



**Australian Government**  
**Refugee Review Tribunal**

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# Country Advice

## Kenya

Kenya – KEN36753 – Teachers –  
Employment – Qualifications – Women –  
Discrimination – Single Women – Marriage  
25 June 2010

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**1. What are the employment opportunities for a person within Kenya especially in the field of education if the person has been overseas as a student for some years and holds a bachelor, masters and a Graduate Diploma in Teaching from overseas.**

Kenya currently has both a shortfall of serving teachers and a large number of unemployed teachers. School classes were overcrowded because of an insufficient number of teachers and an inadequate budget.<sup>1</sup> The Teachers Service Commission (TSC) in Kenya, which by legislation is responsible for the recruitment of teachers,<sup>2</sup> is reported to have wanted Kenya's government to lift a freeze on teacher recruitment to address shortages in both primary and secondary schools. According to the TSC, Kenyan primary schools need 43,012 new teachers and secondary schools need 23,291 teachers. The teacher shortage has been aggravated by a rapid expansion of schools and the Kenyan government failing to replace teachers who have left. The government has recently recruited 1,480 post-primary teachers, but this was "far short of the optimum number needed, considering more than 10,000 teachers leave the profession annually."<sup>3</sup> It was reported in March 2010 that Kenya's Education Minister had said that the number of teachers recruited was far short of the traditional annual recruitment numbers because a law had been passed in 2009 that increased the retirement age for teachers from 55 to 60 years.<sup>4</sup>

A dispute between the government and the Kenya National Union of Teachers over government plans to recruit teachers on a casual basis has also affected the recruitment of teachers. In 2009, Kenya's government attempted to recruit 12,600 intern teachers. The Kenya National Union of Teachers and the Kenya Union of Post-Primary Education Teachers brought a court action against this move.<sup>5</sup> The Teachers Service Commission also rejected the government's plan as the TSC Act did not allow the employment of casuals or for any authority other than the TSC to recruit teachers for public schools.<sup>6</sup> In August 2009, the government suspended the recruitment of the intern teachers and the

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<sup>1</sup> US Department of State 2010, *Country Reports on Human Rights Practices for 2009 – Kenya*, March, Section 6 – Attachment 1.

<sup>2</sup> Teachers Service Commission – Kenya 2006, 'Policy on Teacher Recruitment and Selection', Teachers Service Commission – Kenya website, July

<http://www.tsc.go.ke/POLICY%20ON%20TEACHER%20RECRUITMENT%20AND%20SELECTION.pdf> – Accessed 11 June 2010 – Attachment 2.

<sup>3</sup> Otieno, S. 2010, 'TSC wants Government to hire 66,303 more teachers', *The Standard*, 9 June <http://www.standardmedia.co.ke/InsidePage.php?id=2000011239&cid=4> – Accessed 15 June 2010 – Attachment 3.

<sup>4</sup> 'TSC Set to Recruit 2,700 New Tutors' 2010, *All Africa*, source: The Nation, 16 March – Attachment 4.

<sup>5</sup> Otieno, S. 2010, 'TSC wants Government to hire 66,303 more teachers', *The Standard*, 9 June <http://www.standardmedia.co.ke/InsidePage.php?id=2000011239&cid=4> – Accessed 15 June 2010 – Attachment 3.

<sup>6</sup> 'Stalemate over Teacher Recruitment Has to End [editorial]' 2010, *All Africa*, source: The Nation, 13 March – Attachment 5.

education permanent secretary said the recruitment would be suspended until the case was heard.<sup>7</sup> A recent article indicates that the case brought by the Kenya National Union of Teachers and the Kenya Union of Post-Primary Teachers to block the new recruitment of intern teachers was still pending in court. The Education Minister had also told parliament that the recruitment of intern teachers was the best option to alleviate the teacher shortage in Kenya.<sup>8</sup>

Kenya has an oversupply of teachers, with the country reported to have 40,000 trained but unemployed teachers. The launch of a common market in 2010 by the East African Community (EAC), which will allow member states to hire teachers from outside their own countries, is expected to provide employment opportunities for unemployed Kenyan teachers. Kenya has also agreed to open up its teaching market to nationals of other EAC states, and will be particularly looking for technical and special education teachers and learning advisers.<sup>9</sup>

In April 2010, it was reported that Kenya's Ministry of Education had "asked for funds to fill 70,000 vacant posts in schools countrywide" under a proposal in the Human Resource Development Sector 2010 Report. The report also indicates that it was intended to hire more teachers on contract agreements.<sup>10</sup>

The Teachers Service Commission in Kenya's 2006 policy on teacher recruitment indicates that applicants for secondary teaching positions in Kenya are expected to be professionally qualified, to have the ability to understand the Kenya Certificate of Secondary Education syllabus in their areas of specialisation, to communicate effectively and to be willing to participate in co-curricular activities. Previous teaching experience is an advantage.<sup>11</sup>

The recruitment process of teachers in Kenya has been decentralised and the local board of governors of a school interviews candidates. The Teachers Service Commission's 2006 policy on teacher recruitment indicates that in post-primary institutions, the local board of governors advises the TSC of teacher shortages in their school, the TSC verifies the information and then advertises any vacancies. The local board of governors interviews candidates and submits the details of successful candidates to the TSC for verification.<sup>12</sup> According to a paper on teacher recruitment in secondary schools in Kenya presented at a conference in Durban, South Africa in September 2008, the decentralisation of teacher recruitment in Kenya had caused controversy. There had been complaints of irregularities such as school and district education boards being accused of nepotism and demanding bribes. Teachers were reported to have no confidence in boards of governors in relation to

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<sup>7</sup> Siringi, S. 2009, 'Ministry Halts Hiring of 12,000 Intern Teachers', *All Africa*, source: The Nation, 25 August – Attachment 6.

<sup>8</sup> 'Ongeri Defends Plan to Hire Intern Teachers' 2010, *All Africa*, source: The Nation, 17 June – Attachment 7.

<sup>9</sup> Omondi, G. 2009, 'Jobs Lined Up for Teachers in EAC Deal', *All Africa*, source: Business Daily, 10 December – Attachment 8.

<sup>10</sup> 'Plan to Hire Thousands More Teachers' 2010, *All Africa*, source: The Nation, 29 April – Attachment 9.

<sup>11</sup> Teachers Service Commission – Kenya 2006, 'Policy on Teacher Recruitment and Selection', Teachers Service Commission – Kenya website, July  
<http://www.tsc.go.ke/POLICY%20ON%20TEACHER%20RECRUITMENT%20AND%20SELECTION.pdf> – Accessed 11 June 2010 – Attachment 2.

<sup>12</sup> Teachers Service Commission – Kenya 2006, 'Policy on Teacher Recruitment and Selection', Teachers Service Commission – Kenya website, July  
<http://www.tsc.go.ke/POLICY%20ON%20TEACHER%20RECRUITMENT%20AND%20SELECTION.pdf> – Accessed 11 June 2010 – Attachment 2.

teacher recruitment because of the low qualifications of the members of the boards of governors and bias in the selection of teachers.<sup>13</sup>

Assessment guidelines on the Australian Education International website, which provide general advice only on a comparison between Australian and Kenyan qualifications,<sup>14</sup> indicate that an Australian Qualifications Framework (AQF) graduate diploma qualification is comparable to the educational level of a one year full-time postgraduate diploma from a public university in Kenya. A Bachelor degree at a public university in Kenya is comparable to an AQF Bachelor degree qualification and an AQF Master's degree qualification is comparable to a two year full-time Master's degree from a Kenyan public university.<sup>15</sup>

## 2. What qualifications are there for a person wishing to be a teacher in Kenya?

To obtain secondary teacher qualifications in Kenya, a person can enrol in one of a Diploma of Education, a Bachelor of Education degree, or a Postgraduate Diploma in Education. The Diploma in Education is a three year full-time course in which a person studies two teaching subjects and education, and undertakes 12 weeks of supervised teaching practice in the third year. The Bachelor of Education degree requires four years of full-time study of two teaching subjects and education, and 12 weeks of supervised teaching practice. The Postgraduate Diploma in Education is a one year full-time course for persons with a Bachelor of Arts or a Bachelor of Science degree.<sup>16</sup>

Kenya's Teachers Service Commission 2007 revised scheme of service for graduate teachers and lecturers also makes provision for a graduate who only holds a Bachelor's degree with at least two teaching subjects to teach as an untrained graduate teacher under the guidance of a head teacher or other experienced teachers. Untrained graduate teachers, however, are not members of the scheme and are only employed by the Teachers Service Commission as the need arises. Persons who hold a Bachelor's degree and a Postgraduate Diploma in Education or a Bachelor of Education degree with at least two teaching subjects enter the scheme as graduate teachers. Qualifications recognised under the scheme of service include a Master's degree or a Doctorate in a relevant field from a recognised university.<sup>17</sup>

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<sup>13</sup> Kipsoi, E. & Antony, S. 2008, 'Teacher recruitment in secondary schools: Policy and practice in Kenya', *CCEAM Conference: Think Globally Act Locally: A Challenge to Education leaders*, Durban, South Africa, Education Management Association of South Africa website, 8-12 September, pp. 7-9

<http://www.emasa.co.za/files/full/E.Kipsoi&S.Anthony.pdf> - Accessed 15 June 2010 – Attachment 10.

<sup>14</sup> Australian Education International 2005, 'Country Education Profiles, What our assessment guidelines mean', Australian Education International website, 14 October

<http://aei.gov.au/AEI/CEP/Common/AssessmentGuidelines/UnderstandAsstGLs/default.htm> - Accessed 10 June 2010 – Attachment 11.

<sup>15</sup> Australian Education International 2005, 'Country Education Profile, Kenya, Assessment guidelines, Kenya, Section 1 – Public universities, Kenya', Australian Education International website, 14 October

<https://aei.gov.au/AEI/CEP/Kenya/AssessmentGuidelines/HigherEd/S1/default.htm> - Accessed 10 June 2010 – Attachment 12.

<sup>16</sup> Australian Education International 2005, 'Country Education Profile, Kenya, Secondary teacher education, Kenya', Australian Education International website, 14 October

<https://aei.gov.au/AEI/CEP/Kenya/EducationSystem/Teacher/Secondary/default.htm> - Accessed 10 June 2010 – Attachment 13.

<sup>17</sup> Teachers Service Commission – Kenya 2007, 'Revised Scheme of Service for Graduate Teachers and Lecturers', Teachers Service Commission – Kenya website, pp. 3-6 <http://www.tsc.go.ke/SOS%20-%20GRADUATE%20TEACHERS%20-%201.6.07.pdf> – Accessed 15 June 2010 – Attachment 14.

Information on primary teacher education<sup>18</sup> and technical and vocational teacher training<sup>19</sup> in Kenya is also attached.

**3. Is there evidence to suggest that a woman from the Luo tribe who cannot work as a teacher because she is not qualified enough will also be denied medical treatment because she is unemployed and will be discriminated against in society generally and particularly in employment.**

Although the law in Kenya provides for equal rights for men and women and prohibits gender-based discrimination, women in general faced discrimination in relation to property ownership, inheritance rights and matrimonial rights. According to the US Department of State 2009 report on human rights practices in Kenya, it was more likely that poor and uneducated women would be inherited or suffer from property and inheritance discrimination, but “prominent and educated women sometimes were victims.”<sup>20</sup>

Areas in which women faced discrimination included employment, where women’s average monthly income was approximately two-thirds that of men, and they experienced slower promotion, greater likelihood of being laid off and difficulty moving into non-traditional fields. Women faced discrimination in access to employment and credit, and in the justice system, where customary law in particular limited their political and economic rights. Only six percent of land titles were held by women and women in many ethnic groups could not own land under traditional law. The Law of Succession in Kenya allows for equal consideration of male and female children. A widow, however, cannot be the sole administrator of her husband’s estate without her children’s consent and loses inheritance rights if she remarries. Certain communities can be exempted from the law in deference to tradition, which in some cases provides only for a man’s sons to inherit his property. By law, only males can transmit citizenship automatically to their spouses and children. Wife inheritance, in which a man inherits his brother’s or other close relative’s widow, regardless of the widow’s wishes, is commonly practiced in certain communities, and other forced marriages were common.<sup>21</sup>

The denial of equal property rights has been reported as putting women in Kenya “at greater risk of poverty, disease (including HIV/AIDS), violence, and homelessness.” The government has introduced several bills aimed at strengthening women’s rights in relation to marriage and property in recent years, but they are yet to be enacted.<sup>22</sup> Proposed legislation aimed at protecting women which remained at the discussion stage in Kenya’s Parliament includes the Anti-trafficking in Persons Bill, the Domestic Violence (Family Protection) Bill, the Equal Opportunities Bill, and the Matrimonial Property Bill. Cabinet had approved a draft National Land Policy in July 2009 which proposed expanding women’s rights to inherit land. According to a 2010 report on Kenya on the Freedom

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<sup>18</sup> Australian Education International 2005, ‘Country Education Profile, Kenya, Primary teacher education, Kenya’, Australian Education International website, 14 October  
<https://aei.gov.au/AEI/CEP/Kenya/EducationSystem/Teacher/Primary/default.htm> - Accessed 10 June 2010 – Attachment 15.

<sup>19</sup> Australian Education International 2005, ‘Country Education Profile, Kenya, Technical and vocational teacher education, Kenya’, Australian Education International website, 14 October  
<https://aei.gov.au/AEI/CEP/Kenya/EducationSystem/Teacher/TechVoc/default.htm> - Accessed 10 June 2010 – Attachment 16.

<sup>20</sup> US Department of State 2010, *Country Reports on Human Rights Practices for 2009 – Kenya*, March, Section 6 – Attachment 1.

<sup>21</sup> US Department of State 2010, *Country Reports on Human Rights Practices for 2009 – Kenya*, March, Section 6 – Attachment 1.

<sup>22</sup> Freedom House 2010, ‘Freedom in the World 2010 – Kenya’, UNHCR Refworld website, 3 May  
<http://www.unhcr.org/refworld/country,,,KEN,,4c0ceae9c,0.html> – Accessed 23 June 2010 – Attachment 17.

House website, even if the draft National Land Policy passed, it would be difficult to enforce change in a strongly patriarchal society. Traditional courts, especially in rural areas, were particularly biased against women.<sup>23</sup>

The Luo tribe is concentrated in Nyanza Province in the southwest of Kenya, with a significant minority living elsewhere in the country.<sup>24</sup> The 1999 census indicates that the Luo constitute 11 per cent of Kenya's population,<sup>25</sup> while the Minorities at Risk Project estimates that the Luo comprise 13 per cent of the population and are Kenya's third largest ethnic group after the Kikuyu and the Luhya.<sup>26</sup> According to the US Department of State 2009 report on human rights practices in Kenya, Kenya has approximately 42 ethnic groups among whom discrimination and occasional violence has occurred frequently. "In private business and in the public sector, members of nearly all ethnic groups commonly discriminated in favor of other members of the same group."<sup>27</sup>

The Luo were reported to feel marginalised economically and politically and to strongly oppose the Kikuyu, who were in power. The government had made little effort to improve the situation of the Luo politically, although there had been efforts made to improve their economic situation. Their province, however, remained the poorest in Kenya. The Luo were reported to face declining public health conditions, the highest incidence of HIV/AIDS of the ethnic groups in Kenya, and environmental degradation of and dispossession from their lands.<sup>28</sup>

The Luo were also said to "have long seen themselves as being denied the leadership of the country. Kikuyus making up 21 % of the population, have dominated the country politically and economically since independence, and have traditionally been the target of widespread resentment." Following the 2007 election in Kenya, President Kibaki, a Kikuyu, and his Party of National Unity claimed victory despite allegations of rigging. Kibaki's main rival was Raila Odinga, a Luo.<sup>29</sup> There was inter-ethnic violence following the disputed election result, with opposition resentment at Kikuyu dominance driving the early violence. A number of groups were targeted, including Kikuyu, Luo, Luhya and Kalenjin, particularly in the Rift Valley and west Kenya as long-running disputes over land use and ownership came to a head.<sup>30</sup> Under international pressure, a power-sharing agreement was negotiated between Kibaki and Odinga in February 2008 and a joint cabinet was subsequently formed.<sup>31</sup> According to the Minorities at Risk Project assessment regarding the Luo in Kenya, it was simplistic to attribute the violence solely to

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<sup>23</sup> Lansner, T.R. 2010, 'Countries at the Crossroads 2010: Country Report – Kenya', Freedom House website <http://www.freedomhouse.org/modules/publications/ccr/modPrintVersion.cfm?edition=9&ccrpage=43&ccrcountry=190> – Accessed 22 June 2010 – Attachment 18.

<sup>24</sup> Minorities at Risk Project (undated), 'Assessment for Luo in Kenya', Minorities at Risk Project website <http://www.cidcm.umd.edu/mar/assessment.asp?groupId=50104> – Accessed 21 June 2010 – Attachment 19.

<sup>25</sup> US Department of State 2010, *Country Reports on Human Rights Practices for 2009 – Kenya*, March, Section 6 – Attachment 1.

<sup>26</sup> Minorities at Risk Project (undated), 'Assessment for Luo in Kenya', Minorities at Risk Project website <http://www.cidcm.umd.edu/mar/assessment.asp?groupId=50104> – Accessed 21 June 2010 – Attachment 19.

<sup>27</sup> US Department of State 2010, *Country Reports on Human Rights Practices for 2009 – Kenya*, March, Section 6 – Attachment 1.

<sup>28</sup> Minorities at Risk Project (undated), 'Assessment for Luo in Kenya', Minorities at Risk Project website <http://www.cidcm.umd.edu/mar/assessment.asp?groupId=50104> – Accessed 21 June 2010 – Attachment 19.

<sup>29</sup> 'World Directory of Minorities – Africa – Kenya – Overview' 2008, Minority Rights Group International website, July <http://www.minorityrights.org/3955/kenya/kenya-overview.html> – Accessed 30 October 2008 – Attachment 20.

<sup>30</sup> Lattimer, M. 2008, 'Peoples under Threat: State of the World's Minorities 2008', Minority Rights Group International website, February <http://www.minorityrights.org/download.php?id=451> – Accessed 27 February 2008 – Attachment 21.

<sup>31</sup> 'World Directory of Minorities – Africa – Kenya – Overview' 2008, Minority Rights Group International website, July <http://www.minorityrights.org/3955/kenya/kenya-overview.html> – Accessed 30 October 2008 – Attachment 20.



ethnic animosity although it had an ethnic tinge to it. The primary victims and perpetrators in the violence were Kikuyus and Luos. The report also indicates that there had been no government repression specifically directed at the Luo in recent years, although the Luo argued that police in Nyanza Province used excessive force against protests and specifically targeted Luos in their retaliation.<sup>32</sup>

### 3. Are single women in their 30's forced to marry?

Specific information was not found on whether single women in their 30's are forced to marry.

There are reports of forced child marriages in Kenya. Certain ethnic groups commonly practiced child marriage and UNICEF estimated that 25 percent of young women had been married as children. Children were reported to have dropped out of school because of forced marriages.<sup>33</sup> An Immigration and Refugee Board of Canada response to information response dated 13 September 2006 refers to sources which indicate that early marriage is common in Kenya. In certain ethnic groups, young girls were often forced to marry adult men.<sup>34</sup> A states party report submitted by Kenya to the UN Committee on the Elimination of Discrimination against Women in 2006 indicates that forced marriages of girls below 18 years of age had been outlawed under the Children's Act of 2001, although there were still problems with the implementation of the Children's Act. Discriminating cultural practices such as early and forced marriages still persisted. The report indicates that although children were now legally immune from female genital mutilation and forced marriages, women over the age of 18 years were "still held by these very chains." The report refers to wife inheritance, the "taking over of women by her husband's relatives upon the husband's death", which had "led to the infringement of women's rights to choose who to marry", but does not provide further specific information regarding forced marriages for adult women.<sup>35</sup>

Wife inheritance is reported to be commonly practiced in certain communities in Kenya. As previously mentioned, the US Department of State 2009 report on human rights practices in Kenya indicates that it was more likely that poor and uneducated women would be inherited in Kenya, but prominent and educated women were sometimes victims.<sup>36</sup> There is a tradition of wife inheritance in the Luo ethnic group, although some widows now oppose it and break relations with their in-laws. Others who accept it have found that the practice has changed and they receive less support than was traditionally given.<sup>37</sup> The US Department of State report indicates that other forced marriages were

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<sup>32</sup> Minorities at Risk Project (undated), 'Assessment for Luo in Kenya', Minorities at Risk Project website <http://www.cidcm.umd.edu/mar/assessment.asp?groupId=50104> – Accessed 21 June 2010 – Attachment 19.

<sup>33</sup> US Department of State 2010, *Country Reports on Human Rights Practices for 2009 – Kenya*, March, Section 6 – Attachment 1.

<sup>34</sup> Immigration and Refugee Board of Canada 2006, *KEN101589.FE – Kenya: The situation of women, including whether the practice of forced or arranged marriages exists and whether any laws punishing sex crimes exist (August 2006)*, 13 September – Attachment 22.

<sup>35</sup> UN Committee on the Elimination of Discrimination against Women 2006, 'Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women – Combined fifth and sixth periodic reports of States parties: Kenya', UNHCR Refworld website, CEDAW/C/KEN/6, 16 October, pp. 16, 35 & 49

<http://www.unhcr.org/refworld/country....KEN.,45f6c7af2.0.html> – Accessed 23 June 2010 – Attachment 23.

<sup>36</sup> US Department of State 2010, *Country Reports on Human Rights Practices for 2009 – Kenya*, March, Section 6 – Attachment 1.

<sup>37</sup> Human Rights Watch 2008, *A Question of Life or Death: Treatment Access for Children Living With HIV in Kenya*, December, p. 31 – Attachment 24.

common, but does not mention whether this includes single adult women being forced to marry.<sup>38</sup>

An earlier Immigration and Refugee Board of Canada response to information response dated 18 August 2004 indicates that no information could be found on whether an adult Kenyan woman could be forced to marry a husband selected by her parents. The response to information response includes sources that refer to women being expected to marry in Kenya and unmarried women being viewed unfavourably.<sup>39</sup>

## Attachments

1. US Department of State 2010, *Country Reports on Human Rights Practices for 2009 – Kenya*, March.
2. Teachers Service Commission – Kenya 2006, ‘Policy on Teacher Recruitment and Selection’, Teachers Service Commission – Kenya website, July <http://www.tsc.go.ke/POLICY%20ON%20TEACHER%20RECRUITMENT%20AND%20SELECTION.pdf> – Accessed 11 June 2010.
3. Otieno, S. 2010, ‘TSC wants Government to hire 66,303 more teachers’, *The Standard*, 9 June <http://www.standardmedia.co.ke/InsidePage.php?id=2000011239&cid=4> – Accessed 15 June 2010.
4. ‘TSC Set to Recruit 2,700 New Tutors’ 2010, *All Africa*, source: The Nation, 16 March. (FACTIVA)
5. ‘Stalemate over Teacher Recruitment Has to End [editorial]’ 2010, *All Africa*, source: The Nation, 13 March. (FACTIVA)
6. Siringi, S. 2009, ‘Ministry Halts Hiring of 12,000 Intern Teachers’, *All Africa*, source: The Nation, 25 August. (FACTIVA)
7. ‘Ongeri Defends Plan to Hire Intern Teachers’ 2010, *All Africa*, source: The Nation, 17 June. (FACTIVA)
8. Omondi, G. 2009, ‘Jobs Lined Up for Teachers in EAC Deal’, *All Africa*, source: Business Daily, 10 December. (FACTIVA)
9. ‘Plan to Hire Thousands More Teachers’ 2010, *All Africa*, source: The Nation, 29 April. (FACTIVA)
10. Kipsoi, E. & Antony, S. 2008, ‘Teacher recruitment in secondary schools: Policy and practice in Kenya’, *CCEAM Conference: Think Globally Act Locally: A Challenge to Education leaders*, Durban, South Africa, Education Management Association of South Africa website, 8-12 September <http://www.emasa.co.za/files/full/E.Kipsoi&S.Anthony.pdf> - Accessed 15 June 2010.

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<sup>38</sup> US Department of State 2010, *Country Reports on Human Rights Practices for 2009 – Kenya*, March, Section 6 – Attachment 1.

<sup>39</sup> Immigration and Refugee Board of Canada 2004, *KEN42875.E – Kenya: Whether forced marriage occurs outside the practice of “early forced marriage” or “wife inheritance”; whether an adult Kenyan woman can be forced to marry a husband selected by her parents; consequences for refusal; availability of state protection (2001-2004)*, 18 August – Attachment 25.

11. Australian Education International 2005, 'Country Education Profiles, What our assessment guidelines mean', Australian Education International website, 14 October <http://aei.gov.au/AEI/CEP/Common/AssessmentGuidelines/UnderstandAsstGLs/default.htm> - Accessed 10 June 2010.
12. Australian Education International 2005, 'Country Education Profile, Kenya, Assessment guidelines, Kenya, Section 1 – Public universities, Kenya', Australian Education International website, 14 October <https://aei.gov.au/AEI/CEP/Kenya/AssessmentGuidelines/HigherEd/S1/default.htm> - Accessed 10 June 2010.
13. Australian Education International 2005, 'Country Education Profile, Kenya, Secondary teacher education, Kenya', Australian Education International website, 14 October <https://aei.gov.au/AEI/CEP/Kenya/EducationSystem/Teacher/Secondary/default.htm> - Accessed 10 June 2010.
14. Teachers Service Commission – Kenya 2007, 'Revised Scheme of Service for Graduate Teachers and Lecturers', Teachers Service Commission – Kenya website <http://www.tsc.go.ke/SOS%20-%20GRADUATE%20TEACHERS%20-%201.6.07.pdf> – Accessed 15 June 2010.
15. Australian Education International 2005, 'Country Education Profile, Kenya, Primary teacher education, Kenya', Australian Education International website, 14 October <https://aei.gov.au/AEI/CEP/Kenya/EducationSystem/Teacher/Primary/default.htm> - Accessed 10 June 2010.
16. Australian Education International 2005, 'Country Education Profile, Kenya, Technical and vocational teacher education, Kenya', Australian Education International website, 14 October <https://aei.gov.au/AEI/CEP/Kenya/EducationSystem/Teacher/TechVoc/default.htm> - Accessed 10 June 2010.
17. Freedom House 2010, 'Freedom in the World 2010 – Kenya', UNHCR Refworld website, 3 May <http://www.unhcr.org/refworld/country,,,KEN,,4c0ceae9c,0.html> – Accessed 23 June 2010.
18. Lansner, T.R. 2010, 'Countries at the Crossroads 2010: Country Report – Kenya', Freedom House website <http://www.freedomhouse.org/modules/publications/ccr/modPrintVersion.cfm?edition=9&ccrpage=43&ccrcountry=190> – Accessed 22 June 2010.
19. Minorities at Risk Project (undated), 'Assessment for Luo in Kenya', Minorities at Risk Project website <http://www.cidcm.umd.edu/mar/assessment.asp?groupId=50104> – Accessed 21 June 2010.
20. 'World Directory of Minorities – Africa – Kenya – Overview' 2008, Minority Rights Group International website, July <http://www.minorityrights.org/3955/kenya/kenya-overview.html> – Accessed 30 October 2008.
21. Lattimer, M. 2008, 'Peoples under Threat: State of the World's Minorities 2008', Minority Rights Group International website, February <http://www.minorityrights.org/download.php?id=451> – Accessed 27 February 2008.



22. Immigration and Refugee Board of Canada 2006, *KEN101589.FE – Kenya: The situation of women, including whether the practice of forced or arranged marriages exists and whether any laws punishing sex crimes exist (August 2006)*, 13 September. (REFINFO)
23. UN Committee on the Elimination of Discrimination against Women 2006, ‘Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women – Combined fifth and sixth periodic reports of States parties: Kenya’, UNHCR Refworld website, CEDAW/C/KEN/6, 16 October  
<http://www.unhcr.org/refworld/country,,,KEN,,45f6c7af2,0.html> – Accessed 23 June 2010.
24. Human Rights Watch 2008, *A Question of Life or Death: Treatment Access for Children Living With HIV in Kenya*, December.
25. Immigration and Refugee Board of Canada 2004, *KEN42875.E – Kenya: Whether forced marriage occurs outside the practice of “early forced marriage” or “wife inheritance”; whether an adult Kenyan woman can be forced to marry a husband selected by her parents; consequences for refusal; availability of state protection (2001-2004)*, 18 August. (REFINFO)