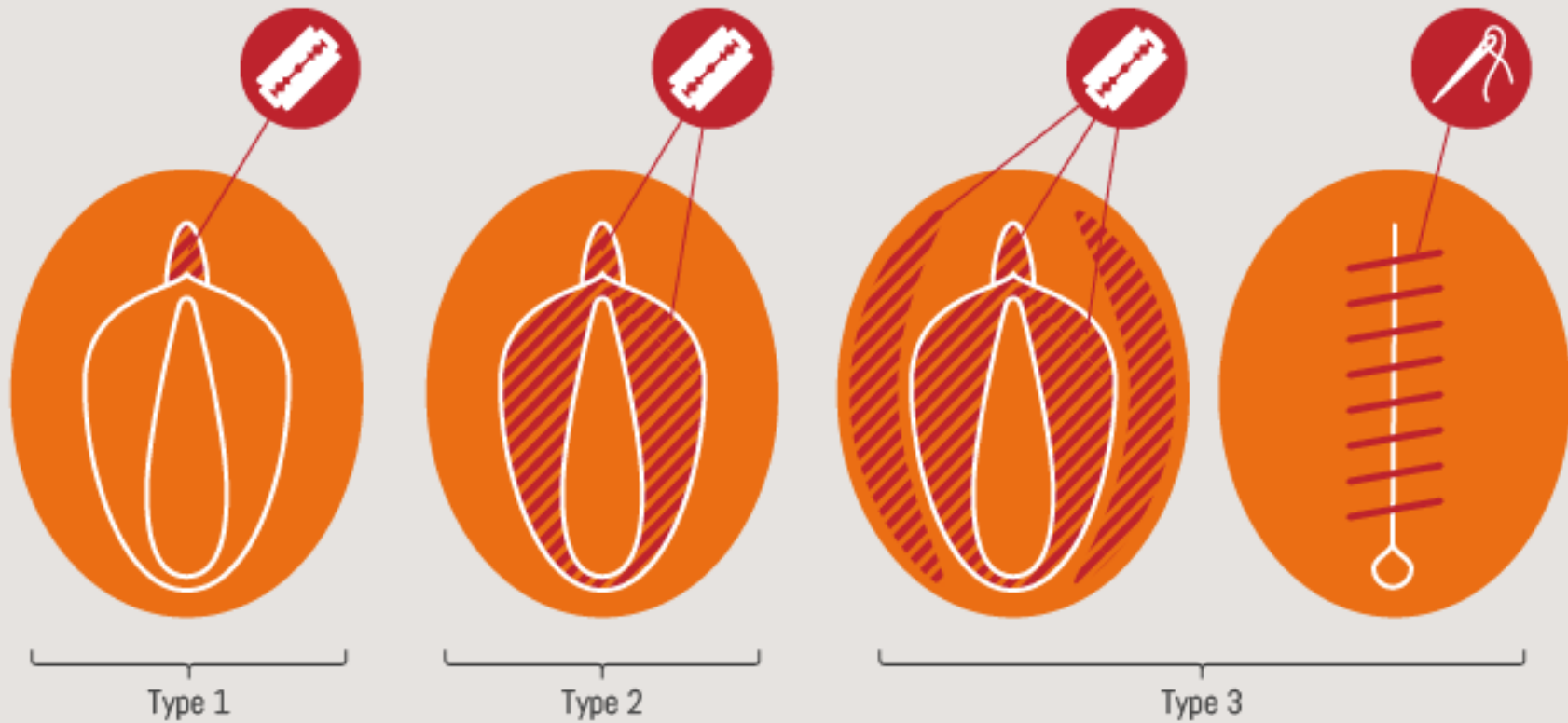
## II] WOMEN DIFFICULTIES

- Female Genital Mutilation (often referred to as FGM) is a destructive operation, during which the female genitals are partly or entirely removed or injured with the aim of inhibiting a woman's sexual feelings. Most often the mutilation is performed before puberty, often on girls between the age of four and eight, but recently it is increasingly performed on babies who are only a couple of days, weeks or months old.
- Immediate consequences of FGM include severe pain and bleeding, shock, difficulty in passing urine, infections, injury to nearby genital tissue and sometimes death. **The procedure can result in death through severe bleeding leading to haemorrhagic shock, neurogenic shock as a result of pain and trauma, and overwhelming infection and septicemia**, according to Manfred Nowak, UN Special Rapporteur on Torture and other Cruel, Inhuman or Degrading Treatment or Punishment





## Different types of female genital mutilation



- **Type I:** Also known as clitoridectomy, this type consists of partial or total removal of the clitoris and/or its prepuce.
- **Type II:** Also known as excision, the clitoris and labia minora are partially or totally removed, with or without excision of the labia majora.
- **Type III:** The most severe form, it is also known as infibulation or pharaonic type. The procedure consists of narrowing the vaginal orifice with creation of a covering seal by cutting and appositioning the labia minora and/or labia majora, with or without removal of the clitoris. The appositioning of the wound edges consists of stitching or holding the cut areas together for a certain period of time (for example, girls' legs are bound together), to create the covering seal. A small opening is left for urine and menstrual blood to escape. An infibulation must be opened either through penetrative sexual intercourse or surgery.





# III] POLITICAL SITUATION OF WOMEN

- There is stereotyping of women because of social and cultural values. Most women go to politics with cultural and structural biases, disadvantaging them as they start the journey.
- We live in a society where men and women believe that a woman's place is at home and not in leadership position. This has made it hard for women to sell their agenda especially to the old folks.
- They will question your marital status before they will listen to you and this has made many women shelve the idea of leadership.



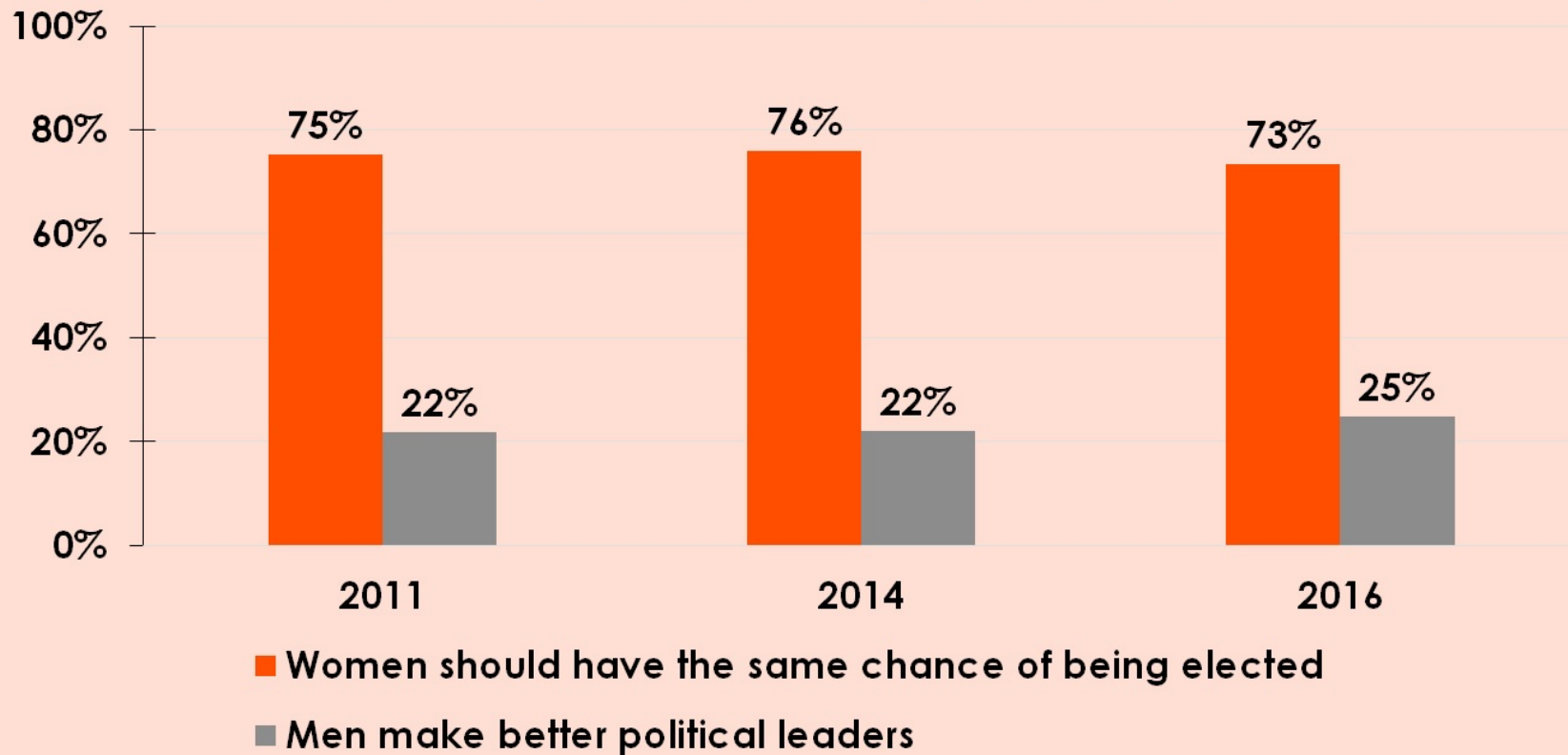


# INSULTS

- Women vying for a political office have complained on being on the receiving end on endless insults and vulgar language used by both the opponents and the voters. Joyce Laboso, who is vying for Governor in Bomet, admits that she has been insulted because she married someone from a different tribe. She has been told endless times to go vie where her husband comes from.



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# CONCLUSION

- Many women use FGM, unfortunately it causes a lot of physical and mental problems. Some viruses like AIDS can be transmitted on other person because of this.
- At the political level, women are subject to many stereotypes and insults. Gender equality is therefore not respected.
- In Kenya women have a lot of difficulties both at the political level and at the level of their sexuality.



# SOURCES

- <http://www.endfgm.eu/female-genital-mutilation/what-is-fgm/>
- <http://www.herbusiness.co.ke/challenges-facing-women-politics/>
- <https://www.theguardian.com/commentisfree/2010/mar/24/women-politics-political-wives>
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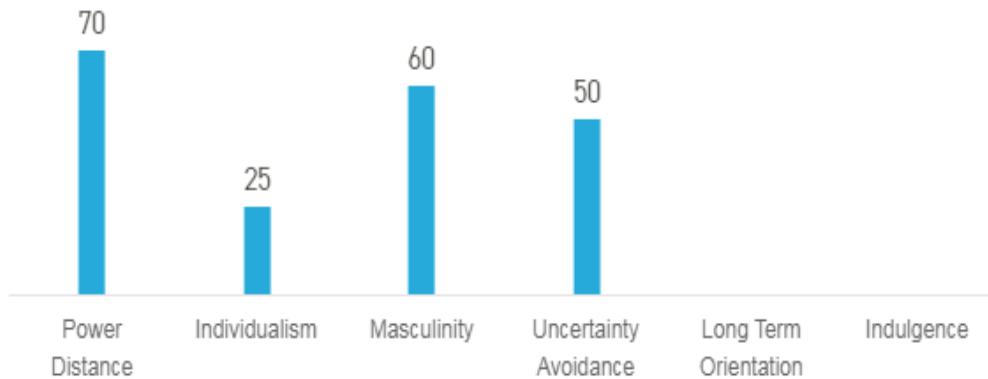


# ***KENYAN MANAGEMENT***



**OCEANE ET ENZO STMG<sub>1</sub>**

# What about Kenya?



## MASCULINITY

A high score (Masculine) on this dimension indicates that the society will be driven by competition, achievement and success, with success being defined by the winner / best in field – a value system that starts in school and continues throughout organisational life.

A low score (Feminine) on the dimension means that the dominant values in society are caring for others and quality of life. A Feminine society is one where quality of life is the sign of success and standing out from the crowd is not admirable. **The fundamental issue here is what motivates people, wanting to be the best (Masculine) or liking what you do (Feminine).**

Kenyan culture measures high on this dimension with a score of 60. Kenya, therefore, is considered a “Masculine” society. Behaviour in school, work, and play are based on the shared values that people should “strive to be the best they can be” and that “the winner takes all”. They are proud of their successes and achievements in life, and these offer a basis for hiring and promotion decisions in the workplace. Conflicts are resolved at the individual level and the goal is to win.

## POWER DISTANCE

This dimension deals with the fact that all individuals in societies are not equal – it expresses the attitude of the culture towards these inequalities amongst us. Power Distance is defined as *the extent to which the less powerful members of institutions and organisations within a country expect and accept that power is distributed unequally*. Kenya’s relatively high score of 70 means that it has a hierarchical society. This means that people accept a hierarchical order in which everybody has a place and which needs no further justification. Hierarchy in an organisation is seen as reflecting inherent inequalities, centralisation is popular, subordinates expect to be told what to do and the ideal boss is a benevolent autocrat.

## INDIVIDUALISM

The fundamental issue addressed by this dimension is *the degree of interdependence a society maintains among its members*. It has to do with whether people’s self-image is defined in terms of “I” or “We”. In Individualist societies people are supposed to look after themselves and their direct family only. In Collectivist societies people belong to ‘in groups’ that take care of them in exchange for loyalty. With a low score of 25 on this dimension, Kenya is considered a collectivistic society. This is evident in a close, long-term commitment to the member ‘group’, be that a family, extended family, or extended relationships. Loyalty in a collectivist culture is paramount and overrides most other societal rules and regulations. The society fosters strong relationships where everyone takes responsibility for fellow members of their group. In collectivist societies: offence leads to shame and the loss of face, employer/employee relationships are perceived in moral terms (like a family link), hiring and promotion decisions take account of the employee’s in-group and management is the management of groups

## UNCERTAINTY AVOIDANCE

This dimension, Uncertainty Avoidance, has to do with the way that a society deals with the fact that the future can never be known: should we try to control the future or just let it happen? This ambiguity brings anxiety with it, and different cultures have learnt to deal with this anxiety in different ways. *The extent to which the members of a culture feel threatened by ambiguous or unknown situations and have created beliefs and institutions that try to avoid these* is reflected in the score on Uncertainty Avoidance..



# ***KENYA TODAY***

The Kenyan population is heterogeneous, comprising seven major ethnic groups as well as tens of smaller ones and non-Kenyan communities. There is a religious mix with a Christian majority and Muslim and indigenous religious minorities. Formerly a British colony, Kenya achieved independence in 1963. Understanding the various cultural norms and ethnic and religious groups is essential when doing business in Kenya.





# ***Being a Manager in Kenya***

The business set up in Kenya is very hierarchical and intercultural success is more likely if you remember to be formal and courteous at all times. Older people and those in senior positions should be deferred to and treated with utmost respect. Unlike many other cultures, Kenyans do not draw have a clear demarcation between business and personal relationships. Since they do business with those they know, they become friends with business associates.

# *The Role of a Manager*

Cross cultural management needs to bear in mind that each person has a very distinct role within the organization, and maintaining that role helps to keep order. People believe that their supervisors have been chosen because they have more experience and greater knowledge than those they manage, and it is, therefore, unnecessary, and even inappropriate for them to consult with lower-ranking individuals when decision-making.

In Kenya, as in other hierarchical societies, managers may take a somewhat paternalistic attitude to their employees. They may demonstrate a concern for employees that goes beyond the workplace and strictly professional concerns. This may include involvement in their family, housing, health, and other practical life issues.



# *Communication and Negotiation Styles*

Wait to be told where to sit as there may be a seating plan. Good personal relationships are important since trust is required in order to conduct business. Companies are hierarchical. Ultimate decision-making often rests with a few key stakeholders at the top of the company. Getting decisions from government officials can be very protracted.

Kenyans have a difficult time disagreeing, so do not think that things are going well simply because no one is challenging what you say. Proposals and contracts should be kept simple; however, it is a good idea to confirm all agreements in writing.

# ***DOING BUSINESS IN KENYA***

Kenya is one of Africa's more affluent nations and is seen as a business hub for East Africa. The country's economy has been hampered though by corruption and a reliance on certain goods whose prices have failed to rise sufficiently. Kenya has also been affected by the global economic downturn and in 2008 saw a 7% drop in its GDP growth from the previous year. Despite this, tourism, manufacturing and investment have predominated in the Kenyan economy over the last four decades giving Kenya a prized position within Africa. Oil has recently been discovered in Kenya which provides great opportunities for future developments. Understanding how Kenya's economy and politics impact its business culture will help you when doing business in Kenya.

# ***WORKING RELATIONSHIPS IN KENYA***

Hospitality figures highly in Kenyan culture. Greetings are important in interactions and often include asking about the health of your counterpart or their family.

Respect and deference to elders should be observed when in Kenya.

First business meetings are often quite formal until the relationship is established.

Relationships outside of the business environment can help build stronger ties too. The unofficial and informal nature of networking out of the office can help cement a stronger working relationship. This is often done by offering your colleague a drink or meal.



# Sources and vocabulary

Mission => Mission  
Objectif => Goal  
Organisations => Organizations  
Individus => People  
Ressource => Resource  
Critère => Criterion  
Pérennité => Sustainability  
Performance => Performance  
Social => Social  
Finalité => Finality  
Economie => Economy  
Environnement => Environment

<https://www.hofstede-insights.com/country-comparison/kenya/>  
<https://www.commisceo-global.com/resources/management-guides/kenya-management-guide>  
<https://www.communicaid.com/country/kenya/>

A vibrant rainbow arches across a dramatic sky filled with white and grey clouds. Below the rainbow, a range of rugged, grey mountains is visible, with some peaks partially obscured by mist. In the foreground, a dark, silhouetted tree stands on the left, and a lush, green forested hillside slopes down from the right. The overall scene is a beautiful, natural landscape.

***THANK YOU FOR YOUR  
ATTENTION !***

# THE LUO PEOPLE

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The Luo tribe is the third largest community in Kenya and makes up close to 13% of the entire population. History suggests that the Luo travelled along the River Nile from Sudan. They made entry into Kenya around 500 years ago and established settlements in the lands surrounding Lake Victoria- Africa's biggest fresh water lake. Their arrival took place in phases.

## DID YOU KNOW ?

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- ✘ The Luo Abasuba are a result of intermarriage between the Luo and Ugandan Bantu. The Luo community has 26 sub groups.
  - ✘ The Luo reside in the regions around the Lake Victoria. Some clans are considered to be Luo's clan because they speak Dholuo.
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# CULTURE, LIFESTYLE AND RELIGION

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- ✘ Another unique Luo custom is wife inheritance whereby, if a man dies, one of his brothers inherits his widow and must meet all of her marital requirements.
  - ✘ Christianity has had a major impact on Luo religious beliefs and practices. Today, religious communities draw on beliefs both from indigenous practices and from Christianity.
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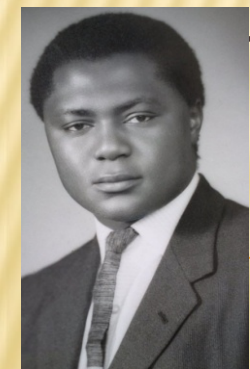
# POLITICAL HISTORY OF THE LUO

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- ✘ The Luo under the British rule, did not have their land taken from them, not like the other tribes.
- ✘ Some sons famous:



Jaramogi Oginga Odinga: The first vice president of Kenya, he was the biggest force in the Luo political landscape. He died in 1994



Tom Mboya: He was a trade unionist. He not only had links with Obama. He was however assassinated in 1963.

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# VOCABULARY

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Settlements: habitations, house established

Intermarriage: marriage between different religions

Reside: to live

Custom: personalisation

Inheritance: Someone inherited, owner's death

Requirements: something mandatory

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# SOURCES

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  - ✘ <https://softkenya.com/kenya/luo-tribe/>
  - ✘ <http://www.everyculture.com/wc/Japan-to-Mali/Luo.html>
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