



USAID | **KENYA**
FROM THE AMERICAN PEOPLE

GENDER ANALYSIS & ACTION PLAN



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ACRONYM LIST

ABEO	Agricultural Business and the Environment
ADS	Automated Directives System
AIDS	Acquired Immunodeficiency Syndrome
ANDY	Association of National Disabled Youth
APHIAplus	AIDS, Population, and Health Integrated Assistance
APRM	African Peer Review Mechanism
ASAL	Arid and Semi-Arid Lands
ASDS	Agricultural Sector Development Strategy
BPFA	Beijing Platform for Action
C/AOR	Contracting/Assistance Officer's Representative
CAADP	Comprehensive Africa Agriculture Development Program
CBO	Community Based Organization
CDC	Center for Disease Control and Prevention
CDCS	Kenya Country Development Cooperation Strategy
CEDAW	Convention on Elimination of Discrimination Against Women
CFA	Community Forest Association
CHEW	Community Health Extension Worker
CHW	Community Health Worker
CIGs	Common Interest Groups
COMESA	Common Market for Eastern and Southern Africa
COPA	Coalition for Peace in Africa
CREAW	Center for Rights, Education and Awareness
CSO	Community Support Organizations
D&G	Democracy and Governance
DEMA	Decentralized Education Management Activity
DHMT	District Health Management Team
EAC	East African Community
ECDE	Early Childhood Development Education
ECLD	Enhancing Capacity for Low Emission Development
EDY	Education and Youth
EFA	Education for All
EMACK	Education for Marginalized Children of Kenya Program
ENRM	Environment and Natural Resource Management
EU	European Union
FEMNET	African Women's Development and Communication Network
FGM/C	Female Genital Mutilation/Cutting
FHI	Family Health International
FP	Family Planning

FtF	Feed the Future
G10	National Women's Steering Committee on Constitutional Implementation / Consortium of Women's Organizations
GALS	Gender Action Learning System (GALS)
GATE	Greater Access to Trade Expansion project
GATE	Greater Access to Trade Expansion/Integrating Gender into Agriculture Value Chains project
INGIA-VC	
GCN	Girl Child Network
GDP	Gross Domestic Product
GEMS	Gender Strategy Mobilization Strategy
GGBC	Global Give Back Circle
GHI	Global Health Initiative
GII	Gender Inequality Index
GJLOS	Governance, Justice, Law and Order Sector
GoK	Government of Kenya
HDI	Human Development Index
HELB	Higher Education Loans Board
HIV	Human Immunodeficiency Virus
HOPE	Healthy Outcome through Preventive Education
ICT	Information Communication and Technology
IDPs	Internally Displaced Persons
IFAD	International Fund for Agricultural Development
IPT	Intermittent Preventive Treatment
ITN	Insecticide treated Nets
KAIS	Kenya AIDS Indicator Survey
KCDF	Kenya Community Development Foundation
KCSSP	Kenyan Civil Society Strengthening Program
KDHS	Kenya Demographic and Health Survey
KDLDP	Kenya Drylands Livestock Development Program
KDSCP	Kenya Dairy Sector Competitiveness Program
KHCP	Kenya Horticulture Competitiveness Program
KICODI	Kisauni Constituency Development Initiative
KMDP	Kenya Maize Development Program
KNBS	Kenya National Bureau of Statistics
KUBE	Kenya Union for the Blind
LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex
M&E	Monitoring and Evaluation
MARPS	Most At Risk Populations
MAT	Maturity Assessment Template
MDG	Millennium Development Goal
MEGEN	Men for Gender Equality Now
MMR	Maternal Mortality Rate

MNCH	Maternal Nutrition and Child Health
MoE	Ministry of Education
MSM	Men who have Sex with Men
MTP	Medium Term Plan
MWP	Millennium Water Project
NACC	National Aids Control Council
NAD	National Association for the Deaf
NALEAP	National Legal Aid and Awareness Program
NALEP	National, Agricultural and Livestock Extension Program
NARA	National Accord and Reconciliation Agreement
NCPWD	National Council for People with Disabilities
NDI	National Democratic Institute
NER	Net Enrolment Rate
NESC	National Economic and Social Council
NGO	Non-governmental organization
NGEC	National Gender and Equality Commission
NRM	Natural Resource Management
NRT	Northern Rangeland Trust
OPH	Office of Population and Health
OVC	Orphans and Vulnerable Children
PEPFAR	President's Emergency Plan for AIDS Relief
PLWHA	People Living with HIV and AIDS
PMI	President's Malaria Initiative
PMP	Performance Monitoring Plan
PRIMR	Primary Math and Reading Initiative
PWD	Persons with Disability
RVF	Recto-vaginal Fistula
SECURE	Securing Rights Land and Natural Resources for Biodiversity and Livelihoods program
SGBV	Sexual Gender Based Violence
SHGs	Self Help Groups
SLDF	Sabaot Land Defense Force
STI	Sexually Transmitted Infection
TEPD	Teacher Education and Professional Development
TIST	International Small Group Tree Planting
TIVET	Technical, Industrial, Vocational, Entrepreneurship Training
UN	United Nations
UGI	Units of Gender Issues
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
USG	United States Government

VVF	Vesico-Vaginal Fistula
WHO	World Health Organization
WID	Women in Development
WRUA	Water Resource Users Association
YYC	Yes, Youth Can! program

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EXECUTIVE SUMMARY

Currently, Kenya's human development indicators are poor. HIV/AIDS, drug and substance abuse, high levels of food insecurity and malnutrition impede overall development and stymie people's lives in urban and rural areas. Corruption is widespread. Poverty is endemic. In rural and urban economies, in education, in health and in relation to democracy and governance, women remain in a disadvantaged position compared to men. It is notable however that there is high variability in the situation of women across the country. These disparities are often influenced by complex interactions between Kenya's wide variety of agro-ecological zones and their associated production systems, differences in livelihood generation opportunities in urban and rural areas, a wide variety of cultural norms governing gender relations, and multiple sources of social, political and economic change.

Although Kenya has a long path to travel in order to attain its goal of becoming a middle-income country by 2030, overall developmental trends suggest mild improvement. Kenya's rank in the Human Development Index (HDI) in 2011 placed it at 143 out of 187 countries with comparable data.¹ Kenya's HDI ranking places it at the top of the index in the East Africa region, and it has progressed more rapidly over the past decade than many Sub-Saharan African countries with respect to improving its HDI ranking. However, Kenya's rating in the Gender Inequality Index (GII) in 2011 is disappointing. In the East Africa region Kenya was placed fourth, just above Burundi, and below Uganda, Tanzania and Rwanda. Nevertheless, the statistical annexes in this report show some improvement in women's ranking vis-à-vis men (Appendix B).

USAID Kenya is working towards institutionalizing gender equality and women's empowerment in all of its programming. This Gender Assessment Study found high variation in the effectiveness of its work through the Mission and implementing agencies. Patchy performance in programs is partly due to the enduring influence of cultural norms across the country which, in many cases, continues to strongly limit women's decision-making power within the household, in their communities, and in decision-making forums at all levels. Cultural norms also govern women's access to key productive resources of all kinds. In rural areas in particular, women typically access assets through male relatives. Those assets they call their own usually have low income-generation capacity. Women have far more restricted voices and asset base, thus limiting their participation in many USAID programs and resulting in some disappointing outcomes.

A clear and shared vision of what 'empowerment' means in the Kenyan context is often lacking. An ability to take gender analysis beyond a technical tick-box exercise to a stronger focus on shifting gender norms is absent in a number, though not all, USAID programs. USAID Kenya, partly in line with directives from Washington, overlooks an excellent opportunity to identify positive cultural norms, and to develop new ones, when requesting that implementing agencies primarily provide activity- and output-level sex-disaggregated data. An undue focus on such data – which often seems very promising at first sight - can serve to obscure analysis of whether participation in training events, attendance at clinics, participation in decision-making bodies, etc., actually indicate an increase in women's ability to (a) express their gender-specific needs, (b) implement what they have learned, and (c) take control and manage their lives as they wish.

This study team met with many people at USAID Kenya, in implementing agencies, and in other organizations, who are deeply committed to women's empowerment and equality between women and men. There are many beacons of exciting best practice across all of USAID Kenya's work. This study highlights some of these examples. It urges USAID Kenya to improve its management information systems to ensure that best practices are captured, replicated and scaled-up within sector teams, and across sector teams.

Systematizing the rich evidence of strategies that work is critical to ensuring that USAID Kenya is able to improve its design process, place demands on its implementing agencies, and effectively monitor and evaluate progress towards gender equality in country.

The new Country Development Cooperation Strategy (CDCS) is being formulated at a propitious time for working on gender equality, since it coincides with both the promulgation of Kenya's progressive constitution as well as USAID's Policy on Gender Equality and Women's Empowerment. The enabling environment is there; USAID Kenya needs to seize it.

A number of further steps to institutionalize gender-sensitive programming at USAID Kenya are required; these are outlined below. Sector-specific recommendations are provided in each thematic chapter.

Steps to Institutionalize Gender-sensitive Programming Across USAID Kenya's Work

USAID Kenya Overall Recommendations

- Do not make responsibility for gender the sole province of USAID Gender Focal Points. It is the responsibility of all sector team members to understand USAID's Gender Policy and how to interpret it in relation to their work.
- Gender analysis training should be mandatory for all staff upon their entry into USAID and should precede all technical courses. The training should be relevant to each sector team's portfolio. Existing employees in all sector teams should also attend sector-specific gender training. Moreover, Contracting/Assistance Officer's Representative (C/AOR) job description requirements should include gender awareness and accountability for gender outcomes.
- Hold implementing agencies accountable to USAID Kenya for their work on gender.
- Develop a management information system that goes beyond quarterly meetings to sharing of best practices. It is necessary to develop mechanisms to capture best practice and replicate and scale-up lessons learned.
- Share best practice on identifying and addressing key gender-based constraints (all sector teams). Many such constraints will be common to all teams, but each team will develop its own insights through practice. Obtaining synergies through sharing of lessons learned will help build synergies to improve the outcomes of the work of all sector teams on gender.

Program Identification/Formulation

Baseline Survey

- Undertake a gender-sensitive baseline survey to identify gender gaps and prepare strategies accordingly. Baseline surveys should include sex-disaggregated data on key indicators relevant to the program, qualitative information on key gender norms and practices, and a survey of key institutional partners/community structures that can or must be worked with to secure gender equality.
- Include information in all baseline surveys on intra-household roles and responsibilities by gender, responsibility for expenditure decisions (health care, crops, school fees, etc.), and access to and control over key resources. This survey will provide baseline information, against which outcome indicators can be subsequently formulated and tracked.
- Utilize disaggregate data by region to identify regionally or culturally specific gender issues that should be taken into account for appropriate geographical targeting.
- Assess further socio-economic variations in association with the gender baseline survey, including men and women with disabilities and child-headed and female-headed households, taking into account cultural, age and regional diversity.

Design Preparation

- Use information provided by the baseline survey to devise strategies to meet the gender gaps by targeting identified groups.
- Develop both outcome and output indicators.

Appendix D, Best Practices, includes a gender checklist developed by the International Fund for Agricultural Development (IFAD), which can easily be modified by any sector team to ensure key gender issues are addressed.

Design Evaluation

- Allow a mixture of internal and external representatives (without any stake in the process) to evaluate program design. This team can be small but should include at least one gender expert.

Appendix D, Best Practices includes a gender checklist developed by IFAD, which can easily be modified by any sector team to ensure key gender issues are addressed.

Field Testing

- Pilot the program and build beneficiary feedback into the improved design before rolling it out.

Selection of Implementing Partner

- Require that each contract solicitation with five or more key staff stipulate the inclusion of a gender expert with expertise in the relevant discipline as a key staff member.
- Require that each bidder provide evidence of previous work on gender and provide examples of this work as part of their proposal. These examples should be evaluated as part of the selection process and points awarded accordingly. The existence of a gender policy and strategies to achieve gender equality should be rewarded.
- Require that budget lines include commitments to implement gender-sensitive programming.

Program Implementation

Commit each implementing partner to:

- Develop a gender policy, if it does not yet have one.
- Develop and implement gender strategies that take into account gender gaps noted in the baseline survey.
- Report on outcome as well as output indicators.
- Report regularly on strategies that work, and report honestly on strategies that are less effective. Show evidence that lessons learned are being built into programming (e.g. a mid-term review should demonstrate evidence of learning).
- Ensure continual staff training, particularly for technical experts, on gender related to the program.
- Demonstrate strong leadership on implementing USAID's Gender Policy. If a gender focal point is not part of key staff, gender expertise should be incorporated regularly. However, the ideal position is a gender focal point.

Monitoring and Evaluation (M&E)

- Facilitate systematic and regular communication, information sharing and coordination of activities between USAID's technical offices and implementing partners to maximize coordination and synergies between programs and to ensure effective integration of gender in programs.

- Hold implementing partners accountable for integrating gender through review and approval of their Performance Monitoring Plans (PMPs).
- Train M&E project field monitors on gender-sensitive monitoring and evaluation. Integrate gender into monitoring and verification tools and methods (e.g., site visits and non-financial audit checklists, sex disaggregated data collection, etc.).
- **It is strongly recommended** that an enumerator of the same sex, who is trained in facilitation skills, meet with women and men beneficiaries separately. This is critical when working to draw out gender issues in relation to the program's effectiveness, particularly in relation to outcome indicators.

1. INTRODUCTION

Kenya is the recipient of the largest United States Government (USG) foreign assistance program in Sub-Saharan Africa, with an FY2011 budget of \$663 million (\$477 million USAID). USAID Kenya will develop a new Country Development Cooperation Strategy (CDCS) for 2012-2016. This forward-looking gender assessment is mandated by the Automated Directives System (ADS). It contributes to the CDCS by generating information, highlighting areas for specific attention, and providing specific recommendations to ensure that USAID Kenya works effectively towards women's empowerment and gender equality. Information presented in *Box 1* outlines expectations set out in the new USAID Policy on Gender Equality and Female Empowerment, henceforth termed USAID Gender Policy, for the work of all USAID missions on gender and empowerment.

Box 1. USAID Investments in Gender Equality and Female Empowerment²

USAID investments are designed to achieve three overarching outcomes. In strategic planning, at the country or project level, these outcomes will be adapted and translated into specific results with associated targets and indicators. These outcomes, which are especially important for people who are marginalized or excluded due to ethnicity, gender, identity, sexual orientation, lack of income, disability or other factors, reflect the wide range of activities USAID undertakes. The overarching outcomes are:

1. Reduce gender disparities in access to, control over, and benefit from resources, wealth, opportunities and services – economic, social, political, and cultural.
2. Reduce gender-based violence and mitigate its harmful effects on individuals and communities.
3. Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in households, communities and societies.

Seven guiding principles underpin these outcomes. They are:

1. Integrate gender equality and female empowerment into USAID's work.
2. Pursue an inclusive approach to foster equality.
3. Build partnerships across a wide range of stakeholders.
4. Harness science, technology and innovation to reduce gender gaps and empower women and girls.
5. Address the unique challenges in crisis and conflict-affected environments.
6. Serve as a thought leader and learning community.
7. Hold ourselves accountable.

This policy applies to all bureaus and missions and covers policy and programmatic operations. Implementation of the policy will be assessed in 2015. USAID hopes that realization of the policy will help bring to fruition USAID's vision of a world in which women and men, girls and boys enjoy social, economic, cultural, civil, and political rights, and are equally empowered to secure better lives for themselves, their families and their communities.

In order to assist USAID Kenya in meeting the expectations of the Gender Policy, this study analyzes key development policies and indicators in Kenya from a gender perspective. It assesses the gender-based opportunities and constraints faced by each sector team: Agriculture, Business and Environment (ABEO), Education and Youth (EDY), Office of Population and Health (OPH), and Democracy and Governance (D&G). Best practice examples from selected programs are highlighted, as are continuing and new challenges. Sector-specific illustrative steps are outlined to assist USAID Kenya to implement strategies that will help contribute to the empowerment of Kenyan women and men, and in so doing, work towards the attainment of the development outcomes necessary to realize Millennium Development Goals (MDGs), Vision 2030, and other development objectives.

This section outlines the Gender Assessment Report's conceptual framework and research methodology, followed by USAID's current policy on gender equality and female empowerment with reference to Kenya's constitution. The subsequent four sections discuss the findings with respect to USAID Kenya sector priorities, including Democracy and Governance; Education and Youth; Health; and Agriculture, including Environment and Natural Resource Management (NRM). A general description of Kenya's Gender and Growth Country Profile can be found in Appendix A. This profile highlights selected socio-economic and macro-economic trends before tracking Kenya's progress towards gender equality in relation to the progress of other countries in East Africa, Sub-Saharan Africa, and globally. The statistical annexes found in Appendix B provide detailed, up-to-date gender data and analysis on each sector analyzed. The information in Appendix C provides names and contact information for people met and interviewed for the study. Appendix D, Best Practices, provides a variety of resources and tools for integrating gender into program design and implementation, as well as examples of activities and programs promoting gender equality and empowerment.

1.1. CONCEPTUAL FRAMEWORK & STUDY METHODOLOGY

A gender assessment follows four steps.³ They are:

1. Analyze the gender circumstances of women and men's lives in a given setting, and how gender inequalities affect outcomes of interest to the sector program (this step contains the gender analysis).
2. Review activities and programs currently being supported by the Mission, and other agencies.
3. Assess programming gaps.
4. Make recommendations for future programming.

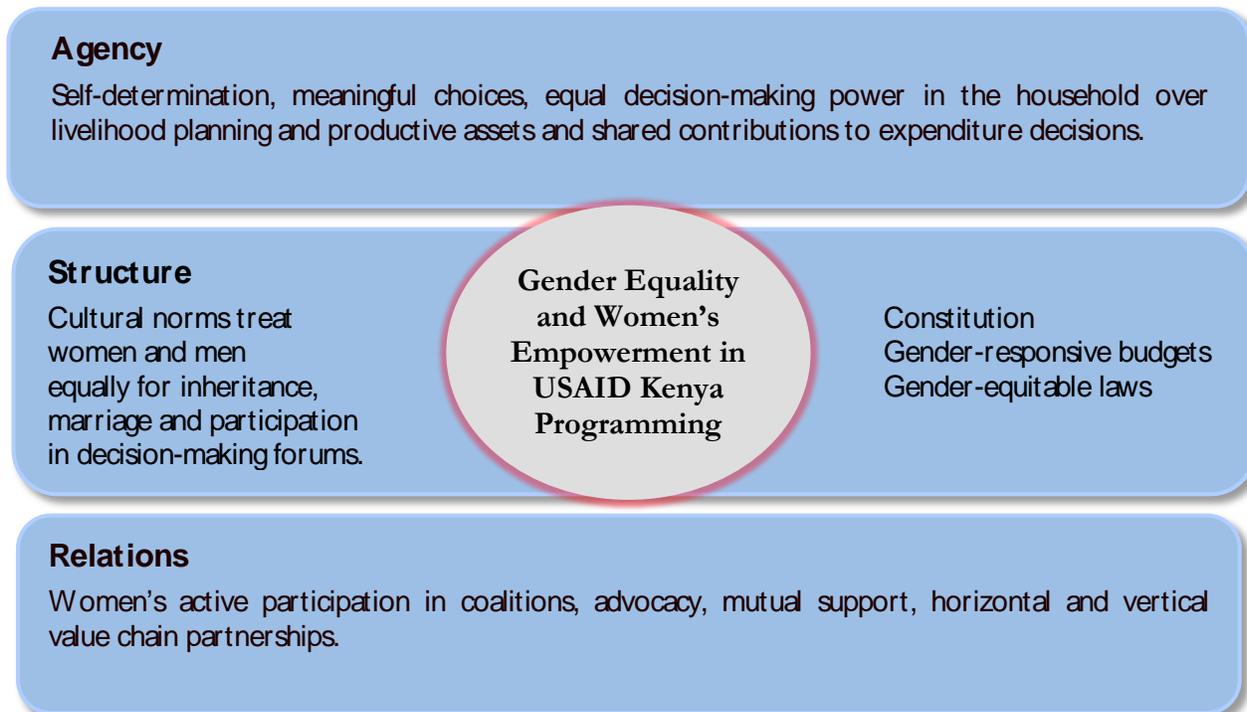
To realize step 1, the study team worked with a conceptual framework developed by CARE. This framework focuses on three 'empowerment dimensions':⁴ agency, structure, and relations. These three dimensions are illustrated in *Figure 1*.

1. **Agency** refers to the ability of women and men as individuals to take decisions and act upon them.
2. **Relations** refer to the ability of women and men to build relationships, coalitions and mutual support to expand their personal agency and to alter structures such as customary norms.
3. **Structure** refers to both cultural norms, and to institutions that codify, reinforce or change gender relations at every level of society.

To realize steps 2, 3 and 4, study team members interviewed sector team staff at USAID Kenya and visited selected sector programs across the country. Team members met with implementing agencies and

beneficiaries in order to secure the best possible picture of gender opportunities and constraints. Examples of best practice in the field were identified. The team met with a number of other stakeholders involved in Kenya’s work towards gender equality and reviewed relevant literature.

Figure 1. Overview of the Three Empowerment Dimensions



Gender equality concerns everyone and involves working with men, boys, women and girls to bring about changes in attitudes, behaviors, roles and responsibilities at home, in the work place, and in the community. Genuine equality means more than parity in numbers or laws on the books; it means expanding freedoms and improving overall quality of life so that true equality is achieved without sacrificing gains for males or females.⁵ Social, behavioral and cultural attributes, expectations, and norms associated with being a woman or man determine how women and men relate to each other and to the resulting differences in power between them.⁶ When considering what ‘empowerment’ might mean, it is important to distinguish between different forms of power. ‘Power over’ refers to direct and indirect control by one person or group over another person or group. ‘Power within’, ‘power to’ and ‘power with’ provide understandings of how to increase one’s personal ability to make change in oneself and with others.

In Kenya, work on gender is often confused with promoting and institutionalizing ‘power over’ approaches. There is a widespread perception that men lose out as the result of a focus on gender. This perception is due in part to past approaches that singled out women for special attention, which was the case under certain Women In Development (WID) activities. It will be central to the work of USAID Kenya and its implementing agencies when enacting gender policies and strategies that men as well as women understand that they will benefit equally from gender equality in all aspects of their lives.

It will be important to directly address the fact that: (1) gender norms in Kenya, though highly situation-specific, typically restrict women from fully exercising their ability to make rational decisions regarding the use

of productive resources at the household and community level and reduce their ability to benefit from education opportunities; (2) sex segregation in the economy harms Kenya's overall development; and (3) gender norms render women more vulnerable to HIV/AIDS infection, sexual and gender-based violence (SGBV) and thus increase the costs to the health care system (this is not an exclusive list). At the same time, USAID Kenya and its implementing agencies should openly recognize that gender norms typically privilege men across the country. However, more work must be done to support men as social and economic privileges change. In so doing it must be recognized that gender inequalities pose costs to men. These inequalities include the fact that men's lives can be damaged by a system of gender inequality that consequently damages the lives of the women and girls with whom they have relationships. Gender norms that equate masculinity with toughness reduce male health-seeking behaviors, force men to view themselves as breadwinners at a time when structural changes in the economy encourage higher rates of female participation, and engender cultural dynamics that make young men particularly vulnerable to appeals to engage in inter-ethnic violence.⁷

In terms of strategy, the three 'empowerment dimensions' need to interlink to ensure that empowerment gains in one dimension are strengthened and reinforced by activities and gains in another. Realization of Kenya's Constitution (structure), for example, demands improvements in women's ability to participate in relational networks, which of itself demands an increase in women's personal agency. Thus, work on integrating women into agricultural value chains requires that women become active members of producer and marketing boards (structure), are effective decision-makers at the household level (agency) and are able to develop value chain partnerships (relations). Programming across all three dimensions will help to anchor and sustain empowerment gains over the long term.

1.2. USAID POLICY ON GENDER EQUALITY & FEMALE EMPOWERMENT AND KENYA'S CONSTITUTION

This section discusses the policy environment with regard to gender equality in Kenya. It highlights key provisions of the Kenyan Constitution to assess the degree to which it provides an enabling environment for the realization of USAID's Gender Policy in relation to the work of the sector teams (see *Box 2*). In general the Constitution mostly, but not fully, enables USAID's Gender Policy.

Box 2. Selected Provisions of the Kenyan Constitution⁸

All Sector Teams

The Constitution recognizes in the Preamble that the government of the land is of women and men, by women and men, and for women and men. Article 2 renders customary and other laws that differ from the Constitution void. This article aims to protect women from harmful cultural norms (reaffirmed by Article 55 which specifies the right of young women to enjoy these freedoms). Article 27 says that women must gain equality in political, economic, social and cultural spheres. Article 29 protects women from all forms of violence. Article 54 provides that women with disabilities be treated with dignity and have access to all places, Article 97 sets aside one seat from 16 for women with disabilities in the Senate, and Article 97 says that women will be nominated to the National Assembly to ensure the representation of women with disabilities and young women. Article 56 provides for affirmative action for women from marginalized groups, and Article 57 provides that elderly women be allowed to live in dignity and respect and to be free from abuse.

Democracy and Governance

Article 3 renders any government that does not permit women all the rights in the Constitution illegal. Articles 27, 81, 127, 175 and 177 all affirm that no more than two-thirds of the membership of elected or appointed public bodies should be of one gender - that is, women or men must always form at least one third. All political parties are to respect and promote gender equality and equity, are to include women and men, and are to protect women from political violence (Article 91).

Agriculture and Business

Articles 40, 60 and 68 protect women's right to own land and property anywhere in Kenya, and specifically protect the interests of widows and orphans to land.

Health

Article 43 says women have a right to health care including reproductive health. Article 26 says that while abortion is not permitted, trained health professionals are required not to risk the life or health of the mother.

Education

Article 43 says women have the right to education.

Further key aspects relevant to USAID’s work include the fact that the constitution: (1) sets up new checks and balances for all public institutions, including the presidency; (2) devolves authority and funding to 47 new elected countries; and (3) gives every Kenyan the right and the duty to conserve the environment and to ensure ecologically sustainable development.⁹ Each of these aspects has gender dimensions referenced in the following thematic chapters of this report.

The Bill of Rights states that women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres. Additionally, every person is entitled to fundamental rights and freedoms of the individual regardless of her/his race, sex, pregnancy, marital status, health status, ethnic or social origin, color, age, disability, religion, conscience, belief, culture, dress, language or birth; and that every person is equal before the law and has the right to equal protection and equal benefit of the law.¹⁰

Although the Bill of Rights does not include rights pertaining to gender identity and sexual orientation, the wording has been carefully crafted to protect the rights of gay, lesbian, bisexual, transgender and intersex (LGBTI) people by affirming the right of every Kenyan to fundamental rights, freedoms and equal treatment regardless of conscience, belief, dress, sex, marital and health status.¹¹ However, Kenya contravenes the International Declaration of Human Rights, to which it is a signatory, by criminalizing same-sex sexual activity. This contradiction drives lesbian, gay and bisexual people underground, and isolates transgender and intersex people, thus making it difficult for them to realize their rights, including to health care, under the Constitution. It also makes it difficult to reach men who have sex with men (MSM) – widely viewed to be a key source of new HIV/AIDS infections. Furthermore, Kenya criminalizes abortion. As a consequence unknown numbers of women die or suffer serious complications every year due to illegal abortions. The right to abortion is a central plank of the international women’s movement and has been recognized as a right in the United States since the Roe versus Wade ruling in 1973.

USAID Kenya needs to seize the many opportunities offered by the Constitution to work towards gender equality. Where the legal framework is hostile to aspects of USAID’s gender policy and international interpretations of human rights, the sector teams need to ensure that their work does not actively infringe the rights of marginalized communities through ensuring that the principle of ‘Do No Harm’ is applied. As a lead development partner, USAID Kenya should seize the opportunity to engage in constructive dialogue with the government about decriminalizing same-sex sexual activity, and work towards the decriminalization of abortion. All sector teams should work creatively to address the practical and strategic needs of the LGBTI communities within the scope of the Constitution. It is reiterated here that the Constitution provides scope for ingenuity.

2. DEMOCRACY & GOVERNANCE

This study finds that the enabling environment provided by the Constitution to bring women into democracy and governance processes remains to be fully realized in all areas. This finding is particularly clear with regard to peace and mediation programs. Cultural norms do not accord women a place at the table in conflict resolution and mediation processes in all Kenyan communities. In many cases, the only way forward has been to form separate women-only parallel structures that rarely converge with male-led forums. In effect, these women-only peace groups act as ‘capacity development’ incubators. The women involved have minimum capacity to help set the agenda and participate in community-level mediation processes. It is recommended that work be strengthened with community elders and other gatekeepers to enable women to participate equally in established, male-led forums.

2.1. WOMEN’S PARTICIPATION

This study further recommends that USAID Kenya increase its support in strengthening women’s enabling organizations, such as the G10 and the Gender and Equality Commission, to influence the agendas of the Government of Kenya (GoK) and international donor community; facilitating processes for Constitutional implementation, decentralization and devolution. The needs of discriminated and marginalized communities, including LGBTI and disabled people, should be disaggregated by gender and addressed accordingly. This may require providing capacity development and logistical support to increase participation and representation in democracy and governance forums, as well as support for litigation of discrimination cases.

2.1.1. RECOMMENDATIONS

2.1.1.1. PEACE AND RECONCILIATION

- **Recognize and incorporate women’s gender needs into peace and reconciliation processes.** This will require analyzing and working with target communities to help them better understand how women’s gender needs are promoted or harmed by conflict and that women can play an important role in the peace and reconciliation process.
- **Address male gender norms or “masculinities”** by involving women and men, girls and boys, in programs that provide a safe environment and external facilitator or mediator to explore and deconstruct masculinities. It is recommended that the D&G Sector Team engage with Men for Gender Equality Now (MEGEN), which advocates transforming masculinities for women’s empowerment. Collaborate with community gatekeepers such as community elders, local authorities, imams, priests, and others, to obtain support for more active women participation. MEGEN and other similar organizations have proven experience working with senior men and can advise on best approaches.
- **Ensure that measures to identify and address SGBV** form part of program strategies, recognizing that men, as well as women, are vulnerable to SGBV.

2.1.1.2. PEOPLE WITH DISABILITIES AND LGBTI COMMUNITIES

- **Support organizations representing people with disabilities**, such as the National Council for People with Disabilities (NCPWD), to ensure their participation in democracy and governance forums and to identify the distinctive gender needs of women and men with disabilities.
- **Provide support to the Gay Kenya and Transgender Advocacy Network**, to enable it to effectively articulate and represent the interests of the LGBTI community. Consider supporting litigation led by the LGBTI and disabled people’s organizations to pursue cases of discrimination by law enforcement officers and health care facilities.
- **Work with USAID Kenya Office of Population and Health and Implementing Partners** to identify and engage gatekeepers to facilitate greater access to health care facilities and programs by women, people with disabilities and members of the LGBTI community.

2.1.1.3. DEMOCRACY AND GOVERNANCE PROCESSES

- **Gender-responsive planning.** Support activities and programs to develop the capacity of national/county governments to formulate, implement and monitor gender responsive planning and budgeting, supported by sex-disaggregated data (national/county levels) helping to identify gaps.
- **Awareness Raising.** Support efforts to raise awareness and promote civic education to ensure women and men, particularly in grassroots communities, understand their constitutional rights; especially the provisions of the constitution that ensure gender equality. Promote civic education in local languages.
- **Donor Gender Audit.** Consider funding a gender audit to determine the amount of donor assistance needed to support gender equality and women’s empowerment work in the country. Determine how funds are used and provide information to key stakeholders to facilitate planning and coordination related to gender activities.

2.1.1.4. USAID KENYA PROGRAM SUPPORT AND COORDINATION

- **Cross-Sectoral Team Work on Democracy and Governance.** This study recommends that the USAID Kenya D&G Team set up a cross-sectoral team with ABEO Feed the Future (FtF) and ABEO Environment and Natural Resource Management, to develop strategies and activities that promote land tenure and titling rights of women and marginalized communities and facilitate the implementation of constitutional provisions that guarantee and protect women’s right to own land.
- **Gender Policy, Staff and Budget Support.** Require implementing partners to have a gender policy, a gender expert as key staff, and budget support for gender staff and gender training activities.
- **M&E.** Require implementing partners to incorporate gender strategies in program design and implementation, along with gender-responsive indicators designed to measure outcomes and impacts. Create mechanisms to capture effective strategies and programs that can be scaled-up and replicated.

2.1.2. USAID PROGRAM OVERVIEW

The USAID Kenya D&G program aims to enhance the capacities of key national- and local-level governance institutions, and to incorporate inclusive, accountable and participatory development, policy formulation and implementation, respect for the rule of law, citizen responsibility, constitutionalism, tolerance, access to justice and the realization of human rights. The program portfolio supports Kenyan women as they struggle for their human rights. It supports efforts to enact basic rights for women, such as the right to land and other property, equal access to education and the right to other opportunities for women set out in the Constitution, the National Land Policy and other legal reforms.

Agreements ending the 2007 post-election violence identified issues that require a commitment to action: constitutional, institutional and legal reform, land reform, eradicating poverty and inequalities of various kinds, addressing unemployment, especially among youth, as well as regional socio-economic imbalances. The aim is national cohesion, unity, transparency and accountability. USAID Kenya is helping to facilitate the implementation of the GoK's reform agenda by working with political parties for free, fair and peaceful elections in 2012; supporting female parliamentarians and key women's organizations in efforts to propose and draft policy and legislation that promotes gender equality; and supporting dozens of civil society groups, including women's rights organizations, to improve their leadership, advocacy, peace-building, and civic education skills. These efforts empower women to report historical injustices to the Truth and Reconciliation Commission and support political parties in mobilizing women's active participation through training, - including how to run for office.¹² The parliamentary strengthening program in Kenya aims to improve its effectiveness in law-making and oversight functions and to enable transparency and accountability of parliamentary processes. Some of the parliament's departmental committees supported by USAID Kenya include: justice and legal affairs; health; agriculture, livestock and cooperatives; lands and natural resources; education, research and technology; and the Committee on Equal Opportunity.¹³

2.1.3. GENDER ANALYSIS

The mandate of the USAID Kenya D&G team is vast. It is difficult to address the full scope of activities it supports. The following analysis provides a brief discussion of women's involvement in mainstream and alternative political structures, followed by a discussion of disabled people's organizations.

The Bill of Rights is the central underpinning of Kenya's democratic state and serves as the framework for all other legal reforms and legislation. Given its recent promulgation and despite the provisions enshrined in the Bill of Rights, women continue to be largely underrepresented at higher-level decision-making positions and institutions, and have made little progress in attaining political and economic power. The attainments of targets provided for in the constitution (namely that women comprise not less than one-third representation in elective and public institutions) have yet to be fully realized. Although Kenyan women are almost half of the electorate and have the right to vote and hold office, women remain underrepresented as candidates or representatives of political parties, parliament and/or local authorities. Owing to limited access to avenues of electoral and political power, including political parties, women in Kenya have gained power through alternative structures, particularly in the non-governmental and grassroots sector. Through these alternative structures, women have placed women's issues on the national agenda. Socialization, cultural norms and the stereotyping of women and men, including through the media, has reinforced the tendency for decision-making and conflict management initiatives to remain primarily in the masculine domain. The low proportion of women filling political and decision-making positions at the local- and national-levels reflects structural and attitudinal barriers that need to be addressed via positive measures.¹⁴ Moreover, women's organizations are the only ones addressing women's issues in the Constitution regarding leadership, peace and reconciliation. At the community level, male-led peace-making and conflict resolution organizations rarely support women with regard to their gender needs, yet women may be the most adversely affected by conflict centered on natural resources. Women have a vital stake in ensuring that their needs and rights are recognized in any agreement.

The National Democratic Institute (NDI) is working to support institutions through citizen participation, openness and accountability in government; promoting the development of institutionalized channels of communication among citizens, political institutions and elected officials; and strengthening their ability to improve their quality of life.¹⁵ Women politicians are not always well represented in political party hierarchies, and are often pushed out at the last minute, sometimes just before elections. Future USAID support to NDI,

especially in the next general elections 2012/2013, should include ensuring that all political parties understand the Constitutional provision that women have not less than one-third representation.

The Women in Peace Leadership Program supports communities affected by conflict in Nyanza, Mt. Elgon and Rift Valley. Mt. Elgon has suffered conflicts over issues of land and resettlement since the 1990s. These conflicts worsened in 2004-2008 with the formation of the Sobaot Land Defense Force (SLDF), a militia group that unleashed terror on residents until the Kenyan army carried out a campaign to crush it.¹⁶ The conflict resulted in the mass displacement of people from their farms with some migrating to neighboring districts. The program supports the Tears of Women Organization, among others, to address women's concerns in Mt. Elgon and parts of Rift Valley –Trans-Nzoia, Kwanza, West Pokot, Uasin Gishu and Marakwet. It addresses the humanitarian needs of internally displaced persons (IDPs); builds the capacity of youth for peace-building; and encourages youth to surrender firearms in exchange for government amnesty. It also works to identify the causes and consequences of all forms of violence including SGBV, election violence against women, and violence against women related to property inheritance.

The Women in Peace Leadership Program is also implemented along Kenya's borders, including the border with Somalia due to the on-going internal and cross-border conflicts and the potential for new conflicts between nations.¹⁷ Coalition for Peace in Africa (COPA), in partnership with PACT's PEACE II and USAID Kenya, equipped 25 women from PACT's Somali clusters with peace-building and conflict management skills. The program works with women in pastoralist and other communities in recognition of the fact that women, as well as men, are stakeholders in peace and development processes. Women have unique perspectives and gender-based needs in relation to the natural resource-based conflicts, yet these are often overlooked.

Women's abilities to take part in community-led peace initiatives are hampered by numerous factors, including that the fact that women are marginalized in all community-level decision-making. Relatively little space, if any, is given to women during formal peace negotiations, or when decisions are being made regarding how to manage peace and security during the rebuilding process. Many pastoralist communities consider women 'children' and therefore women are not allowed to participate or make decisions. In some Muslim areas, women do not participate in public meetings with men or contribute to discussions through other means. PACT has also found that even when it is successful in engaging women, older women often act as 'gate keepers' and do not allow younger women to participate in the peace-building forums. That said, PACT finds that women have a particular stake in peace-building programs when their interests are directly affected by conflict. In border regions, women are often significant in cross-border trade, travelling on foot from one side to the other to trade food items. Women are also concerned when health care is affected by conflict.

Gender and Governance Basket Funding: United Nations (UN)-Women acts as the secretariat to the donor gender thematic group. The current co-chair is Finland, and the Kenya Ministry of Gender is a permanent co-chair. The nine donors include: Spain; Netherlands; Denmark; Finland; Norway; Germany; Sweden and Canada. The thematic working group identified the following key issues related to gender equality: (1) gender equality work is seen as an advocacy issue by the government and as a problem to be addressed only by civil society organizations; (2) gender mainstreaming has reduced donor funding to support women's empowerment programs, yet such programs are critical for effective and accountable gender mainstreaming processes; (3) funding to support Non-governmental organization (NGO)-led gender equality work has remained limited; and (4) it is particularly difficult for Community Support Organizations (CSOs)/NGOs to influence the aid effectiveness approach when donors support the government directly. To address some of these issues, European Union (EU) countries have adopted 'gender markers' in bi-lateral

and multi-lateral-funded programs to measure gender mainstreaming. However, this tool is, in practice, ineffective in measuring donor accountability on gender equality indicators and women’s empowerment.¹⁸

The joint GoK and UN program on ‘Gender and Equality and Women’s Empowerment’ focuses on implementing affirmative action; the Political Parties Act, which requires not less than one-third women’s representation; the National Accord and Reconciliation Agreement (NARA) agenda for spelling out reforms; UN Security Resolution 1325 (with respect to women, peace and security); and women’s economic empowerment with regard to access to land and financial and business development services. More donor support is required to help Kenya realize the gender equality provisions provided for in the Constitution especially with regard to: (1) legal reforms and monitoring implementation; (2) devolution and decentralization and women’s representation and capacity-building at all levels; (3) Law Reform Frameworks addressing key gender issues; (4) work across different sectors in the Medium Term Plan (MTP) to mainstream gender issues; and (5) work to collate, interpret and work with sex-disaggregated data at national and county levels to help drive gender-sensitive interventions.

The **National Women Steering Committee on Constitutional Implementation** is comprised of NGO and community-based organization (CBO) representatives working on gender equality and women’s empowerment. The committee has come together to ensure that women realize the gains already provided in the Constitution.

MEGEN works to mobilize men to ‘transform masculinities for gender equality now’. While MEGEN is a very small organization, it works with communities across Kenya, in both rural and urban settings, to challenge cultural norms that privilege and benefit men to the detriment of women. It has piloted and scaled-up a number of innovative methodologies to target young men, senior leaders, and men in general.

Men and women with disabilities are represented by a number of disabled peoples’ organizations including, the Kenya Union for the Blind (KUBE); National Association for the Deaf (NAD); Northern Nomadic Group in the Arid Lands; the Youth Disabled group (which represents people living in informal settlements); Women Challenged and the Association of National Disabled Youth (ANDY). These organizations and others are working to help implement the provisions of the Constitution that specifically apply to them, including working for equal participation of women and men; addressing issues of equality and equity; creating enabling voting processes to promote participation and standing for elective political positions. Challenges include finding disabled-friendly venues for discussion forums and user-friendly communication aids and tools especially for the deaf. The heterogeneity of disability can also create difficulties in terms of achieving a unified voice and meeting diverse needs. While all people with disabilities face discrimination, women and girls with disabilities face gender discrimination as well.

3. AGRICULTURE, BUSINESS & THE ENVIRONMENT

This chapter is divided into two sections. The first focuses on the work of ABEO under USAID Kenya’s Feed the Future (FtF) strategy. The second discusses ABEO’s work on environment and natural resource management (ENRM).

3.1. ABEO FEED THE FUTURE

This study finds that ABEO's Feed the Future programs are promoting several excellent practices with regard to increasing women's incomes and decision-making capacities. Some of the current strategies implemented by ABEO partners are derived from the USAID-supported Greater Access to Trade Expansion (GATE) Kenya gender project (2008). The GATE project helped to develop competencies in gender value chain analysis for USAID program managers and partners. Lessons learned from the project contributed to the development of the 'Integrating Gender in Agricultural Value Chains' handbook which is available from the USAID GATE website. The strategies are, however, generally ad hoc and owned by the implementing agencies. When their contract ends it is highly likely they will take their experiences with them. It is therefore imperative to capture best practices systematically and prepare them for replication and scaling up.

Many challenges remain for ABEO and their project work. These challenges are intrinsically related to weak access of most agrarian women to key factors of production, including land, and weak decision-making capacity at the household level in many parts of the country. This restricts the effectiveness of women as farmers, for women typically perform almost all crop and livestock tasks across the production cycle, yet frequently find it difficult to implement the training they have received from implementing agencies because they are blocked by the landholder – their male partner– who may not appreciate the value of changing agricultural practices. Many women are further discouraged by the fact that their husbands/partners typically take control of monies earned from agricultural production - allocating women a small portion. Since the reward is not commensurate with the labor invested, many women lack motivation. Finally, due to inequitable household decision-making regarding income distribution and expenditure, many women find it difficult to meet the demands of their reproductive role and suffer a high level of stress. Gender-based violence in the agrarian communities visited by the team is high. This violence is partly related to disputes over income, women's inability to perform their roles adequately and women failing in business.

Strategies must be developed to enable women as key farmers - making rational decisions from which they should benefit accordingly. This strategy is central to improving the productivity of smallholder farming, one of Kenya's biggest challenges. Involving women, younger women and men, and other vulnerable groups including disabled people, in carefully planned off-farm value chain activities is a way of ensuring value chain development can be pro-poor without compromising effectiveness and efficiency.

3.1.1. RECOMMENDATIONS

These recommendations are intended to complement existing USAID Agriculture and Business Sector Team work on gender in its ABEO and Environment and Natural Resource Management programs.

- ABEO should consider the use of 'transformative gender methodologies' that challenge and modify cultural norms in ways that swiftly empower women and men both personally and economically. A suite of evidence, and methodologies, is developing illustrating that when 'household approaches' underpin carefully planned development interventions the benefits are appreciated equally by men and women. ADCI/VOCA already promotes a 'farming as a family business' model but this model does not achieve the fundamental changes required in gender relations. Such approaches should be developed further to embrace the visioning and staged action planning inherent in the best household approaches. Selected household approaches will need to be recognized so that diverse types of households that typify Kenya, including polygamous arrangements can be considered. Household approaches should draw upon positive cultural norms and secure the approval of key leadership institutions in the community to ensure acceptance and validation. In Appendix D examples of household approaches conducted by other agencies can be found. More information is available on request from the lead author of this report, Dr. Cathy Farnworth.

- Household approaches should be accompanied by asset-based development programming, enabling women to own resources, particularly land, in their own name or together with their husbands/partners through joint titling. This approach is essential in reducing their vulnerability in the case of a relationship failure, and it will also support women's decision-making on how to use land effectively. The Environment and Natural Resource Management (ENRM) wing of ABEO is already working on this area. It would be valuable to enlist their support in this endeavor, both in terms of strategic planning and sharing best practices, and also possibly through co-location and cooperation between programs funded by ABEO and ENRM.
- Identification and collaboration with respected and influential community leaders and others in order to gain their support for gender mainstreaming measures. This should include a respect for land rights and the introduction of household decision-making methodologies.
- The strong producer focus of current value chain programming should be re-orientated to explore opportunities across the entire chain, from input supply through bulking, transformation and sale. Opportunities to involve women, younger women and men, and vulnerable categories of people, in off-farm segments of selected value chains should be explored and promoted since this is where gains are highest. Given that women and young people have low access and ownership rights to land such approaches also make strong strategic sense.
- Ensure that women are encouraged and enabled to become active members of producer and marketing cooperatives. This step is vital to improve social capital and promote business linkages. Supporting logistical and capacity development measures will be required to enable women to act effectively.
- USAID programs should actively promote the inclusion of women and men with disabilities, people living with HIV/AIDS and orphans and vulnerable children in its work. It should be recognized that these categories form significant percentages of the rural population. Specific strategies must be developed since having 'inclusive' policies is insufficient when addressing the special requirements of these groups. Partnerships with organizations and sectors specialized in working with these groups (including health) is recommended to help devise appropriate farm management strategies for people with HIV/AIDS, improve food security and nutrition practices in these groups.
- Improve funding allocations to the food security and nutrition component of USAID Kenya's Feed the Future programs.
- Commission studies into intra-household decision-making practices around food allocation by gender and age. Investigate links, if any, between food allocation practices and health outcomes. Identify culturally- specific practices such as those that withhold certain foods from pregnant women, among others, and devise ways to counter them. It is vital that this study suggest ways of ensuring men become critical actors in household level food security and nutrition planning.

3.1.2. USAID PROGRAM OVERVIEW

In 2010, Kenya became a flagship country under President Obama's Feed the Future initiative, which aimed to rapidly reduce hunger by accelerating agricultural development and nutrition programs. Under USAID Kenya's Feed the Future strategy, the overall goal is to sustainably reduce poverty and hunger in Kenya. The strategy has two objectives: (1) inclusive of agricultural sector growth and (2) improved nutritional status for women and children. Intermediate results include (under objective one) an improved agricultural environment, expanded markets and trade and improved productivity of selected value chains. Under objective two, intermediate results include improved access to diverse and quality food, improved nutrition-related behaviors and improved utilization of Maternal Nutrition and Child Health (MNCH) and nutrition services. Collaborative work with USAID Kenya OPH team is planned to facilitate realization of this

objective. However, while the Mission's FtF strategy represents integrated agricultural sector growth and an improved nutritional status program, there are significant funding imbalances for agriculture and nutrition (\$33 million/ \$2.9M for FY 2011) that will affect the magnitude of FtF program interventions on nutrition. All USAID ABEO programs are designed to underpin Vision 2030 and the GoK's Agricultural Sector Development Strategy (ASDS), which is aligned with the Comprehensive Africa Agriculture Development Program (CAADP).

Current ABEO programs target smallholder horticulture, maize, and dairy farmers throughout the Kenya Horticulture Competitiveness Program (KHCP, implemented by Fintrac Inc.), the Kenya Maize Development Program (KMDP, implemented by ADCI/VOCA) and the Kenya Dairy Sector Competitiveness Program (KDSCP, implemented by Land O' Lakes). The Kenya Drylands Livestock Development Program (KDLDP), and research under KMDP on drought-resistant crops such as cowpeas, sweet potato and pigeon peas, constitutes a further effort to meet the challenges of climate change. ABEO also works with the Program for Bio-safety Systems in Kenya, Tegemeo Agriculture Policy Research and Analysis, Financial Inclusion for Rural Microenterprises, and Kenya Value Girls (implemented by CARDNO Emerging Markets).

The smallholder support programs KHCP, KMDP and KDSCP were visited in project locations in the Rift Valley around Eldoret. The KHCP was also visited in Kibwezi, Eastern Province. Discussions with key project staff were held in the field and in Nairobi. The team met with a large number of beneficiaries, organized into various forms of common interest groups, cooperatives, and self-help groups and gender-disaggregated groups. Meetings were held with value chain partners connected with the programs, including Mace Foods (which purchases chili from KHCP beneficiaries around Eldoret), Good Neighbors (which supports the passion fruit value chain around Eldoret), and Kenya Agricultural Technologies in Eastern Province. In Nyanza, the team met with Value Girl beneficiaries and their mentors in separate groups, and visited their horticultural and poultry activities. The team met with Value Girl staff in Nairobi, in addition to in the field. The team met Vi Agroforestry, a climate change mitigation program implemented by the Swedish Cooperative Centre, to gain insights into how it currently addresses gender within its programming. The team also met with ABEO staff on several occasions.

3.1.3. GENDER ANALYSIS

Agriculture plays a significant, though declining, role in Kenya's economy. The sector employs over 40% of the total population and over 70% of the rural population. Tea and fresh flowers are key foreign-exchange earners. Sisal, cotton, fruits and vegetables are important cash crops. Coffee, historically an important foreign exchange earner, still contributes to the economy but began declining in importance and earnings in the 1990s, owing in part to market instability and deregulation.¹⁹ Other important agricultural commodities include dairy, maize, sugarcane and a wide range of vegetables and livestock - particularly in the arid and semi-arid lands (ASAL). Although agriculture is critical to the economy levels of production and productivity are very low and the vast promise of the sector has scarcely been tapped. For example, the average yield for maize is 1.3 tons per hectare and milk production is stagnant, at less than 5 liters per cow per day. Kenya's growth strategies in the sector, as articulated in the Agricultural Sector Development Strategy (ASDS) 2010-2020, are premised upon: (1) transforming subsistence farming into commercial production and (2) ensuring that agricultural growth is achieved through intensification and a shift towards higher-value products, rather than through expansion of the cultivated area.

There is substantial evidence (see *Box 3*) that gender-based constraints restrict the productivity of female Kenyan smallholders and contract farmers. This finding is important because women form the majority of the active farming population. Many young men also face gender-based constraints. Some young men are unable to access land due to socio-cultural norms that accord considerable decision-making power to their elders, and which militate against allocating young men plots to work upon whilst their father is still alive. Young women face gender-based constraints that impact upon the kind of businesses they may take up. Gender norms and the causal factors leading to changes in those norms vary hugely across the country and require careful analysis.

The National, Agricultural and Livestock Extension Program (NALEP) study (2009b)²⁰ shows that, with respect to women farmers specifically, the assets they possess typically have low-income generation potential. They include poultry, dairy goats, and firewood and charcoal, savings invested through merry go-rounds, and kitchen utensils. Men's assets are generally high value and directly related to production (land and the tools of production including credit, education and farming technologies). The differentials between women and men with regard to access to, and control over, assets result in important productivity differentials (see *Box 3*).

Box 3. Correlation between Low Gender Equity and Agricultural Productivity

Studies conducted in Kenya show that:

- Men producing maize, beans and cowpeas in Kenya achieve higher gross value of output per hectare than women, but the difference is accounted for by differences in input use.²¹
- In western Kenya, female-headed households were found to have 23% lower yields than male-headed households. The difference was caused by less secure access to land and lower education levels.²²
- Another study of smallholder farmers in western Kenya found women's maize yields were 16% lower than men's, largely because they used substantially less fertilizer.²³
- According to data from a household survey across three Kenyan districts, the value of farm tools owned by women amounted to only 18% of the tools and equipment owned by male farmers.²⁴
- On small farms in Kenya, households headed by single, divorced or widowed women are the least likely to use animal traction. In contrast, de facto female-headed households in which the husband lives elsewhere are likely to use animal traction and hired labor, because they still benefit from their husband's name and social network and often receive remittances from him.²⁵
- With regard to contract farming, women constitute less than 10% of the farmers involved in smallholder contract-farming schemes in the Kenyan fresh fruit and vegetable export sector.²⁶ This study argues that the growth of high-value horticulture supply chains has been detrimental for rural women in Kenya, because land and labor resources that were traditionally used by women to cultivate vegetables for home consumption and sale in local markets have been appropriated by men for export vegetable production under contract.²⁷

In conjunction with its implementing partners, ABEO recognizes and addresses gender-based constraints in the smallholder sector through a variety of innovative and targeted methodologies. As a consequence, female participation in the selected value chains is high and membership of producer organizations is significant in some locations. Figures provided by ABEO for FY11 show that women formed 48% of total beneficiaries. By value chain, 51% of women benefited from horticultural activities and 40% benefited from dairy chain activities. About 38% of the farmers adopting improved technologies were women. In total 660 women producer organizations, water user associations, trade and business associations received technical assistance, training and business linkages. The Value Girls program enabled 1,424 young women to develop poultry and horticultural enterprises.

Respondents to this study, both women and men, acknowledged that USAID programming had improved their overall incomes and that they had benefited from working together in groups – particularly in terms of improved market linkages and through shared learning: “When you are an individual you cannot be heard, but together you can forge ahead” (male interviewee, KDSCP). They appreciated their improved bargaining

power with buyers and improved purchasing power with respect to inputs. They acknowledged their improved farm management capacity (for example with regard to record-keeping). The chief general constraints noted by all groups included: (1) occasional unavailability of key inputs at the right time – seeds and fertilizer and (2) lack of sufficient investment capital to implement recommendations to degree desired.

Despite these achievements, important gender-based constraints remain. These gender-based constraints hamper the attainment of women’s personal and economic empowerment objectives; they hamper the economic efficiency of value chain development and they are likely to impinge upon the effectiveness of ABEO’s food security and nutrition interventions. Widely experienced gender-based constraints include:

1. Many women producers report a lack of adequate and motivating returns to their labor. Men typically expect to control money earned through their wives’ work and to decide how these funds are to be allocated and spent. Women rarely agree with these decisions and feel that their needs and those of their children are not properly addressed. They argue that men retain a disproportionate share of funds for personal consumption.
2. Many women producers report that they are not empowered to act judiciously in terms of farm decision-making. While they are responsible for the majority of agricultural work in both crop and livestock chains up to the point of harvest and sale, cultural norms mean that women are expected to acquiesce to male decision-making on how to allocate labor and resources. Many women said that for this reason they could not implement the training they received and that they could not plan the farm as they wish.

Implementing agencies and value chain partners met during the course of the fieldwork corroborate these findings. The fieldwork further found that tense gender relations create unhappiness and contribute to high levels of gender-based violence. Violence is particularly associated with women’s failure to meet their domestic roles (often due to inadequate provisioning by their husbands) and when women’s business initiatives fail. Several women said they ‘face the reed’ if their business loses money. A large number of female respondents said that for this reason, together with a lack of capital, they were unwilling to take entrepreneurial risks. This phenomenon has important implications for FtF initiatives focused on the intermediate result of ‘improving value chain productivity’, and the sub-IR of ‘enhancing technology development, dissemination, management and innovation’. With respect to achieving gender equity, it will be difficult to draw women effectively into value chains and to encourage them to take the risks attendant upon entrepreneurship.

Formation of women's groups are encouraged by the majority of ABEO implementing partners as a recognized method for enabling women to articulate their gender needs and to work together for change in the wider norms that structure the environment they live within. Those agencies that do not encourage the formation of women’s groups expressed concern and fear of a male ‘backlash’ should they support the formation of such groups. The implementing agencies do not work to place assets under female ownership either – apart from the KDSCP, which encourages the ownership of dairy cows by single mothers and young people in Central Province. Joint titling, or encouraging women to buy land for instance, is not promoted despite the provisions of the Constitution. Women thus continue to depend largely on their ability to maintain relations with male kinship networks for their livelihood generation. It is critical that ABEO find alternatives, perhaps by partnering with the USAID Kenya Democracy and Governance team, to bring land and other productive assets under women’s control.

It should be noted that many of the most promising statistics for female participation in USAID’s work (for example in dairy farming) come from Central Province. However, high female participation hides a further

set of gender issues, whereby men appear to be walking away from smallholder farming and family responsibilities, leaving women with an often-heavy burden. This circumstance must be addressed through tailored programming that aims to draw men back into farming and to strengthen their domestic roles. Despite the many challenges, there are important examples of best practice to utilize (see *Table 1*).

Table 1. Examples of Best Practices

Iterative Participatory Program Design
Value Girls
Value Girls continues to be a learning organization, focused on identifying and addressing ‘critical questions’ as they arise. Their approach: 1) develop a pilot program, 2) discuss outcomes with beneficiaries and 3) redesign and scale-up the program.
Gender Integral to Implementing Agency
Land O’Lakes (KDSCP)
Land O’Lakes has a gender policy, which goes beyond gender requirements set by USAID. Gender analysis and strategy development is integral to its work with or without donor funding.
Gender Training
KCHP, KDSCP, KMDP
Each implementing agency underwent significant gender training in 2008 through the GATE-INGIA program. This training has created a very high level of gender expertise in each organization. Blue Rhino Consult and KHCP in-house gender specialists conduct gender training with partners, staff and managers, farmer groups and group leaders across all regions of operation.
Payment in Cash and Kind
KHCP Partner: Mace Foods
Mace Foods faced a situation where women were refusing to harvest chili. When women were seen taking chili to the weekly collection point, men demanded all the money. As a result, Mace Foods: <ul style="list-style-type: none"> • Instituted part payment in sugar (1kg sugar: 15kg chili). • Delivery and payment schedules have been changed. • Producer Meeting 1: men come and demand payment for chili. Producer Meeting 2: only women come. Mace Foods takes cellphone numbers and pays money to their phone, ‘since this is secret’. • Minimum delivery quantities and schedules have been changed. Now, women can bring very small quantities of chili on a daily basis to a general store in the course of their daily shopping routine. One chili grower with a cellphone represents all women growers. When the amount of chili collected reaches 20kg Mace Foods sends payment via Mpesa and she is responsible for disbursing to all producers. • Women have been advised to spend most of their money on household items before they get home. • Women have been encouraged to plant chili along a fence so that the quantities appear small. • Women have been encouraged to send children to sell chili rather than go themselves, so men do not take the business seriously.
Empowering Women through Producer Cooperatives
KDSCP
KDSCP urges all Common Interest Groups (CIGs) and Self Help Groups (SHGs) to form legal entities. This approach will protect them should a partner default on an agreement. This shift ensures that dairy becomes a family business because of the high investment required in the dairy business. To support women, under KDSCP: <ul style="list-style-type: none"> • Support is provided to poor and female-headed households by suggesting the addition of clauses to cooperative membership agreement that funds for shares can be raised over time. • The Cooperative pays the same amount per liter regardless of delivery size. The cost of inputs is the same regardless of size of order. • Men are encouraged to allow women to apply for women-friendly loans at lower interest rates. Loan diversion is not possible since the collateral is the item purchased. • Payment in-kind for milk through the addition of a cooperative store is encouraged: school books, basic food items, seedlings, inputs required. Some cash is provided to the man of the family to secure his agreement to payment mostly in kind. • In Central Province, unmarried mothers are encouraged to buy a cow to provide for children. Youth in Central are encouraged to buy cows.

<ul style="list-style-type: none"> Women must form 30 % of membership. They are trained to articulate their experiences. The team was taken on exchange visits to see what women are doing elsewhere.
Women to Women Mentoring
Value Girls
Value Girls offers an approach in which an older woman mentors five young women aged 14-24 on horticultural and poultry business management through land leasing and joint parcel farming. The approach also encourages independence, as it provides no grants apart from matching funds.
Supporting Women Traders
KHCP
The Women in Trade initiative supported by Farm Concern International provides business development services to partners to promote the participation of women in value chains, particularly marketing.
Working to Engage Men
Value Girls
Value Girls is in the process of developing a number of strategies to engage men to support women’s entrepreneurship.

The strategies discussed above work primarily within existing cultural norms rather than challenging and potentially transforming them. This said, the payment modalities described above simultaneously recognize, and subvert, gender norms regarding male control over incomes.

The findings show that gender-based constraints contribute to poor decision-making, resulting in low production, productivity and weak value chain performance in farming activities. Constraints verifiably contribute to weaken human development outcomes. USAID Kenya and its implementing partners shows a high awareness of gender-based constraints, but could achieve more through refining and targeting of successful strategies and through more effective engagement with cultural norms that lie at the heart of gender inequalities.

While indicators demonstrating progress are important, it is more imperative to get strategies accurate. Consequently, it is recommended that ABEO focus its attention on strategies by requiring implementing agencies to develop, track and analyze practices in order to determine which tactics are the most effective at empowering women across the value chain, and why. This information needs to be systematically collected, replicated and scaled-up.

It will be important to properly introduce and train staff in the use of the Women’s Empowerment in Agriculture Index. This is a complex though carefully conceptualized instrument. Discussions with implementing agencies show that the exclusive focus on ‘women’s empowerment’ in the title is already alienating staff, and that they fear that this instrument is an addition to their already heavy indicator burden. It is imperative that ABEO ensure it focuses on critical outcome indicators that can show behavioral change.

3.2. ENVIRONMENT & NATURAL RESOURCE MANAGEMENT (ENRM)

Consistent with the findings above, the review and gender analysis of ENRM programs highlight the fact that agrarian women provide a majority of farm labor and do not derive the benefits commensurate with their input due to their lack of land ownership and continued male control over household income, assets and decision-making. This study finds that husband’s still exclusively own land and inheritance passes to sons, not daughters. Only the ProMara Mau Conservation (ProMara) program addresses women's land rights, and lessons from this program are expected to inform ABEO's future programming. Among the programs visited, the Millennium Water Project (MWP) in ASAL stands out as one that has specifically benefited

women and girls by alleviating much of the burden for fetching water, providing women with more time to engage in income generation and other household activities and for girls to attend school. The program's gender approaches have also contributed to women being well represented in Water User Associations (women account for up to 30% of the membership in some cases).

By way of contrast, agro-forestry programs have been less focused on identifying or challenging local gender roles and responsibilities. As an example, while group membership can provide a means of validation for tree ownership where beneficiaries lack land title, there are notable challenges to ensuring that women benefit from large carbon credit payments due to intra-household dynamics. In the rangeland and community conservancies, outreach and gender approaches are not used consistently, limiting or undercutting the engagement with women in general, younger women and men and people with disabilities. The ProMara Mau Conservation program, however, offers an example of best practice in terms of integrating gender into the project cycle.

3.2.1. RECOMMENDATIONS

These recommendations are intended to complement existing USAID Agriculture Business Sector Team work on gender in its ENRM programs. The key recommendation is to translate Constitutional and National Land Policy/Land Acts provisions into program design and implementation. These provisions assert equal access to land; security of land rights; sustainable, productive and sound conservation and protection of the environment; elimination of gender discrimination in law and practice and encouragement of communities to settle land disputes. Subsector-specific recommendations include:

3.2.1.1. LAND SECTOR

It is necessary to translate the Constitution and the Land Act into reality at the project level; assess whether increased land access and security for women will translate into increased agricultural investment and outputs; determine whether joint registration of land rights is an effective means of strengthening the position of women; assess which complimentary measures might strengthen women's access to land and define how best to ensure the representation of women in new, decentralized bodies. Suggested strategies include:

- Conduct public awareness activities targeted to women, men, male and female youth, and special/marginalized groups in order to enable them to assert their rights under the law.
- Promote joint land titles as provided in the Kenyan Land Law. Projects should be pro-active in assisting people to register joint titles.²⁸
- Ensure that female-headed households obtain land titles.
- Promote the representation and participation of women on land boards and land tribunals.
- Develop gender-sensitive monitoring indicators (e.g. the number of titles issued to women and the number of women targeted in information campaigns and training programs) with outcome indicators. For example, do title deeds improve women's access to credit, and support improved decision-making on their farms?
- Assess what additional needs women with land title may have to ensure access to inputs and markets.
- Develop innovative strategies to reach specific categories of people, for example, providing support to women's groups to acquire land (joint-title) under a program that offers one-time broad assistance.
- Being 'inclusive' is not enough. Develop strategies to reach female-headed and elderly households; involve young women and men, who are likely to need gender-specific strategies; and develop

measures to include people with HIV/AIDS in programming, as well as women and men with disabilities.

3.2.1.2. WATER

- Sensitize the community to gender issues in relation to access and usage of safe water. Make sure communities understand the costs to the well-being of the entire community of inequitable gender roles and responsibilities. Use this approach as a platform to encourage household decision-makers, often men, to devote money to pay for safe water where applicable.
- Build linkages when promoting behavioral change. For example, link training on improved hygiene and water usage in schools to improved water-usage behaviors in the home.

3.2.1.3. FOREST, ENERGY, WILDLIFE RESOURCES, CLIMATE CHANGE, PEACE AND SECURITY

- Target women, men, and young women and men, by planning differentiated strategies to ensure that they receive tangible benefits derived from wildlife-based economies.
- Climate change adaptation policies and plans must take into account the potentially differential impacts on women and men.
- Women must participate effectively in community-level peace processes where conflict over land use is chronic. It is imperative that women's specific gender interests in natural resources are identified, discussed and acted upon in such forums.

3.2.2. USAID PROGRAM OVERVIEW

USAID Kenya is currently reviewing its ENRM Portfolio. The goal is improved environment and natural resource management in bio-diverse areas, with intermediate results including: 1) adopting site-specific NRM initiatives, tools, and technologies, 2) increased adoption of energy saving and clean environment technologies and 3) advancing environmental policy and legislative framework. The ENRM program office has worked with the GoK to develop a National Land Policy that recognizes individual rights, including women's rights to own land, as well as property rights for communities who have long occupied specific areas, but who have no legal standing in relation to the land, making them vulnerable to 'land grabs'.²⁹

ENRM currently funds a wide range of programs. They include: Securing Rights to Land and Natural Resources for Biodiversity and Livelihoods (SECURE); Kitengela Conservation Program; ProMara; the Kenya Civil Society Strengthening Program (KCSSP); the Laikipia Conservation Program; the East Aberdares Rehabilitation Project; wildlife conservation and protection under the Kenya Wildlife Service; the Northern Rangelands Trust and the International Small Group and Tree Planting Program (TIST). ENRM also facilitated the GoK's drafting of forestry regulations to support the Forestry Act, which provides for community forest associations. In 2011, ENRM started supporting a new program, Enhancing Capacity for Low Emission Development (EC-LED).

The assessment team visited the Millennium Water Program (MWP) in Eastern and Nyanza Provinces; Northern Rangeland Trust (NRT)-Northern Kenya; Laikipia Wildlife Forum; the International Small Group Tree Planting (TIST) Program in Central Province and ProMara Program Mau Conservation in Rift Valley. The team also visited Vi Agroforestry, which is funded by the Swedish Cooperative Society to engage communities across East Africa in climate change mitigation programs. Discussions were held with the USAID Kenya Mission and regional staff and beneficiaries in Nyanza Province.

3.2.3. GENDER ANALYSIS

Kenya is endowed with diverse land-based natural resources including land, wildlife, minerals, forests and water, which contribute directly or indirectly to the socio-economic well-being of all Kenyans. Sustainable management of these resources depends largely on how roles and responsibilities are allocated between women and men, and how relationships between people and natural resources are conceptualized and mediated by various stakeholders. Men almost exclusively hold tenure rights to land and natural resources. Women, by and large, do not have tenure rights, yet they play a large and critical role in the day-to-day management of natural resources.³⁰ In *Table 2* a summation of key gender issues by sector is presented. The findings are supported by statistics on water and resources provided in Appendix B, Section C.

Table 2. Key Gender Issues in Natural Resource Management

Fact and Figures	Key Gender Issues
Land Rights	
<p>The Kenyan Constitution eliminates gender discrimination in law, customs and practices related to land; the National Land Policy and the Land Registration Acts protect women’s inheritance, succession and matrimonial property, and determines that not more than 2/3 of one gender be represented in the institutions managing land nationally or at the county level.³¹</p>	
<p>An estimated 40% of all smallholder farms are managed by women without ownership of title deeds, which enable a farmer to make fundamental production decisions such as use as collateral against financial credit and planning long term sustainable investments.</p>	<p>Women only hold 1- 5% of land title deeds and therefore have little control or decision-making power over land they use for agricultural/food production.</p>
Facts and Figures	Key Gender Issues
Water Management	
<p>A large proportion of Kenyans especially those living in the rural areas, still use water from unsafe sources such as rivers/lakes, ponds, unprotected wells and rainwater.</p>	<p>Women and girls are the main collectors and users of water in rural Kenya with collection consuming up to 40% of women’s time, averaging 3 to 5.25 hours daily, more in arid and semi-arid lands that have experienced prolonged drought. Water collection increases women’s workload and shifts their priorities from family care and engaging in other productive activities.</p>
Facts and Figures	Key Gender Issues
Energy Resources	
<p>The energy sector in Kenya is dominated by wood fuel used by rural communities, the urban poor and the informal sector. In terms of energy supply, wood fuel provides about 86% of the total energy requirements.</p>	<p>Women and their children are the primary collectors of wood and residue fuels, which account for 80% of all household energy use. The time required to collect wood has a significant impact on the health and well-being of women and children and how they spend their time. It interferes with children’s school attendance and women’s engagement in other domestic or income generating activities. Forests and their conservation is closely linked with gender roles particularly supplying wood fuel and food sources. Women have become more active in afforestation programs (than men) especially because it brings wood fuel nearer to home.</p>
Forest Resources	
<p>Kenyan forest cover is diminishing at a high rate with forest biodiversity seriously threatened.</p>	
Facts and Figures	Key Gender Issues
Wildlife Resources	
<p>The main challenges to wildlife conservation include: poaching, human-wildlife conflicts, habitat destruction and changes in land use patterns. The ban on hunting and the cost of conservation (such as the destruction of crops and property) have intensified human-wildlife conflicts.</p>	<p>Because women and children comprise the majority of rural populations, they are the primary victims of intensified human-wildlife conflicts and the costs associated with wildlife conservation.</p>

Cross-cutting	Key Gender Issues
<p>Climate Change</p> <p>Kenya is particularly vulnerable to the effects of climate change since the economy is heavily dependent on climate sensitive sectors such as agriculture and tourism.</p>	<p>Climate change is expected to exacerbate current gender inequalities, because women, as compared to men, tend to depend more on the natural environment for their livelihoods and therefore are more vulnerable to variability, especially in the face of diminishing land and escalated land-based conflicts.</p> <p>Culturally women are not allowed to participate in peace and conflict management forums.</p>
<p>Peace and Security</p> <p>Conflicts over key natural resources including land and water account for a majority of civil disputes given the general decline in key resources such as land, water, pasturelands and cattle.</p>	

3.2.3.1. MILLENNIUM WATER PROGRAM IN EASTERN KENYA

World Vision is implementing two programs in Eastern Kenya: 1) a WASH program targeting schools and 2) a program for community managed water projects. World Vision’s gender policy requires that all programs mainstream gender concerns and maintain accountability. The USAID-funded MWP has demonstrably benefited from this policy. A gender specialist helps ensure that gender strategies and indicators are well developed and that staff are trained and held accountable for implementing gender initiatives. Quarterly meetings are held with water alliance partners where lessons learned and the identification and dissemination of gender mainstreaming best practices are shared. Due to a strong focus on gender equity, women are well represented on these water committees. For example, women on Management Committee of the Mang’etele Water Project comprise 33.67%, and 40% on the Nthunguni-Ivoleni Water Project Management Committee.

Another MWP visited in Nyanza Province operated by Living Water International, also achieved high female representation on the Water User Committee and women benefited from the water point, which was located just outside the local school. However, both women and men reported some resistance among community members to paying for water – more investigation is needed as to whether women or men are the key sources of resistance. The fact that the water point was quite distant from some homes meant that women could only carry fairly small amounts home. Transport facilities need to be introduced. School children were trained in the correct use of water for personal hygiene and washing, yet returned to homes where, in the majority of cases, only dirty water was available and parents did not encourage or use hygienic practices. Thus, more work is needed to construct virtuous circles around water use. The community particularly requested more accessible community water points.

3.2.3.2. NORTHERN RANGELAND TRUST (NRT) IN NORTHERN KENYA

There are no gender experts among the 54 NRT staff advising on gender issues. The project did not undertake a gender baseline study before its implementation and consequently, there was no written strategy on how to address the different priorities among women and men. Gender approaches are used on an ad hoc basis to ensure that women, youth and people with disabilities are represented at the board level. For example, there are only two women chairs across the 19 conservancy boards. The training given by Kenya Wildlife Service game scouts has produced just one woman out of 237 students. Very few women or people with disabilities have been employed in radio rooms or as accountants. The participation of young women in particular is negligible. This can correlate to the practice of female genital mutilation, whereby they are classified as adults at an early age and are no longer seen as young, even though some girls marry as young as ten years old. The NRT has sunk a borehole in the Westgate region, which has served to eliminate the need for women to walk eight kilometers to collect water. They have also offered education bursaries to support girls. The Enterprise and Product Development project is working to change attitudes about business among Samburu women, thus helping to transform their livelihoods and enable them to increase their incomes. A few women have become managers at NRT Trading and are role models for women in leadership position,

which is still rare among the Samburu community. Women can now purchase livestock, including cattle, with their income, thus breaking the cultural barrier that women are not allowed to own livestock. Although Samburu women are still not allowed to participate in livestock markets, the project has enabled them to own and sell their livestock among their groups, which act as a support system. There is evidence that the confidence of women has increased so that a few can now talk in the presence of men and contribute to *barazas* (community meetings). Research is needed into whether: 1) women can actually control the monies earned through the sale of their livestock and 2) if their participation in barazas actually enables them to help set the agenda and get women's gender interests recognized and addressed.

3.2.3.3. LAIKIPIA WILDLIFE FORUM PROGRAM

The Laikipia Wildlife Forum Program focuses on diversity conservation, water management, capacity building activities and civic education. The program does not have a gender strategy. However, the M&E Officer is able to assess the impact of the activities on women, men and youth. It is recommended that a more integrated gender approach be developed focusing on strategy development, capacity building and creating gender awareness at the community level. 'Patenting' of the women's business products is critical.

3.2.3.4. INTERNATIONAL SMALL-GROUP TREE PLANTING (TIST) PROGRAM IN CENTRAL KENYA

The TIST farmers are in their 10th year of planting trees, protecting and creating biodiversity, improving health, adapting farming techniques to meet current environmental challenges and mitigating climate change impacts. Most TIST beneficiaries are farmers living in dry land areas suffering from deforestation, drought and famine. The farmers are organized into small groups of 6-12 and they plant trees around their homes, farms, streams, schools, roads and churches. Small groups enter into a contract to plant 5,000 trees over the course of five years. They receive an incentive for each tree they plant and keep alive (Ksh 1.50 per live tree per year). A further benefit is payable once the trees mature.³²

Youth and women are generally excluded from these benefits, even though women usually plant the trees and care for them. The nature of carbon trading generally requires a title deed to land to enable someone to qualify for carbon credits, although group membership can provide a means of validation for tree ownership where beneficiaries lack land title. Despite the group membership option, women have not benefited from large carbon credit payments due to intra-household dynamics. It is recommended that alternative income generation opportunities be introduced alongside the forestry component since the latter currently depends on voluntary work on the part of women, which has implications on women's work burden and time for engaging in alternative economic activities. Therefore any income generation projects should be introduced carefully, with an eye toward the potential effects on women's time and labor burdens.

Work to improve the position of women needs to be handled with care. Female beneficiaries of a Vi Agroforestry Village and Saving Group (supported by the Swedish Cooperatives) in Nyanza Province reported that they had engaged in the various components of Vi Agroforestry's climate change mitigation program. This includes minimum tillage, tree planting (including trees that mature rapidly, which women can use for firewood) and mulching. Vi Agroforestry has introduced a number of income generation projects specifically designed to support women including dairy goats held under zero grazing, poultry projects and saving groups, to which respondents reported mixed benefits. Their workload has increased significantly as a result of applying Vi Agroforestry's recommendations. At the same time, they recognize that farm productivity has improved and that in some cases nutrition and food security has also improved. The critical factor is the degree to which women control the incomes they receive from their work and this requires

further exploration, otherwise, women will continue to bear the burden of work for climate change mitigation programs with minimal benefit. A complicating factor in the Luo ethnic community is the way hierarchies between wives can disempower secondary wives. Vi Agroforestry staff reported that their work was hindered by the fact that secondary wives often wanted to participate but were blocked by first wives. It is imperative to properly understand cultural dynamics and to find ways to engage key decision-makers.³³

3.2.3.5. PROMARA PROGRAM 'PEOPLE CENTERED MAU CONSERVATION' IN RIFT VALLEY

The program's goal is to recover the integrity of the Mau ecosystem for and by stakeholders through securing land and forest resource rights, ensuring equitable access to and benefits from land and forest resources, securing and promoting biodiversity governance and management of resources and conflict mitigation. Gender, youth and conflict management are addressed as cross-cutting issues. The ProMara program provides an example of how gender can be effectively integrated into program design and implementation and can offer valuable lessons learned on how to address challenges of gender, ethnicity and conflict management. For example, gender issues and considerations were key elements in the program's design and planning process and are reflected in the development of specific gender strategies, approaches and indicators, as well as dedicated budget support for gender experts and training. In Appendix D a section on Integrating Gender Perspectives in the Pro Mara Program is included.³⁴

4. EDUCATION & YOUTH

The USAID Kenya Education and Youth program has two distinct components. The Education program works within the formal sector or equivalent non-school settings and the Youth program works outside the formal sector with out of school and in-school youth. The Education Program is discussed in Section 4.1 and the Youth Program is discussed in Section 4.2.

4.1. EDUCATION PROGRAM

This study finds that gender challenges remain in the formal education sector. The persistence of these challenges is largely contingent on other factors, including cultural norms, poverty and mode of livelihood with pastoralist children facing unique access challenges. The opportunity costs of educating children are high for many parents. The cost of uniforms and books and the loss of (child) labor to family livelihood activities such as herding stock, collecting water and gathering wood are examples of challenges many families face. Some parts of Kenya have high numbers of child-headed households and schooling is just not an option, let alone a priority. Cultural norms that lead parents to exclude girls from school are particularly strong in the Coast and North Eastern Provinces, where boys also face low participation rates. Indeed boys face specific gender challenges and their primary to secondary school transition rates are slowing. The USAID Kenya Education Sector Team is highly cognizant of these and other challenges and is implementing a number of innovative and targeted programs to address equity gaps. One stumbling block is teacher insensitivity to gender issues in the classroom. These may include conscious and unconscious biases regarding the abilities of boys and girls, and a consequent inability to be responsive to their distinctive needs. This is likely to impact overall achievement and may lead to gendered patterns of success in particular subjects. An additional stumbling block is gendered cultural norms that, in association with poverty, work to keep girls out of school entirely, in certain locations.

4.1.1. RECOMMENDATIONS

These recommendations are intended to complement existing USAID Kenya Education Sector Team work on gender in all its programs.

- Work with the Ministry of Education (MoE) to ensure that all teacher-training institutes have a gender unit.
- Ensure that all teacher-training courses include modules on gender and gender-sensitive pedagogies. Evaluation criteria for trainee teacher performance in lesson preparation and classroom performance should include gender awareness and responsiveness.
- In line with USAID's Gender Policy, it is recommended that the Education Sector Team research and address how dominant models of 'masculinity' and 'femininity' affect pupil attainment in key subjects including mathematics, sciences, and reading. It is important to deepen understanding of the specific reasons, calibrated by region (with particular focus on North Eastern Province), why significant numbers of boys and girls are failing to transition into secondary school. Research into how the gender of the school head, subject and classroom teachers affects attainment by boys and girls should also be commissioned.
- Research is required, if it does not already exist, to improve understanding how SGBV affects school enrollment, retention and performance among boys and girls. To meet equity demands, as well as the provisions of USAID's Gender Policy, it is particularly important that such a study include research into LGBTI pupils in order to be able to offer them the best support possible without exposing them to risk or harm.
- Establishing boy's clubs at schools to help them address gender-based violence and their own gender identities/models of masculinity is recommended. Theater, role-play and other methodologies could be used to support this process. MEGEN, and similar organizations, may be able to advise.
- USAID Kenya should explore ways to improve access, and better support girls and boys with disabilities in all its programs. The distinctive gender needs of boys and girls, as well as their disability, should be identified and addressed. Work with parents, school management committees, and the wider community to help create a positive enabling environment is needed.

4.1.2. USAID PROGRAM OVERVIEW

The USAID Kenya Education Program manages 1% of the USAID Kenya budget. The team has yet to develop a results framework for the CDCS. The new framework will include new programmatic emphases on reading and youth. The inclusion of higher education activities is yet to be determined. Overall goals, strategies, intermediate results and objectives are guided by USAID's Education strategy. Currently, the Education Sector Team's lead goal is to ensure equitable access to quality basic education. Its intermediate result areas are: (IR-1) Community, school and district partnerships strengthened; (IR-2) Teacher competencies/practices improved and (IR-3) Policy implementation advanced through strategic support.

The program works to improve institutional capacity by strengthening school governance structures and seeks to develop or modify laws, policies, regulations and guidelines to ensure equity. It also upgrades teacher competencies. With respect to targeting, the program works to include orphans, vulnerable children and children from marginalized communities. Current programs include: Teacher Education and Professional Development Program (TEPD); Education for Marginalized Children of Kenya Program (EMACK); In-Country Higher Education Scholarship Program; Orphans and Vulnerable Children Scholarship Program; Decentralized Education Management Activity (DEMA); Health Outcomes through Preventive Education

(HOPE); Global Give Back Circle Program (GGBC); the Tafakari Program and the Primary Math and Reading Initiative (PRIMR).

In order to assess some of the gender-based constraints and opportunities affecting the Education Sector Team and implementing partners' ability to realize USAID's Gender Policy, selected programs were visited in the field. They included EMACK, GGBC and PRIMR. A primary school in Nyanza Province, which is benefiting from USAID's MWP, was also visited and some insights from that visit are provided here.

4.1.3. GENDER ANALYSIS

Vision 2030 recognizes the importance of education in building human capital. Strategies for investment in education are guided by numerous policies and development plans. Key among them is the Session Paper No.1 of 2005 on education, training and research.³⁵ Kenya has also endorsed the Children Act (2001) and the Education for All (EFA) Declaration, which, together with the Constitution, affirms the right of every Kenyan to free basic education regardless of socio-economic status.³⁶ Free primary education was instituted in 2003, and free secondary day education in 2007. To date, the government has lagged behind in providing early childhood development and education resources. Gender equity is formulated as a cross-cutting strategy in the Gender Policy for Education Sector (2008).³⁷

Over the past decade, these efforts have resulted in improved gender and regional equity in access, retention, participation and attainment. There is however more work to be undertaken. Details of trends in gross enrollment rates, retention and transition are provided in the Statistical Annex to this study.

Gender biases emerge with respect to subjects taken. Women tend to concentrate on art subjects, whereas men cluster on science, mathematics and technical courses. Even when women study scientific disciplines, they tend to enroll in less demanding courses. For example, in medicinal fields women typically enroll in nursing whereas men enroll in medicine and surgery.³⁸ Subject biases can be traced back to the very first years of schooling. It is vital to tackle subject biases by working with teachers and parents to amend perceptions of 'boys' subjects, and 'girls' subjects. This is required to address sex-segregation in workforce and labor market. Since women tend to choose subjects which funnel them into lower paid occupations, their income generation potential over their lifetime can be significantly affected, which in turn impacts the resiliency of households, especially those headed by women.

It is interesting to examine trends in adult literacy and numeracy since they help to delineate shifts in gendered achievement over time, as well as regional disparities. Data from 2006 shows male literacy at 64.2% and male numeracy at 67.9%. However, female literacy was 58.9% and female numeracy 61.4% in the same year. There are significant regional disparities in literacy rates. In 2006, literacy rates in Nairobi were 87.1% and numeracy rates were 86.6%. However, in North Eastern Province overall literacy rates were 8.1% and numeracy rates stood at 9.1%.³⁹ Male enrollment in literacy courses was much lower than that of women. Trend data shows the disparity is increasing over time. In 2007, male students in literacy programs totaled 39,270 while female students totaled 78,894. In 2011, male students had approximately doubled to 87,448; however, female students had surged ahead, with enrollments at 190,642.⁴⁰ Lower rates of male enrollment in such courses may be due to their higher baseline levels of literacy, however other factors may play a role and require investigation. Youth (15-24) literacy rates in 2010 for men were 92% and women at 94%, which shows a trend among the youth population that women are starting to overtake men.⁴¹

Across the country, a number of gender and equity issues remain to be fully addressed. The Girl Child Network (GCN) reports that children with disabilities often miss out on education and girls with a disability

are more likely to be excluded than disabled boys.⁴² SGBV in and around schools can make it difficult for girls to get to school, and to learn effectively when in school.⁴³ Some boys are also affected by SGBV. Poorer children, particularly those living in informal settlements and marginalized communities, are predominantly affected by violence, and they are more vulnerable to HIV infection. Girls are more likely than boys to be victims of explicit sexual violence, including intimidation, abuse, assault and rape from teachers and fellow male pupils.⁴⁴ The GoK has sought to address gender disparities in education through a variety of measures. They include the Re-entry Policy for Teenage Mothers (1993), national campaigns for girls' education, sanitary towel provisions, and an Affirmative Action Policy of lowering the cut-off point for women to gain access to higher education, which varies from year to year depending on general performance. Boys and girls benefit from loans to support poorer children through the Higher Education Loans Board (HELB) and increased bursary support for poorer secondary school students; the MoE District Quarter system for the admission of students to national secondary schools in favor of ASAL and other marginalized communities; the institution of a Nomadic Education Policy in the ASAL with the assistance of USAID and the United Nations Children's Fund (UNICEF), whereby mobile schools travel with herding communities; free feeding programs for needy children in disadvantaged areas and the provision of water/sanitation facilities in some primary and secondary schools.

These measures go a long way to address poverty and gender-based constraints to accessing primary and secondary school facilities, however, coverage is not complete. Discussions with school teachers in Nyanza Province during the course of this study showed that the USAID Kenya funded MWP in the school visited had created clean and attractive toilet blocks and personal washing facilities for boys and girls which resulted in increased girls' enrolment. However, these achievements were diminished by other factors. Girls often fail to attend school during menstruation because sanitary towels are rarely supplied. Menstruating girls suffer mockery from the boys, being called 'stinky', and often leak blood onto their uniforms. The bulkiness of rags discourages them from standing up to answer questions. According to staff, overall enrollment and retention of girls at this school is lower than that of boys due to the lower value placed by parents on girls education, and because girls often become pregnant and leave the school. Parents lack of support for both boys' and girls' education is also often due to their own high rates of illiteracy. It may be posited that these experiences can be extrapolated to many schools across the country. The primary take-away or lesson learned is that increasing female enrollment requires a package of coordinated interventions to be effective.

4.1.3.1. CHALLENGE OF BOOSTING ATTAINMENT

The biggest challenge to education in Kenya is to boost attainment across the country and to boost enrollment in marginalized areas, including the Coast and North Eastern Provinces and unplanned urban settlements.⁴⁵ With respect to gender specifically, mainstreaming gender in teacher training must be a priority. For example, at Primary Teacher Training Colleges in Kenya gender is taught under emerging issues in Foundation Courses by tutors who have not personally undergone gender training. Training on gender-sensitive methodologies is not provided, nor is gender awareness among teacher trainees evaluated. Bachelors of Education courses do not address gender issues, nor do they have gender units. Under the Teacher Education and Professional Development (TEPD) program USAID is supporting the development of a gender policy for the national teacher training colleges for Education for Marginalized Children of Kenya Program (EMACK).

EMACK is USAID Kenya's largest education program and is run with the Ministry of Education and the Aga Khan Foundation. It aims to enable vulnerable children to access quality education in marginalized areas in North Eastern and Coast Provinces, Mombasa and selected informal settlements. In 2010, EMACK reached

475,000 students in nearly 800 schools. EMACK facilitates learning through a ‘Whole School Approach’ in which parents, other community members, and teachers work together to improve the school. Collaboration includes the production of a School Development Plan. To date, over 21,000 parents and teachers have been trained in the Whole School Approach; leading to three year development plans in over 300 schools.⁴⁶

This study confirms improved primary school management and governance, improvements in the quality of education due to in-service teacher training, and improved levels of access, retention and participation for all children, and girls in particular. Girl’s Forums help girls advocate for girl’s education, life skill training, and discussion of issues related to sexuality and HIV/AIDS.

Teachers attend gender-training workshops, however this study found that (despite training) some teachers continue to display gender-insensitive behavior in the classroom. More training is required to improve the gender-responsiveness of teachers and to overcome their possibly unconscious gender biases.

4.1.3.2. THE PRIMARY MATH AND READING INITIATIVE (PRIMR)

The PRIMR works to improve literacy and numeracy rates in standards 1-2 in formal sector and non-formal schools. This study found that training has improved teacher ability to work with child-centered methodologies. The involvement of parents and guardians in the learning process of their children in reading through the use of a home tracker card is innovative. The feeding program at the informal school at Kawangware encourages regular attendance, retention and participation.

In the poorest areas, parents find it hard to cover indirect costs such as school uniforms and they frequently pull children out of school to assist with household chores. Girls appear to be most affected. Furthermore, the rigidity of the curriculum and the fact that every lesson is pre-prepared for the teacher with clear instructional steps means that: 1) teachers sometimes fail to do their own preparation, 2) that it can be difficult for teachers to cater to the special needs of learners and 3) that the ‘three step’ process in each lesson can be repetitive and bright students can become bored. Textbooks need more images and the lettered cards (one per letter) are not large enough for illustrations where a word has more than one similar letter. While innovative, the reading at home tracker card is not working as expected since the majority of children do not bring the cards back to school, and teachers cannot be sure whether the parents actually listen to their children. Parents only have to sign the cards and there are no other feedback mechanisms. Research into what is actually happening with the home tracker card is needed, and this research should focus also upon whether mothers or fathers/female or male guardians are taking on the responsibility of reading with children, and if they themselves require extra support to be effective in this role.

4.2. YOUTH & THE YES, YOUTH CAN! (YYC) PROGRAM

This study found that the YYC program is working well in sites visited to address ethnic tensions. Male youth in particular are responding well to the program and are highly conscious of its aims. YYC offers an avenue for many young men to have a voice not only in their communities, but also in Kenya as a whole. The clear structures that embrace democratic principles from top to bottom, and which enforce accountability, are strongly appreciated by both women and men. The fact that YYC enables young men to travel safely across the country and to find common ground with young men in other ethnic communities is significant.

This study further found that young people are effective at generating their own development agendas, challenging the ethnic prejudices of their elders, and are strongly motivated to serve not only their community but Kenya as a whole. Many assessment team members met passionate youths that were invested in creating a

new democratic, healthy space for all Kenyans. It is clear that thousands of Kenyan youth feel liberated to think and to contribute to society as a consequence of the YYC program.

The program is also working less well to address the needs of women. This is partly a result of the rationale of the program, which was formulated to directly address and challenge the role of young men in militias during the 2008 post-election violence by offering a package that combines youth entrepreneurship with youth voice and leadership across ethnic lines. Despite measures to ensure equal female representation, the experience of all the women met was that their ability to voice their gender-specific needs and to ensure young men respected them was liminal. There are high profile women in YYC, however their presence to date has failed to empower a majority of the young women involved in the program. This study recommends a series of measures to identify and address gender-based constraints to effective female participation in the movement. It was also noted that some groups of men replicated traditional decision-making structures according power to elders, with elite (highly educated) men speaking on behalf of the whole group and blocking effective participation by the membership as a whole in discussions.

4.2.1. RECOMMENDATIONS

The YYC program needs to develop gender awareness strategies to help women take advantage of the many opportunities afforded to them. Measures should include:

- Requiring that all YYC implementing partners conduct gender baseline studies, which particularly focus on locally prevalent gender norms, and that they develop clear strategies to address these. Outcome level rather than output level indicators are required.
- Providing gender training to women and men in youth bungenes at all levels to help participants become aware of their gender norms and how these affect the ability of women and men to participate effectively in the bungenes. Strategies to help women and men confront their normative views on gender roles and responsibilities must form a central element of the training package. It is particularly important that a male/female team of facilitators conduct the training, especially when conducting grassroots level training for communities that typically exclude women from decision-making.
- It is essential that gender issues facing women in particular, such as female genital mutilation/cutting (FGM/C) and early childhood marriage be acknowledged as legitimate concerns by youth bungenes and the wider movement. Action to eliminate these practices must be supported by providing technical advice on what measures to take. These may include working with sympathetic, named, law enforcement officers and assistance in working with community elders to change these practices and safe houses as the last resort.
- Women at all levels require specific capacity development in public speaking, in forming and articulating their views clearly, and in assertiveness training to enable them to participate effectively. This will benefit the whole movement. Such training should include instruction on how women can identify gender issues relevant to them and their constituents to ensure that women's needs are properly addressed and identified.
- Training for men is equally important as part of a whole gender training package. Men need to become aware of how the ways in which they express their masculinity may cause women to be, or to feel, excluded. Sexual harassment should also be addressed, as should the issue of male hierarchies within YYC bungenes.
- All Youth Innovate for Change Fund applications should be screened to ensure that the proposals put forward clearly state how women will benefit from the income generation opportunities put forward. This is particularly important in strongly sex-segregated societies in which women and men

have very different livelihoods. It may be necessary to encourage applicants to put forward specific proposals for men's and women's income generation opportunities in such - if not all - cases.

- Acknowledge and address the fact that volunteerism carries with it opportunity costs that the poorer men and women find hard to manage. Develop strategies to overcome opportunity costs without removing the volunteer ethic. Initial steps would be to provide childcare facilities at venues and organize meetings so that participants can plan well in advance. Successful income generation projects are vital.
- At the village level, offer and improve training to young men and women to help them implement the various components of the YYC program at the village level. Feedback on their performance is important.

4.2.2. USAID PROGRAM OVERVIEW

The YYC is a \$45 million youth program making it USAID's largest youth program in the world. It aims to empower young Kenyans to make a difference for themselves and the country by encouraging youth entrepreneurship, youth voice, youth leadership, and volunteerism. A key element is the Youth Innovate for Change Fund, which aims to support community development and livelihood projects by and with youth. The program was launched in 2011.

This study team met with the following YYC groups: YYC Provincial level meeting in Kisumu, Nyanza Province; YYC Nairobi Province; Kemancha YYC, Narok-Naivasha YYC at the Regional Central Gatanga Constituency and YYC Mombasa.

4.2.3. GENDER ANALYSIS

Male and female youth in Kenya generally have different roles and responsibilities in society. Many have been inculcated since birth into the cultural norms particular to their ethnic community, and they are also susceptible to the prevailing discourse and practice in Kenyan society at large which accords males privileges. The YYC program goes beyond the provisions of the Constitution to actively promote women as leaders and to ensure parity of representation at all decision-making levels of the organization which makes this program extremely radical. It is providing young women, many for the first time, with the space to express their views and take on significant decision-making roles. However, many women in YYC are finding it difficult to effectively use this space for the following reasons.

Although women theoretically have the space to speak, many women find that young men do not respect their opinion and do not actively listen to their views. This means that women often fail to maximize the opportunities they are offered. Men and women in all the groups met agree that women typically take up vice-chair, vice-president positions rather than trying to seek top leadership roles. Men in particular are frustrated that women often fail to express significant views despite the seniority of their position.

Men originating from societies where women have no leadership role or right to participate in community level decision-making forums find it particularly difficult to accord women decision-making capacity. For example, in the Masaai Youth Bungee, women were elected as treasurer and secretary, but only women voted for them. Not one man supported the female candidates. When assessment team members met with the men separately, they indicated that they had applied to Mercy Corps for a grant for livestock keeping on behalf of the group without consulting the women members. A later meeting with the women established that they did not know that the grant had been submitted and that they were still awaiting an invitation from the men to discuss what income generation project the group would support. That is to say, the men sidestepped the

treasurer and secretary of the group. This experience is not atypical according to USAID Kenya Mission team members. USAID Kenya's D&G team echoes the overall exclusion of women from community level decision-making processes in many societies. In sum, YYC bungen in many locations are replicating, rather than challenging, cultural norms that exclude women.

In the same Masaai group, in the meeting held with men, it was noted that three highly educated young men dominated the entire group and that participation by other group members in the discussion was not encouraged. Cultural norms that privilege some men above other men are also being unconsciously replicated. However, it should be noted that this particular group had made exceptional progress, for example by starting a secondary school and recruiting teachers paid for by community members, and defining locally relevant livelihood strategies.

Women in all groups met said that they had specific gender needs, which related to them as women, but that YYC as currently structured did not permit them to articulate these needs properly. The needs included:

- Recognition that women in specific ethnic communities face significant gender issues. In the Masaai bunge, the women members said they had joined to eliminate female genital mutilation and early child marriage in their community. They also wanted income generation projects that were suitable for women, such as value chain projects tying in with their kitchen gardens, and projects to find markets for their traditional beadwork activities. However, the men have not incorporated any of these issues into the bunge's agenda or in grant proposals. Even the female treasurer of the group was not informed when the men put in a grant proposal
- Women in other groups also expressed a need for income generation projects that focus on their particular opportunities and constraints as women. It is clear that women's ability to access land, credit and other key productive resources is much lower than that of men across Kenya. Women also suggested a mentorship program led by older, experienced women, to help guide young women into business development.
- Married women are rarely considered 'youth' by their communities although married men retain this appellation. This affects the legitimacy of these women's voice in the Yes Youth Can forums.
- Women met in all meetings said they faced serious childcare issues. It cannot be assumed that other family members will take care of their children when they are called to Yes Youth Can meetings. Women requested that childcare facilities be provided at all meetings, as well as transport costs. .
- Women said that they face issues of sexual harassment in bungen. This reduces their willingness to participate actively.
- Many women want women-only bungen. This is valid given the cultural norms governing many ethnic communities and should be supported where it is necessary. At the same time enabling structures to help women's mobility, possibly provide chaperones, etc. should be created to bring women and men together at higher levels

Men and women shared the following constraints:

- They acknowledged that the central aspect of volunteerism is critical. However, volunteerism can incur significant opportunity costs. Many young men and women depend on casual labor to support their families, and others are students. Attending YYC meetings means that they cannot earn money on those days, or attend class. Male fathers explained that their inability to earn money on certain days burdened them in their role as the family breadwinner.
- A chief complicating constraint for both casual workers and for students is that fact that meetings can be called on very short notice – often just the day before – leaving them scrambling to reorganize their lives.

- There is a lack of feedback mechanisms at all levels and among stakeholders at the village, county and national levels.
- Educated youth tend to act on behalf of illiterate youth as opposed to properly including them. Education should not be seen as a pre-requisite to leadership.
- Willingness to cooperate across ethnic lines is admirable. However, this may mean that serious issues associated with ethnicity may fester and become dangerous if they are not acknowledged and addressed. The most obvious example is the tension between pastoralists and settled communities.

5. POPULATION & HEALTH

This study finds that in many cases men continue to control women’s access to health care facilities by virtue of being key household decision-makers and controllers of household economic resources. Cultural norms remain very strong across Kenya and these can critically determine health care-seeking practices. While public health care systems are open to all, the prejudices of staff often prevent access by the LGBTI community.

5.1. POPULATION & HEALTH CHALLENGES

The AIDS, Population, and Health Integrated Assistance (APHIAplus) program in the locations visited is attempting to address the obstacles and challenges to accessing health care by women, however the degree to which lessons learned are being shared within the USAID Kenya Office of Population and Health (OPH) and among implementing partners across the country is unclear.

5.1.1. RECOMMENDATIONS

These recommendations are intended to complement existing OPH work in all its programs.

5.1.1.1. CROSS-CUTTING RECOMMENDATIONS

- This study recommends that USAID Kenya OPH employ a part or full-time gender advisor able to advise across all programs and stipulate that all implementing partners, as relevant, at national and local levels employ gender focal points.
- Stipulate that all implementing program staff, not just gender focal points, undergoes gender training. Gender training must include a component on identifying positive cultural norms in relation to gender, how to modify harmful cultural norms in order to empower both women and men and components on how to identify and address the norms and prejudices that staff themselves may hold. As part of this, it is critical to provide staff with the capacity to identify ‘gatekeepers’ in the community and how to work with them to effectively guide attitudinal change.
- Commission a gender audit for key partners (a gender audit is an organizational audit focusing on gender within the organization).
- Commission dedicated gender analyses for critical OPH program areas to deepen staff understanding of critical gender-based constraints to accessing and effectively utilizing health care facilities. These analyses should identify and interpret the gendered circumstances of women and men’s lives and how gender inequalities affect the outcomes of interest to the USAID Kenya OPH team.⁴⁷ For example, thorough research on the degree to which women can independently decide to access and secure funds for attendance at clinics for both their reproductive and other health needs is necessary. Research should ensure regional representation to help ensure tailored programming is capable of alleviating specific gender-based constraints in each region.

- Identify culturally appropriate methods of involving men more significantly in overall family health care, including reproductive health. Develop training modules for providers and communities, which can be replicated and scaled-up to a national level. In the first instance, discussions with MEGEN are recommended on how to move forward analytically and in practice.
- Develop programs to encourage men to address their own health care needs and to seek advice and treatment.
- Strengthen OPH work with representatives of the LGBTI communities (as part of the OPH team's work with most at risk populations (MARPS), to understand how to address their health concerns across all domains. Work with public health systems to address the prejudices among staff to enable access.
- Recommend that USAID Kenya, as a key donor, engage in constructive dialogue with the GoK on repeal of the laws, which criminalize same sex sexual activity and abortion.
- Identify, replicate and disseminate the most promising best practices being conducted by partners.

5.1.1.2. HIV/AIDS

- Strengthen women's ability to control their sexual relationships by developing their negotiation skills. Recognize the continuing reality of women's difficulties in insisting on condom use in almost any relationship by providing women with microbicides. Thereby, enabling them to protect themselves during intercourse using a method that they control.
- Strengthen programs that directly address the stigmatization of women who are HIV positive. It may be beneficial to work with the D&G sector team, the YYC team (Education and Youth sector team), as well as with other health care actors, training institutions and MEGEN.
- Work with the ABEO sector team to help develop land and non-land based livelihood options for HIV positive women and men, and with women who lose their homes and livelihoods as a consequence of disclosing their status.
- Strengthen work with LGBTI communities and their representatives in order to find improved methods of targeting and collaborating with these groups. It is important that these groups be involved in the creation of programming techniques to ensure their cultural appropriateness.

5.1.1.3. MALARIA

- Commission a gender study to understand how decisions around entitlement to 'net use' by sex and age is determined in each region. The gender study should investigate why endemic regions experience over 20% misuse of nets for livelihood generation and other purposes. This will require a study into intra-household decision-making processes.

5.1.1.4. NUTRITION

- Commission studies into intra-household decision-making practices around food allocation by sex and age. Investigate links, if any, between food allocation practices and health outcomes. Identify culturally specific practices, such as those that withhold certain foods from pregnant women (etc.) and suggest ways to counter them. It is vital that this study suggest ways of ensuring men become critical actors in household level food security and nutrition planning.

5.1.1.5. SEXUAL AND GENDER BASED VIOLENCE

- OPH programs should address SGBV as it relates to their core programmatic interest. This should include cross-cutting programs to counteract high societal tolerance of SGBV, as well as address specific forms of SGBV such as FGM/C. Assist (young) male victims of male rape to access

counseling and care alongside programs to assist female victims of rape. Finally, support victims of SGBV to access health services.

5.1.2. USAID PROGRAM OVERVIEW

The USAID Kenya OPH manages 75% of the USAID Kenya budget. Its strategic goal is sustained improvement of the health and well-being of all Kenyans. To achieve this goal its objective is to improve health outcomes and impacts through sustainable country-led programs and partnerships. It has four key result areas: 1) strengthened leadership, management and governance for sustained health programs; 2) health systems strengthened for sustainable delivery of quality services; 3) increased use of quality health services, products and information and (4) social determinants of health addressed to improve well-being of targeted communities and populations. Cross-cutting elements are whole market, innovation, gender focus, youth focus and equity.

The overall purpose of USAID investments in health is the promotion and development of organizations and programs that will continue to provide health benefits in Kenya even without continued donor support. Assistance aims to develop the capacity of national institutions to provide quality services especially to marginalized, poor and underserved populations. Program focal areas are HIV/AIDS, malaria, family planning, tuberculosis, MNCH and nutrition. Kenya remains a priority country for the President's Emergency Plan for AIDS Relief (PEPFAR II) and resources available from the President's Malaria Initiative (PMI) assure continued funding for malaria programs. A significant development is the cross-sectoral work planned for nutrition with ABEO. An 'Integrated Nutrition Investment Framework for Kenya' has been developed to strengthen and support the government's food security and nutrition initiatives while supporting USAID Kenya's Feed the Future (FtF) and Global Health Initiatives (GHI).

The OPH team is working to tailor programs to address epidemiological needs by region, and to tackle the gender based constraints that act as stumbling blocks to health care access.⁴⁸ The creation of Gender Focal Points in APHIAplus programs aims to ensure that gender-based constraints are identified and challenged and that the rights of women and girls to appropriate health care are protected. APHIAplus works with targeted communities to help strengthen their capacity to define their own priorities and to demand services accordingly. For the upcoming CDCS, sex-disaggregated indicators have been developed, whereas others are disaggregated by age and urban/rural residence. Wealth quintile ranking will be performed.

In order to assess some of the gender-based constraints and opportunities, which will impact upon OPH's ability to realize USAID's Gender Policy, selected OPH programs were visited in the field. These included the APHIAplus programs and other collaborating partners in Coast Province around Mombasa and Malindi. Research of health programs in Nyanza Province was also conducted. Discussions with key health sector stakeholders including the National AIDS Control Council (NACC), Engender Health, and members of Gay Kenya, were held.

5.1.3. GENDER ANALYSIS

The Kenyan Constitution 2010 (43,1a) states that every Kenyan has a right to the highest attainable standard of health. This includes the right to health care services, the right to emergency medical treatment and the provision of appropriate social security to persons who are unable to support themselves and their dependents.⁴⁹ Vision 2030 undertakes to provide equitable and affordable health care at the highest affordable standard for Kenya's citizens.⁵⁰ Vision 2030 plans to restructure the health sub-sector by

promoting preventative health practices; addressing environmental threats to health and the medical needs of specific communities; improving health infrastructure in rural and severely deprived areas and communities; recruiting more health care personnel; devolving funding and management to district hospitals and clinics and inviting communities to participate in discussions regarding their health.⁵¹

Gender inequalities in health in Kenya straddle many domains. In addition to discussions with USAID Kenya staff and implementing partners, meetings were held with gender experts in stakeholder groups including the NACC, as well as with representatives of LGBTI organizations to explore cultural norms that may impede equitable access. The health appendix provides extensive sex-disaggregated data to support the analysis here, which is indicative and covers, key aspects of OPH programming. Selected findings with respect to male dominance in decisions around health care, HIV/AIDS, malaria, nutrition, SGBV and male health care issues are presented here.

One of the defining problems that hinder the work of OPH across the country is the predominance of male decision-making regarding whether women are able to attend health care facilities and whether household resources should be devoted to the payment of health care. APHIAplus partners in Mombasa note that ‘Mwenye Syndrome’ (women as male property) directly results in lower than expected facility patronage by women. They explain further that since men typically control economic resources, many women rely on husbands and partners to provide resources for attending health facilities. Poverty and high levels of male unemployment in many locations exacerbate these tendencies. Even if women have independent resources they may still have to obtain male permission to take themselves or their children to health care facilities.

APHIAplus partners are trying to address this situation by working with community gatekeepers such as religious and/or community elders and through targeting and disseminating health care messages. APHIAplus in Coast Province are working with MEGEN to directly address male behaviors that restrict women’s ability to seek health care. In other parts of the country, such as North East Province, high rates of fistula and stillbirth can be directly associated with strong reliance on traditional birth attendants, male unwillingness to pay for delivery in a health care facility, the distance of health care facilities to a large number of the population, and high rates of early marriage and female stunting. Arguably the ability to diagnose and respond to the bundle of challenges just noted is one of the critical tests that USAID Kenya’s programming has to meet, even if the targeted population is numerically low (in this case, 30,000 women awaiting fistula operations – many of whom do not know they are eligible for free operations, with an additional 1,000 new cases each year).

The HIV/AIDS epidemic is highly gendered, because ‘women and girls are more likely to be infected by HIV and because they are more physiologically susceptible. Gender is an integral factor in determining an individual’s vulnerability to HIV infection, his or her ability to access care, support and treatment, and the ability to cope when affected.’⁵² Specific gender-related drivers in Kenya include:

- The weaker ability of women – including sex workers - to negotiate the terms of sexual relationships, and whether condoms are used.
- Widespread social acceptance of SGBV.
- Male dominated decision-making regarding access, and the dedication of financial resources, to health care.
- High levels of female economic poverty which can hamper women’s ability to pay for health services, and which can drive some women into risky sexual behaviors.
- Practices of wife inheritance and ‘sexual cleansing’ in some parts of the country.

- The stigmatization of women who are HIV-positive.

APHIAplus partners note that women tend to come for voluntary counseling and testing. When they test negative, men assume they are negative by association. When women test positive, men and their relatives for bringing HIV into the home often blame them. Even when women are HIV-negative, in discordant relationships, they are frequently accused of bringing the illness back home. In all cases, women are at risk of being forced out of their home. The NACC reports that this fear cripples the willingness of many women to actually go for testing; further that they may be actively prevented by male partners to undergo testing at antenatal clinics since men may not want their own status to be revealed to their female partners. In other instances, women who test positive may not reveal their status to their husbands thus endangering their partners and the newborn child. Working with communities to prevent stigmatization following a positive test remains a key challenge for APHIAplus. Livelihood support to women who lose their homes is critical and may be addressed through collaboration with other USAID Sector Teams.

Regarding men specifically, they are more likely than women to have multiple concurrent partners and engage in other high-risk behaviors. Concurrently men are often less likely to: 1) seek HIV testing and counseling services; 2) to disclose their status if positive to their partners or to access people living with HIV and AIDS (PLWHA) support activities or 3) to attend antenatal clinics or other reproductive health services with their partners or wives. MSM form a critical source of new infections. Given the pressure of social norms that prioritizes heterosexual relationships, many MSM also have wives and girlfriends and the infusion of the epidemic by MSM into the wider population remains an on-going challenge. The challenge is amplified by the criminalization of same sex sexual relationships, which make MSM particularly hard to reach with safe sex messaging. MSM frequently find access to the public health care system difficult due to the negative attitudes of health care staff. APHIAplus programs in Coast Province are working to create safe spaces for MSM and other MARPS. At the same time, they are working with male youth who report rape by adult male relatives - their needs being quite different.

Modeling shows that the most important MARPS, which are still not adequately covered by the national prevention strategy, include MSM, truck drivers, fishing communities, young women and girls, prisoners and IDPs.⁵³ Activities supporting these groups are typically carried out by CSOs and NGOs while the public service organizations – a key for USAID Kenya intervention – have not yet officially integrated them into their systems.⁵⁴

According to the 2010 Malaria Indicator Survey, malaria prevalence remains low in most parts of the country. The burden of disease has shifted to older children (5-10) who now have the highest incidence of malaria. Household ownership and use of insecticide-treated nets (ITNs) between 2007 and 2010 remained almost stable. According to the survey, net use is highest among vulnerable populations: 73% of pregnant women and children under five slept under ITNs the night before the survey compared to 61% of the general population with ITNs. Overall, 40% of the population slept under a net on the night prior to the survey. In lake endemic zones over 20% of respondents use their nets for other things, as compared to less than 5% in coast endemic regions. Even in coast endemic regions, APHIAplus programs reported that nets are used for fishing, poultry keeping and curtains. Given the high rates of misuse, a gender study is urgently needed to see whether net diversion for income generation has a gender dimension, i.e., are women or men mostly responsible for misuse of nets? In 2011, nets were distributed to every household in Kenya with the aim of providing one net to two people, which was insufficient to secure appropriate use. Furthermore, it is known that educated women are more likely to take malaria prevention measures and to ensure that they and their

children sleep under a net.⁵⁵ This finding highlights the need for population-specific, gender-sensitive analyses and messaging.

With regard to nutrition, statistics show that 35% of Kenyan children under five are stunted (low height-for-age), while seven % of children are wasted (low weight for height) and 16% are underweight (low weight-for-age). Stunting is closely related to low birth weight, which in itself is associated with low body mass index and malnourishment in mothers. Gender inequality is an important underlying cause of women's under-nutrition and is further exacerbated by poverty and lack of access to resources. In many cultural settings in Kenya, boys and men traditionally eat first, and girls and women eat the leftovers. When food is scarce or in short supply, this can mean females have very little, or nothing at all, to eat. Due to gender norms, women may have limited ability to influence intra-household food distribution and nutrition practices⁵⁶.

OPH and ABEO are working together to support the nutritional goals of FtF and the wider goals of the GoK, which aims to reduce severe and moderate stunting by one third, eliminate iodine deficiency, and reduce anemia by 30% between 2010 and 2030. Efforts are being made to develop joint programs that promote integrated health/nutrition messaging with agricultural value chain and diversification in key FtF focus areas to address the challenges of under-nutrition. However, while USAID Kenya's FtF Strategy represents an integrated agricultural sector growth and improved nutritional status program, there are significant funding imbalances between proposed FtF allocations for agriculture and nutrition (\$33 million/\$2.9 million for FY 2011), which will affect the impact of FtF program interventions on nutrition. Critical areas for further research include intra-household food allocation practices among women, men and children. This should include developing an understanding how protein-rich and calcium-rich foods (meat, eggs, pulses, milk, etc.) are allocated and whether/how inequitable access impacts health outcomes by gender and age. Still widely prevalent cultural practices, such as restricting protein and milk intake during pregnancy to avoid high-birth weight children, must be researched thoroughly.

Sexual and gender-based violence is a critical concern in Kenya. The Kenya Demographic and Health Survey (KDHS) 2008-9 reports that 39% of women have experienced SGBV from the age of 15 years, and one in four women reported experiencing SGBV in the 12 months preceding the survey. The main perpetrators are husbands/male partners, and to a lesser extent teachers, mothers, fathers and brothers. Almost 47% of ever-married women report suffering emotional, physical or sexual violence.⁵⁷ However, attitudes towards marital violence show a high level of social acceptability of SGBV with 53% of women and 44% of men agreeing that there exists sufficient justification for wife beating. Female genital cutting remains a high priority concern, which affects over one quarter of Kenyan women, though it is declining in prevalence. FGM/C has health, psychological and social effects on women and leads to complications such as vesico-vaginal fistula (VVF), recto-vaginal fistula (RVF), obstructed labor, vaginal cysts and keloids. A recent study conducted by UNFPA provides the first statistical evidence that the practice of cutting is a means of HIV infection.⁵⁸ Effective involvement of community elders and law enforcement services are essential to preventing FGM/C. This should be accompanied by public information campaigns addressed to women, men and adolescent girls and boys to target the cultural norms that help perpetuate this practice.

Members of the LGBTI communities report very high levels of violence due to their sexual orientation (which in the case of transsexuals is actually heterosexual) and they note that the police forces frequently abuse them rather than offering assistance. Perpetrators of violence against this community are rarely prosecuted and actual figures for SGBV are not known.

In Coast Province, APHIAplus works to support female victims of violence by creating SGBV networking groups. These groups involve men and women. Implementing partners report that they face important

challenges in changing widespread acceptance of SGBV in the general population, as well as challenges related to specific ethnic communities. Among the Giriama, for example, they note that their foster fathers upon reaching puberty often turn girls who are fostered into wives. APHIAplus also works to support young male victims of male rape and boys and girls who have suffered abuse of various kinds. Part of their work involves using theater, films and other accessible forms of messaging to heighten community awareness of SGBV, while ensuring that their work is non-threatening.

Working within and challenging cultural norms forms a part of APHIAplus work. For instance, it was noted that Giriama women rarely elected to give birth in health facilities. Discussions with the Giriama community showed that burial of the placenta at home according to cultural rites was an ardent cultural norm. Permitting women to take the placenta home for burial increased facility use from 10% to 70%.

All respondents agreed that improving male willingness to seek counseling or treatment for their own health disorders is another priority. This is in turn related to addressing perceptions of masculinity in various communities, which present men as ‘strong and resilient’. The LGBTI community specifically request that their needs are not addressed through special programs, such as special clinics, but rather that their health needs are properly mainstreamed in the public health systems. This requires gender training to tackle the negative attitudes of staff at many facilities towards this community. The transgender community requested that sex reassignment therapy be provided as a matter of course as part of Kenya’s health service.

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GENDER AND GROWTH IN KENYA PROFILE

APPENDIX A

The gender and growth country profile is divided into two sections:

1. **Gender and Growth in Kenya**
2. **Policy Environment and Capacity at the National and Local Levels**

Gender and Growth in Kenya

Overall, Kenya's human development indicators remain low; poverty is endemic, corruption is widespread and HIV/AIDS, drug and substance abuse, and high levels of food insecurity and malnutrition continue to undermine development. All indicators vary widely by province, a consequence of Kenya's wide variety of agro-ecological zones, associated production systems, and socio-cultural factors. Despite this gloomy picture, overall trends are towards mild improvement. Kenya's constitutionally mandated devolution is one of the most ambitious programs of its type in the world. The bulk of decentralization reforms will be implemented in 2012 and will impact Kenya's social stability, service delivery and fiscal health for years to come.⁵⁹

Kenya has a land area of 587,367 km² and a population of 43,013,341 (2012 estimate).⁶⁰ Population growth is relatively high at 2.4%, although the rate of growth is declining slowly.⁶¹ Kenya's fertility rate currently stands at 4 children per woman (2012 estimate).⁶² While high, this rate is the lowest recorded in Kenya's history, having dropped from 8.1 in 1970s and 5 in 1999. Fertility levels demonstrate urban and rural differences, as well as regional differences. Average fertility in rural areas stands at 5.2 children per woman compared to 2.9 children in urban areas. The population is mostly youthful, with nearly 21% between 15-24 years (18 year olds and under age group accounts for 60% of the population).⁶³

Life expectancy has slowly improved from 1970 (52 years) to 2010 (56 years). Disaggregated, in 2010 it stood at 55 years for women and 53 years for men.⁶⁴ Current life expectancy at birth is expected to be 65 for women and 62 for men.⁶⁵ Currently, the majority of Kenya's population lives in rural areas (67.7%)⁶⁶, and significantly more women than men are rural dwellers, although this proportion is slowly declining: 77.8% (84.3% in 1980).⁶⁷ About one-third of rural households are female-headed; in some locations the rate is considerably higher. For example, Samburu District has 79.1% female-headed households.⁶⁸ Kenya's population density averaged 70 per km² in 2010 and its ecological footprint in terms of global hectares required per person was 1.11 ha in 2007.⁶⁹

Gross Domestic Product and Labor Force Participation

The estimated structure of gross domestic product (GDP) in 2011 was as follows: Agriculture (19%), industry (16.4%) and services (64.6%). The importance of agriculture to the Kenyan economy is decreasing quite rapidly over time, whereas the service sector is increasing its contribution each year. The GDP per capita (purchasing power parity) was estimated to be USD 1,700 in 2011, the same as for the two previous years.⁷⁰ Over the past decade, growth has averaged 3.7% per annum, though this figure screens significant annual fluctuations (2008: 1.7%). Growth is primarily driven by ICT, which is expanding at 20% per annum; without this sector, growth would be considerably weaker. Following the post-election violence of 2008, which propelled all economic indicators into steep decline, the economy is slowly recovering.⁷¹ Improvements in

levels of tourism, telecommunications, transport, and construction sector growth, together with recovery in the agriculture sector following the post-election violence, contributed to a GDP growth rate of 4.3% in 2011, which was nevertheless lower than expected. Low growth was attributed to inflationary pressures and sharp currency depreciation as a consequence of the Euro crisis, the drought in the Horn of Africa, and high global food and fuel prices.⁷² Growth in 2012 is expected to be 5% provided Kenya can maintain political stability in the run-up to the elections, manage security issues with Somalia and control the current economic crisis. Kenya's expected GDP for 2012 is a percentage point lower than that of Sub-Saharan Africa as a whole⁷³.

Kenya is a member of the Common Market for Eastern and Southern Africa (COMESA), which has 19 member states with a combined population of 430 million (2008).⁷⁴ Kenya is the largest player in the East African Community (EAC), contributing 40% to the EAC's GDP. Transparency International rated Kenya at 154 out of 182 countries in the Corruption Perception Index in 2011.⁷⁵ Deficits in transparency, accountability, and integrity hamper all development processes in the country. Money laundering and a high level of illicit narcotic trade present significant barriers to sound business.⁷⁶ There is anecdotal evidence from other countries that women are less financially able, and also less willing, to pay bribes⁷⁷, this is likely to be the case in Kenya, as the propensity to award treasurer positions to women testifies. A detailed study into the effect of corruption upon women's business practices, and in other areas of their lives including their ability to access legal services, obtain educational qualifications, etc., is urgently needed. This study should include using or demanding sex as a bribe.

Approximately 75% of the population is engaged in agriculture with women providing about 70% of the labor in this sector⁷⁸.

Kenya fails to employ a huge percentage of its population, with unemployment remaining level at 40% between 2001-2008.⁷⁹ Among the employed and self-employed, data shows that gender-based constraints mean that women often fail to maximize their potential contribution to the economy because women face higher barriers to entry. These barriers include women's relative lack of time compared to men, their relative lack of official contacts, as well as weaker social capital, and their less equitable access to funds.⁸⁰ Kenyan women are less likely to register their businesses, and they perceive tax rates, tax administration and customs as greater constraints to business growth than do men.⁸¹ Although access to finance is an obstacle for all firms, Kenyan women rate this as the single biggest constraint preventing them from growing their businesses. The prevalence of a collateral-based banking system and absence of a credit bureau that could capture women's excellent repayment rates in micro-finance constitute key constraints, as does the extremely low rate of land ownership by women, which restricts their access to formal financing mechanisms.⁸² As a consequence of these constraints, women's businesses generally start small, grow slowly and stay smaller than men-owned enterprises. The participation of women is particularly weak in sectors that require high capital investments - for example manufacturing, where women earn 32% of what their male counterparts earn.⁸³

The World Bank recommends an increased focus on exports to help rebalance Kenya's economy. However, international trade has a significant impact on gender equality in private sector development. Women are the majority of employees in export industries, constituting between 65 and 75% of workers in the cut flower sector, more than three-quarters of workers in the textiles sector, and about a third of the estimated workforce in tourism. They are acutely dependent on the health of Kenya's export sector, and they are made more vulnerable due to the casual nature of employment in these sectors.⁸⁴ Promoting an export led economy must go hand in hand with measures to protect and support women in the workforce.

Human Development Index and Gender Inequality Index

Kenya has a long way to go before it can consider itself a middle-income country with satisfactory human development indicators. The HDI is a composite index measuring average achievement in three basic dimensions of human development – a long and healthy life, knowledge, and a decent standard of living; the higher the figure, the better the ranking. Kenya's HDI in 2011 was 0.509, which ranks the country 143 out of 187 countries with comparable data. This figure places Kenya above the East Africa regional average. The HDI ratings of Kenya's neighbors range from the low of 0.316 in Burundi, through 0.429 in Rwanda, 0.446 in Uganda, to Tanzania at 0.466.⁸⁵ Kenya is progressing more rapidly over time than many Sub-Saharan African countries in terms of improving its HDI ranking, with improvement averaging 0.5% per annum over the past decade.⁸⁶ Progress in Kenya has been driven by improvements across all standard of living indicators, and poverty reduction, while still tentative, is widely distributed across Kenya.⁸⁷

Nonetheless, the country continues to exhibit strong social differentiation, with exclusion and disadvantage reflecting stratification by class, ethnic group, gender and region. Nearly half of all Kenyans live below the poverty line, with a national average of 45.9%, and 49.1% in rural areas, living in poverty.⁸⁸ Indeed, the country is among the most unequal in the world with the richest 10% controlling approximately 38% of the national income. The share of income or consumption by the poorest 10% is 1.8% (2005 data).⁸⁹ In rural areas the prevalence of poverty is almost the same for male and female-headed households, which suggests that the economic role of rural men has declined. There are significant regional variations in poverty rates.⁹⁰ In 2011, Kenyans were hit by food inflation. In July 2011 they paid twice as much per bag of maize as in January 2011, and 70% more than the world market price. Kenyans currently pay twice as much per bag of sugar as Europeans due to market manipulation by 'well connected businessmen'. Between January and October 2011 food (10 to 26%) and transport inflation (13 to 26%) doubled, hitting poor people harder than rich.⁹¹ Since women are essential to household food provisioning and food preparation, these increases will have had a serious impact on their ability to perform their domestic responsibilities.

It is instructive to compare the regional HDI figures, in which Kenya led the East Africa region in 2011, with the country's rating in the Gender Inequality Index (GII) 2011.⁹² The GII is a composite index measure reflecting inequality in achievements between women and men in three dimensions: reproductive health, empowerment, and the labor market. Here, the ratings for the East Africa region are almost reversed. Rwanda claims significantly higher ratings on gender equality compared to its East African neighbors, with its score almost placing it in the category of 'medium human development'. However, Kenya is placed below Uganda and Tanzania, and just above Burundi, placing it firmly in the low human development category with regard to progress towards gender equality. It already has been acknowledged that Kenya is making progress in closing gender gaps, but there is still a significant way to go.

Policy Environment and Capacity at the National and Local Levels

Gender Policy Framework

The Constitution presents major gains towards gender equality and equity. It delivers on many points that have been at the heart of pro-women movements in Kenya from the 1980's.⁹³ In the Bill of Rights it states that women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres; and that every person is entitled to fundamental rights and freedoms of the individual regardless of her/his race, sex, pregnancy, marital status, health status, ethnic or social origin, color, age, disability, religion, conscience, belief, culture, dress, language or birth; and that every person is equal before the law and has the right to equal protection and equal benefit of the law.⁹⁴

The National Policy on Gender and Development⁹⁵ provides a framework for the state to reduce gender imbalances and inequality by providing guidance to different sectors and agencies in line with the Government's efforts to spur economic growth and thereby reduce poverty and unemployment, and by considering the needs and aspirations of all Kenyan women, men, girls and boys across economic, social and cultural lines. *The Sessional Paper No.2 2006 on Gender Equality and Development*⁹⁶ operationalizes gender mainstreaming and outlines strategies for implementing programs into macroeconomic frameworks. The Gender Policy further states Government's commitment to the various international conventions to which Kenya is a signatory including the *Convention on the Elimination of all forms of Discrimination Against Women* (CEDAW); the Beijing Platform for Action (BPFA); and the MDGs among others. The *Gender Mainstreaming Implementation Plan of Action*⁹⁷ proposes concrete steps including putting in place institutional mechanisms for the implementation, monitoring and evaluation of the policy.

In 2006 the African Peer Review Mechanism (APRM) pointed out shortcomings with regard to Kenya's achievements in gender mainstreaming.⁹⁸ It stated that the laws that remove women's rights are still in place; that values and cultures of societies that foster discrimination against women are intact; that equal access to wealth remains a challenge for women since customary laws in rural areas continue to bar them from inheriting land; and that women are still underrepresented in Parliament and national/local leadership institutions. The Mechanism formulated clear recommendations to outlaw all forms of practice that contravene CEDAW. The GoK responded that it was determined to correct gender inequalities, including with respect to cultural biases and prejudices that prevent women from attaining their optimum potential.

Institutional Framework

The *National Gender and Development Policy* establishes the following institutions to oversee its implementation: **Parliamentary Committee on Gender and Development** to ensure gender balance approaches in legislature, national and sectoral budgets; the **Gender Commission** to coordinate and facilitate gender mainstreaming in national development; and **National Gender and Development Secretariat** – to amplify gender issues in programming relating to youth, disabled, destitute, and malnourished children through various divisions in the Department of Social Services. The GoK through the National Commission on Gender and Development is implementing a SGBV Framework in order to address prevention and provide guidelines for psychological support and care for survivors, effecting legal recourse to punish perpetrators.

In 2003 the Government strengthened the national machinery by establishing the **National Commission for Gender and Development** and elevating the women's bureau to the **Department of Gender and Social Services**, with a Gender Secretary who reports directly to the Permanent Secretary of the Ministry, an indication of the value placed on achieving gender equality.⁹⁹ The Gender Department is assigned the responsibility to integrate gender into future policy formulation, planning, and implementation. Its key functions are to formulate and review gender-responsive policies across sectors and the national budget to ensure integration; facilitate the domestication of international conventions; and promote the generation of sex-disaggregated data and gender equality indicators. The Gender Commission's mandate is to undertake lobbying and advocacy; monitoring and evaluation; give oversight for legal reforms on issues affecting women and men, boys and girls; and advise on the establishment and strengthening of institutional mechanisms that promote gender equity and equality particularly with regard to access to and benefit from education, health care, nutrition, shelter, employment and control of economic and natural resources. Both gender machinery institutions have been plagued by serious financial and staff constraints, as well as responsibility and mandate overlap. This has hampered their mandate to mainstream gender across all sectors.¹⁰⁰ The newly created National Gender and Equality Commission (NGEC) established by Act of Parliament in 2011 is mandated to

promote gender equality and freedom from discrimination and to ensure budgetary provisions to support realization of rights as stipulated in the Constitution.

The Gender Department was mandated to set up Units of Gender Issues (UGI) in line Ministries, but they have never had the necessary budgetary allocations. According to a World Bank-financed capacity assessment, none of the ministries had set up a UGI, except for the Ministry of Agriculture, which established a Gender Strategy Mobilization Strategy (GEMS). Of all ministries included in the survey, 76.9% had neither budget nor staff to take up responsibilities for gender mainstreaming and the rest had only limited capacity via gender focal points.¹⁰¹ Gender focal points are often appointed to low levels within organizational hierarchies to have any significant clout and they lack the mandate, capacity and budgets to effectively carry out their work. The Head of the Public Service Commission issued a directive for the appointment of gender officers at higher levels in the public service, but this directive has not been implemented. The Ministries of Livestock and Fisheries Development; Trade, Water and Irrigation; and Education have established gender focal points.¹⁰²

Since 2007, there has been a renewed desire to devolve gender machineries to the district level, and to establish Gender Advisory Committees to act as watchdogs for gender mainstreaming with representatives from government, women leaders, NGOs and CBOs, as well as youth. These Committees should have the mandate to coordinate and manage strategic alliances between community and organizations. Decentralization and devolved government structures to Counties provide a good opportunity for gender mainstreaming at the local level. At the same time, there is likely to be uneven enforcement of the Constitution and its provisions for gender equality at the local level due to variations in local capacity, particularly if devolution is not coordinated well at the national level.

The Gender Mainstreaming Implementation Plan of Action recognizes that most ministries are not aware of the National Gender Policy and recommends developing a policy statement linking gender to ministries, with a harmonized approach including high level stakeholders from sector ministries, permanent secretaries, directors, planners, treasurers and parliamentarians, local level political leaders and NGOs.

NGOs and Women's Movements

The Constitution states that freedom of association for everyone gives women adequate space to form and join women's organizations, thus allowing them to come together and address their own challenges including poverty. The latest data indicate that the number of women participating in groups has steadily grown from 138,700 to approximately 144,000, which indicate opportunities for women to access financial resources for income generating activities. (See Table 31 in Appendix B.) The NGO Act (1999) governs the establishment of NGOs. However, activities remain poorly coordinated among NGOs themselves and with government, leading to duplication of effort; most of them are largely urban based, with lower coverage in rural areas.¹⁰³ Nevertheless, the NGO sector has generally implemented the majority of international agreements such as CEDAW and BPFA, and it has driven policy development and legal reforms in the country. NGOs are clustered in the areas of micro-finance; agriculture and food security; HIV/AIDS; women's political empowerment and SGBV. They are less active in the infrastructure sub-sectors and environment. Since the health and education sectors have many donors providing sector budget support, donor ability to fund NGOs in this sector is restricted. At the same time NGOs have difficulties accessing funds from the government.¹⁰⁴

Kenya has a vibrant **women's movement, which** has emerged with opening of the democratic space. At the local level, there are numerous informal women's groups, traditionally known as collective self-help organizations. They help provide incomes and labor assistance and support in family crises. Many such

groups act as informal savings and credit groups (e.g., “merry-go-round” micro-finance) implementing measures and actions to address various problems facing Kenyan society, including HIV and AIDS and poverty. **The Consortium of Women’s Organizations (The G-10)**, composed of NGOs and CBOs, works on gender equality and women’s empowerment to ensure that women realize the gains already provided in the Constitution.¹⁰⁵

Legal Framework

Kenya has taken a number of legislative, judicial, administrative and programmatic actions that seek to remove gender-based discrimination. Among these are the Children’s Act (2001),¹⁰⁶ the Employment Act,¹⁰⁷ the Public Officer Ethics Act (2003), and the Sexual Offenses Act.¹⁰⁸ Gender Desks and Child Protection Units have been established in some police stations to deal with gender violence and child abuse. However, law enforcement bodies still lack the skills and capacity to deal with sexual offenses adequately.¹⁰⁹ The Penal Code targets female sex workers while leaving their clients untouched. The National Cohesion and Integration Act¹¹⁰ addresses the issue of ethnicity as a catalyst for violence, including violence previously committed against women and men, girls and boys. It works to determine those responsible and to seek ways and means of redress. The Truth, Justice and Reconciliation Act recognizes the gravity of human rights abuses in the past and currently works for redress. The Witness Protection Act is especially relevant to women victims of sexual abuses, domestic violence and other forms of abuse. It works to enable them to seek redress without fear of reprisal.

The Kenya Law Reform Commission has redrafted various bills that are progressive to women’s rights, in recognition of the need to protect women in matters concerning marriage and family given the contradictions and inequalities in the various marriage laws. These include the Family Protection Bill of 2007; the Marriage Bill of 2007; the Matrimonial Property Bill of 2007; the Equal Opportunity Bill of 2007; and the HIV and AIDS Prevention and Control Act.¹¹¹ The National Land Policy/Land Act (2012) addresses equitable access to land, security of land rights and eliminates gender discrimination.¹¹²

The effectiveness of laws, however progressive, depends on application and enforcement. With high levels of illiteracy, and limited financial means and capacity to enforce the laws in court, women often do not know their legal rights and fear taking legal action, which may alienate them from their families. To compliment legislative and judicial measures, the government is implementing a number of gender-responsive legal programs in collaboration with development partners through the Ministry of Justice, National Cohesion and Constitutional Affairs, namely the Governance, Justice, Law and Order Sector (GJLOS) and the National Legal Aid and Awareness Program (NALEAP). Vision 2030 mainstreams gender in all aspects of society addressing four key areas; opportunity, empowerment, capability, and vulnerability.¹¹³ The Women’s Enterprise Fund has established a flagship program - the Vision and Social Protection Fund - to support vulnerable groups.

Despite progress made, some of the old challenges remain while some new ones have emerged. Retrogressive cultures and traditional beliefs such as early marriages and FGM/C, which negatively affect women and children, are still deeply rooted in some communities. Gender gaps exist in access to and control over productive resources including land, modern sector employment, leadership positions, and in levels of entrepreneurship. Many of the gender programs continue to depend largely on donor funding, which currently has been reduced, making the future of gender programs uncertain. These challenges can only be addressed through harnessing the political will in addressing gender equality, empowering women towards holistic and sustainable development, and effectively promoting involvement of men to support and promote gender equality.¹¹⁴

STATISTICAL ANNEXES

APPENDIX B

Annex A: Education

Data Sources

The main source for the data in this section is the Economic Survey 2012. This is published by the Kenya National Bureau of Statistics. Part of the data was collected directly from the Ministry of Education (MoE). It is available in the MoE Statistical Abstract.

Data Limitations*

The latest abstract from the Ministry of Education has published data up to the year 2007. Data for 2007 to 2010 is theoretically available. However, it has not been published and is hence inaccessible.

What can be done?

Support can be provided to the Ministry to make sure the data is available for public use. This requires collating already existing data and publishing it in hard copy, and on the website.

Primary School Enrollment

Table 3 presents the percentage of primary school enrollment by standard and sex from 2007. In the lower grades the enrollment of boys and girls is comparable. However, as the students move up the grades there are high attrition rates for both boys and girls. The attrition rate decreased from 4.03% for girls in 2007 to 3.8 % in 2011. The overall sex distribution is almost equal at 50.5 % for boys and 49.5% for girls.

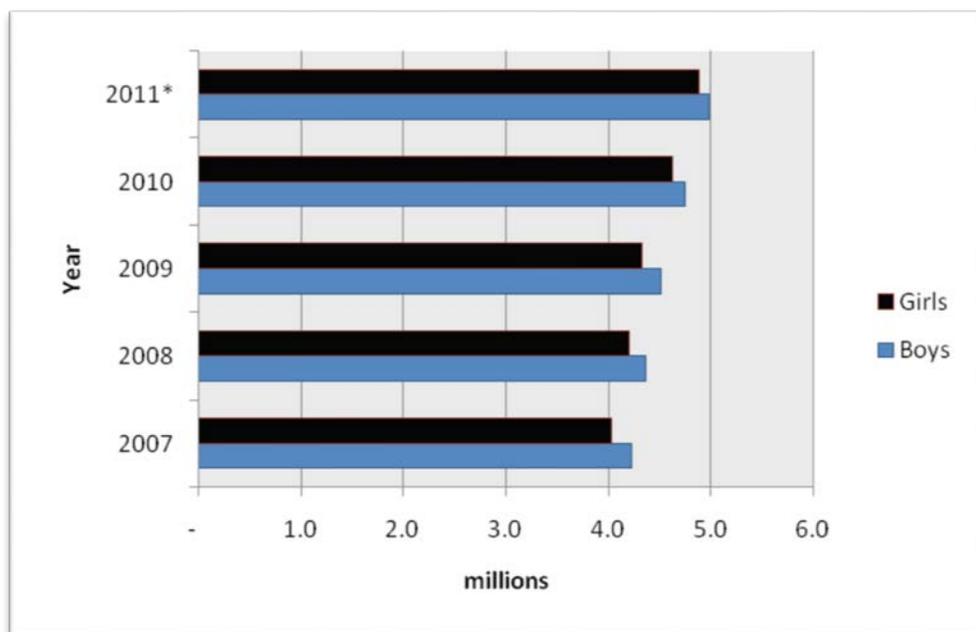
Table 3. Percentage of Primary School Enrollment by Standard and Sex, 2007-2011

Class	2007		2009		2011*	
	Boys	Girls	Boys	Girls	Boys	Girls
Standard 1	8.09	7.80	7.60	7.42	7.65	7.60
Standard 2	7.54	7.20	7.38	7.23	7.01	6.99
Standard 3	7.31	7.08	7.07	6.66	6.75	6.56
Standard 4	6.70	6.55	6.64	6.38	6.84	6.58
Standard 5	6.29	5.82	6.54	6.33	6.30	6.32
Standard 6	5.62	5.38	5.93	5.79	6.03	5.97
Standard 7	5.10	4.97	5.63	5.17	5.74	5.65
Standard 8	4.51	4.03	4.27	3.96	4.18	3.83
TOTAL	51.2	48.8	51.1	48.9	50.5	49.5

Source: Economic Survey, 2012

Figure 2 provides a graphic presentation of the numbers of primary school enrollments. There is an increasing trend in enrollment for both boys and girls in the period under review. Enrollment of girls moved from 4 million in 2007 to around 4.9 million, a 22.5% increase. On the other hand, the enrollment of boys increased from 4.2 million to about 5 million in 2011, an increase of 19%. That of girls overshadows this growth in boys' enrollment partly because with the advent of free primary education, the priority placed on sending the boy child to school lessened.

Figure 2. Primary School Enrollment by Year and Sex



Source: Economic Survey 2012

Enrollment in Secondary Schools

Table 4 presents the percentage of enrollment in secondary school. Enrollment in secondary schools generally follows the same trends as primary education. That is, not all who start in Form 1 actually complete their secondary school education in Form 4. There are fewer and fewer students registered in higher classes. In terms of growth, the total enrollment for boys has grown by 148% from 2007 to 2011; while for girls it has grown by 151%, see Table 4. The free day secondary school program and the Constituency Development funds that contribute towards facilitating education in part explain the growth rates.

Table 4. Percentage of Enrollment in Secondary Schools by Sex

Class	2007		2009		2011*	
	Boys	Girls	Boys	Girls	Boys	Girls
Form 1	14.46	12.12	15.81	14.43	15.67	13.84
Form 2	14.67	12.70	13.72	11.89	13.61	12.42
Form 3	13.35	11.42	11.56	9.68	12.71	10.66
Form 4	11.63	9.65	12.41	10.49	11.68	9.42
TOTAL	54.11	45.89	53.51	46.49	53.67	46.33

Source: Economic Survey, 2012

Table 5. Enrollment in Secondary Schools by Year and Sex

Class	2007		2009		2011*	
	Boys	Girls	Boys	Girls	Boys	Girls
Form 1	170,650	143,045	232,854	212,467	276,965	244,636
Form 2	173,165	149,840	202,045	175,098	240,552	219,469
Form 3	157,572	134,793	170,281	142,579	224,637	188,408
Form 4	137,304	113,899	182,764	154,546	206,552	166,501
TOTAL	638,691	541,577	787,944	684,690	948,706	819,014

Source: economic Survey 2012

Enrollment in Technical Institutions (TIVET)

The percentage of student enrollment in technical, industrial, vocational, entrepreneurship training (TIVET) institutions is presented in Table 6. The overall sex distribution is about 51 to 49 ratio in favor of boys. However, it should be noted that the lowest enrollment numbers for girls are in National Polytechnics, while the highest enrollment rates are in the youth polytechnics. This may be attributed to the stringent requirements for admissions or the type of courses undertaken at National Polytechnics. Girl students only exceed boy students in National Polytechnics in Health and Applied Sciences, Information and Liberal Studies, and in Education. In all the other science and engineering courses, boy students exceed girl students.

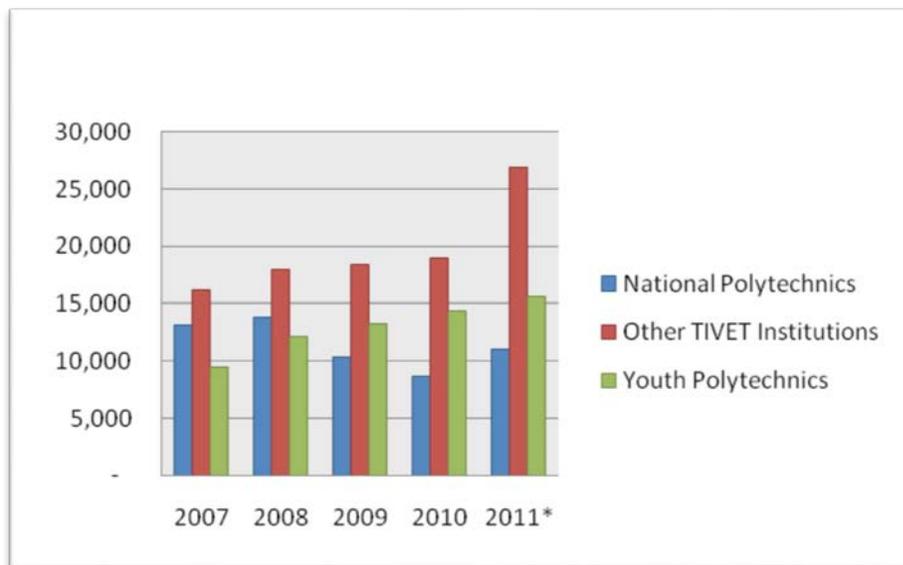
Table 6. Percentage of Student Enrollment by Type of Technical Institutions and by Sex, 2007-2011

Institution	2007		2009		2011*	
	Boys	Girls	Boys	Girls	Boys	Girls
National Polytechnics	17.2	10.6	12.8	7.5	11	9
Other TIVET Institutions	21.2	18.3	22.8	18.2	26	21
Youth Polytechnics	12.5	20.2	16.3	22.4	15	19
TOTAL	50.9	49.1	51.9	48.1	51	49

Source: Economic Survey 2012

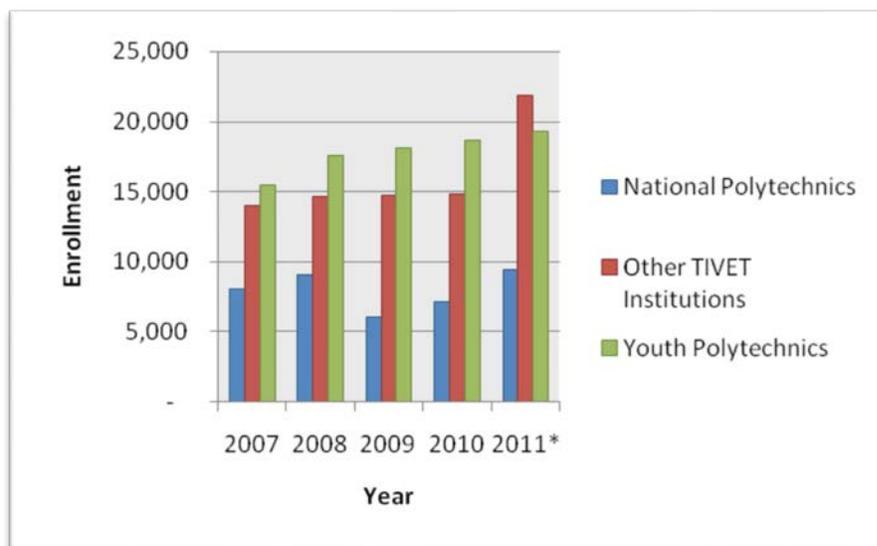
Figure 3 and 4 reflect numbers on enrollment in Technical, Industrial, Vocational and Entrepreneurship Training (TIVET) for men and women, respectively. Other Technical Training Institutions and Institutes of Technology seem to be the preferred institutions. The enrollment of men students grew from about 16 thousand in 2007 to about 27 thousand in 2011. The enrollment in National Polytechnics, on the other hand, has recorded a marginal decline from 13 thousand to around 11 thousand between 2007 and 2011. However, there is an increasing trend in enrollment of female students for the same period.

Figure 3. Enrollment of Men in TIVET



Source: Economic Survey 2012

Figure 4. Enrollment of Women in TIVET



Source: Economic Survey 2012

University Enrollment

Student enrollment in universities by sex is presented in Table 7. Most of the students are enrolled in public universities (nine in all), which admit more than 60% of all qualifying students to the university. Since 2007, there has been a marked increase in the accreditation of private universities from 7 in 2007 to 14 in 2011, and in the opening up of constituent colleges and campuses for public universities. This, in addition to the parallel programs run in the public universities, in part explains the exponential increases in the enrollment in university level education. In both public and private universities enrollment is considerably higher for male than for female students. This may be partly as a result of the low female transition rates from early primary education to secondary and university levels.

Table 7. Student Enrollments by Sex in Universities, 2007/2008-2011-2012

Institution	2007/08		2009/10		2011/12*	
	Male	Female	Male	Female	Male	Female
Public Universities	60,504	36,603	89,611	52,945	94,358	63,558
Private Universities	10,271	10,861	20,717	14,462	23,342	17,002
TOTAL	70,775	47,464	110,328	67,407	117,700	80,560

Source: Economic Survey 2012

Table 8 presents the enrollment in medical school by sex of student. On average, there is a 50:50 ratio between male and female students between 2007 and 2011. However, certain courses show higher rates of female enrollment. In 2011/2012, BSc nursing courses accounted for 68% of total enrollments for female students. Male students tend to enroll on courses such as BSc in Bio Chemistry.

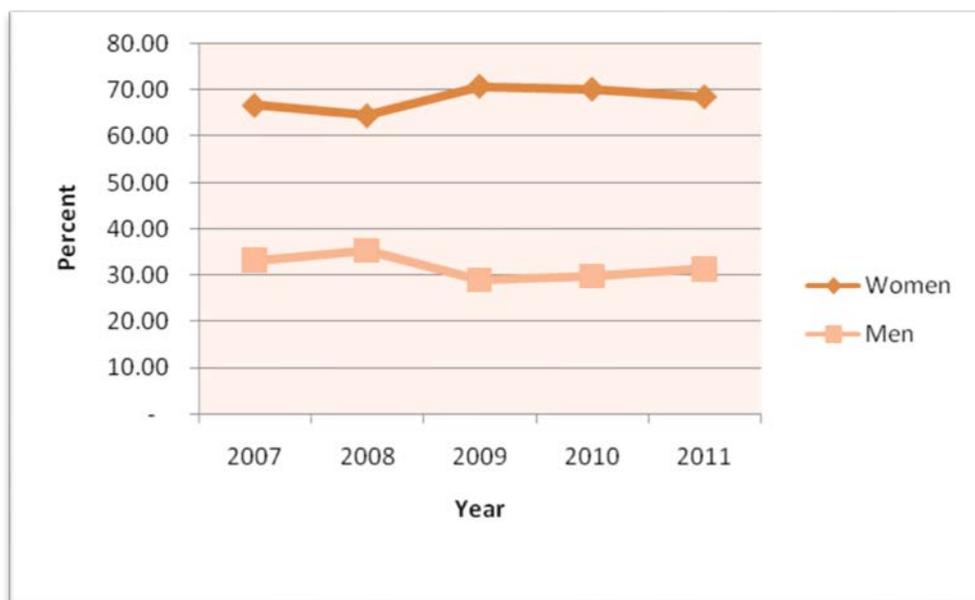
Table 8. Number and Percentage of Undergraduate and Post-graduate Medical Students by Sex and Course

Undergraduate Degree	2007/08		2009/10		2011/12*	
	Total	% Girls	Total	% Girls	Total	% Girls
Medicine and Surgery	2,400	38	2,220	58	2,493	44
BSc (Nursing)	909	58	916	36	1,869	68
Dental Surgery	155	55	199	51	218	46
Environmental Health	215	46	226	54	540	43
Pharmacy	403	34	360	64	298	44
BSc (Biochemistry)	276	36	373	57	433	39
Sub-Total	4,358	43	4,294	53	5,851	51
Postgraduate students	497	34	583	55	398	51
TOTAL	4,855	42	4,877	54	6,249	51

Source: Economic Survey 2012

Adult education enrollment is presented in Figure 5 below. The data indicates that there are more women than men who are enrolled in adult literacy classes. Adult and Continuing Education (ACE) provides opportunities for adults and youth (15 and above) who have missed their opportunity to study in the formal education system.

Figure 5. Sex Distribution of Adult Education Enrollment by Province and Sex



Source: Economic Survey 2012

Table 9 presents the transition rates from primary to secondary schooling between 2003 and 2007. Transition rates for boys have increased from 47.2% in 2003 to 56.5% in 2007. Transition rates to secondary schools for girls are much higher than for boys recording an increase of over 20 percentage points between 2003 and 2007.

Table 9. Transition Rates from Primary to Secondary Schools, 2003-2007

Year in Standard 8	Percentage Transitioning to Form 1		
	Boys	Girls	Total
2003-2004	47.2	44.3	45.8
2004-2005	57.7	54.2	56.0
2005-2006	58.3	56.2	57.3
2006-2007	56.5	63.2	59.6

Source: Economic Survey 2012

Table 10 presents the mean score by subject for both girls and boys. Except for the English subject where the mean scores are generally on par, in the science subjects mean score for boys are much higher than that of girls. Girls generally have better mean scores in Kiswahili, History, Government, Geography and other art subjects.

Table 10. KCSE: Mean Score by Sex and Subject

Subject	2008		2009		2010	
	Girls	Boys	Girls	Boys	Girls	Boys
English	34	34	39	39	40	41
Math	18	24	18	24	19	24
Biology	29	32	25	29	26	30
Physics	36	37	30	32	31	33
Chemistry	21	24	18	20	18	21

Source: Statistical Abstract, Various

Annex B: Governance and Decision-Making

Data Sources

The data sources for Governance and Decision-making is the Ministry of Gender, Children and Social Development and the Statistical Abstract, 2011. The Ministry of Gender has been given the mandate to compile data yearly on “Women and Men in Decision-making positions”.

Data Limitations

These data are not complete, especially the Local Authorities and the Government Parastatals.

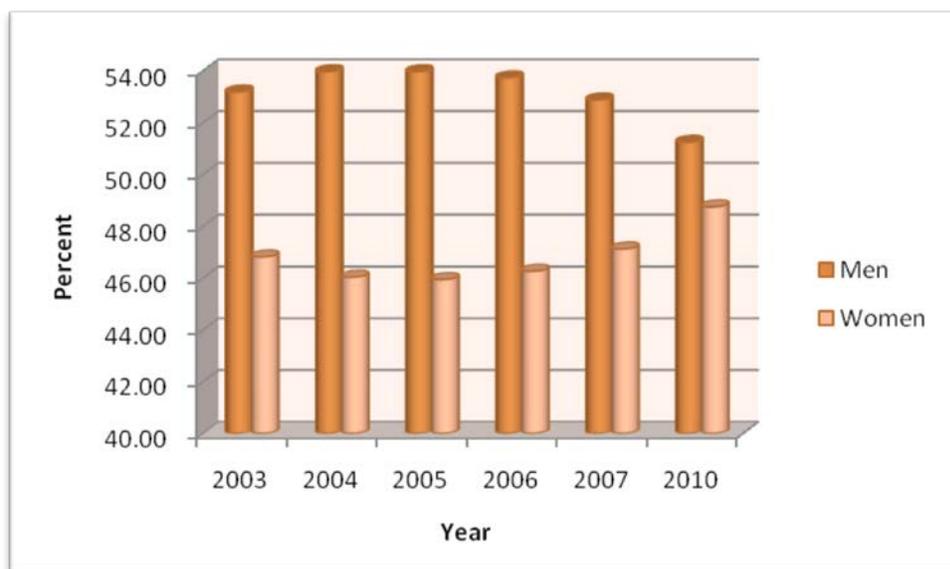
What can be done?

The Ministry of Gender should be supported to establish a complete database with sex disaggregated data in every sector of the economy.

Voters

The yearly sex distribution of voters in Kenya is reflected in Figure 6. Registration of voters has been an ongoing exercise except for 2008 and 2009. In all the years recorded, there are more men than women voters. The difference between men and women is least in 2010 where the ratio is 51% versus 49% in favor of men. Table 11 depicts male/ female voter ratios by province and over time. Continuing civic education should be enhanced to provide opportunities for both men and women, equally, to exercise their constitutional rights.

Figure 6. Sex Distribution of Voters by Year



Source: Statistical Abstract 2011

Table 11. Percentage of Voters by Sex, Province, and Year

Province	2003		2005		2007		2010	
	Male	Female	Male	Female	Male	Female	Male	Female
Nairobi	66.3	33.7	66.1	33.9	60.3	39.7	58.7	41.3
Coast	54.7	45.3	54.6	45.4	54.2	45.8	52.4	47.6
North Eastern	53.3	46.7	53.4	46.6	52.6	47.4	50.4	49.6
Eastern	51.6	48.4	52.0	48.0	51.8	48.2	50.0	50.0
Central	53.9	46.1	53.8	46.2	52.3	47.7	50.1	49.9
Rift Valley	53.5	46.5	53.9	46.1	52.7	47.3	51.0	49.0
Western	49.4	50.6	51.0	49.0	50.6	49.4	49.3	50.7
Nyanza	48.2	51.8	52.3	47.7	51.3	48.7	49.8	50.2

Source: Calculation from Statistical Abstract, 2011

Women and Men in Public Service

Table 12 and Figure 7 below present the distribution of employees in public service in three broad categories: Top Management, Middle Management and Lower level Management. Within these broad categories, the distribution is similar for both sexes. However, sex distribution analysis (Table 13 below) shows that the largest disparity is in the top management cadre where there are 24% women versus 76% men. The middle management cadre has the highest number of women in public service.

Table 12. Number and Percentage of Women and Men in Public Service, 2011

Job Group	Women		Men	
	Total	Percent	Total	Percent
Top Management	876	2.2	2739	4.3
Middle Management	17,174	43.1	24,248	37.8
Lower Level Management	21,818	54.7	37,147	57.9
TOTAL	39,877	100	64,125	100

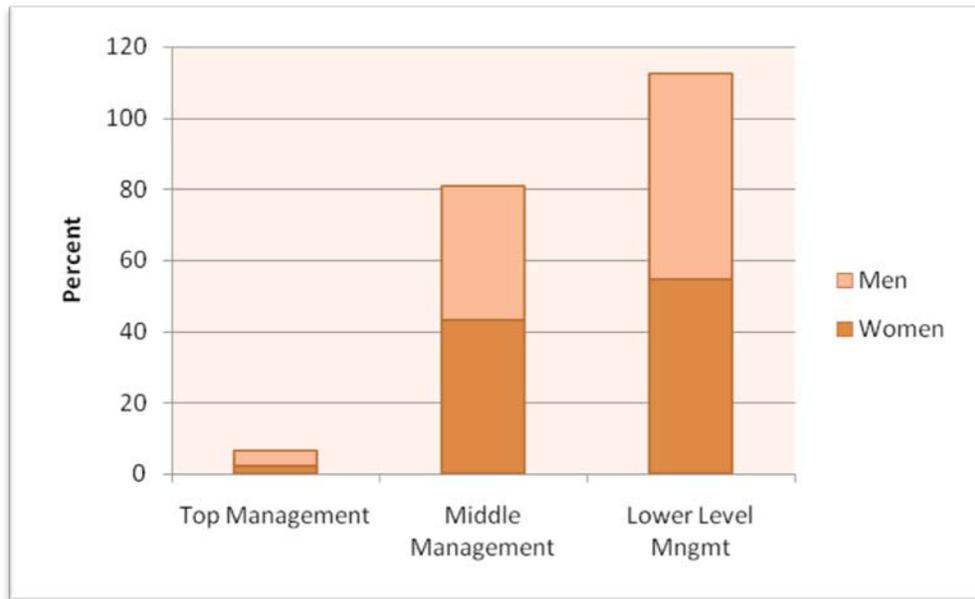
Source: Ministry of Gender, Children and Social Development

Table 13. Number and Percentage of Women and Men in Public Service, 2011

Job Group	Women		Men	
	Total	Percent	Total	Percent
Top Management	876	24.23	2,739	75.77
Middle Management	17,174	41.46	24,248	58.54
Lower Level Management	21,818	37.01	37,147	63.02
TOTAL	39,877	38.34	64,125	61.66

Source: Ministry of Gender, Children and Social Development

Figure 7. Distribution of Employees in Public Service

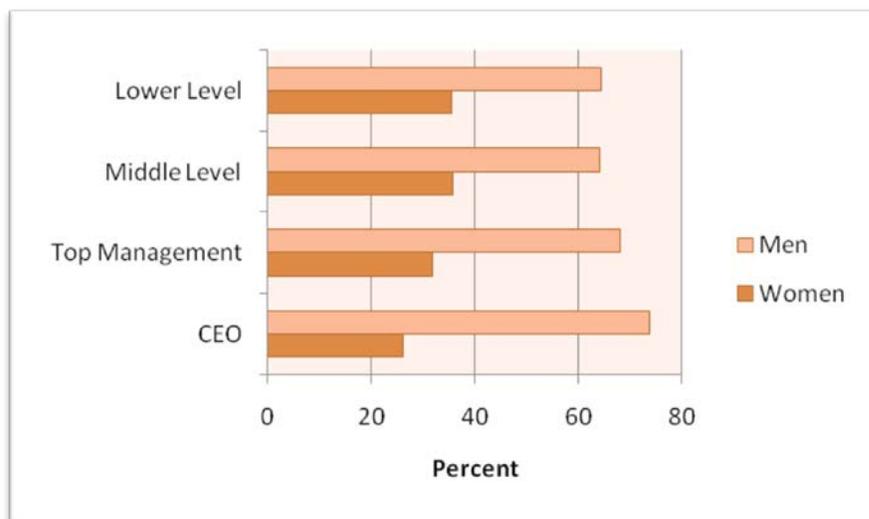


Source: Ministry of Gender, Children and Social Development

Workforce in Government Parastatals

Figure 8 displays the distribution of workforce in Government Parastatals. The figure presented in State corporations is worse than what is observed in the Central Government. Across all cadres of management, men account for over 60% of the workforce. The current one-third rule provided for in the constitution should in the near future enable more women to join the labor force.

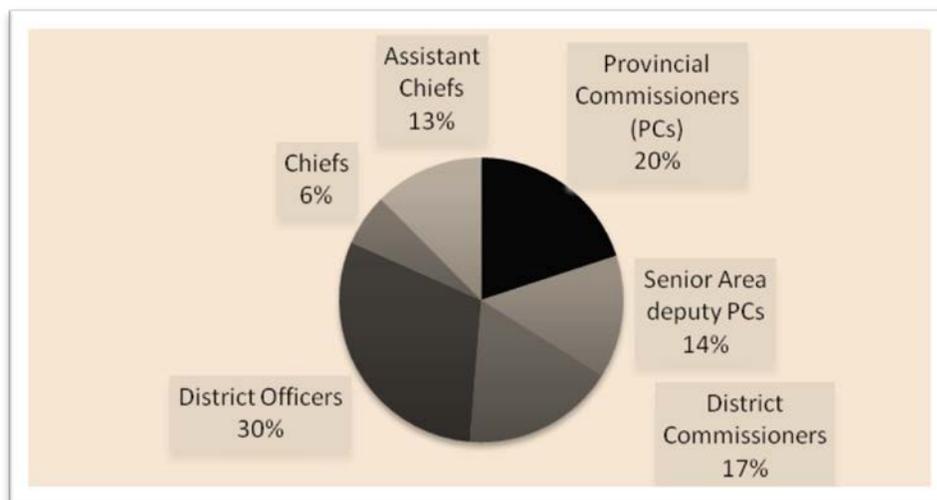
Figure 8. Percentage of Workforce in Government Parastatals, 2011



Source: Ministry of Gender, Children and Social Development

Figure 9 shows the current percentage of women provincial administrators. It shows that the representation of women approaches one-third (30%) only with respect to District Commissioners. Women seriously lag behind in all other positions, including as Chiefs and Assistant Chiefs. Elected chiefs are important gatekeepers at the community level and so the gender gap may be significant in terms of engaging chiefs as agents of change for gender equality.

Figure 9. Percentage of Women Provincial Administrators, 2011



Source: Ministry of Gender, Children and Social Development

Women in Civic Positions

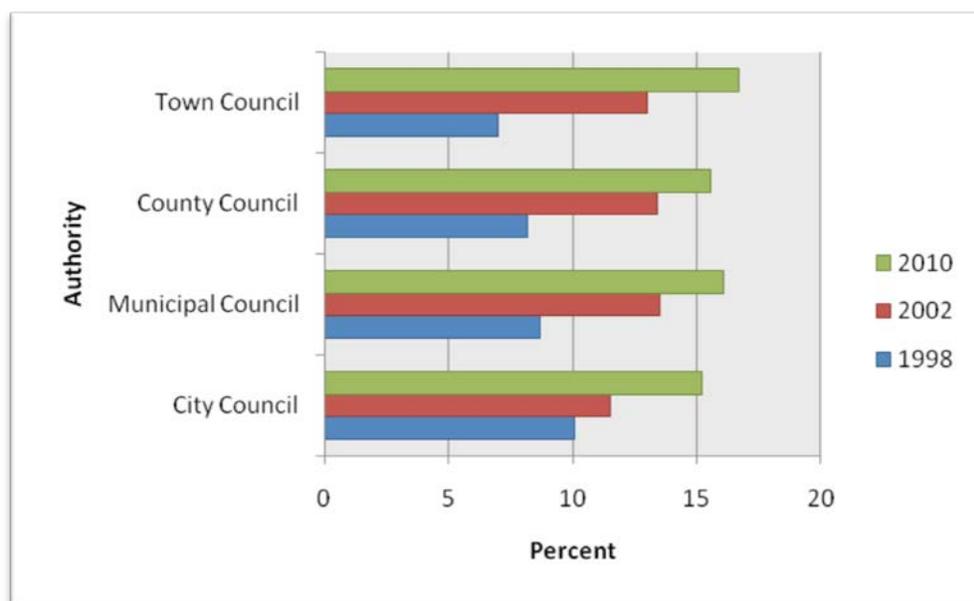
Table 14 and Figure 10 present the distribution of Women in Civic Positions in local authorities. The number of women in civic positions has almost doubled from 8.1% in 1998 to 15.8% in 2010. Although about 1,200 employees have reduced the overall workforce, the number of women employees has increased by 31%, indicating that the gender gap is narrowing.

Table 14. Representation of Women in Civic Positions

Authorities	1998			2002			2010		
	Total	Women	%	Total	Women	Percent	Total	Women	%
City Council	69	7	10.1	113	13	11.5	99	15	15.2
Municipal Council	596	52	8.7	446	60	13.5	391	63	16.1
County Council	2455	201	8.2	1847	24.8	13.4	1618	252	15.6
Town Council	572	40	7	431	56	13	378	63	16.7
TOTAL	3,692	300	8.1	2,837	377	13.3	2,486	393	15.8

Source: Ministry of Gender, Children and Social Services

Figure 10. Percentage of Women Representation in Civic Seats



Source: Ministry of Gender, Children and Social Development

Women in Key Decision-making Institutions

Table 15 presents women in decision-making positions across a number of key institutions in Kenya. The table reflects increased participation of women in key decision-making positions between 2006 and 2011. The percentage of women in decision-making positions is largest in the High Court Judges cadre, which increased from 22% of women in 2006 to 44% in 2011. The Affirmative Action Policy is expected to increase women representation to at least 30% through recruitment, promotion and appointment at all decision-making levels.

Table 15. Percentage of Women in Decision-making Positions

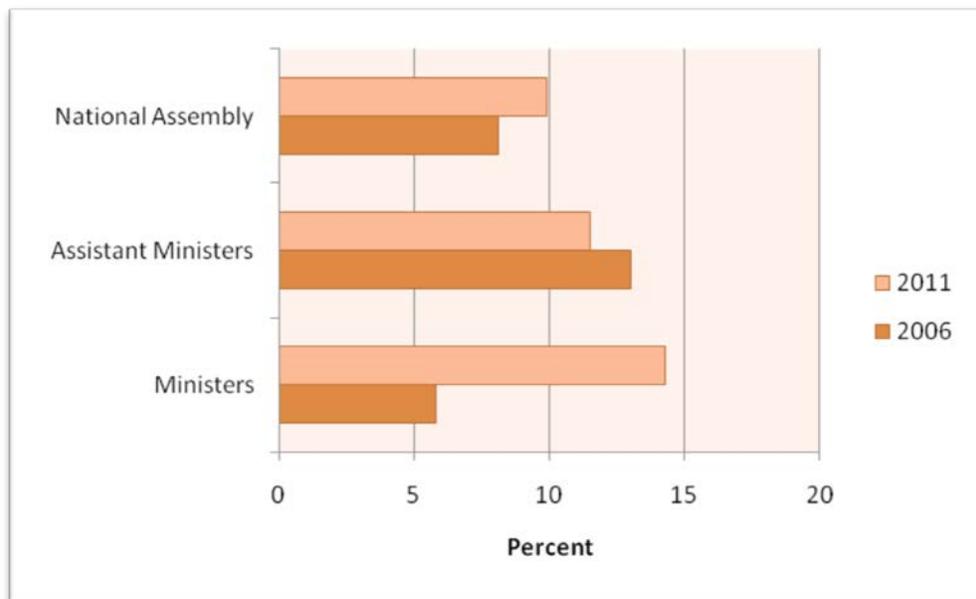
Position	2006		% Women	2011		% Women
	Women	Men		Women	Men	
President	0	1	0	0	1	0
Prime Minister	0	0	0	0	1	0
Deputy Prime Minister	0	0	0	0	2	0
Ministers	2	32	6	6	36	14
Assistant Ministers	6	40	13	6	46	12
National Assembly	18	204	8	22	200	10
Diplomatic Corps	11	29	28	16	37	30
Permanent Secretary	5	25	17	7	37	16
Provincial Commissioners	0	8	-	1	7	13
District Commissioners	12	222	5	28	262	10
Deputy Secretary	21	77	21	42	107	28
Supreme Court	0	0	-	2	5	29

Position	2006		% Women	2011		% Women
	Women	Men		Women	Men	
Court of Appeal Judges	1	8	11	0	10	0
High Court Judges	11	38	22	31	39	44
Magistrates	59	206	22	138	200	41
Chiefs	41	2,424	2	96	2,483	4
Assistant Chief	225	5,394	4	458	5,438	8
Councilors	377	2,460	13	393	2,093	16
Lawyers	1,708	3,277	34	1,859	3,497	35

Source: Economic Survey, 2012 and Ministry of Gender, Children and Social Development

Figure 11 presents the distribution of Women Parliamentarians for 2006 and 2010. Female Ministers increased from 6% of the total number of parliamentarians (222) in 2006 to 14% in 2011. Continuing civic education and empowering women will further increase the number of female participants in the political arena.

Figure 11. Percentage of Women Parliamentarians



Source: Ministry of Gender, Children and Social Development

Annex C: Energy and Water

Data Sources

The main data sources for this section is the Kenya Demographic Health Surveys, 2003 and 2008; and the Kenya Integrated Household Budget Survey 2005/6.

Data Limitations

Data on Energy and Water consumption is usually collected from surveys. The most reliable are the Demographic Health surveys that are conducted every 5 years.

What can be done?

Partnerships can be initiated with other development partners to regularly support surveys that collect data to support indicators on energy and water. Currently however the Kenya Demographic Health Survey suffices.

Household Drinking Water

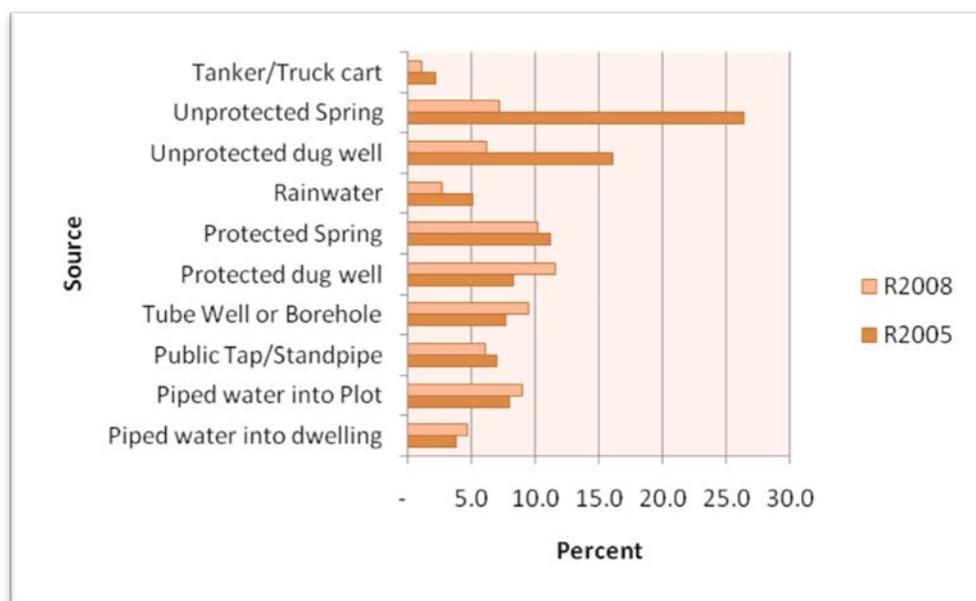
Table 16 and Figure 12 below present different sources of drinking water in rural and urban areas for 2005 and 2008. Access to safe water has a bearing on the health of the population. Potable water sources can be broadly classified as: improved source and non-improved source. Improved sources of water include piped water, borehole, protected well and spring and rainwater. Water from non-improved sources includes unprotected well, tanker/truck cart and surface water.

Table 16. Percentage of Drinking Water Sources in Rural and Urban Kenya

Source of Drinking Water	Urban	Rural	Total 2005	Urban	Rural	Total 2008
Improved Source				89.3	53.8	63
Piped water into dwelling	18.8	3.8	7.6	22.8	4.7	9.4
Piped water into Plot	31.1	8.0	13.7	33.1	9.0	15.2
Public Tap/Standpipe	24.1	7.0	11.2	19.8	6.1	9.7
Tube Well or Borehole	1.9	7.7	6.2	6.7	9.5	8.8
Protected dug well	3.8	8.3	7.2	4.7	11.6	9.8
Protected Spring	1.7	11.2	8.8	1.6	10.2	8.0
Rainwater	1.4	5.1	4.2	0.6	2.7	2.2
Non Improved Sources				6.3	45.8	35.5
Unprotected dug well	1.3	16.1	12.4	1.3	6.2	4.9
Unprotected Spring	2.5	26.4	20.5	0.9	7.2	5.6
Tanker/Truck cart	10.3	2.2	4.2	2.1	1.1	1.3
Surface water				1.9	31.3	23.7
Other	0.2	-	0.1	4.3	0.4	1.5

Source: Kenya Demographic Health Survey, 2003, 2008

Figure 12. Source of Drinking Water for Rural Kenya



Source: Kenya Demographic Household Survey, 2003 and 2008

When accessing water from an improved source, it is likely to be contaminated during transportation or storage. Fetching of water is largely a reserve of the female members of the family. In rural households women are six times more likely to be the ones to fetch water than adult men. In 2008, 39.3%¹¹⁵ of households spent more than 30 minutes fetching water in one round trip (see Table 17).

The indicators show a positive trend in household access to water from 2005 to 2008. There are noticeable increases in access to improved water sources except for Public Tap/Standpipe, which declined from 7.1% in 2005 to 6.1% in 2008. There are many more (11.6 %) households, which are now able to access water from a protected dug well as of 2008 compared to 2005. In 2008, there was a remarkable reduction in households accessing water from unprotected wells and unprotected springs.

Table 17. Percentage of Households by Time to Collect Drinking Water

Round trip minutes	Rural	Urban
Water on Premises	26.2	64.7
Less than 30 minutes	33.9	26.9
30 minutes or longer	39.3	6.3
Don't Know/Missing	0.5	2.2

Source: KDHS 2008

Time Taken to Collect Drinking Water

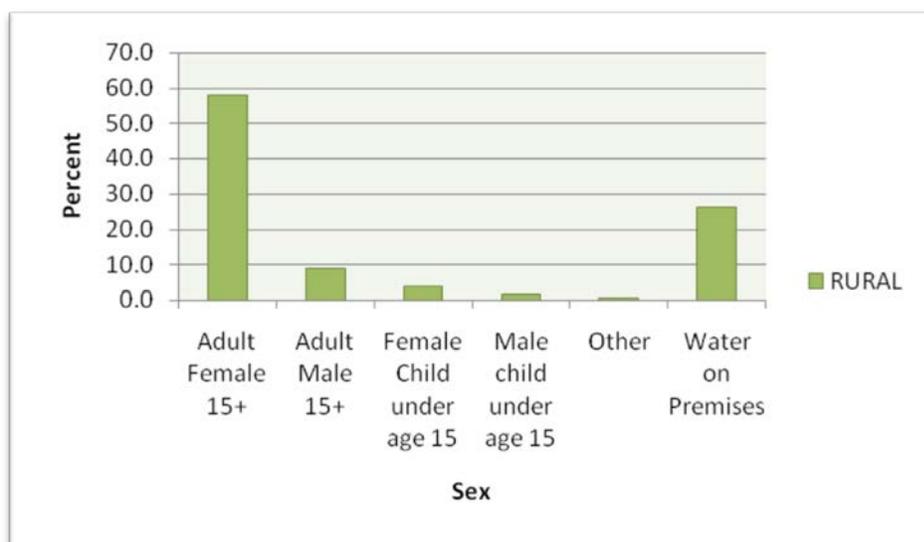
Table 18 shows that water collection for drinking is a gender issue; the gender disparities are even clearer in Figure 13, which focuses on the gender disparities in rural areas. Five times as many women than men have the responsibility for fetching water in rural areas compared to one in two in the urban areas. Rural girls participate in water collection much more than both rural boys and urban boys and girls. In rural areas only 26.2% of households have water on the premises. Providing water closer to homes would save women and girls time, which could be used in alternative economic activities, leisure, education etc.

Table 18. Percentage of Persons Collecting Drinking Water, by Sex and Age

Persons Collecting Drinking Water	Urban	Urban
Adult Female 15+	58.0	21.5
Adult Male 15+	9.1	9.8
Female Child under age 15	3.9	0.7
Male child under age 15	1.9	0.3
Other	0.9	2.9
Water on Premises	26.2	64.7

Source: Kenya Demographic Health Survey 2008

Figure 13. Person Usually Collecting Drinking Water



Source: Kenya Demographic Health Survey 2008

Energy

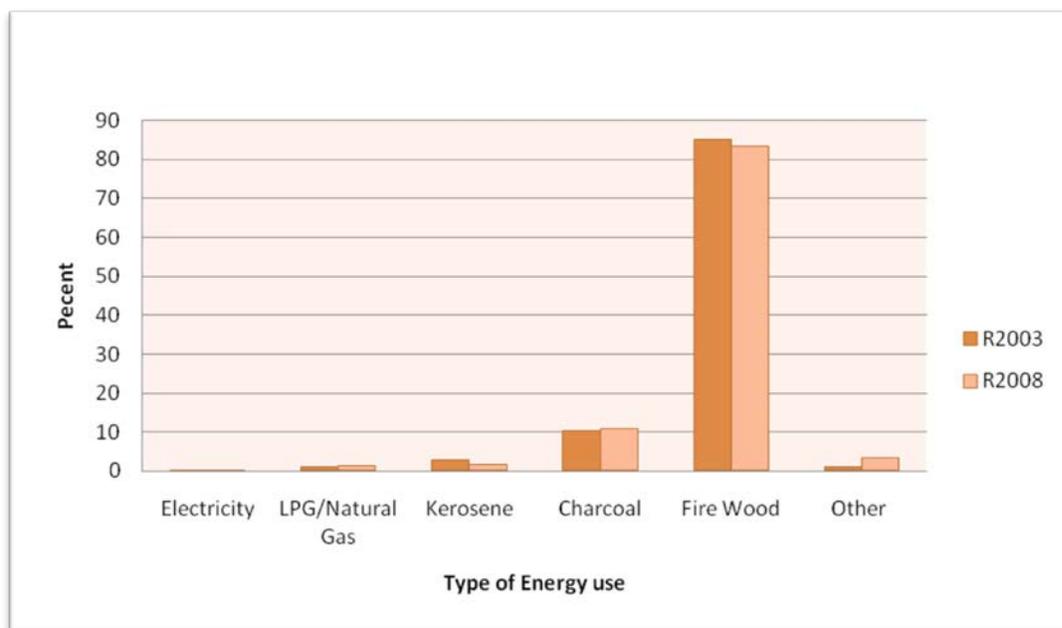
Energy usage (for cooking) is presented in Table 19 below. Charcoal and firewood are still the leading source of energy for cooking, representing 63% and 18%, respectively in 2008. However from 2003 onwards, the percentage of households using kerosene (47%) dramatically declined to 26.9% in 2008. Urban households prefer to use charcoal, followed by kerosene and natural gas. The major source of energy for cooking in rural areas is firewood (83.3%), followed by charcoal at 10.8% (2008 figures). Figure 14 homes in on rural fuel sourcing over time, showing that there has been a very slight decline in wood use over time and a slight increase in the use of charcoal.

Table 19. Percentage of Households by Type of Cooking Fuel in Rural and Urban Areas

Cooking Fuel	Urban	Rural	Total 2003	Urban	Rural	Total 2008
Electricity	1.8	0.2	0.6	1.6	0.1	0.5
LPG/Natural Gas	11.9	0.7	3.5	21.7	1.2	6.5
Kerosene	44.6	2.7	13.2	26.9	1.5	8.1
Coal/ Lignite				0.1	1.1	0.8
Charcoal	30.2	7.7	13.3	41.1	10.8	18.7
Wood	10	87.7	68.3	6.1	83.3	63.3
Straw/Shrubs/grass	0.2	0.1	0.1	0.8	1.4	1.2
Agricultural Crop				0	0.1	0.1
No food cooked in Household				1.4	0.6	0.8
Other/Missing	1.3	0.8	0.6	0.3	0	0.1

Source: Kenya Demographic Health Survey, 2003 and 2008

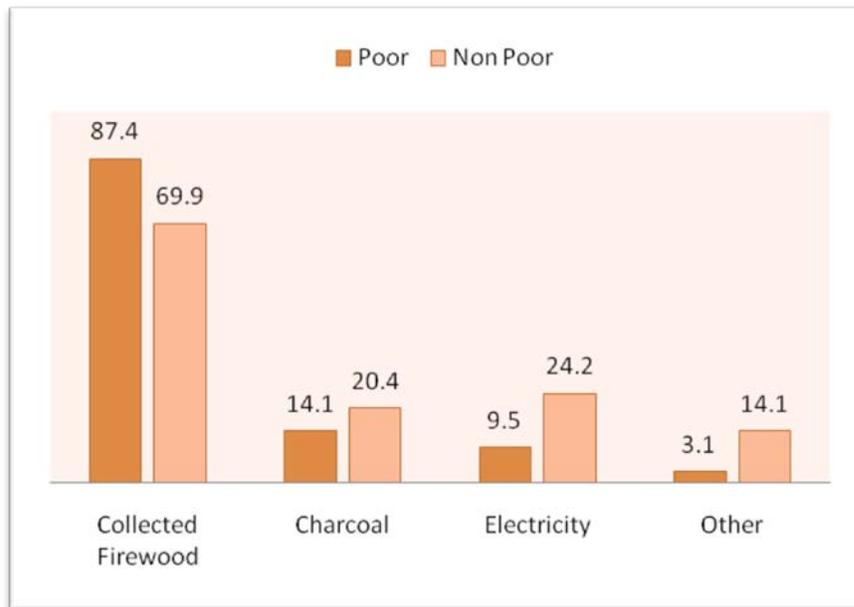
Figure 14. Cooking Fuel Used in Rural Areas, 2003 and 2008



Source: Kenya Demographic Health Survey 2008

Figure 15 shows usage of cooking fuel in rural poor and non-poor households. In both cases the majority of Kenyans use firewood as their major source of cooking fuel. Over 85% of poor households use firewood compared to about one in seven non-poor households. One in every four non-poor household uses electricity, a much cleaner though more expensive source of energy.

Figure 15. Energy Usage by Poor and Non-poor Households, 2005/6



Source: Kenya Integrated Household Budget Survey, 2005/6

Annex D: Health

Data Sources

Key sources of data in this section are the Kenya Demographic Health Surveys, 2003 and 2008; Economic Surveys, Annual Health Statistics 2008 from the Ministry of Health; and the Kenya AIDS Indicator Survey 2007.

Data Limitations*

Most of the health data are aggregated. Most are not collected by gender, hence gender analysis may not be possible. Data to 2011 is available but not yet published and hence could not be used.

What can be done?

The institution can be requested to analyse data received from the field by sex. This is a simple one step process that can easily be carried out. Financial resources can be availed to publish the latest data and also to train staff who collect these statistics.

Table 20 presents the number of health institutions by province for the last 5 years, 2007 to 2011. There has been a steady increase in health institutions over the period of 2007 to 2011 from 5,589 to 8,006, respectively. However, for a population of just over 40 million, there are still too few health care facilities to serve the size of population.

Table 20. Number of Health Institutions by Province, 2007-2011

Province	2007	2008	2009	2010	2011*
Nairobi	347	387	406	423	505
Central	556	1,199	1,251	1,345	1,413
Coast	717	723	770	754	852
Eastern	1,079	942	1,106	1,256	1,441
North Eastern	164	198	232	264	278
Nyanza	761	716	773	745	932
Rift Valley	1,573	1,648	1,732	1,867	2,076
Western	392	377	426	457	509
TOTAL	5,589	6,190	6,696	7,111	8,006

Source: Economic Survey 2012

Maternal Mortality

Maternal mortality by age group is presented in Table 21. Kenya's targets for the Maternal Mortality Rate during the first medium term plan for Vision 2030 was to reduce it to 200 per 100,000¹¹⁶. However the recent Kenya Demographic Health Survey shows that the MMR actually worsened from 414 in 2003 to 488 in 2008. The group most affected is those between the ages of 30 to 39. Since these deaths generally occur during childbirth, health institutions should have better procedures in place to help mothers to ensure safe delivery. Training of birth attendants could be enhanced to support trained medical personnel.

Table 21. Maternal Mortality Rate Ratios

Age Range	2003	2008
15-19	0.34	0.3
20-24	0.82	0.8
25-29	0.84	0.7
30-34	1.1	0.8
35-39	1	1.4
40-44	0.32	1.3
45-49	0.25	0.9
15-49	0.69	0.8
Maternal mortality ratio	414	488

Source: Kenya Demographic Health Survey

Fertility

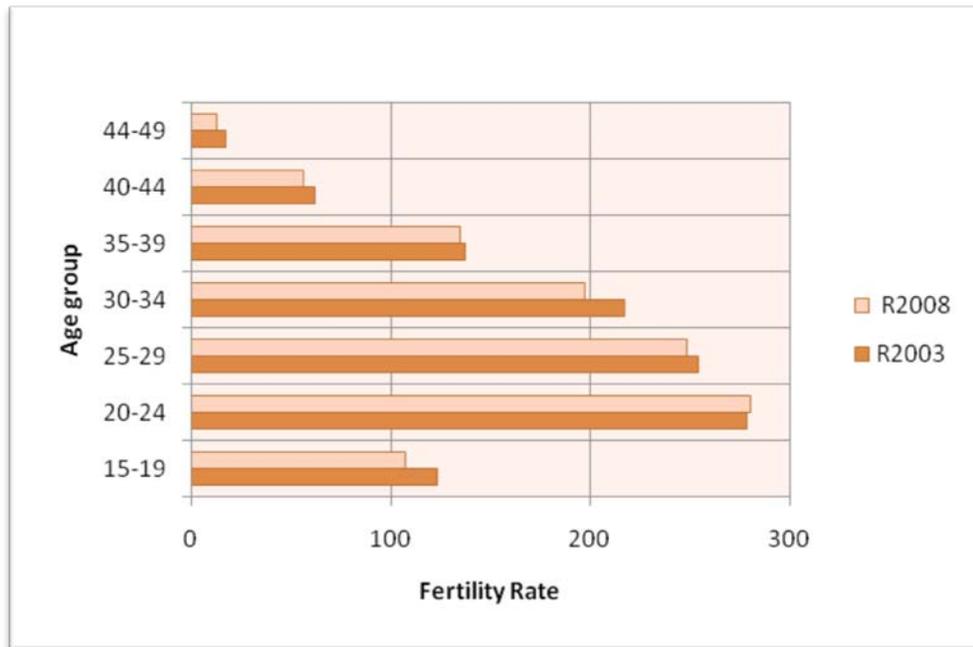
Table 22 shows the fertility rates by broad age groups and region. Rural areas outpace urban areas across all age groups. The highest fertility rate is observed in the 20-34 age range; recording between 175 children per 1,000 to 230 per 1,000. The overall Total Fertility Rate declined from 4.9 in 2003 to 4.6 in 2008.

Table 22. Fertility Rates by Age Group and Region

Age	2003			2008		
	Urban	Rural	Total	Urban	Rural	Total
15-19	88	123	114	92	107	103
20-24	162	278	243	146	280	238
25-29	168	254	231	147	248	216
30-34	136	217	196	104	197	175
35-39	78	137	123	60	135	118
40-44	23	62	55	28	56	50
44-49	6	17	15	7	13	12
TFR¹¹⁷	3.3	5.4	4.9	2.9	5.2	4.6
GFR¹¹⁸	123	187	170	112	179	161
CBR¹¹⁹	35.3	38.1	37.5	32.5	35.3	34.8

Source: Kenya Demographic Health Survey 2008

Figure 16. Fertility Rates by Broad Age Group, 2003 and 2008

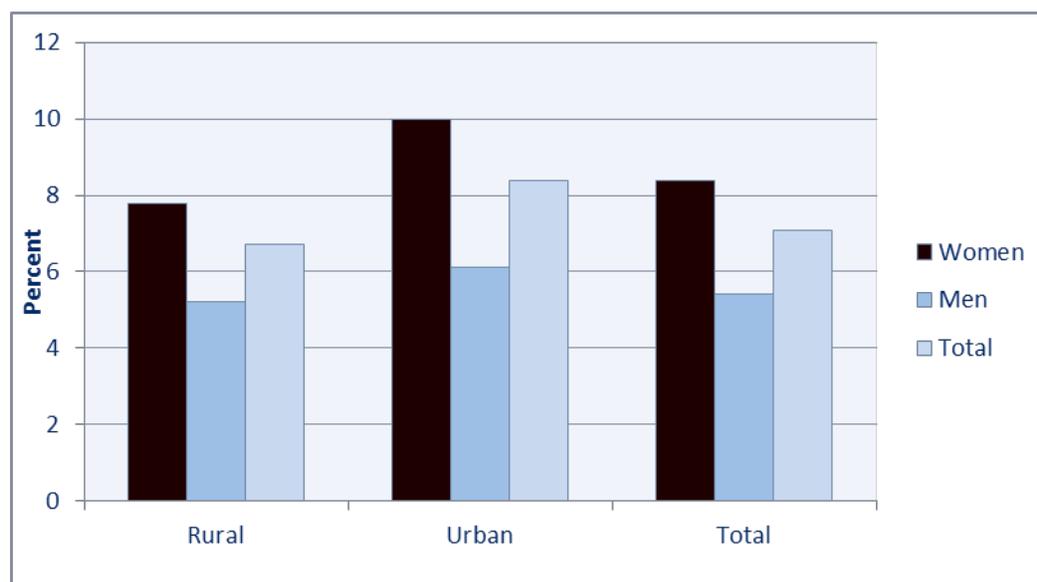


Source: Kenya Demographic Health Survey, 2008

HIV Prevalence

HIV prevalence by region and sex is presented in Figure 17. HIV prevalence in both urban and rural areas is higher for women compared to men. HIV prevalence for women in rural areas is 7.8% compared to 5.2% for men. Prevalence is higher in urban areas at around 10% for women and 6.1% for men. Apart from women's physiological vulnerability to HIV infection, additional reasons for this disparity may include the fact that the age of first marriage for women is much lower than that of men. Half of all women enter marriage before their 20th birthday, while only 10% of men marry before their 20th birthday.¹²⁰ The reasons for women's higher infection rates are associated primarily with cultural norms, which inhibit women's ability to negotiate effectively for safe sex.

Figure 17. HIV Prevalence by Region and Sex 2007



Source: Kenya

Demographic Health Survey 2008

Table 23 shows HIV prevalence by age from 2003 to 2008. The table shows that the most affected age group is 30-40 followed by the 35-39 age range. In both cases women are more affected. Between ages 15 and 49 the prevalence rate declined from 6.7 in 2003 to 6.3 in 2008 using the KDHS. Figures from Kenya Aids Indicator Survey show slightly higher figures.

Table 23. HIV Prevalence Among Women and Men, by Five-year Age Groups, Kenya, 2003-2008

Age range	2003	KDHS		2007	KAIS		2008	KDHS	
	Women	Men	Both Sexes	Women	Men	Both Sexes	Women	Men	Both Sexes
15-19	3.0	0.4	1.6	3.5	1.0	2.3	2.7	0.7	1.7
20-24	9.0	2.4	6.0	7.4	1.9	5.2	6.4	1.5	4.2
25-29	12.9	7.3	10.4	10.2	7.3	9.1	10.4	6.5	8.8
30-34	11.7	6.6	9.4	13.3	8.9	11.6	11.0	6.8	9.1
35-39	11.8	8.4	10.1	11.2	9.3	10.5	8.8	10.4	9.5
40-44	9.5	8.8	9.1	9.4	10.2	9.7	14.3	5.7	10.3
45-49	3.9	5.2	4.4	8.8	5.6	7.5	6.4	4.3	5.5
15-49	8.7	4.6	6.7	8.8	5.5	7.4	8.0	4.3	6.3
50-54	N/A	5.7	N/A	7.5	8.3	7.8	N/A	9.1	N/A
50-64	N/A	N/A	N/A	N/A				4.6	

Source: Kenya Aids Indicator Survey 2007, Kenya Demographic Health Survey 2008

Current Use of Alcohol

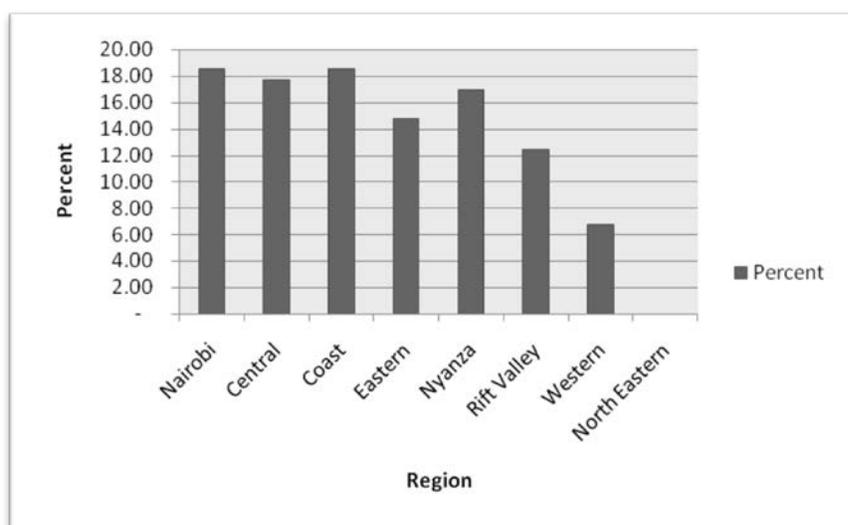
About 18% of urban dwellers and 13% of rural dwellers aged 15-65 took some form of alcohol in the one-month period when the survey (2007) was undertaken. Nairobi and Coast Province had the highest percentage of individuals who consumed alcohol. Men were four times more likely to consume alcohol compared to their female counterparts. Table 24 below presents the percentage of respondents aged 15-65 who had taken different types of alcohol in the last one-month by background characteristics

Table 24. Percentage of Respondents Using Alcohol

Characteristic		% Of Alcohol
Setting	Rural	13.00
	Urban	17.70
Province	Nairobi	18.60
	Central	17.70
	Coast	18.60
	Eastern	14.80
	Nyanza	17.00
	Rift Valley	12.50
	Western	6.80
	North Eastern	-
Age Range	15-17 years	2.60
	18-24 years	11.70
	25-35 years	16.40
	36+ years	18.40
Gender	Female	5.90
	Male	22.90

Source: *National Alcohol Control and Drug Abuse, 2007*

Figure 18. Percentage of Respondents Aged 15-65 Who Took Alcohol in the Last Month



Source: NACADA 2007

Current Use of Drugs

The consumption of drugs by province and type of drug is shown on Table 25. The most popular drug is cigarette/pipe tobacco and is mostly smoked in Central Province (16.9%) followed by Nairobi, where 15% consume the drug. Miraa is mostly consumed in Eastern Province (13.9%) where it is widely grown, while people in Nyanza Province mostly consume Bhang. People in most provinces do not consume drugs such as heroin, hashish, and/or petroleum products; only respondents in Coast province and Nairobi reported using such drugs.

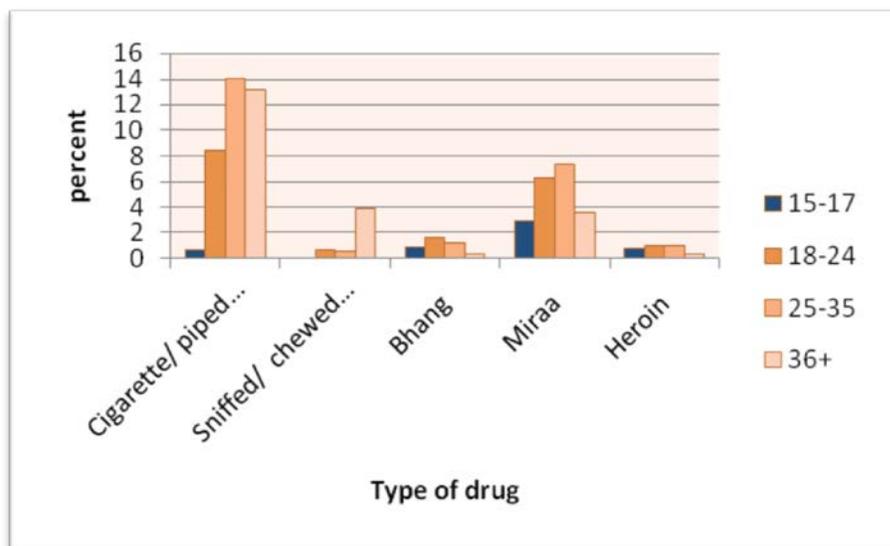
Table 25. Percentage of Those Currently Using Drugs by Province, 2007

Province	Cigarette/ piped tobacco	Sniffed/ chewed tobacco	Bhang	Miraa	Heroin	Hashish	Cocaine	Petroleum products	Ecstasy	Other drugs
Nairobi	15.3	0.2	1.1	7.2	0.2	0.8	0.5	0	0.8	0.6
Central	16.9	0	0.6	2.3	0.2	0	0	0	0	0
Coast	14.4	5	2.3	7.8	0.4	0.8	2.3	0.4	0.4	0
Eastern	12.5	3.8	1.3	13.9	0	0	0	0.2	0	0
Nyanza	7.6	0.6	1.4	1.5	0	0	0	0	0.2	0
Rift Valley	7.4	1.2	0.6	1.4	0	0.1	0.2	0	0.1	0.1
Western	3.6	0.3	0.3	0	0	0	0	0	0.3	0
North Eastern	15.1	1.2	0.8	18.7	0	0	0	0	0	0.8

Source: National Alcohol Control and Drug Abuse, 2007

Drug consumption by age is presented in Figure 19 below. The 25-35 age bracket has the highest consumption rate of drugs specifically, cigarette/pipe tobacco and mirror consumption. Respondents aged 36 and above sniff/chew tobacco more compared to the other age groups. Heroin is consumed by those between the ages of 25 and 35. This is the most productive age group; hence exposure to such potent drugs will have a negative effect on their participation in economic activities, income and overall family well-being.

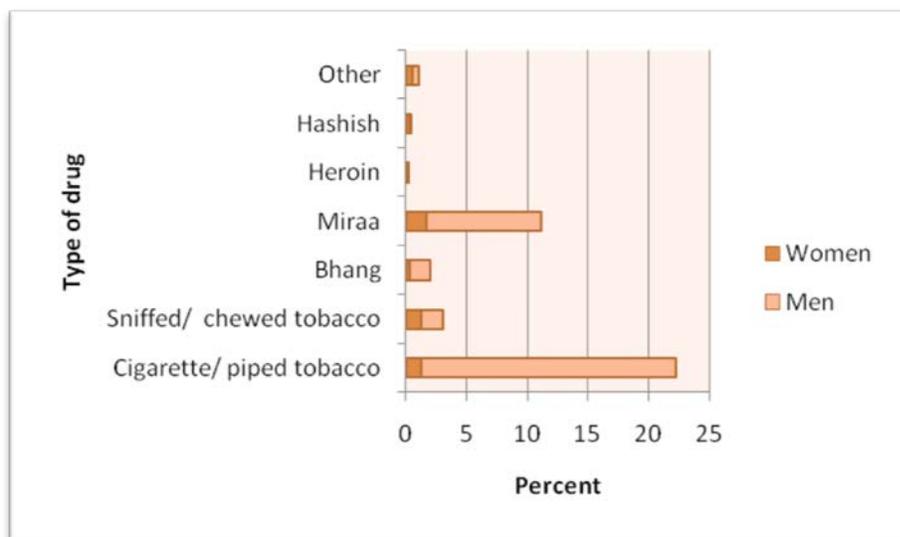
Figure 19. Percentage of Current Drug Users by Drug and Age, 2007



Source: National Alcohol and Drug Abuse, 2007

Consumption of drugs by sex of consumer is depicted in Figure 20 below. Male consumption is considerably higher than that of women in most cases. More women consume hashish than men.

Figure 20. Percentage of Women and Men Aged 15-65 by Drugs Currently Used



Source: National Alcohol Control and Drug Abuse, 2007

Sexual and Gender-Based Violence

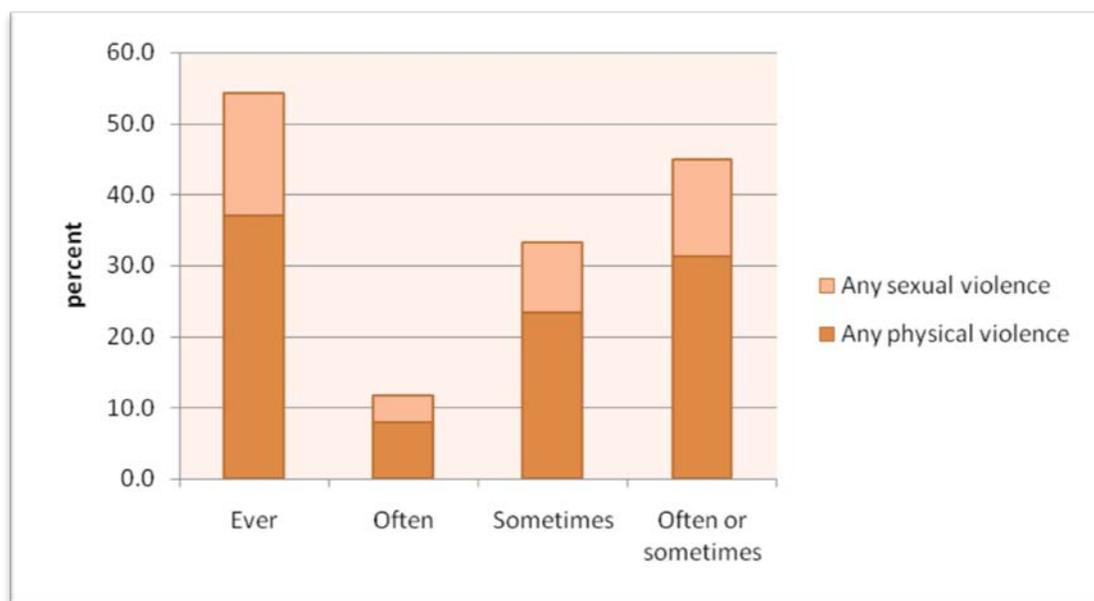
Table 26 and Figure 21 break down the distribution of spousal violence between sexual, physical and emotional violence against married women aged 15-49. Physical violence is most common, affecting 37% of women. The most prevalent form of physical violence is 'slapping', accounting for about 32% of physical violence. Emotional Violence accounts for 29.5%. Sexual violence affects 17% of women and is mainly manifested in having forced sexual intercourse.

Table 26. Forms of Spousal Violence, 2008

Form of violence	Ever	Often	Sometimes	Often or sometimes
Any physical violence	37.0	7.9	23.4	31.3
Any sexual violence	17.2	3.7	9.9	13.6
Any emotional violence	29.5	9.6	18.2	27.8

Source: Kenya Demographic Health Survey, 2008

Figure 21. Percentage of Forms of Spousal Violence



Source: Kenya Demographic Health Survey, 2008

Table 27 shows sources of help that married women aged 15-49 can turn to after they have experienced some form of violence. Six in every ten violence victims seek support from their own family followed by 32% who seek assistance from their in-laws. Seeking help from the police is fourth on the ladder of options from which to seek help. Seeking help from a doctor is very low among possible sources of assistance. It is not clear how many women do not seek help from any source.

Table 27. Percentage Use of Source of Help by Type of Violence 2008

Source of Help	Type of violence			
	Physical only	Sexual Only	Both physical and sexual	Total
Own family	63.3	53.5	63.5	62.9
In-laws	32.1	6.1	40.4	34.3
Husband/partner/boyfriend	0.2	6.9	0.8	0.8
Friend/neighbor	11.8	14.4	16.9	14.2
Religious leader	1.5	1.9	4.3	2.7
Doctor/medical personnel	2.1	1.1	2.0	2.0
Police	5.6	0.0	8.3	6.4
Lawyer	0.1	0.0	0.3	0.2
Social service organization	0.1	0.0	0.1	0.1
Community leader/local administration	5.1	27.0	14.3	10.2
Other	6.2	0.7	2.1	4.1

Source: Kenya Demographic Health Survey, 2008

Intermittent Preventive Treatment (IPT) of Malaria in Pregnancy

Kenya's Government policy on intermittent preventive treatment states that all pregnant women living in malarial endemic areas should receive sulfadoxine-pyrimethamine (SP) for prevention of malaria in pregnancy. Table 28 below presents the percentage of women who took anti-malarial drugs for prevention during pregnancy and those who received IPT in 2008. Approximately 42% of all women took an anti-malarial drug during pregnancy in 2008, which was much higher than the 23% recorded in the Kenya Demographic Health Survey conducted in 2003. Western and North Eastern provinces had the highest consumption of anti-malaria drug.

Table 28. Percentage of Malarial Drug Usage 2008

Background characteristics	Any anti-malaria drug	SP ¹²¹ /Fansidar	2+ doses of SP/Fansidar	SP/Fansidar during an ANC visit	Received IPT ¹²²
Nairobi	24.6	20.6	11.3	19.0	10.2
Central	43.6	38.6	16.2	37.8	16.2
Coast	39.6	32.5	13.6	31.4	12.9
Eastern	42.2	39.2	15.3	37.6	15.3
Nyanza	44.1	35.1	19.1	32.7	17.2
Rift Valley	37.2	33.0	13.1	31.5	12.5
Western	54.2	44.8	16.2	41.4	12.9
North Eastern	48.6	42.6	11.6	34.7	10.0
TOTAL	41.5	35.5	15.1	33.6	14.0

Source: Kenya Demographic and Health Survey 2008

Unmet Family Planning Needs

Table 29 below presents the percentage of unmet family planning needs. Generally and across all age groups the percentage of those with unmet needs has declined between 2003 and 2008, reflecting higher access to family planning information.

Table 29. Percentage of Unmet Family Planning (FP) Needs of Married Women

Age	Spacing	Limiting	Total 2003	Spacing	Limiting	Total 2008
15-19	25.6	4.0	29.6	26.6	1.2	27.8
20-24	24.0	6.1	30.1	27.6	4.8	32.4
25-29	16.6	10	26.6	16.8	6.7	23.5
30-34	11.5	11	22.5	13.3	14.2	27.5
35-39	5.9	18.7	24.6	6.4	16.5	22.9
40-44	2.1	22.4	24.5	2.3	15	17.3
44-49	1.2	20.2	21.4	0.6	11.8	12.4
Urban	10.7	9.5	20.2	10.8	6.3	17.1
Rural	13.5	13.8	27.3	15.4	11.2	26.6

Source: Kenya Demographic Health Survey, MICS¹²³ 2003, 2008.

Nutrition

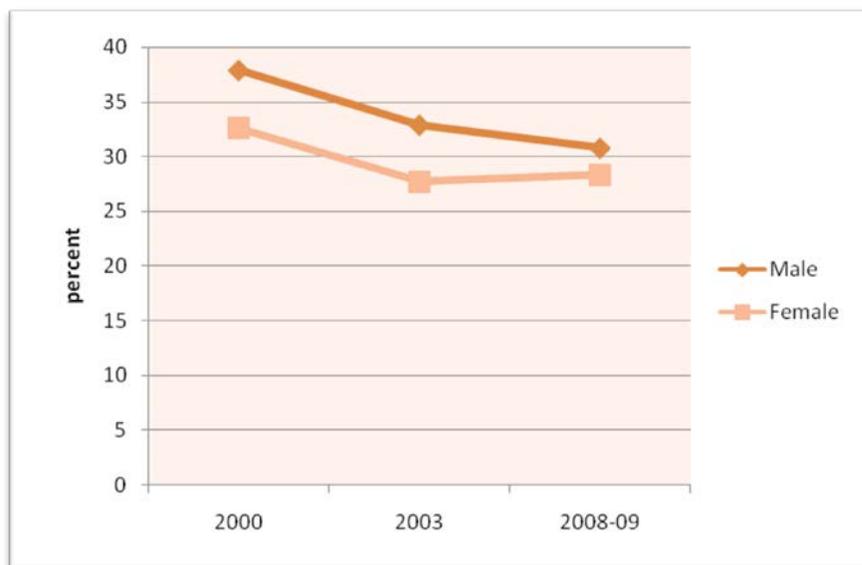
Table 30 below presents the nutritional status of children of less than 60 months from 2000 to 2008. Stunting across all provinces shows a decline during the period under review (apart from Nairobi which registered an increase between 2003-2008/9 and Eastern which registered a smaller increase). Stunting is higher for boys across the whole time period, but the gender gap is closing. Rates of stunting among boys fell from about 37% in 2000 to 32% in 2008 (see Figure 22). Children in rural areas are more affected than children in urban areas by wasting (weight for height) and overall, figures declined between 2000-2003 and increased between 2003 and 2008 (Table 30 and Figure 23). The percentage of wasting varies across provinces (see Table 30 and Figure 23), increasing in Coast, Eastern and Nyanza Provinces between 2003-2008/9 while declining slightly in other provinces, particularly Nyanza and Western. The weight for age data shows uneven progress over time with some provinces registering an increase over time, particularly Coast and Central Provinces.

Table 30. Trends in Nutritional status of Children by Province

Province	Height for age (Stunting)			Weight for height (Wasting)			Weight for age (Underweight)		
	2000	2003	2008/9	2000	2003	2008-09	2000	2003	2008/9
Nairobi	29.6	18.7	22.7	3.1	4.5	2.6	12.4	6.3	10.0
Central	27.4	27.0	25.7	4.6	4.4	4.5	15.4	14.6	16.7
Coast	33.7	34.9	34.0	6.4	5.7	11.2	21.1	25.4	28.5
Eastern	42.8	32.5	32.8	7.8	4.2	6.7	29.6	21.4	25.2
Nyanza	35.9	31.1	26.9	5.2	2.3	3.2	19.9	15.6	13.7
Rift Valley	36.8	31.6	30.9	7.6	7.7	6.7	24.9	24.0	23.7
Western	38.1	30.2	28.4	5.5	4.5	2.6	21.5	19.0	14.8
North Eastern	N/A	24.3	31.1	N/A	26.5	18.4	N/A	33.7	31.1

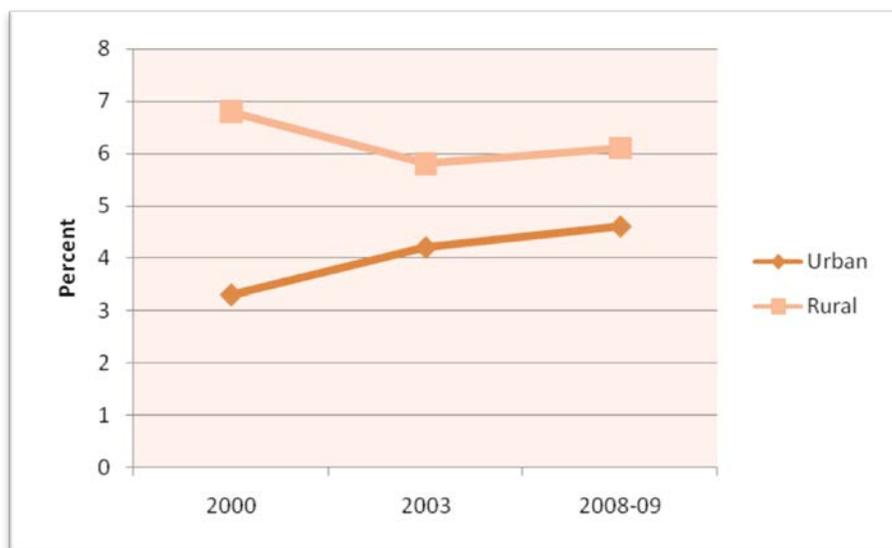
Source: Kenya Demographic Health Surveys, MICS 2003, 2008

Figure 22. Trends of Stunting in Children, 2000-2008



Source: Kenya Demographic Health Surveys, 2003, 2008

Figure 23. Trends in Wasting of Children, 2000-2008



Source: Kenya Demographic Health Surveys, 2003, 2008

Disability

According to the KNBS (2008) National Survey on Disability approximately 3,280,000 women, men and children are living with a disability. Of these, approximately 80% live in slum areas, informal settlements, at the periphery of cities, or in very meager conditions in rural areas.

Annex E: Women’s Groups

Data Sources

Key sources of data in this section are the Economic Surveys, and Ministry of Gender, Children and Social Development.

Data Limitations

Data is incomplete as it is in aggregate form and not comprehensive enough. Data by activity is usually not collected.

What can be done?

Support the Ministry of Gender, Children and Social Development to review their data collection instruments to enable them to collect comprehensive data. The data is usually collected on a daily basis and forwarded to the Ministry headquarters for analysis.

Women’s Groups and Contribution

The number of women’s group membership and contribution is reflected on Table 31 below. Since 2007, the number of women’s groups has steadily grown from 138.7 thousand to approximately 144 thousand. Over the time period, an additional 200 thousand women joined women's groups. Such groups play a critical role in providing opportunities for women to access financial resources, particularly from micro financial institutions. The mobilization of these resources enables women to effectively engage in economic activities to benefit themselves and their households.

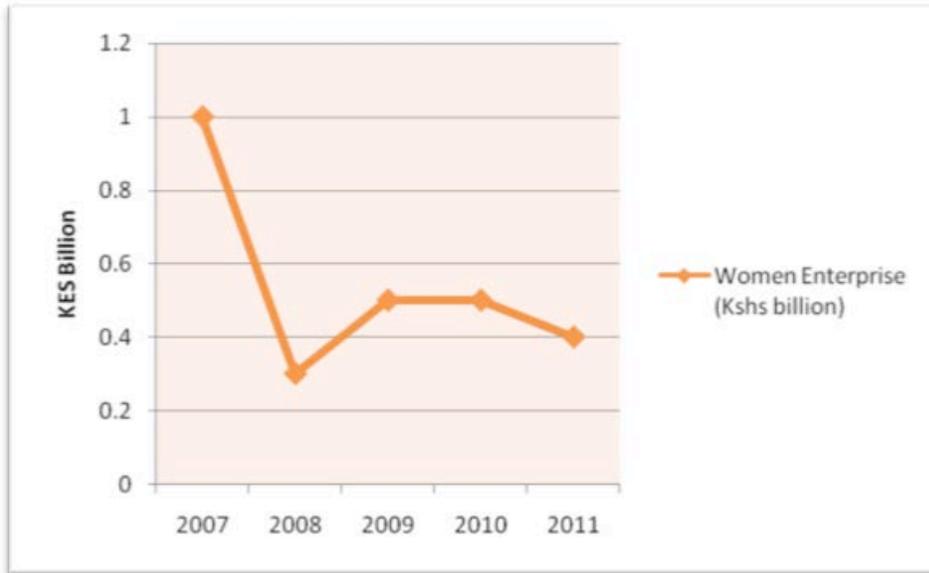
Table 31. Membership in Women’s Groups and Contribution

Year	Total No. Of Women Groups	Total Membership	Contribution (KES millions)
2007	138,753	5,417,850	544.60
2008	140,482	5,484,275	547.30
2009	141,560	5,516,396	548.40
2010	142,783	5,579,639	551.20
2011	143,792	5,618,064	553.80

Source: Economic Survey, 2012

Since 2007 the Government of Kenya has set aside two types of funds to support the economic empowerment of women. The first is called the Women’s Enterprise Fund, which currently stands at KES 2.7 billion from 2007 to date. Women can borrow funds to engage in business activities and return the money at reasonable interest rates. However, the minimum loan is high.

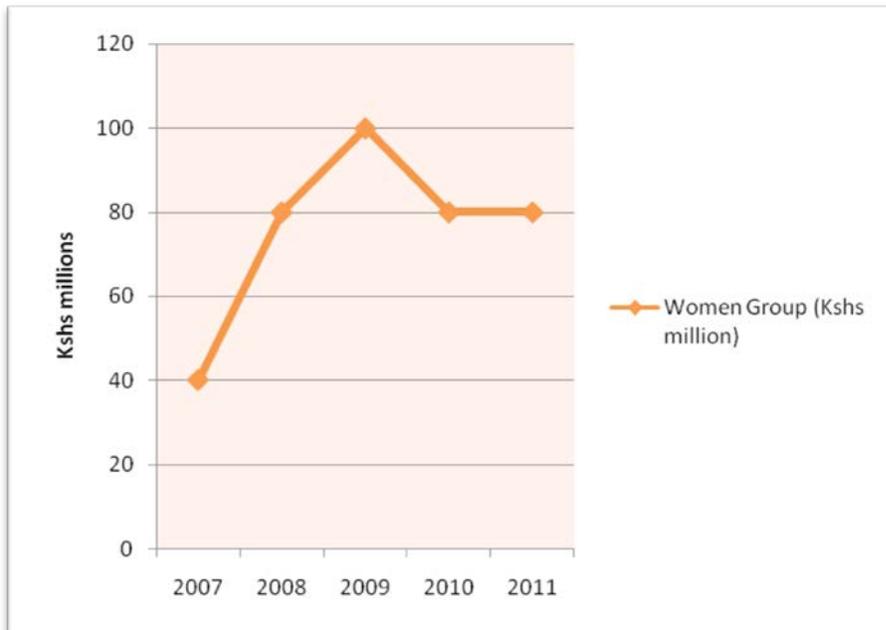
Figure 24. Growth in the Women Enterprise Fund



Source: Economic Survey 2012

The second fund usually lends to women’s groups and generally uses the same practice as micro financial institutions where collateral is usually other members of the group. This fund has cumulatively grown to 380 million since 2007.

Figure 25. Growth in the Women Groups Fund



Source: Economic Survey, 2012

Annex F: Women in Employment (Including Agriculture)

Data Sources

Key sources of data in this section are the Economic Surveys, Kenya Integrated Household Budget Survey.

Data Limitations

Agriculture by far is the worst sector when it comes to data availability. Most data such as production and marketing are not disaggregated by sex. Informal Sector and Subsistence Sector data are not readily available.

What can be done?

Support the Ministry of Agriculture to collect and analyse the data, though an initial baseline survey and thereafter regular surveys and improving existing data analysis.

Table 32 below indicates that women account for about 32% of wage employment in the non-agricultural sector. This contribution is corroborated in Table 33 below that shows that 30% of women are in wage employment, indicating that about 70% of women are in the informal or subsistence sector.

Table 32. Share of Women in Wage Employment in Non-agricultural Sector

Year	Percent
2007	31.10
2008	31.20
2009	29.30
2010	29.80
2011	31.90

Source: Calculation from Various Economic Surveys

Women in wage employment are mostly found in the service sector, which accounts for approximately 22% of their total employment. There are very few women officially registered in wage employment in the agriculture and forestry sectors, mainly because the data relates to formal and large-scale farming. Most women are found in the subsistence sector, including as casual laborers, but this work is not captured here.

Table 33. Percentage of Women and Men in Wage Employment by Sex and Year

Sector	2007		2010		2011	
	Men	Women	Men	Women	Men	Women
Agriculture and Forestry	13.23	4.57	12.82	3.88	12.49	3.76
Industry	16.41	3.04	16.69	2.75	16.28	3.19
Services	40.31	22.44	41.79	22.07	40.72	23.55
TOTAL	69.95	30.05	71.30	28.70	69.49	30.51

Source: Economic Survey Various

Table 34 below displays the distribution of wage employment by sex and income. Most people in wage employment earn between KES 6,000 and KES 30,000. Women earned 30% of the wages, while men earned the difference.

Table 34. Percentage of Wage Employment by Sex and Income (monthly)

Income Groups	2007		2009		2010	
	Men	Women	Men	Women	Men	Women
<4000	0.96	0.36	0.96	0.37	0.96	0.37
4000-5,999	2.46	0.69	2.47	0.69	2.47	0.69
6,000-7,999	8.88	1.70	8.91	1.71	8.91	1.71
8000-14,999	14.88	6.27	14.84	6.27	14.84	6.27
15,000-19,999	15.54	6.15	15.42	6.28	15.42	6.28
20,000-24,999	12.49	8.15	12.46	8.16	12.46	8.16
25,000-29,000	12.02	5.86	12.02	5.88	12.02	5.88
30,000	2.63	0.95	2.62	0.95	2.62	0.95
TOTAL	69.87	30.13	69.70	30.30	69.70	30.30

Source: Statistical Abstract 2011

Annex G: Other

Data Sources

Key source of data in this section is the Kenya Integrated Household Budget Survey 2005/06.

Data Limitations

The data is a bit outdated. The 2009 Kenya Population Census would have been much better source of data but were not available. However no later data was available beyond 2005/6.

What can be done?

Every five years Kenya conducts a Demographic Health Survey(DHS). Depending on the need, a request can be made by the USAID to regularise the collection of data on orphanhood through the DHS. The same request can be made on other ad hoc household surveys.

Orphan-hood

Table 35 below presents the distribution of those aged 0-14 living without parents. The definition of orphan hood is confined to those aged 0-14 not living with their parents. The parents could either be alive or dead. From the data many who are orphaned do have live parents, but they do not live with them. The most affected province is Western Kenya where 9.1% are recorded as orphans although both parents are alive. The lowest distribution of orphans was found in Nairobi province.

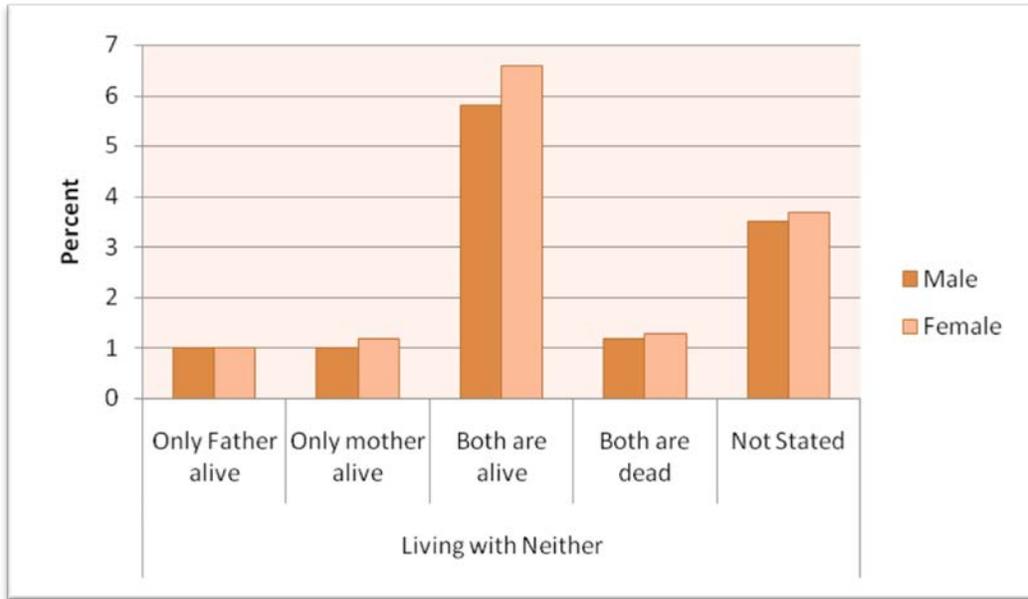
Table 35. Percentage of Children aged 0-14 Living Without Parents

Region	Parental Status of Orphans				
	Only Father alive	Only mother alive	Both are alive	Both are dead	Not Stated
Nairobi	0.5	0.9	2.6	0.2	4.0
Central	0.7	0.1	5.7	1.2	9.1
Coast	1.2	0.8	5.7	0.7	1.2
Eastern	1.5	0.7	4.9	0.8	4.4
North Eastern	0.6	0.8	5.9	0.2	0.6
Nyanza	1.5	2.4	6.5	3.2	2.4
Rift Valley	0.6	0.9	6.7	0.8	3.8
Western	1.2	2.1	9.1	1.6	1.7

Source: Kenya Integrated Household Budget Survey, 2005/6

Figure 26 below depicts the distribution of those aged 0-14 by sex living without parents. In all categories except where “both are alive” there is near parity in either parent being alive. Girls are more affected in that about 6.5% live alone compared to 5.8% of boys.

Figure 26. Percentage of Children Aged 0-14 Not Living with Parents



Source: Kenya Integrated Household Budget Survey, 2005/6

NAMES & CONTACT DETAILS OF PEOPLE MET

APPENDIX C

Several Meetings took place between the Gender Analysis Team and USAID Sectoral Teams

1. **Democracy and Governance**
2. **Agriculture, Business and the Environment**
3. **Health**
4. **Education and Youth**

NYANZA AND WESTERN KENYA

Organization: Men for Gender Equality Now (MEGEN)

Date and place of meeting: 16/05/2012 MEGEN offices

Name	M/F	Position	Telephone	Email
Thuku Njuguna	M	Chairman	0721 779 797	chair@megen.org
Philip Otieno	M	Executive Director	0733 666 147	executivedirector@megen.org

Organization: National Steering Committee on the Implementation of the Constitution (Consortium of Women's Organizations) (G10)

Date and place of meeting: 17/05/2012 Silver Springs Hotel, Nairobi

Name	M/F	Position	Telephone	Email
Jane Serwaga	F	Chairperson FIDA Kenya	3870444	serwaga@fidakenya.org
Wangechi Wachira	F	CREAW Exec Director	-	-
Milka Kimani	F	WILDAF	0721 876 013	milka.kimani@wildafkenya.org
Alice Wahome	F	LKWV	-	leaguekenya@yahoo.com
Cathy Farnworth	F	Team Leader, Gender Assessment/dTS	0701 112 961	cathyfarnworth@hotmail.com
Maimuna Mwidahu	F	League of Muslim Women of Kenya	0722 529 152	munamwidau@hotmail.com
Lilian Mogiti	F	ABANTU	0722 660 166	lilian@abantu-roesa.org
Wangechi Muchiri	F	CREAW	-	wangechi@creaw.org
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Daisy Amdany	F	WPA-K	0735299296	-
John Owegi	M	TCI	0728303864	john@tcihinitiative.or.ke
Malachi Matano		KBC Radio	-	-
Wambui Kanyi	F	WPA-K	0722 868 461	Wpa-kenya@yahoo.com
Dr. Angie Dawa	F	ABANTU	0733 311 324	angiedawa@yahoo.com
Wambui Thuo J.	F	AMWIK	0720 048 458	jthuo@amwik.org
Alice Kiramba	F	LPDA	0723 552 594	Alice.karambi@lpda.or.ke
Rosemary Okelo	F	AWC	0722 752 059	-
Alice Mwaru	F	SOREC	0720 378 998	wangui@yahoo.com
Olga Otieno	F	CAUCAS	273 7663	info@kwpcaucus.org

Organization: National Gender and Equality Commission (NGEC)

Date and place of meeting: 17/05 2012 NGEC offices

Name	M/F	Position	Telephone	Email
Wilfred Lichuma	F	Commissioner Chairperson	020 272 7778	info@gendercommission.org
Ndubai S. J	M	Commissioner	020 272 7778	info@gendercommission.org
Simon Njuguna	M	Commissioner	-	info@gendercommission.org
Peterlis Nyatuga	M	Secretary /CEO	0721 584 211	info@gendercommission.org
Naomi Wangai	F	Commissioner	0720 767 994	director@epren.co.ke
Lydia Gachoya	F	Commissioner	020 272 7778	info@gendercommission.org

Organization: Centre for Rights, Education and Awareness (CREAW)

Date and Place of meeting: 18/5/2012 CREAW offices in Kibera, Nairobi

Name	M/F	Position	Telephone	Email
Wangechi Wachira	F	Executive Director	-	wangechi@creaw.org
Carol Nyambura	F	Program Officer	-	nyambungash@gmail.com

NYANZA AND WESTERN KENYA

Organization: Living Water International

Date and Place of Meeting: 21/05/2012 Mariwa Primary school

Name	M/F	Position	Telephone	Email
John Juma Masime	M	Committee Member	0721 277 747	jjmasime@yahoo.com
Henry Ochieng' Aoko	M	BOG Member	0722 340 411	hesiscotel@yahoo.com
Martin Ochieng' Oloo	M	Member	0721 888 375	-
George Ondiege Othino	M	Member	-	georgeothino@yahoo.com
Risper A. Ochieng'	F	Member	P.O Box 244 Maseno	-
Gilbert N. Oballa	M	Member	0727 022 876	-
Lister J. Guya	F	Caretaker	0712 317 954	-
Phanice Odhiambo	F	Member	0724 838 752	-
Milka Awuor	F	Member	0715 646 094	-
Damar Noi	F	Committee Member	0705 393 566	-
Leonard Owenga	M	Member	-	-
Sally Wafula	F	Member	0722 337 356	-
John Juma Masime	M	Member	0721 277 747	-
Rose A. Olum	F	Member	0725 048 811	-
Martin Pande Ameny	M	Member	0722 591 999	-
Alice Ochieng	F	Member	0716 714 787	-
Wilson Noi Arego	M	Care taker	0729 737 507	-
Martin Ochieng Oloo	M	Secretary	0721 888 375	-
Risper A. Ochieng	F	Deputy Chairperson	0722 340 422	-
Dickson Oneko	M	Member	0720 923 264	-
Yusuf Odongo Owuor	M	Member	0722 881 502	-

Organization: VI Agro-forestry

Date and location of meeting: 21/5/2012 Kombewa offices

Name	M/F	Position	Telephone	Email
Lordvicus Okwach	M	Project Officer	0728 000 706	lordvicusokwach@yahoo.com
Erick Aura	M	Field Officer	-	-
Charity Atieno	F	Attachee	0710 612 976	-
Ellah Guzami	F	Extension Officer, Finance	0724 976 955	-
Hilda Alaro	F	Extension Officer	0720 759 340	-
Moses Mundu	M	Extension Officer	0720 800 642	-
Elijah Dibogo	M	Extension Officer	0725 526 863	-
Jennifer Wambua	F	Field Support Officer	0720 869 304	-
Maurice Kwadha	M	Farmer	0724 392 886	-
Jane Owano	F	Farmer	0729 155 888	-
Jonathan Kioko	M	Program Officer- HIV/AIDS & Gender	0720 271 062	jonathan.kioko@sccroea.org
Henrick Brundin	M	Regional Director	0733 633 506	henrik.brundin@sccroea.org

Organization: Yes Youth Can! (YYC), Nyanza.

Date and place of meeting: 22/5/2012 Triple Trojan Hotel

Name	M/F	Position	Telephone	Email
Ruth Apiyo Owuor	F	Bunge Member	0705 370 222	sonkoajacho@gmail.com
Susan Oyange	F	Bunge Member	0718 401 999	suzzyoyange@ovi.com
Rose Achieng Oyiende	F	Member	0711 116 469	-
Beatrice Akinyi	F	Bunge Member	0727 018 168	akinyibeatrice83@yahoo.com
Catherine Achieng Ouma	F	Contact Person	0726 628 312	Cachieng41@yahoo.com
Dr. Roger Steinkamp	M	Youth Education Advisor, EDY Office	0713 601 492	rsteinkamp@usaid.gov

Organization: Value Girls Program

Date and place of meeting: 23/5/2012 Rusinga on the Value Girls Farm

Name	M/F	Position	Telephone	Email
Alice Anyango Okello	F	Mentor	-	-
Alice Okoth	F	Mentor	0703 501 346	-
Grace Ogwen Ogonji	F	Mentor	0738 631 842	-

Organization: Value Girls Program

Date and place of meeting: 23/5/2012 Rusinga on the Value Girls Farm and other locations

Name	M/F	Position	Telephone	Email
Emily Auma	F	Beneficiary	-	-
Faith Akeyo	F	Beneficiary	-	-
Judith Murevani	F	Beneficiary	-	-
Pamella Akinyi	F	Beneficiary	-	-

Organization: APHIA Plus Western/Nyanza

Date and place of meeting:

Name	M/F	Position	Telephone	Email
Rose Adera	F	-	0722601 737	-
Brigid Waliuba	F	-	0725 643 430	-
Lovena A. Owuor	F	-	0714 111 776	-

Organization: Kenya Horticulture Competitiveness Program (KHCP) PASSION FRUIT

Date and Place of meeting: 25/5/2012 Beliamo United Self Help Group

Name	M/F	Position	Telephone	Email
Salina KIplagat	M	Nursery Manager	-	-
Florence Kemboi	F	Member	-	-
Ben Limo	M	Member	-	-
Stanley Tum	M	Member	-	-
Johnson Serem	M	Good Neighbours Community Programme	-	-
Christopher Kosgei	M	Secretary	-	-

Organization: Kenya Maize Development Program, Soylel

Date and Place of Meeting: 24/05/2012 Energy Store Kitale

Name	M/F	Position	Telephone	Email
Stephen Psija	M	Chairperson	-	-
Peter Marangach	M	Secretary	0713 212 240	-
Simon Kirui	M	Treasurer	0700 378 355	-
Betty Chelangat	M	Member	0722 884 145	-
Cleophas Sinja	M	Member	0725 514 673	-
Eunice Naibei	F	Member	0720 140 360	-
Maria Rotich	F	Member	0722 730 450	-
Benjamin M. Arusei	M	Member	0712 797 338	-
Samwel Pera	M	Member	0721 130 652	-
Christopher Kasij	M	Member	0727 531 565	-
Ester Rotich	F	Counselor	-	-
Sam Nyapara	M	Member	0712 038 809	-
James Chepkoria	M	Member	0726 334 514	-
Joseph K. Ndiema	M	Member	0727 642 143	-
Judith Wandera	F	Member	0723 340 207	-
Alex Chila	M	Member	0727 006 517	-
Mathiew N. Andiema	M	Member	0727 682 108	-
Anaibei C. Lwanga	M	Member	0728 345 375	-
Zippy A. Simiyu	F	Program Coordinator	0722 220 889	goodneighbours62@yahoo.com
Martin K. Naibei	M	Vice Secretary	0726 969 674	-
Christopher Sakana	M	Member	0714 122 938	-
Moses Changany Ndiema	M	Member	0712 395 055	-
Edward Matany Cherugut	M	Member	0713 047 446	-
Stephen Chespol Ndiwa	M	Member	0722421543	-
Jane Tum	F	Organization Development Associate Kenya Maize Development Programme II	0724 568 171	jctum@acidova-kenya.or.ke

Organization: Kenya Dairy Sector Competitiveness Program (KDSCP)

Date and place of meeting: 24/5/2012 Kipchamo Poverty Eradication Project

Name	M/F	Position	Telephone	Email
Elizabeth Sang	F	Founder	0723 710 112	-
Grace Metto	F	Member	-	-
Felomena Kosgei	F	Member	-	-
Grace Misoi	F	Member	-	-
Evaline Kurgat	F	Member	-	-
Nancy Chemweno	F	Member	-	-
Rael Maina	F	Member	-	-
Joyce Chumba	F	Member	-	-
Truphena Bor	F	Member	-	-
Ann Lokere	F	Member	-	-
Christine Bett	F	Member	-	-
Rose Kipchoge	F	Member	-	-
Magdalene Kimaiyo	F	Member	-	-
Serena Chepsiror	F	Member	-	-
Dorcas Kutto	F	Member	0721 723 466	-
Pauline Kiprono	F	Member	0716 153 655	-
Selly Kigen	F	Member	0718 637 966	-
Shaila Maiyo	F	Member	-	-
Dorcas Rono	F	Member	0725 372 867	-
Irene Sum	F	Member	0726 597 422	-
Margaret Rutto	F	Member	-	-
Mary Kemei	F	Member	-	-
Kipkemei Boit	F	Member	-	-
Paul Suge	F	Member	-	-
Johan Toroitich	F	Member	-	-
Elijah Rotich	F	Member	-	-
Sosten Keino	F	Member	-	-
Wilson Tallam	F	Member	-	-
Joel Too	F	Member	-	-
David Toroitich	F	Member	-	-

Organization: Eldoret KHCP (Chili)

Date and place of meeting: 25/5/2012 Kapchesprom Village

Name	M/F	Position	Telephone	Email
David Kiplagat	M	Secretary	-	-
Joseph Cherutich	M	Chairman	-	-
Pius Cheruiyot	M	Member	-	-
Emily Koech	F	Member	-	-
Zenna Korir	F	Member	-	-
Zipporah Korir	F	Member	-	-
Evaline Korir	F	Member	-	-
Stanley Kwambai	M	Member	-	-
Paul Kibii	M	Treasurer	-	-
Paul Bargoiyet	M	Member	-	-
Ernest Kosgei	M	Member	-	-
Moses Kiplagat	M	Member	-	-
Nehemiah Chebii K	M	Member	-	-
Martha J. Kibii	M	Member	-	-
Ben Serem	M	Member	-	-
Sheilah Ngetich	F	Member	-	-
Maria Korir	M	Member	-	-
Magdalene Limo	F	Member	-	-
Jane Cheruiyot	F	Member	-	-
Willimina Jeptoo	F	MACE Foods	-	-
John K. Rotich	M	Member	-	-
Lyke K. Kormur	M	Member	-	-
Godwin Kipruto	M	Member	-	-
Andrew Kiplimo O	M	Member	-	-
Caroline Lagat	F	Member	-	-
Sammy Roberts	M	MACE Foods	-	-
Margaret Komen	M	MACE Foods	0720 391 290	margaret@macefoods.com

EASTERN, RIFT VALLEY, NORTH EASTERN AND CENTRAL

Organization: KHCP

Date and Place of meeting: 21/5/2012mali, Kibwezi

Name	M/F	Position	Telephone	Email
David Ojwang'	M	Field Manager, Eastern Province	0712 863 144	djuma@fintrac.com
Ruth Njoki	F	Executive Director – ATIP Kenya Agricultural Technologies	0717 099 195	-

Organization: KHCP/ATIP - Kambua Self-Help Women Group

Date and Place of meeting: 21/5/2012, Email, ASAL, Eastern Province

Name	M/F	Position	Telephone	Email
Lucia Musau	F	Chairperson	-	-
Joseph Kiranga	M	Member	-	-

Organization: KHCP

Date and Place of Meeting: 21/5/2012 KISIIO Vegetables growers; Malala Division, Kibwezi District

Name	M/F	Position	Telephone	Email
Barack Mwengea	M	Members	Via KHCP-Kibwezi	-
Christopher Mumo	M	Members		
Jonathan Kitavio	M	Members		
Patrick Mulwa	M	Members		
Francis Mbaki	M	Members		
Catherine Sammy	F	Members		
Anna Maweu	F	Members		
Queen Mutuku	F	Members		
Mulindi Elieza	M	Members		

Organization: KHCP Beneficiaries

Date and Place of meeting: 21/5/2012 KwaKyayi

Name	M/F	Position	Telephone	Email
Mambili Muchira	M	Member	-	Via KHCP-Kibwezi
Peter Kiema	M	Member		
Richard Wambua	M	Member		
Julius Watia	M	Member		
Josephine Kisangawa	F	Member		
Rhoda Muthoka	F	Member		
Sarah Kasisi Mugenzi	F	Member		

Organization: Millennium Water, World Vision

Date and Place of Meeting: 22/05/2012

Name	M/F	Position	Telephone	Email
Alex Mwasi	M	Program Manager	020 261 66 85	Alexon_Mwasi@wvi.org
Mutheseda Kipruto	M	Program Engineer	“	-
Irene Ojuok	F	Gender and Community Development	“	-

Organization: Millennium Water

Date and place of meeting: 22/05/2012 Kaambu Mtito Andei

Name	M/F	Position	Telephone	Email
Rose Masila	F	Water Kiosk Attendant	Via Millennium Water, Mtito Andei	-

Organization: Millennium Water

Date and place of meeting: 22/5/2012 at Millennium Water, Thunguni- Ivuleni Water Project

Name	M/F	Position	Telephone	Email
Joseph Mutua	M	Chairperson	-	-
Rosemary Musau	F	Treasurer	-	-
Lucia Mutiso	F	Committee Member	-	-
Rose Mwikali	F	Member	-	-
Makola Penina Jesoi	F	Member Project's Clerk	-	-

Organization: Girls Rescue Centre AIC, FAWE, Kajiado

Date and place of meeting: 22/5/2012 FAWE School of Excellence

Name	M/F	Position	Telephone	Email
Catherine Kapuri	F	Headmistress	-	-
Catherine Koromo	F	Deputy Headmistress	-	-

Organization: NRT Enterprise & Product Development

Date and place of meeting: 23/5/2012 Isiolo

Name	M/F	Position	Telephone	Email
Celina Butali	F	Enterprise and Product Development Officer	0721 549 008	-
Dr. Mie Harrison	M	CEO	0721 549 008	www.nrt-kenya.org
Tom Lalampaa	M	Community Development Manager	0721 549 008	-

Organization: International Small-Group Tree Planting (TIST) Program

Date and Place of meeting: 24/05/2012, Meru Town, Eastern Province

Name	M/F	Position	Telephone	Email
Dorothy Naitori	F	TIST Trainer	-	www.tiat.org
Elizabeth Kigara	F	TIST Pioneer	-	www.tiat.org
Ruth Kawira	F	Farmer	-	www.tiat.org
Faith Ntinyari	F	Council Accountant	-	www.tiat.org

Organization: Laikipia Diversity Conservation Program

Date and place of meeting: 24/05/2012 Laikipia Diversity Conservation Program offices

Name	M/F	Position	Telephone	Email
Dr. Mordecai O. Ogada	M	Executive Director	020 216 6626	executivedirector@laikipia.org

Organization: PRO MARA

Date and place of meeting: 25/5/2012 people centered Mau Conservation

Name	M/F	Position	Telephone	Email
Ian Deschmukh	M	CEO	-	ideshmukh@ard-promara.com
Praxedes Nekesa	F	Gender Specialist & M&E Coordinator	0723 963 719	-

CENTRAL PROVINCE

Organization: Yes Youth Can! (YYC)

Date and place of meeting: 25/5/2012 Regional Central Gatanga Constituency

Name	M/F	Position	Telephone	Email
Sophie Ngugi	F	Member	031787842/ 0202337076	-
Elizabeth Nyambura	F	Member	0716197200	Elizabeth.maina@ovi.co
Lucy Wanjiku	F	Member	0726011684	-
Alice Maina	F	Member	07200703380	-
Edith Wairimu	F	Member	0729311542	-
Iddi Mariam Syombua	F	Member	0723 645 898	-
Hotenshia Muthoni	F	Member	0724855919	-

Organization: USAID/Kenya

Date and Place of meeting: Nairobi

Name	M/F	Position	Telephone	Email
Jerusha Karuthiru	F	Project Management Specialist(USAID)	-	jkaruthiru@usaid.gov
Bedan Gichanga	M	Project Management Specialist (USAID)	-	bgichanga@usaid.gov
Salome Okuyoyi	F	Project Management specialist (Pediatic/HIV)	-	sokutoyi@usaid.gov
Stephen Ragama	F	Project Development specialist	0714606644	sragama@usaid.gov

Organization: Primary Math and Reading Initiative (PRIMR)

Date and place of meeting: 21/5/2012, Nairobi

Name	M/F	Position	Telephone	Email
Mary	F	PRIMR Bright Light school	0727613175	-
Catherine	F	PRIMR Uhuru Gardens' school	0723369007	-

Organization: Girl Child Network (GCN)

Date and place of meeting: 21/5/2012, Silver Springs Hotel, Nairobi

Name	M/F	Position	Telephone	Email
Dennis Mutiso	F	-	0206004510	-

Organization: Global Give Back Circle (GGBC)

Date and place of meeting: 21/5/2012, Pangani KCDF Offices, Nairobi

Name	M/F	Position	Telephone	Email
Madam Chebet	F	GGBC Starehe Girls' School	-	Chebet2000@yahoo.com

Organization: MoE/ Kenya Institute of Special Education (KISE)

Date and place of meeting: 22/5/2012, KISE Office, Nairobi

Name	M/F	Position	Telephone	Email
Alice Kemunto Gichana	F	-	0716679521	kgichana@yahoo.com

Organization: Kenya Institute of Education (KIE)

Date and place of meeting: 23/5/2012 KIE office, Nairobi

Name	M/F	Position	Telephone	Email
Jennifer	F	-	0722310217	-

Organization: Yes Youth Can! (YYC)

Date and place of meeting: 23/5/2012 YYC Office, Donyo Sabuk

Name	M/F	Position	Telephone	Email
Kahindi Karisa Masha	F	Deputy COP –YYC Coast	072080897	Kahindi_masha@yahoo.com

Organization: Kenya Institute of Education (KIE)

Date and place of meeting: 18/5/12, KIE Office, Nairobi

Name	M/F	Position	Telephone	Email
Muchiri Murango	M	-	0722808309	muchirimurango@yahoo.com

Organization: Perlma ECDE Teachers Training College

Date and place of meeting: 23/5/2012 Perlma ECDE Teachers Training College Thika

Name	M/F	Position	Telephone	Email
Dr. Mary N. Ndani	F	Director, Perlma ECDE TTC	0723696878	-

Organization: Department of Special Education, Kenyatta University

Date and place of meeting: 24/5/2012 Department of Special Education, Kenyatta University

Name	M/F	Position	Telephone	Email
Dr. Rachel Kangethe	F	Special Education Department- Kenyatta University	0718722747	-

Organization: Kaani Lions Mixed School

Date and place of meeting: 23/5/12, Kaani Lions Mixed School

Name	M/F	Position	Telephone	Email
Mrs. Faith Wambua	F	Head Kaani Lions Mixed School	0722330990	-

Organization: UN-Women

Date and place of meeting: 18/5/2012 Nairobi Office

Name	M/F	Position	Telephone	Email
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COAST PROVINCE

Organization: APHIA Plus Coast

Date and Place of Interview: 21/5/2012, APHIA Plus Coast Office, Mombasa

Name	M/F	Position	Telephone	Email
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Godfrey Mwayuli J.	M	Team Manager- MARPS	0702137187	godfreyjm@aphiplus-nc.org

Organization: Cooperative League United States of America (CLUSA)

Date and place of meeting: 23/5/12, CLUSA Office Mombasa

Name	M/F	Position	Telephone	Email
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Patrick Wanje	M	Livelihood Coordinator	0786463530	pwanje@yahoo.com

Organization: Kisauni Community Development Initiative- KICODI

Date and place of meeting: 24/5/2012, KICODI Office, Mombasa

Name	M/F	Position	Telephone	Email
MBwana Nzori	M	Chairman	-	-
Asha Nyakundi	F	Treasurer	-	-
Mbura Edward	M	Legal Aid Advocacy	-	-
Bi Abu Mwinyi	F	Member	-	-

Organization: Education for Marginalized Children of Kenya (EMACK) Program, AKF

Date: 25/5/2012, EMACK Aga Khan foundation Office, Mombasa

Name	M/F	Position	Telephone	Email
Margaret Katembo	F	Education Specialist, EMACK	412314352	margaret@akf-emack.org
Rosemary Akech Oyollo	F	Deputy COP	412314352	rosemaryoyollo@akf-emack.org

Organization: Social Development Office, GOK

Date and place of meeting: 22/5/2012 Bombolulu, Mombasa

Name	M/F	Position	Telephone	Email
Hassan Omar Mwakimako	M	Deputy District Gender & Social Development Officer	0720801838	hasmwachi@yahoo.co

Organization: Yes, Youth Can! (YYC) Mombasa

Date and Place of meeting: 25/5/12 Milele Beach Resort

Name	M/F	Position	Telephone	Email
Charity Cahazi	F	Member	0723381542	-
Rees Viregwa	F	Member	0738582469	-
Ruth Kahonya	F	Member	0723146248	-
Mary Masakhwe	F	Member	0727484225	-
Ondiek Apollo	F	Member	0727484225	-
Angeline Maikula	F	Member	0715212418	-
Lucy Chesi	F	Member	0704555312	-
Ibrahim Hassan	M	President Mombasa County Bunge	0704619956	-
Pamella Agandi	F	Vice president Mombasa County Bunge	0720661939	-
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Organization: Cooperative League of the United States of America (CLUSA)

Date and place of meeting: 21/5/2012 Mombasa

Name	M/F	Position	Telephone	Email
Yahya Saleh	M	Youth Capacity Building Officer (CLUSA)	0733847009	Yahya_aswani@yahoo.com
Patrick Wanje	M	Livelihoods Coordinator	0786463530	pwanje@yahoo.com

Organization: Kituo Cha Sheria

Date and place of meeting: 24/5/2012 Mombasa

Name	M/F	Position	Telephone	Email
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Organization: Sauti Ya Wanawake Pwani

Date and place of meeting: 22/5/2012 Lango Mbaya, in Mombasa

Name	M/F	Position	Telephone	Email
Lilian Kaazo Thomas	F	Vice Chairperson	-	-

Organization: Malindi District Hospital

Date and place of meeting: 22/5/2012 Malindi

Name	M/F	Position	Telephone	Email
Bernard Bahati Baya	M	Community Volunteer with CLUSA CHW Unit	0725691428	-
Ibrahim Samow	M	Clinical Officer in Charge of Gender	0726502786	-
Ken Meme	M	Service Delivery Coordinator, Msambweni and Kilindini Districts	0724806660	kkirimimeme@aphiplus-nc.org

OTHER LOCATIONS

Organization: PACT

Date and place of meeting: 19/6/2012 – PACT Offices, Nairobi

Name	M/F	Position	Telephone	Email
Kassie Mcilvaine	F	Country Director, Kenya and COP KCSSP	0707 369321	kmcilvaine@pactworld.org
Lynette Injete Ochola	F	Deputy COP, KCSSP	0721 232200	lochola@pactworld.org
Elijah	M			

Organization: Yes Youth Can! (YYC)- Nairobi County

Date and place of meeting: 19/6/2012 Nairobi

Name	M/F	Position	Telephone	Email
Daulton W. Odhiambo	M	County President	-	-
Jeremy Mutiso	M	Chair- YYC Starehe & Member of County Board	-	-
Nichola Nyoro	M	Chair- YYC Dagoreti & Member of County Board	-	-
Susi Malaki	F	Vice- Chair- YYC Langata & Member of County Board	-	-

Organization: UN-Women – Secretariat to Donor Round Table – Gender Thematic Group

Date and place of meeting: 19/6/2012 – UN- Offices, Nairobi

Name	M/F	Position	Telephone	Email
Stella Maranga	F	UN – Women Gender Advisor)	-	-
Ursula Sore-Bahati	F	Gender and Governance Program Manager)	-	-
Eunice Ndonga	F	Gender Advisor – Ministry of Gender)	-	-

Organization: Kemancha Yes Youth Can! (YYC) – Male Members

Date and Place of meeting: 25/6/12 Naivasha-Narok

Name	M/F	Position	Telephone	Email
Benson Kaeti	M	-	0725751167	benkaete@yahoo.com
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Wilson Kilae	M	-	0724586208	wilsonlitei@yahoo.com
Ole Toris	M	-	-	-
Peter Mwangi	M	-	0707195367	-
Margut Ndilai	M	-	-	-
Gabriel M. Maceke	M	Chair of YYC- Naivasha	0714673400	gukwaba@yahoo.com
Charles Mburu	M	County -Coordinator	0721664490	charlesem2008@yahoo.com
Daniel Ole Sayo	M	-	-	-
Samuel ole Munai	M	-	0726021562	-
Jackson ole Koisaba	M	-	0727688024	-
Petro ole Nasieku	M	-	0727287023	-

Organization: Kemancha Yes Youth Can (YYC) – Female Members

Date and Place of meeting: 25/6/12 Naivasha-Narok

Name	M/F	Position	Telephone	Email
Elizabeth Kitaiyiet	F	-	0723338454	-
Miriam Tuukuo	F	-	0724129380	-

Organization: Gay Kenya Trust and Transgender Advocacy Network

Date and Place of meeting: 18/6/12 Nairobi dTS Office

Name	M/F	Position	Telephone	Email
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Robert Josephine	M	Gay Kenya Trust	0723 039026	rjosfin@gaykenya.com
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Audrey Mbugua	M	-	0712 657124/ 0752 165113	info@transgenderkenya.com /

Organization: National AIDS Control Council (NACC)

Date and Place of meeting: 19/6/12 NACC

Name	M/F	Position	Telephone	Email
Eunice Odongi	F	NPPP Gender Specialist	0722 681085	eodongi@nacc.or.ke
Lilian C. Langat	F	-	-	llangat@nacc.or.ke

Organization: Engender Health

Date and Place of meeting: 19/6/12 ABC Plaza

Name	M/F	Position	Telephone	Email
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BEST PRACTICES

APPENDIX D

IFAD'S TARGETING POLICY - CHECKLIST FOR DESIGN

Checklist	Design
1) Does the main target group - those expected to benefit most- correspond to IFAD's target group as defined by the Targeting Policy (the poorer households and food insecure)?	
2) Have target sub-groups been identified and described according to their different socio-economic characteristics, assets and livelihoods, with attention to gender and youth differences?	
3) Is evidence provided of interest in and likely uptake of the proposed activities by the identified target sub-groups? What is the evidence?	
4) Does the design document describe a feasible and operational targeting strategy in line with the Targeting Policy, <i>involving some or all of the following measures and methods:</i>	
<i>4.1) Geographic targeting – based on poverty data or proxy indicators to identify, for area-based projects or programs, geographic areas (and within these, communities) with high concentrations of poor people</i>	
<i>4.2) Direct targeting - when services or resources are to be channeled to specific individuals or households</i>	
<i>4.3) Self targeting – when goods and services respond to the priority needs, resource endowments and livelihood strategies of target groups</i>	
<i>4.4) Empowering measures - including information and communication, focused capacity- and confidence-building measures, organizational support, in order to empower and encourage the more active participation and inclusion in planning and decision making of people who traditionally have less voice and power</i>	
<i>4.5) Enabling measures –to strengthen stakeholders' and partners' attitude and commitment to poverty targeting, gender equality and women's empowerment, including policy dialogue, awareness-raising and capacity-building</i>	
<i>4.6) Attention to procedural measures - that could militate against participation by the intended target groups</i>	
<i>4.7) Operational measures - appropriate project/program management arrangements, staffing, selection of implementation partners and service providers</i>	
5) Monitoring targeting performance. Does the design document specify that targeting performance will be monitored using participatory M&E, and also be assessed at mid-term review? Does the M&E framework allow for the collection/analysis of sex-disaggregated data and are there gender-sensitive indicators against which to monitor/evaluate outputs, outcomes and impacts?	

IFAD's KEY FEATURES OF GENDER-SENSITIVE DESIGN AND IMPLEMENTATION

REVISED JUNE 2012

Checklist	Design
1. The project design document contains – and project implementation is based on - gender-disaggregated poverty data and analysis of gender differences in the activities or sectors concerned.	
2. The project design report articulates – or the project implements – actions with aim to: <ul style="list-style-type: none"> • Expand women's economic empowerment through access to and control over productive and household assets; 	
<ul style="list-style-type: none"> • Strengthen women's decision-making role in the household, community, and representation in local institutions; 	
<ul style="list-style-type: none"> • Achieve a reduced workload and an equitable workload balance between women and men. 	
3. The project identifies at least one gender-specific objective supported by clear budget allocations	
4. The design document describes - and the project implements - operational measures to ensure gender- equitable participation in, and benefit from, project activities. These will generally include:	
<i>4.1 Allocating adequate resources to implement the gender strategy</i>	
<i>4.2 Ensuring and supporting women's active participation in project-related decision-making bodies and committees</i>	
<i>4.3 Ensuring that project/program management arrangements (composition of the project management unit/program coordination unit, project terms of reference for staff and implementing partners, etc.) reflect attention to gender equality and women's empowerment concerns</i>	
<i>4.4 Ensuring direct project/program outreach to women (for example through appropriate numbers and qualification of field staff), especially where women's mobility is limited</i>	
<i>4.5 Ensuring the project/program engages/works with men to address gender inequities to support more effectively women's participation in, and benefits from the program/project</i>	
5. The project's logical framework and monitoring and evaluation (M&E) system specify in design – and project M&E unit collects and analyses - gender-disaggregated performance and impact data.	

EXAMPLES OF TARGETING ACTIVITIES TO STRENGTHEN TECHNICAL ASPECTS OF PROJECT DESIGN

Measures	Activities
<p>Geographical – to select poorest areas</p>	<ul style="list-style-type: none"> • An objective strategy based on clear criteria for ranking districts, sub districts and communities in terms of relative poverty • Broad identification of areas (down to the district level) using data drawn from a number of sources, such as national poverty assessments, food insecurity and malnutrition data and UN agency data sets of national coverage (e.g. vulnerability mapping) • More detailed identification within these localities using poverty criteria developed with local stakeholders
<p>Direct targeting –when services or resources are to be channeled to specific individuals or households</p>	<ul style="list-style-type: none"> • Use quotas to ensure women and youth are represented among the membership of producer groups, enterprises, trade associations, etc. • Use quotas to ensure women and youth are represented among the leadership of farmer groups, enterprises, trade associations, etc. • Set quantitative targets for participation in project activities. • Ensure eligibility criteria are suited to the resource endowments of the target group. • Earmark funds for vulnerable groups. • Introduce technical training specifically targeting women and youth. • Select women to demonstrate their capabilities by hosting demonstrations, leading discussions, making presentations and participating in agricultural technology exhibitions. • Provide entrepreneurship awards specifically for women farmers. • Provide training grants for women extension staff. • Promote women and youth visits, exchange programs and attendance at trade fairs and exhibitions. • Provide vouchers to enable women and youth to access business development services. • Provide safety net measures, such as conditional or non-conditional cash or food transfers, relief work schemes or animal pass-on schemes.

Measures	Activities
<p>Self-targeting measures – to ensure that goods and services respond to the priority needs, resource endowments and livelihood strategies of target groups</p>	<ul style="list-style-type: none"> • Select crops and livestock suitable for women, youth, poor people and people living with HIV/AIDS, considering their potential for food security, local sales, small volume, low input, low risk, proximity to home, local processing and value-adding opportunities. • Select non-farm enterprises of interest to women, youth, poor people and people living with HIV/AIDS that have a low capital investment, quick return and low risk. • Select technologies, which address women’s labor constraints and are suitable for use by women, youth and people living with HIV/AIDS (e.g. drip irrigation, small motorized mills). • Introduce microloans for small business ventures, with no collateral requirements. • Promote group approaches, which tend to be of less interest to wealthier households. • Set upper limits or ceilings on grant assistance available to a group or individual. • Establish modest rates of remuneration for work programs (such as the development of community access roads); payment in the form of cash or food-for-work at or slightly below market wages may be of interest only to the poorest groups, women and female household heads. • Introduce vouchers for work that are redeemable for inputs of interest to women, youth etc., such as improved tools, improved seeds, fertilizer and small livestock. • Use self-help labor input as a condition for accessing certain types of project support; this reaches poorer households in settings where upper classes see manual labor as socially degrading. • Support functional literacy classes which will be of interest to the illiterate but of little or no interest to the literate; these classes may be used as an entry point for targeting other types of assistance.

Measures	Activities
<p>Empowering measures – to give target groups at least equal chances to access project activities</p>	<p>Household level</p> <ul style="list-style-type: none"> • Promote rural household planning for resource use, livelihood strategies and benefits sharing. • Reduce women’s workloads through labor-saving technologies (e.g. in collecting water and fuel wood and weeding), improved infrastructure, sharing workloads and workplace child care facilities. • Write wills and plan for succession among household members. • Encourage skills transfer among household members. <p>Community</p> <ul style="list-style-type: none"> • Raise gender awareness in the community. • Mobilize gender and youth to participate in project activities. • Initiate community-led planning (e.g. identify eligibility criteria, targets, activities). • Increase community-based consultation on public investment in rural infrastructure, agricultural research and extension and other service provision. • Identify and promote women, youth and people living with HIV/AIDS as role models. • Form and strengthen women and youth self-help and producer groups, associations and networks. • Strengthen rural organizations. • Provide leadership training for smallholder women and youth. • Conduct community conversations to address cultural norms and behaviors, which would otherwise inhibit response to addressing HIV/AIDS effectively. • Work with women leaders and innovators in communities. • Offer beneficiary shareholding in parent company (e.g. out growers in value chain development). <p>Service delivery</p> <ul style="list-style-type: none"> • Disseminate public information about the project to ensure activities and services are accessible to all and to enhance transparency. • Formulate a project-level communication strategy. • Discuss gender, youth and targeting issues at launch workshops and community sensitization meetings. • Develop farmer field schools for smallholders, women and youth. • Integrate gender sensitization into all agricultural extension and farmer training programs, skills development and materials. • Offer functional adult literacy and numeracy classes (including mobile classes for pastoralists).

Measures	Activities
<p>Empowering measures (continued)</p>	<ul style="list-style-type: none"> • Conduct training for smallholders, women and youth in basic business skills, record-keeping, negotiating skills, financial management, planning and savings. • Provide skills development for employees in the agricultural sector. • Offer vocational training for unemployed youths in rural areas, supported by seed money for enterprise start-up. • Increase the value of women’s work (through value chain development).
<p>Procedural – to establish transparency in administrative procedures and remove unintentional obstacles</p>	<ul style="list-style-type: none"> • Reduce transaction costs of registering an income-generating group as a cooperative or an NGO. • Remove the requirement that eligible CBOs should be legally registered. • Avoid high up-front community contribution to access matching grant funds, or accept contributions in kind. • Simplify and streamline application procedures and record-keeping. • Translate application forms and project documents into the local language. • Provide free technical support to assist groups to complete application forms and to prepare and cost subproject proposals. • Remove requirements that prevent people from accessing microfinance, such as the need for a land title, or a woman’s dependence on her husband’s co-signature or an adult male guarantor. • Make beneficiary contribution requirements (e.g. the provision of labor or cash) realistic, rather than inadvertently excluding some categories of resource-poor people. • Communicate criteria for participating in project to community. • Provide childcare facilities to facilitate women’s participation (e.g. public works schemes).

Measures	Activities
<p>Enabling measures – to create and sustain a policy and institutional environment favorable to gender equality and women’s empowerment</p>	<p>Policy strengthening</p> <ul style="list-style-type: none"> • Dialogue with government and donors to influence their attitudes and policies towards investments in smallholders, youth and women. • Advocate for pro-poor approaches, gender equality, youth empowerment and ethical trading. • Promote land tenure legislation. • Promote equitable employment legislation. • Conduct policy studies on social aspects of rural livelihoods. • Support national level authorities to influence the vulnerability context favorably by reducing exposure to shocks or by increasing preparedness for shocks. <p>Service provision</p> <ul style="list-style-type: none"> • Ensure research agendas addresses issues of relevance to poor smallholders, women and youth. • Use communication channels that are accessible by poor smallholders and women for extension messages, market information etc. • Ensure that communication, extension materials and knowledge packages are gender sensitive (i.e. in language, literacy level, topics). • Promote household savings, revolving savings and credit groups and bank accounts for smallholders, women and youth. • Promote insurance services for smallholders. • Ensure gender-sensitive training delivery (e.g. by selecting a suitable location, timing and duration; training couples rather than just one spouse; ensuring language and literacy levels reflect the abilities of the participants; and providing child care facilities). <p>Capacity building</p> <ul style="list-style-type: none"> • Sensitize and train government staff (i.e. national, district and front-line), agricultural and community development departments, service providers, microfinance institutions, the PMU and implementing partners in pro-poor development and gender empowerment (including the project’s commitment to targeting and gender mainstreaming); ways to enhance the voices of women and poor farmers; and how to pay attention to the diverse livelihoods, needs and priorities of different categories of members of the community. • Organize awareness raising visits of decision-makers to project sites. • Conduct gender and pro-poor sensitization of players in value chain and agribusiness enterprises. • Participate in in-country networks, formation of partnerships and alliances and public forums. • Create commitment to pro-poor development and gender empowerment among leadership at all levels, including senior management, partners, local leaders (political, civil society, religious) and community and household members.

Measures	Activities
	<ul style="list-style-type: none"> • Train project-related staff and core implementation partners in participatory planning procedures and participatory M&E. • Sensitize and build capacity of government staff and local authorities to understand the difference between a top-down, message-driven delivery system and one in which they respond to the felt needs of client farmers and communities (and not necessarily catering to the wealthiest and most influential clients). • Incorporate pro-poor and gender issues into an agricultural curriculum and other training events for extension staff and develop their capacity to mainstream poverty and gender perspectives into their activities. • Encourage female extension staff to participate in training and field visits, both to develop their capacity and to encourage women farmers to attend. • Establish a training fund to recruit women professionals. <p>Institutional design</p> <ul style="list-style-type: none"> • Promote the use of participatory processes (e.g. participatory needs assessment, community action planning and participatory implementation processes). • Strengthen the interface among CBOs, local government and service providers. • Pay particular attention to institutional design for community-based natural resource management, watershed management, small-scale irrigation, range management, community-driven development and group income-generating activities.

EXAMPLES OF ACTIVITIES FOR PROMOTING GENDER EQUALITY AND WOMEN’S EMPOWERMENT (IFAD)

Measures	Activities
<p>Increasing women’s access to and control over assets and benefits</p>	<ul style="list-style-type: none"> • Facilitate women’s access to extension advice, credit, insurance and inputs – especially for crop and livestock enterprises that are mainly in women’s domain – and take steps to ensure they retain control of the benefits during the process of commercialization. • Support women’s involvement in developing crop and livestock enterprises that are not traditionally in their domain, as well as off-farm income generating activities. • Target women and female-headed households to participate in technology development, transfer and adoption. • Select women to host on-farm demonstrations and field days. • Promote household planning to encourage fair use of household income to benefit all household members through awareness raising and behavior change communication at the community and household levels. • Set up women’s self-help groups for savings and credit. • Educate women and men about ownership and inheritance rights, including land.
<p>Increasing women’s access to skills and knowledge Increasing women’s access to skills and knowledge</p>	<ul style="list-style-type: none"> • Adopt different training approaches to increase women’s participation (e.g. training husband and wife couples; providing separate training for women; increasing the use of women extension staff and trainers; selecting appropriate materials, language and media; and ensuring that the timing and venues are convenient for women). • Develop women’s skills in areas that are not traditionally considered to be in the women’s domain. • Encourage women’s participation on exposure visits. • Develop traditional knowledge transfer networks to be gender-inclusive. • Support functional adult literacy classes for women. • Develop women’s skills in managing and saving money. • Develop women’s business and entrepreneurship skills. • Set up women’s self-help groups for knowledge sharing. • Promote women’s self-help groups for processing, marketing and sharing market information, in order to gain economies of scale and stronger market bargaining power. • Create awareness about legal matters (policies and regulations) and the rights of women and men at community level. • Strengthen women’s legal literacy.

Measures	Activities
<p>Strengthening women’s decision-making roles</p>	<ul style="list-style-type: none"> • Work with farmer associations and cooperatives to increase women’s participation as members and leaders. • Train women in group formation, leadership skills, confidence building and negotiating skills. • Design strategies to provide women with more knowledge and information to enable them to make informed decisions, for example through community information networks. • Conduct gender awareness training at the community level to increase general understanding about the importance of including women in rural development opportunities. • Set specific targets in terms of the proportion of women participants in relevant decision-making bodies.
<p>Improving well-being and easing workloads</p>	<ul style="list-style-type: none"> • Identify and promote labor-saving technologies for activities performed by women in relation to marketable commodities, as well as other household tasks (water supply, food processing, and fuel supply). • Develop skills and Improve access to services to improve the well-being of women and other family members (nutrition training, maternal health care, health services). • Develop life skills among rural communities. • Involve women in technology demonstrations and applications in order to understand and assess the impacts of technologies on their workloads. • Change the mindsets in rural communities to move towards a more equitable distribution of workloads between women and men. • When promoting new enterprises, consider: <ul style="list-style-type: none"> • Labor requirements of the whole farming system, rather than individual enterprises; • Distribution of labor between different household members and the implications for labor peaks; • Availability of additional labor and capacity of households to hire additional workers to cope with labor peaks; • Other means of sharing or spreading labor.

EXAMPLES OF GENDER MAINSTREAMING AND TARGETING ACTIVITIES TO STRENGTHEN OPERATIONAL ASPECTS OF PROJECT IMPLEMENTATION (IFAD)

Measures	Activities
Project management unit (PMU) staff	<ul style="list-style-type: none"> • Appoint project staff with required skills, composition (i.e. including women field staff) and gender competence at HQ and project levels. • Specify responsibility for poverty and gender targeting in the terms of reference for senior PMU staff, with the ultimate responsibility resting with the project coordinator. • Appoint gender specialist and/or gender focal points. • Reflect commitment to gender empowerment and addressing rural poverty in induction workshops, remuneration, and training/promotion opportunities. • Train staff in gender mainstreaming. • Assign responsibility to M&E officer for monitoring targeting performance and beneficiary tracking.
Project M&E	<ul style="list-style-type: none"> • Reflect gender and youth perspectives throughout M&E system. • Design and monitor gender-sensitive indicators and engender log frame. • Mainstream gender and poverty considerations into data collection, baseline survey, impact assessments, and mid-term review. • Include women in PRA and fieldwork teams. • Ensure gender and poverty aspects integrated into main reports, as well as separate reporting when appropriate.
PMU internal procedures	<ul style="list-style-type: none"> • Mainstream gender, youth and HIV/AIDS considerations into the project implementation manual. • Formulate gender policy and strategy at project level. • Mainstream gender into annual work planning and budgeting processes. • Explain and discuss commitment to addressing poverty, gender, youth and HIV/AIDS issues in the context of rural development and project design at launch workshops. • Conduct self-audit of targeting and gender strategy implementation. • Analyze service delivery (enterprises, technologies, training, credit) from perspectives of gender, poverty, youth, people living with HIV/AIDS and address (i.e. respond to the findings from the analysis) potential barriers to participation (e.g. inconvenient timing and location, payment of fees or provision of labor and requirement for collateral). • Establish grievance and complaints mechanisms to promote fairness, transparency and improved accuracy in targeting.
PMU external procedures	<ul style="list-style-type: none"> • Network with pro-poor, gender, youth and HIV/AIDS organizations. • Participate in policy dialogue about gender inequalities, promote legislation to address gender imbalances in the rural sector and support affirmative action.

Measures	Activities
Implementing partners and service providers	<ul style="list-style-type: none"> • Partners and service providers should demonstrate a commitment to pro-poor development, gender equality and women’s empowerment. • Partners and service providers should have experience with community-based social targeting and participatory methods. • Encourage partners and service providers to recruit women field workers in order to improve outreach at the field level. • Work with women experts and subject matter specialists. • Develop a joint communications strategy for gender and poverty targeting. • Undertake joint supervision missions (PMU, partners, service providers, other government agencies and donor).
Community	<ul style="list-style-type: none"> • Promote community participation in needs assessment and action planning. • Promote community involvement in determining eligibility criteria for participation in project activities. • Identify with the community indicators of gender empowerment.

MATURITY ASSESSMENT TEMPLATE (MAT)

For Quality Enhancement (QE)

Project: "[Name of Project]"

Country: "[Name of Country]"

Division: "[Name of Division]"

QE Date: "[Day Month, Year]"

QA Date: "[Day Month, Year]"

Overall Ranking: "[Ranking 1-6]"

To be completed by the division

QE MINIMUM REQUIREMENTS		
	Y	N
Documentation submitted by specified date		
Complete PDR and English summary (if needed)		
ESRN		
CPMT minutes		
Completed MAT		
Is PLF created and accessible?		
Lending terms and “fiscal space” agreed for non-concessionary loans		

I certify that this PDR is ready for QE review.

Signed:

CPM "[Name and signature]"

**Regional
Director** "[Name and signature]"

Explanation of rating scale. To be used for overall ranking of program/project design maturity.

Users of the template should apply their knowledge, judgment and professional skills in rating the sub-headings in each KSF Domain and making overall Domain scores. Please use only whole or half numbers for the rankings (6, 5.5, 5, 4.5, 4, etc.).

At early stages of design or where detailed features are to be decided only during implementation, where a sub-head or whole KSF Domain may therefore not (yet) have been a priority for attention of the design team, comments such as 'not applicable' (n/a) or 'not yet' (n/y) should be used instead of scores. The relative importance of the six KSF domains are not of equal weight and thus the overall ranking is not a simple average of the individual rankings of each KSF domain. The project and country context influence the relative importance of these dimensions.

1 = Highly Unsatisfactory: A broad pattern of serious deficiencies or unrealism make achievement of the stated Development Objectives unlikely, or pose serious issues of non-compliance with IFAD policies and procedures. Risks far outweigh potential rewards. A major re-design is needed if to proceed at all. Go back to the drawing board or drop the proposal: Put on a 'reserve list' if justified.

2 = Unsatisfactory: Significant deficiencies in several key areas need corrections, which are likely to be difficult or time-consuming to resolve. Will result in the delay of further processing until real progress is made (e.g. by a post- formulation).

3 = Moderately Unsatisfactory: Significant deficiencies in one or two key areas, which affect responsiveness to the client's needs, and/or may affect prospects of reaching stated Development Objectives, or compliance with IFAD policies and procedures – the risks do not at present appear commensurate with potential rewards. Needs review and/or remedy during follow-up.

4 = Moderately Satisfactory: Satisfactory on all key areas, but some deficiencies and missed opportunities to respond effectively to the client's needs: additional work is needed to increase prospects of reaching stated Development Objectives, or to comply more fully with IFAD policies and procedures. The risks are by and large commensurate with rewards but may need some review and/or remedial work during follow-up to appraisal, as a prelude to implementation.

5 = Satisfactory: Satisfactory or better on all key areas – an effective response to the client's needs and likely to meet the stated Development Objectives. In addition, the operation complies with IFAD policies and procedures, and involves risks commensurate with rewards. Unlikely to raise new, unexpected issues during further design or meet serious implementation problems.

6 = Highly Satisfactory: An exemplary project design demonstrating good practice in several areas, that responds very well to the client's needs and has a high probability of meeting the stated Development Objectives. In addition, the operation complies in all respects with IFAD policies and procedures, and involves risks commensurate with rewards. Comprehensively clears the way for trouble-free implementation.

SECTION A. BACKGROUND: PROVIDE ANY INFORMATION YOU CONSIDER RELEVANT FOR QE

1. Additional context related information not contained in the PDR (such as unmentioned government sensitivities, reason for choice of lead agency, interaction with other donors, etc.)

2. Design issues flagged for QE consideration please describe any specific design issues for which QE inputs are requested)

3. Incomplete design areas (please note when next stages are planned)

SECTION B. KEY SUCCESS FACTORS: PROVIDE RANKINGS (AND COMMENTS IF NECESSARY)

<p>1. Country relevance, commitment and partnerships</p> <p>Relevance of the design</p>	<p>KSF 1</p> <p>Ranking</p> <p>[1-6]</p>		
<p>1.1 Are project objectives consistent with country and sector strategies and agreements reached following the COSOP? If not, why not?</p> <p>Comments:</p>			
<p>1.2 Are the development objectives clearly defined including the ways of monitoring them? To what extent is there internal consistency between the development objectives (impact & outcomes) and activities (1st level results) identified in the components so that there is a strong likelihood that development objectives can be achieved within the life of the project?</p> <p>Comments:</p>			
<p>1.3 Is the log frame clear and adequate?</p> <p>Comments:</p>			
<p>1.4 To what extent have the Government's development partners been actively consulted? Have potentials for partnerships (including co-financing agreements and pro-poor development) with other international lenders and donors been fully explored and, where appropriate, agreed?</p> <p>Comments:</p>			
<p>2. Targeting, gender and participation¹²⁴</p>	<p>KSF 2</p> <p>Ranking</p> <p>[1-6]</p>		
<p>2.1 Have target groups been identified according to IFAD's Targeting Policy and their situation described, with attention to gender differences? (PMD targeting checklist Question 1 and gender checklist).</p> <p>2.1.a Are there indigenous and tribal peoples or ethnic minorities in the project area? (Yes/No) – If yes please complete 2.2.a</p> <p>Comments:</p>			
<p>2.2 Do activities correspond to target group interests and needs, and have operational measures (a targeting strategy) been designed to reach and benefit them? (PMD targeting checklist Questions 2 and 3)</p> <p>2.2.a Does the project build on the socio-economic and cultural specificities of indigenous and tribal peoples and ethnic minorities? Do indigenous group and geographical location provide data disaggregation? (PMD indigenous peoples' checklist, Questions 1 and 2).</p> <p>Comments:</p>			
<p>2.3 Has a gender strategy – with operational measures including provisions for sex-disaggregated M&E - been designed, in line with IFAD's "Key features of gender-sensitive design"? (PMD gender checklist, Questions 2 and 3)</p> <p>Comments:</p>	<p>[1-6]</p>		
<p>2.4 Are adequate opportunities provided for target groups to influence project decision-making and planning? If targeting indigenous and tribal peoples and ethnic minorities, are there provisions for consultation and participation processes leading to Free, Prior and Informed Consent?</p> <p>Comments:</p> <table border="1" data-bbox="188 1646 1422 1692"> <tr> <td style="width: 70%;"></td> <td style="width: 30%;">Yes/No</td> </tr> </table>			Yes/No
	Yes/No		
<p>[1-6]</p>			
<p>3. Best practices and lessons learned within the context of IFAD's Strategic Framework</p>	<p>KSF3</p> <p>Ranking</p> <p>[1-6]</p>		

3.1 Is technical design (including mention of GEF/BSF or other supplementary components, if appropriate) responsive to: (a) target group capacity; (b) in line with best practices and lessons learned; (c) implementable in a cost-effective way given availability, capacity and commitment of service providers, as well as availability of suitable technologies and inputs? Please answer, as applicable - in relation to:	
Farming systems Comments:	
Natural resource management Comments:	
Water management Comments:	
Infrastructure Comments:	
Livestock and rangeland development Comments:	
Land tenure Comments:	
Rural financial services Comments:	
Marketing Comments:	
Enterprise development Comments:	
3.2. Have sufficient efforts been made to align the design complexity with the reality of the project context? Are all components/sub-components and activities justified and consistent? Comments:	
3.3 Is analytical work realistic and sufficiently comprehensive and based on conservative assumptions? Specifically:	
Project costs: Comments:	
Economic and financial analysis: Comments:	
3.4 Does the design encourage uptake of the project interventions by beneficiaries? Are these benefits sustainable or subject to significant fluctuations? Comments:	
4. Institutional aspects and implementation arrangements	KSF 4 Ranking [1-6]
Institutional aspects	
4.1 Are the institutional capacities of the lead agency and intended implementing agencies (including private sector/civil society actors) for project execution adequate? Specifically:	
Has a technical/human capacity analysis been done of the lead agency and is it financially sound and able to continue after project completion? Comments:	
Are the roles of the implementing partners clearly defined and accepted by all? Comments:	

Are the technical/human capacities of implementing partners adequate, and if not, will measures be taken to build these capacities? Comments:	
Will TA be necessary; and if so, is this solution accepted by government and beneficiaries? Have procedures for TA been agreed? Comments:	
Implementation arrangements	
4.2 To what extent have implementation arrangements been defined and agreed, specifically:	
Have procedures for timely recruitment/appointment of key local project coordination/facilitation staff been determined and agreed with Government? Comments:	
Have the financial and human resources needed for implementation been included in the project/government cost estimates? Have cost estimates been allowed for government contributions to supervision, implementation support and impact evaluation (including preparation of the initial Annual Work plan and Budget (AWPB), baseline survey, progress reporting, MTRs and completion reports)? Comments:	
Have appropriate organizational arrangements been agreed upon for procurement and financial management (including funds flow mechanisms, workable arrangements for accounting, financial reporting and audits)? Are special project accounts defined and set up? Comments:	
To what extent have the start-up and the first year of implementation arrangements been agreed (including, setting up the Steering/Coordination Committees, start-up/sensitization workshops, promotion campaigns, pre-implementation training, etc.)? Comments:	
5. Risks and sustainability	KSF5 Ranking [1-6]
5.1 Does risk assessment give adequate attention to:	
Risks related to governance limitations? Comments:	
Risks in each component with suggestions to address them both by design and through loan conditionality? Comments:	
Effectiveness, commitment and capacity for financial management (including procurement considerations) of the organizations and partners chosen to manage and implement the project? Comments:	
Adaptation and risk management practices to reduce the vulnerability of smallholder farmers to increased climate-related stresses and shocks (droughts, floods, damage on infrastructure, etc.) Comments:	
5.2 Are chosen risk mitigation measures credible and implementable, particularly regarding responsiveness to:	
The recommendations in the Environmental and Social Review Note or Environmental and Social Impact Assessments? What measures are proposed to address adverse externalities beyond the project/program's area of influence? Comments:	
Social risks, such as exclusion of key beneficiary groups (including indigenous peoples and women), lack of socio-political support by authorities or resettlement issues? Comments:	
5.3 What measures/exit strategies are proposed in the project design to ensure sustainability of development outcomes, particularly concerning:	
More rational and sustainable use of natural resources to address environmental issues and or sustain production and productivity increases? Comments:	

Durability of institutional reforms and pro-poor organizations? Comments:	
Financial sustainability of the organizations either implementing the project or supported/created by it, including moves towards self-financing of IFAD interventions post-disbursement? Comments:	
6. Innovation, learning/scaling up and knowledge management	KSF6 Ranking [1-6]
6.1 Do the M&E arrangements provide adequately for learning based on implementation experience? Comments:	
6.2 Is the overall quality of the log frame adequate, are the indicators practical and measurable, and do they include clear timelines? Comments:	
6.3 Have institutional arrangements and funding been agreed to ensure adequate capture and dissemination of lessons learned at the project level, within country and for IFAD? Do these arrangements allow for the possibility of up- or out-scaling either by government or other funders? Comments:	
6.4 How innovative is the project? Has the issue of innovation been discussed? Have the potential risks associated with innovation been addressed? Comments:	

INTEGRATING GENDER PERSPECTIVES AND APPROACHES INTO THE PROGRAM CYCLE: PROMARA PROGRAM

PROGRAM DESIGN

- Gender and youth-sensitive approaches were key elements of program design and supported by budget allocations.
- Gender and conflict mitigation & management were cross cutting elements with specific inputs for each program component.
- Women and youth needs assessment was carried out during the preliminary stage of the program to inform the gender and overall implementation strategy.
- Program PMP included gender indicators to assess outputs and impact.
- Holistic program focus, women, youth and the community at large.

PROGRAM IMPLEMENTATION / PROGRAM COMPONENTS

LAND AND LAND TENURE

- Focused on strengthening statutory land rights, as well as customary land use rights for women and youth through a combination of legal literacy, assistance and formalization.
- Provided influence and input into legislative land reforms to address gender dimensions (Land Bill, 2012; Land registration Bill 2012; National Land Commission Bill 2012; Matrimonial Property Bill).
- Provided technical support for drafting land legislation that incorporates and implements constitutional requirements related to devolution, the role of the National Land Commission, community lands and gender equity etc.
- Provided gender training that included men, with the aim of sensitizing men to the need to participate and share household and family responsibilities to lessen the disproportionate burden on women (ref. 24-hour activity profiles for men and women), as well as to embrace the need and importance of gender equality and women's empowerment for the welfare of the family and community.
- Targeted women and youth in agricultural productivity trainings e.g. fodder establishment, land use planning.
- Worked with relevant GoK departments to link them to farmers for provision of extension services.
- Provided legal awareness and literacy programs targeting women, youth, elders, opinion leaders and the general public, addressing issues of land rights, land security rights, land use and tenure, and procedures to transfer and acquire land and natural resources management.
- Worked with elders and local leaders to secure customary land use rights based on constitutional provisions, legislation and policies. Conducted public information and education activities specifically about resource rights of women and youth.
- Facilitated community dialogue about land use rights of women and youth.

LIVELIHOODS

- Conducted an assessment that revealed over 80% of the population in the project area rely on forest and forest resources (directly and/or indirectly).
- Conducted training on diversification of livelihood options based on gender needs and ease of adoption due to culture and availability of resources locally (e.g. closeness to forest).

- Program activities included planting fruit trees for land cover and income generation, bee keeping, promoting fodder establishment, tree nurseries and the production of energy-saving stoves.
- Conducted training of artisans on production of modern beehives to improve bee keeping and income generation.

WOMEN AND YOUTH – FOREST BASED RESOURCES

- Adopted gender-sensitive forest interventions – based on forest uses and customs.
- Facilitated women's participation in Community Forest Associations (CFAs), Water Resource User Associations (WRUAs) and Community-based Organizations (CBOs).
- Provided trainings on alternative forms of energy for cooking e.g. energy saving stoves and teaching women how to make these stoves.
- Conducted public information and education activities about conservation, the Constitution, the Forests Act, land law, etc.
- Mobilized youth and women around sustainable forestry, agriculture, and environmental activities.
- Planned and held meetings at times that were favorable and allowed men, women and youth to participate.

CAPACITY BUILDING AND ORGANIZATION

- Held women and youth only meetings/trainings on various issues as part of a strategy to give them space and courage to discuss and articulate issues that affect them.
- Revived and trained various women and youth groups (Worked with 224 organizations including 49 youth groups; 30 self-help groups; and 103 women's groups.)
- Offered trainings for youth as Training of Trainers (TOTs) to become resource persons within their communities. Twenty women's groups (more than 450 members) and 22 youth groups (more than 400 members) were trained in group dynamics, leadership and governance, and conflict management skills by the ToTs. (52 TOTs, 19 female, 33 male).
- Mobilized women and youth to establish forums (Youth Congresses and the Mara Mau Women's Network) to give them space to discuss, lobby and advocate for their rights and issues affecting them.

ACHIEVEMENTS AND IMPACT OF PROMARA PROGRAM

- Reviewed and provided technical input into land legislation geared towards securing and improving land tenure rights for women. Some of the program's recommendations were adopted in the Land Bill, Land Registration Bill and the National Land Commission Bill.
- Mobilized communities from different ethnic backgrounds and institutional affiliations to form community groups (CFA, WRUA, and Peace Committees); built linkages with GoK agencies, and built the capacity of GoK agencies in community engagement, gender and conflict management.
- Increased the number of women and youth in institutional arrangements within community conservation groups, including at least 40% women's representation on the executive committees of the CFAs and one-third women and youth representation in the Youth Congresses.
- Increased awareness and acknowledgement among community members (including men) about women and youth land ownership rights, women as land co-owners, and land use rights of women and youth through the legal awareness and literacy program.

- Increased awareness among women, youth and community members about climate change, environmental conservation and land rights of women and youth through public information meetings and advocacy activities related to new land legislation.
- Mobilized, organized and strengthened capacities of women and youth (through Mara Mau Women's Network & 18 Youth Congresses in districts within the Mau Forest Complex (MFC)), creating a platform to advocate and negotiate for space and rights in various development initiatives.
- Skills and capacity development among women and youth groups to change attitudes and behaviors about exploitation of forest resources and increase their adaptive capacity to climate change
 - Established woodlots and tree nurseries and planted fruit trees in homesteads and schools. Women and SHG are establishing tree nurseries as an economic activity.
 - **Provided trainings in bee farm establishment and bee keeping as an enterprise.** 52 community members (42 men and 10 women) trained as artisans for making bee hives, over 4000 individuals introduced to modern bee keeping activities and over 3000 on bee forage and products training
 - **Introduced and provided training on using energy- saving cook stoves.** 1124 women and 72 men received training; 308 cook stoves installed allowing women time to engage other productive, household and leisure activities.
 - **Established and strengthening capacity of Soitaran Multi-purpose Cooperative Society Limited.** Cooperative includes over 300 members and markets farmers' farm produce (e.g. milk, Irish potatoes etc.). Carried out advocacy and conservation efforts in Mau forest through the use of proven methods (jikos, reforestation, river bank protection, soil conservation).

MAJOR GENDER ISSUES AND CHALLENGES

Participation and representation of women in decision-making processes and structures

- Participation and representation of women is traditionally determined by the dominant patriarchal culture.
- Women are either absent or rarely involved in NRM decision-making structures, including CFAs and WRUAs.
- Women and female youth turn up in low numbers for community meetings and do not participate in discussions on various issues that affect their lives and livelihoods.
- Women who do attend community meetings rarely share their opinions, experiences and challenges and as a consequence decisions often do not reflect women's perspectives.
- Women's capacity and level of organization to take part in decision-making processes remains low.

Security of land tenures, land ownership and control over land resources

- Access to land is determined by the title deed holder (most always a male).
- Ownership and control of land and land resources by eldest male member of the family prevails.
- Women and youth rarely own land, and do not have socially recognized formal rights to jointly own land with their husbands/ fathers, thereby limiting their effective participation in NRM initiatives.
- Most Mau-Mara community members have some level of insecurity (real or perceived) about the land they occupy, which negatively affects investment in land and resources and how they are used.

Widespread nature and complexity of conflicts in the area

- Mau Mara is prone to violent conflicts over land ownership and boundaries, competition over forest, water and pasture resources, and politically instigated ethnic clashes.
- Men, women and youth are affected and play different roles in these conflicts. Violent conflicts put women and girls at high-risk for crimes such as rape.
- Addressing these conflicts requires understanding of the gender dimensions.

Gender insensitive culture, policies and laws

- Recognition of changing patterns of contemporary versus traditional ways of resource use/conservation leads to resistance to gender integration and women's empowerment.
- While the Constitution provides for women's rights, most existing laws/policies are yet to be harmonized with the Constitutional provisions; some laws including the law of succession and inheritance are gender biased toward men; and community members are yet to embrace the rights conferred on women due to deep-rooted cultural and traditional values.

MEN FOR GENDER EQUALITY NOW (MEGEN)

In Kenya, MEGEN (men for gender equality now) is currently the lead partner for the mobilizing men to achieve gender equality. It was founded in 2002 as part of the regional network of men against gender-based violence under the African Women's Development and Communication Network (FEMNET) and later registered as a separate entity in 2005. MEGEN's Mobilizing Men project has targeted issues of SGBV on university campuses and in the transport sector. Presently MEGEN has 500 members committed to the organization's principles and bases its activities in one site, Juja town outside Nairobi. MEGEN has recruited ten activists from the Student Union, student groups and faculty of Jomo Kenyatta University of Agriculture and Technology (JKUAT) who serve the students and staff in and around the university. MEGEN's work is based on the following principles.

Relation: Men live in social relationships, many with women and girls including wives, partners, mothers sisters, aunts, daughters, nieces, friends, classmates, colleagues, neighbors etc. It is the quality of these relationships that in large part determines the quality of every man's life. Men can see that their lives are damaged, too, by a system of gender inequality that damages the lives of women and girls with whom they are in relationships. This is a powerful reason for many to support gender equality.

Personal well-being: Men continue to benefit from political, economic and social systems that privilege them. But these systems are also have a negative effect on men's health and well-being including lower life expectancy, premature deaths from accidents, homicide/suicide, high rate of occupational injury (gender segregated workforce), higher level of drug abuse, especially alcohol and tobacco. Men's unwillingness to seek medical help when needed and experiencing depression when they cannot provide for the family is equated to masculinity, toughness and invulnerability. Less rigidity in these norms of masculinity will allow men more options in how to live their lives, and will yield more benefits in terms of mental-health and psychological well-being.

Collective Interest: Men may also support gender equality because they see its relevance to the well-being of their community, especially in situations of poverty and underemployment. Flexibility in division of labor may be crucial to a household, which requires women's earnings as well as men's.

Human Rights and Social Justice: Men get involved in the struggle for gender justice, and seek to change harmful norms and practices of masculinity, simply because it is the right thing to do. Women and girls have

the same rights as men and boys, even when men cannot see personal benefits in gender equality, they still have the responsibility to promote gender equality. Beliefs about domination and subordination that lie at the heart of gender equality (e.g. the power of the male over the female, the masculine over the feminine) play a fundamental role in other forms of justice by ‘*naturalizing*’ relations of dominion: e.g. men over women; the rich over poor and some societies, white over black.

HOUSEHOLD APPROACHES

More information on these approaches can be obtained from Dr. Cathy Farnworth, cathyfarnworth@hotmail.com who can put you in direct touch with the program heads of each program. Facilitation guides for several of these programs are available.

OVERVIEW

Although household methodologies are relatively new, preliminary evidence is very promising. It indicates that working on gender relations within the ‘black box’ of the household can contribute significantly to gender equality objectives, opportunities for livelihood generation, improved farm decision-making, improved links between communities and development partners, and, depending on the context, improved value chains.

All household methodologies work to bundle the disparate livelihood strategies pursued by women and men (her plot, his plot *etc.*) into one coherent strategy. The formation of a ‘family vision’ to which children contribute enables the family to conceptualize and work towards a shared time-bound goal. Critically, household methodologies do not seek to empower one gender (women) at the expense of the other (men). They adopt a ‘power with’ rather than a ‘power to’ approach, and work to promote the understanding that unequal power relations between women and men result in failures to make the best decisions possible, and thus contribute significantly to poverty. Thus, some household methodologies, particularly the Gender Action Learning System (GALS), seek gender justice as a lead goal. Others work with the understanding that gender-based constraints severely limit the achievement of wider program goals and thus seek to identify and tackle them through the process. Some household methodologies are deployed as part of a package of development interventions, whereas others are more ‘stand-alone’. Finally, governments, development agencies and NGOs are implementing household methodologies.

The evidence to date (see annexes 1 and 2 for the summaries of two evaluations) shows that change in cultural norms that have existed for generations can be achieved within one or two years, simply because the benefits of collaboration are seen so rapidly. Women begin to experience more decision-making power and suffer less gender-based violence. Men start to take on domestic and caring tasks and sharing work on the farm, thus freeing up women’s time and securing men many personal benefits, such as more positive relationships with their children. Decision-making regarding household income flows and expenditures becomes more transparent and starts to involve all adults, and, in some cases, children. In all cases, household methodologies are associated with programs addressing wider objectives, such as work targeting HIV/AIDs, creating assets for the most poor, improved participation in value chains, linking women and men to functional literacy programs, and work with female-headed households.

Despite the many positive outcomes of the household methodologies examined in this study, areas of concern remain. These are discussed below in relation to specific elements of the household approaches studied.

THE AGRICULTURAL SUPPORT PROGRAMME (ASP) ZAMBIA^{125, 126}

The ASP (2003-2008) grew out of a number of SIDA-funded projects that had engaged over many years with different aspects of the agricultural sector in Zambia. It promoted a 'Farming as a Business' approach. Its overarching goal was to stimulate attitudinal change amongst smallholders as to the way farming is conducted.

The ASP produced a gender-sensitive Facilitation Handbook, and guidelines for gender mainstreaming. These documents suggested how to incorporate a gender perspective into each stage of the facilitation process. The Facilitation Handbook notes that areas of gender disparity to be addressed at household, group and community level include: participation, workloads, income, training, access to and control over resources, access to information, and decision-making. The Household Approach was central to the implementation of a package of activities that included, among others: 1) the promotion of diversified farming, which aimed to ensure income streams throughout the year, 2) classic extension activities, 3) work on HIV/AIDS and 4) work on ensuring household level food security in maize. The ASP took farmers through a staged learning process by taking them through a range of levels. The lowest level was level 1 (extreme poverty, no food security) and the highest was level 5 (stand-alone commercial farmer who could be engaged in outgrowing ventures). Most farming households entered the program around level 2 or 3. Over the five years of the ASP every household who elected to join the Farming as a Business program was mentored – totaling 44,000 in all.

The Household Approach aimed to reinforce extension messages initially communicated at the community level. Individual meetings between household members and camp facilitators (extension workers) took place over a period of three years. All adult household members (husband, wife and older children) participated in setting the household vision and preparing an action plan, worked together during implementation, and shared the benefits together. Children were important because they were sometimes the only literate people in the household and thus were often essential to proper accounting, as well as to sharing their ideas for development.

DISTRICT LIVELIHOODS SUPPORT PROGRAMME (DLSP) UGANDA¹²⁷

The DLSP is a seven-year Government of Uganda (GoU) program funded by IFAD, GoU and the beneficiary communities. The goal of the program is to improve the standard and sustainability of the livelihoods of poor rural households in the program area. The two principal objectives are: 1) to empower rural households to increase their food security and incomes and 2) to empower local governments to deliver decentralized services. Program components include: 1) community access roads, 2) agricultural development including enterprise development and land tenure, 2) community development component which includes **household mentoring**, functional adult literacy and group formation and 4) support for the sub-county and district administrations.

The principal target groups for household mentoring include: 1) transitory poor households who are economically active but are not yet in a position to participate fully in commercial activities – should benefit from agricultural development activities as group members and 2) poorer households with limited assets and restricted livelihood options who do not currently participate in community activities or development initiatives. It is expected that 17,280 households will be mentored over the five-year program.

The household mentoring approach is based upon the work of the ASP in Zambia. A trained volunteer mentor is responsible for regularly visiting selected households over one or two years. The overall aim is to *'transform the thinking of the adult members of the households into one of self-help and self-sufficiency'*. This is achieved through a five-stage process. Phase 1: Entry – selecting households based on set criteria to target the most

poor, developing a household vision in relation to food security, asset formation, better child health, better sanitation *etc.* and developing an action plan to achieve this. Phase 2: Implementation – promoting a culture of self-reliance, monitoring implementation of the household vision and action plan. Phase 3: Developing functional partnerships with other development partners. Phase 4: Supporting households to participate in other development initiatives. Phase 5: Handing over to other development partners. The central idea is that households are taken through an ‘empowerment pathway’, from enhancing personal decision-making capacity through to engagements in household clusters through to the formation of producer groups able to interact with other market actors. Some household clusters have elected to join other government-supported initiatives such as the Community Demand Driven Development and Northern Uganda Social Action Fund (NUSAF II).

GENDER, HIV AND AIDS HOUSEHOLD APPROACH, MALAWI¹²⁸

The Department of Agriculture Extension Services (of the Ministry of Agriculture, Irrigation and Water Development), with support from the Irrigation Rural Livelihoods Agricultural Development Project (IRLADP), began implementing the Gender, HIV and AIDS Household Approach in 2010. This work is intended to support the wider work of IRLADP, which aims at increasing the incomes and agricultural productivity of capable poor small-scale farmers in 11 districts across the country. In all project districts, gender inequalities are recognized as one of the major contributing factors to poverty and as one of the drivers of the HIV/AIDS epidemic.

The Gender, HIV and AIDS Household Approach is modeled on ASP’s household approach.¹²⁹ Currently, it is being piloted in three sites across the country and thus is very small-scale (45 households). Based on this experience, the plan is to upscale it in other IRLADP sites. Its key objectives are to improve decision-making with regard to ‘farming as a business’, and to enable households to plan and implement their household vision within a set time frame. It works to mainstream behavioral change at the household level with regard to gender roles and responsibilities at the household level, to improve food security and income generation, and to target the drivers of HIV/AIDS.

The main elements of this approach are: 1) regular, consistent and semi-intensive individual household visits to the participating households by the extension worker, 2) participation of all household members (husband, wife, and children) in the setting of the household vision, 3) development of the household action plan with the support of the extension worker, 4) mobilization of resources for the implementation of the work plan and 5) review of the work plan with all the household members.

THE GALS ACTION LEARNING SYSTEMS (GALS) UGANDA¹³⁰

The GALS builds on the work of Linda Mayoux over several years on pro-poor development strategies, which have become increasingly gender-aware. As part of Oxfam Novib’s WEMAN program, the GALS approach was developed and piloted from 2007 onwards with partners in Uganda, Sudan, Pakistan, and Peru. One project, ‘*Gender Justice in Pro-Poor Value Chain Development*’ (2009-2011), was co-funded by IFAD and developed with two local partners in Uganda, Green Homes and Bukonzo Joint Cooperative Micro-Finance Ltd (Bukonzo Joint). As a consequence of the positive pilot period, IFAD is supporting up scaling of the methodology through a large grant in Rwanda, Nigeria, and in other locations in Uganda.

The GALS for Value Chain Development is conducted in four principal stages, all of which are participatory and depend on the use of visual, rather than written, material to work with. The process starts with creating initial commitment and action priorities for gender justice in an entry point event (the “tree of diamond dreams”) with participants from vulnerable groups within communities and the professional staff of service providers. It aims to achieve a positive orientation by encouraging participants to develop individual and then

household level visions for their futures (step 1) before establishing their current situation (step 2). In order to promote a sense of achievement and to help them identify cause-effect linkages, the participants are asked to consider where they have come from (step 3). Next, participants identify the opportunities and constraints that will affect the realization of their vision (step 4). Step 5 focuses upon enabling participants to identify their objectives, and finally, step 6 asks participants to set milestones on the road towards the achievement of their overall vision.

It is critical to appreciate that the GALS focuses explicitly upon achieving gender justice. It trains participants to understand gender justice using the framework provided by the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

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- ¹ UNDP (2012). International Human Development Indicators: Kenya. <http://hdrstats.undp.org/en/countries/profiles/KEN.html>.
- ² USAID (2012). Policy on Gender Equality and Female Empowerment. March 2012. Washington DC.
- ³ Green, M.E (2012). A Practical Guide for Conducting and Managing Gender Assessments in the Health Sector. Population Reference Bureau. Funded by USAID.
- ⁴ CARE (2009). A Place to Grow. Empowering Women in CARE's Agricultural Programming.
- ⁵ USAID (2012). Policy on Gender Equality and Women's Empowerment.
- ⁶ World Bank (2012). Overview of Gender Equality and Development.
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