
Final Report

**1991 TRAINING IN
GENDER CONSIDERATIONS IN DEVELOPMENT**

FOR USAID/KENYA

September 22, 1992

**Presented By:
GENESYS**

**September 1992
Prepared for:
Office of Women in Development
Bureau for Research and Development
Agency for International Development
Contract No. PDC-0100-Z-00-9044-00**

PA-ABM-129
151 79087

**1991 Training in
Gender Considerations in Development
for USAID/Kenya**

F I N A L R E P O R T

Submitted by:

**Drew Lent
Nina Bowen
Emily Moore**

September 22, 1992

TABLE OF CONTENTS

INTRODUCTION 1

BACKGROUND 1

USAID/KENYA STAFF RETREAT 2

Session Objectives 2

Session Summary 2

Participant Overview 2

THE SECTORAL TRAINING SESSIONS 3

Overall Goal 3

PRIVATE SECTOR DEVELOPMENT 3

Session Summary 3

Session Objectives 3

Participant Overview 4

HEALTH AND POPULATION 5

Session Summary 5

Session Objectives 5

Participant Overview 5

AGRICULTURE 6

Session Summary 6

Session Objectives 6

Participant Overview 6

CONCLUSIONS AND RECOMMENDATIONS 8

APPENDICES

1.	Annotated Training Program Outlines	10
2.	Evaluation Summaries	17
3.	Participant Lists	24
4.	USAID/Kenya Staff Retreat - small group report .	33
5.	Private Sector Development training - small group report	38
6.	Health and Population Training - small group report	47
7.	Agriculture Training - small group report	54
8.	The WID Committee Planning Debriefing	62

INTRODUCTION

This report describes a Gender considerations in Development (GCID) training program for USAID/Kenya that took place in September of 1991. The purpose of the training was to enhance the GCID skills of Mission staff and collaborators. The program consisted of four distinct activities, the first of which was a half day retreat for the Mission's program staff. The second, third and fourth activities were one day sessions dealing, respectively, with agriculture, population/health and the private sector. All four activities went well and the program achieved its objectives.

The report consists of a brief background description of events leading up to the training, a one page description of each of the training activities and a brief outline of conclusions and recommendations. The eight appendices to the report provide annotated training program outlines (appendix 1), evaluation summaries (appendix 2), participant lists (appendix 3), small group reports from each of the training activities (appendices 4 through 7) and the minutes of the post-training WID committee debriefing (appendix 8).

BACKGROUND

The Gender in Economic and Social Systems (GENESYS) project receives core funding from the Office of Women in Development in the Bureau of Research and Development. Supplemental funding is provided by Mission buy-ins.

In May of 1990 USAID/Kenya bought into GENESYS for a two phase activity. The first phase, a needs assessment, was performed in December of 1990. The gulf war travel ban set back phase two, the training program, until September of 1991.

The training team consisted of three facilitators, each with expertise in one of the sectoral areas. During the one-day trainings, the team member with the requisite technical expertise served as lead facilitator. Much of the A.I.D. specific GCID content was reserved for the staff retreat and each of the three one-day trainings focused on specific technical issues in a single program area. The contents of the one-day sessions were developed in close collaboration with members of the WID Committee, tapping into the sectoral expertise of each member. This innovative method proved to be highly effective in obtaining technical depth within a limited timeframe.

THE USAID/KENYA STAFF RETREAT

Session Objectives

The half-day USAID/Kenya Staff Retreat was designed to meet three objectives:

- To identify the policy parameters within which USAID-funded programs and projects are planned and implemented.
- To establish a broad and common understanding of the gender-related issues in Kenya by means of an environmental analysis.
- To discuss implications of this analysis for the design and management of the USAID/Kenya program.

Session Summary

After Mission Director John Westley opened the workshop with comments on the importance of considering gender in USAID/Kenya's development work, the training team made presentations on key aspects of GCID in the A.I.D. context. Most of the remainder of the program was devoted to an environmental analysis which was used to establish a broad and common understanding of gender-related issues in Kenya. In small groups, the participants identified constraints and opportunities for the integration of women into the Mission's portfolio. After presentation and discussion of these constraints and opportunities, Mission WID committee members made presentations on WID activities at the Mission. The retreat ended with closing remarks by Director Westley.

Participant Overview

The retreat was held on September 19, 1991, attended by 35 members, 14 men and 21 women, of the USAID/Kenya program and project staff (see participant list in Appendix II). The participation from USAID offices was distributed as follows:

- 8 Projects Office (Private Sector Development);
- 8 Population and Health Office;
- 4 Agriculture and Program Offices;
- 3 Program/Training and REDSO offices;
- 2 Office of the Director;
- 1 Personnel;
- 1 Executive Office; and
- 1 Comptroller's Office.

THE SECTORAL TRAINING SESSIONS

Overall goal

The goal of the sector-specific training sessions was to support the institutionalization and integration of gender analysis techniques and applications in the development programs and projects of USAID/Kenya and its collaborators.

PRIVATE SECTOR DEVELOPMENT

Session Summary

The session was introduced by Migwe Kimenia of USAID/Kenya who emphasized the Mission's commitment to improved gender awareness. After a brief presentation of key GCID concepts, the gender considerations issues of greatest importance to the Kenyan private sector were identified and discussed. Participants then worked in small groups to develop strategies and action plans for dealing with these issues. The session was closed by Deputy Mission Director Roger Simmons.

Session Objectives

At the close of the one-day training the participants would:

- understand A.I.D.'s current views and priorities with respect to gender considerations and their impact on development;
- have gained a greater appreciation of the importance of integrating gender disaggregated data and gender considerations into their work with private sector;
- have learned to apply basic skills of gender analysis to program/project situations in Kenya;
- have developed strategies for incorporating gender as a variable in their work (action planning).

Participant Overview

On September 20, 1991, the private sector development session was attended by a total of 30 participants (5 men and 25 women) with the following affiliations:

- 15 Non-Governmental Organizations;
- 4 Kenyan Government;
- 2 Banking institutions;
- 2 Personal Services Contractors;
- 3 Private Voluntary Organizations;
- 1 USAID/Kenya Foreign Service Nationals; and
- 3 other organizations.

The group reported the following technical specializations:

- 17 small scale enterprise/PRE;
- 5 rural development;
- 3 education;
- 2 agriculture;
- 2 human resources;
- 2 law;
- 2 mass media/communications;
- 2 investment promotion; and,
- 1 each in housing, public finance, behavioral science and gender considerations.

HEALTH AND POPULATION

Session Summary

The session was introduced by Mission Director John Westley who spoke of the importance of GCID to the Mission. After a short presentation of Key GCID concepts, the gender considerations issues of greatest importance to health and population in Kenya were identified and discussed. Participants then worked in small groups to develop strategies and action plans for dealing with these issues. The session was closed by Deputy Mission director Roger Simmons.

Session Objectives

At the close of the Health and Population workshop, participants were expected to:

- understand A.I.D.'s current views and priorities with respect to gender considerations and their impact on development;
- gain a greater appreciation of the importance of integrating gender considerations into their work in the population and health sector;
- identify five major issues that spring from gender considerations in population and health in Kenya and develop strategies to address these issues.

Participant Overview

There were 36 participants at this session: (32 women and 4 men) with the following affiliations:

- 17 NGO community;
- 5 Private Voluntary Organizations;
- 4 Kenyan Government;
- 3 USAID/Kenya Foreign Service Nationals;
- 2 private sector; and
- 5 Sectors are not specified.

The group reported the following technical specializations:

- 21 population;
- 20 health/nutrition;
- 4 education;
- 3 rural development;
- 2 human resources; and,
- 1 WID.

Many of the participants had specialization in several areas.

AGRICULTURE

Session Summary

The session was introduced by Mission Director John Westley who spoke of the importance of GCID to the Mission. After a short presentation of Key GCID concepts, the gender considerations issues of greatest importance to agriculture in Kenya were identified and discussed. Participants then worked in small groups to develop strategies and action plans for dealing with these issues. The session was closed by Deputy Mission Director Roger Simmons.

Session Objectives

By the end of the one-day training workshop, the participants would:

- understand A.I.D.'s current views and priorities with respect to gender considerations and their impact on development;
- have gained a greater appreciation of the importance of integrating gender considerations into their work within the agricultural sector;
- have learned to apply basic gender analysis skills to program/project situations in Kenya;
- develop strategies for incorporating gender as a variable in their work (action planning).

Participant Overview

On September 24, 1991, 28 participants (12 men and 16 women) took part in the session, with the following affiliations:

- 8 Kenyan Government;
- 7 University community;
- 4 Non-governmental organizations;
- 2 Personal Services Contractors;
- 1 a parastatal organization, and
- 5 Various "other" non-A.I.D. affiliated organizations.

Participants had the following technical specializations:

- 15 agriculture;
- 8 education;
- 3 rural development;
- 4 private sector development;
- 3 natural resources; and,
- 1 each in marketing/finance, PVO development, and co-operatives.

CONCLUSIONS AND RECOMMENDATIONS

There was general agreement among the trainers and participants (see evaluation summaries in appendix 2) that all four training sessions went well and achieved their objectives. Two recommendations for future workshops emerged from the debriefing that was held with the Mission WID committee on September 26, 1991. The recommendations were that:

1. More time should be allocated for each workshop; and,
2. A panel of local experts would be a very useful training tool in the expanded workshops.

The WID committee debriefing is summarized in appendix 8.

In closing, the training team would like to thank the Mission for the high degree of involvement of senior Mission staff in the workshops, invaluable logistic support and the assistance of Mission WID committee members in developing Kenya-specific training materials.

APPENDIX 1
ANNOTATED TRAINING PROGRAM OUTLINES

APPENDIX 1

ANNOTATED TRAINING PROGRAM OUTLINES THE USAID/KENYA STAFF RETREAT

The Retreat Notebook

Each retreat participant received a notebook. Much of the notebook content was provided as support materials and not as an integral part of the retreat. However, where specific content was covered, the section and page from the notebook were noted. A copy of this notebook is on file in the WID section of the USAID/Kenya library and at the Training Office of the GENESYS Project.

Annotated Program Outline

I. Introduction/orientation

Welcome by WID Officer Carol Steele, introductory comments by USAID/Kenya Director John Westley and introduction of the training team.

The lead facilitator reviewed the three retreat objectives and session outlines (see notebook pages 2 and 3).

Three 10-minute presentations were made by the training team on Gender Considerations in Development in the A.I.D. context:

- The WID legislative history (tab one, pages 1 - 6).
- Key concepts in GCID (tab two, pages 1 - 12).
- Description of the S&T/WID program and resources (tab three, pages 1 - 2).

A brief coffee break followed.

II. Small group work - environmental analysis

Five groups of 5 to 7 participants discussed the GCID context in Kenya for 1 hour and 45 minutes. The conference room was pre-arranged with five tables in a semi-circle formation around the presentation area. The training team and WID Committee members guided arriving participants to each table, securing a mixture of Kenyan and US Direct Hire experience in each group. The specific group task assignment was to:

"Discuss in your group the constraints to and the opportunities for better integrating women into the Mission's development activities in Kenya - please prepare a 5-minute report".

In addressing "opportunities", each group identified some GCID implications for the USAID/Kenya program. After the group report, the facilitator led a brief discussion of commonalities and Mission interests.

III. GCID and USAID/Kenya

WID Committee members Maria Mulletti from the Agriculture Office, Nellie Mwanzia from the Population and Health Office, and Anne Inserra from Private Enterprise Office provided short updates on the Committee's progress in WID activities for their respective offices.

The WID Officer provided an overview of the upcoming GCID workshop and WID planning session. Closing remarks were made by the Mission Director.

THE THREE SECTORAL WORKSHOPS

The Participant Notebooks

Twenty-five participant notebooks were prepared for distribution at each session. The actual attendance for the three sessions exceeded the Mission's expectations and participants from the same organizations were asked to share the notebooks in order to accommodate everyone. The notebooks were identical for each training with the exception of the first few pages, which presented the specific objectives and program outline for the particular sectoral training. These three program outlines are annotated in this report.

The notebook for one-day sector-specific training contained approximately three times the material of the staff retreat notebook. Like the staff retreat notebook, much of the contents were provided as background resource material. The first two sections of the notebook, "Concepts, Tools and Applications for Considering Gender in Development, Nairobi, Kenya, September 1991" were reviewed with the participants in some detail.

THE PRIVATE SECTOR DEVELOPMENT WORKSHOP

Annotated Program Outline

I. Introduction/orientation

Welcome and introductory comments by USAID/Kenya's Migwe Kimenia underscoring the seriousness with which the Mission takes the issue of gender.

Introduction of training team members and participants.

Participants' expectations were noted and compared with workshop objectives. The schedule for the day was reviewed.

II. Overview of GCID Concepts

Discussion of key concepts in GCID; advantages and disadvantages of women-only projects, women's components of larger projects, and fully integrated projects.

Brief report of USAID/Kenya staff retreat by Migwe Kimenia.

Coffee Break.

III. Gender Analysis

Presentation of Gender Information Framework (GIF) and discussion of its relevance to Kenya with citations from the group of Kenya-specific examples.

IV. Small Group Work (1 1/2 hours)

Lunch.

V. Plenary Session: (2 hours)

Report out and discussion of small group output.

Workshop evaluation questionnaires and closure.

VI. Distribution of certificates to each participant by Deputy Mission Director Roger Simmons, assisted by the WID Committee.

THE HEALTH AND POPULATION WORKSHOP

Annotated Program Outline

I. Introduction/orientation

Welcome and introductory comments by USAID/Kenya Director Westley set the tone for the day and underscored the seriousness with which the mission takes the issue of gender. Facilitators and participants introduced themselves. Participants' expectations were noted and compared with workshop objectives.

II. Key Concepts in GCID

A facilitator reviewed key concepts in GCID and a brief report was given by Nellie Mwanzia on the staff retreat held the preceding week.

III. Issues in Population/health (3 hour session)

The lead facilitator presented three lists of global issues drawn from both developed and developing societies. These issues included:

- reproductive health (excluding family planning);
- non-reproductive health; and
- population/family planning.

Participants were asked to identify which of these are currently most critical in Kenya, and to add to the list as appropriate. (The issues identified later served as the focus for afternoon small group discussions).

The lead facilitator introduced a flow-chart exercise emphasizing two main points:

- There are several "routes" to increased contraceptive prevalence, and
- User satisfaction in regards to services and methods is critical. Providers and donors should concentrate on what is necessary to generate a large and expanding number of satisfied users via various aspects of quality of care.

IV. Group Exercises

Participants were arbitrarily divided into groups representing clients, providers, and donors for the purpose of undertaking a "stakeholder analysis" of what participants believed to be the motivations of each of the three stakeholders. The results are summarized in Appendix 6.

Five small groups were formed to discuss for two hours possible strategies for addressing the issues identified earlier by participants as being particularly important in Kenya.

Participants were asked to address each of the issues in terms of "WHO can do WHAT, starting NOW?". The strategies identified, however, did not tend to be linked with particular actors (either individuals or institutions). These strategies were presented in plenary, and are detailed in Appendix V.

- V. Deputy Mission Director Roger Simmons, assisted by Nellie Mwanzia, distributed certificates to each participant (30 minutes).

THE AGRICULTURE WORKSHOP

Annotated Program Outline

I. Introduction/orientation

Welcome and introductory comments by USAID/Kenya Director John Westley, setting the tone for the day and underscoring the seriousness with which the Mission takes the issue of gender.

Introduction of training team members and participants.

Participants' expectations were noted, and compared with workshop objectives. The lead facilitator reviewed the schedule for the day.

II. Key GCID Concepts

Discussion of key concepts in GCID; advantages and disadvantages of women-only projects, women's components of larger projects, and fully integrated projects.

Brief report of USAID/Kenya staff retreat (Nellie Mwanzia, WID Committee member).

Coffee Break.

III. Gender Analysis

Presentation of Gender Information Framework (GIF) and discussion of relevance to Kenya.

IV. Small Group Work (1 1/2 hours)

Lunch.

V. Plenary Session

Report out on small groups (Appendix) (2 hours).

VI. Deputy Mission Director Roger Simmons, assisted by Ms. Mwanzia, distributed workshop evaluation questionnaires and certificates to each participant (30 minutes).

APPENDIX 2
EVALUATION SUMMARIES

APPENDIX 2

EVALUATION SUMMARIES

PRIVATE SECTOR WORKSHOP EVALUATION SUMMARY

Of the 30 participants, 23 responded to the following questions:

◆ Question 1: Usefulness of the training in your work:

- 9 Very useful
- 13 Useful
- 1 Not relevant

◆ Question 2: Most helpful sessions:

- 11 Group work on specific topics
- 7 Discussions with other participants
- 3 Introduction
- 2 Private enterprise
- 3 Women in management

◆ Question 3: Aspects that could be improved:

- 10 More time needed. Cover same topics in 2-3 days
- 3 Distribute materials in advance
- 3 Make data collection session more specific
- 3 Use more and better case studies
- 2 Time management should be tighter

◆ Question 4: Trainers:

- 10 Excellent
- 9 Good or very good
- 4 O.K.
- 0 Poor

◆ Question 5: Materials:

- 5 Excellent
- 12 Very Good
- 4 O.K.
- 0 Poor

◆ Question 6: Other comments:

- No dominant themes here. Several participants again mentioned the need for more time. Other comments included the need for a better training room, more concrete examples and an action plan follow-up.

HEALTH AND POPULATION WORKSHOP EVALUATION SUMMARY

Of the 36 participants, 30 responded to the following questions:

◆ Question 1: Usefulness of the training in your work:

- 9 useful, very useful: "since it clarified many thorny issues"; "useful to have known issues raised again"
- 3 time too short: "difficult to assimilate ideas"; "should be covered in more depth"; "needs follow-up"
- 2 important, very important
- 8 appreciated the workshop because it resulted in "greater insights on gender issues"; "helpful to understand gender issues"; "gave highlights of gender considerations"; "insights which can be applied in my hospital planning department where decisions have not been made based on gender considerations"; "enhanced my thinking on how attitudes can affect women in development"

However, two participants said gender issues "were not discussed" or "did not get any prominence".

Other comments: relevant; resulted in better understanding; realization of the need to consult the population being served and not just local health committees; gives me confidence and competence and knowledge; received a lot of information.

◆ Question 2: Most helpful sessions:

- 16 small group
- 7 presentation on global issues
- 4 final session
- 3 named particular groups (quality of care; client/providers perspectives; and women as just a baby-maker)
- 1 the drama
- 1 introductions
- 1 Explanation of USAID's formal position
- 1 all sessions
- 1 sessions on family planning

◆ Question 3: Aspects that could be improved:

- 2 more Kenyan examples
- 1 Kenyan issues first, then global issues
- 2 more information on global issues; more time on global issues
- 1 more time in discussion, less on presentation
- 1 involve local trainers
- 1 more participation
- 1 refer more to materials

- 1 distribute materials beforehand
- 1 plan for exact number
- 1 too abrupt a change from presentation to participation
- 1 clearer definition and identification of gender issues
- 1 all sessions were tackled well
- 1 gear training to specific outputs and recommendations
- 6 more time

◆ Question 4: Trainers:

- 7 excellent; superb; very good
- 1 presentation was good
- 1 facilitation was excellent
- 8 tackled the subject; informed; well-informed; well-versed; knowledgeable; know their work; experienced; lots of relevant experience
- 2 competent
- 1 quite clear
- 4 efficient; well-organized
- 3 should include local trainers
- 3 O.K.; fair
- 1 trainer was able to keep everybody awake
- 1 rushed; not enough time
- 1 some are not academically qualified and so have an inferiority complex when they train highly qualified/educated people (the same respondent especially liked the audio-visuals and the field work!)
- 1 why was an outside consultant brought in who knows neither A.I.D. policies nor Kenya? (an American participant, intern)
- 1 underestimated participants' gender awareness

◆ Question 5: Materials:

- 7 don't know yet, no time to read
- 4 adequate; O.K.
- 3 not enough to go around
- 2 a lot; voluminous
- 6 good
- 2 useful
- 1 well-planned, especially the notebook
- 3 relevant, very relevant; very useful on gender issues, quality of care, family planning management
- 1 provide notepads (for writing) next time
- 1 show a film (on another country)

◆ Question 6: Additional comments:

- 3 poor facility, too much noise
- 1 I'm not accustomed to signing evaluations; trainer was opinionated

- 1 should focus on Kenya alone
- 1 involve more men in such forums
- 3 invite policymakers next time
- 1 involve younger women (future managers)
- 1 take this seminar out to the districts
- 3 too short; increase to 2 days; increase to a week
- 1 mix of participants was good
- 1 carry participants' views to the donors
- 3 do this as often as possible; more of these workshops
- 1 there were no results, no future plans, no resolutions or suggestions on what could be done.

Agriculture Workshop Evaluation Summary

Twenty-five of the 28 participants responded to the following questions:

◆ Question 1: Usefulness of the training in your work:

- 21 useful, very useful
- 4 relevant; highly relevant

Of the respondents, one noted it would be much more useful if there had been more time. Four participants specifically mentioned the importance of networking and contacts made during the workshop. Two participants cited the importance of hearing what others had to say about gender issues. Two cited the usefulness of focusing on specific aspects of agriculture.

◆ Question 2: Most helpful sessions:

- 21 cited the group discussions and presentations as being either the most helpful, or helpful in addition to other sessions.
- 4 found all sessions to be equally helpful.

Of the respondents, seven specifically cited the GIF and Key concepts as being helpful.

◆ Question 3: Aspects that could be improved:

- 2 recommended the use of videos/slides
- 3 suggested that more time be spent on conceptual approaches to gender.
- 10 suggested that future workshops be allocated more time.
- 2 suggested involvement by local trainers/resource people
- 2 suggested that participants be provided with the training materials in advance.

- 2 suggested that Kenya Specific case studies should be used.
- 1 thought that the questions in the task description for the research and extension small group discussion should be more specific.

◆ Question 4: Trainers:

- 21 evaluated the trainers positively, in varying degrees of detail. Eight specifically mentioned that the trainers encouraged discussion.
- 2 participants commented that not enough information from other countries was provided.
- 1 recommended that local trainers be identified.

■ Question 5: Materials:

- 18 gave positive evaluations of the training materials
- 3 noted that there were not enough materials
- 1 suggested the use of more audiovisual aids
- 3 said that they were unable to assess the materials because they had not enough time yet to review them

◆ Question 6: Additional comments:

- Further courses and workshops should be organized.
- In the future, it would be necessary to give room for real life experience sample case studies. This can be done in a specific area by participants if interested.
- Hold these sessions more often for people of different categories, e.g. top managers in institutions, men and women, field workers, university lecturers, etc.
- The course was well organized.
- It was a good and pleasurable opportunity to meet others from such wide areas of specialties. I enjoyed especially the social contacts and the discussions.
- Next time you call for meeting please attach the topics to be discussed. Otherwise, time use during the day was excellent.
- Emphasis on the introduction of gender issues at our local universities should be speeded up.
- I enjoyed the whole approach to this workshop. I originally thought it was going to be a meeting where people are trying to [place] blame for all of women's problems. The reality was a very good meeting. I am glad I came.
- Natural resources include water, soil, wildlife, forests. These should be considered in the next workshop. Time was very limited.
- Could send some materials earlier for reading purposes. needs more time for the workshop.
- The course was very enjoyable.

- We would like such a workshop as often as possible.
- Some materials should be sent in advance to the participants.
- Time was too short. I think there was still much more to be discussed. Otherwise all was well arranged. Thanks for the food!
- Kenyan political leaders could benefit from a course similar to this one!
- It would motivate and benefit the participants more if they got to understand better what use the organizers wished for the results of the workshop.
- The participants would like to be told how USAID is to use the information given by the participants.
- Such training should be more frequently held and instead of holding them for one day, more days would be better in order to exhaust our discussions.

APPENDIX 3
PARTICIPANT LISTS

-23-

APPENDIX 3**PARTICIPANT LIST FOR USAID/KENYA STAFF RETREAT
September 19, 1991**

Name	Organization	Position
Baker, Stafford	USAID/Nairobi	Project Development Officer
Brown, Keith	USAID/Nairobi/Program	M & E Specialist
Buckley, Ruth	USAID/REDSO/ESA	Technical Advisor
Bwire, Cyrilla	USAID/Nairobi/Program	Program Economist
Colson, Kathryn	USAID/Nairobi	Development Intern
Dry, James	USAID/Nairobi	Private Sector Advisor
Gingerich, James	USAID/Nairobi	Technical Officer
Gingerich, Molly	USAID/Nairobi/	Deputy Chief Population and Health
Gitau, Nancy	USAID/Nairobi	Project Specialist
Inserra, Anne	USAID/Nairobi	Evaluation Officer
Jerusha, Wanjiku	USAID/Nairobi	Program Assistant
Johnson, Connie	O/P	Population Health Development Officer
Kapila, Surinder	USAID/REDSO/Nairobi	Legal Consultant
Kathurima, Gitonga	USAID/Nairobi	Project Management Specialist
Kigathi, James	USAID/Nairobi	Project Manager
Kimemia, Migwe	USAID/Nairobi	Export Policy Advisor
Larin, Kathryn	USAID/Nairobi	Development Intern
Moser, Gary	USAID/Nairobi	Program Economist
Mott, Polly	USAID/Nairobi	Family Planning Service Delivery Specialist
Muhato, Wanjiku	USAID/REDSO	Program Specialist

Mullei, Maurice	USAID/Nairobi	Program Specialist
Muraya, Teresa		Project Manager
Mwanzia, Nellie	USAID/Nairobi	Program Specialist
Oguna, Helen F.	USAID/Nairobi	Personnel Specialist
Ondeng, Pete	USAID/Nairobi	Technical Officer
Ondigi, Joseph Nyamweya	USAID/Nairobi	Financial Analyst
Oot, David	USAID/Nairobi	Chief, Population & Health Officer
Pfeifer, Sharon	USAID/Ag & REDSO/Ag	Natural Resources Advisor
Ragama, Stephen	USAID/Nairobi	Training Specialist
Salim, Aminah	USAID/Nairobi	Training Assistant
Simmons, Roger	USAID/Nairobi	Deputy Director
Watrin, Annamaria	USAID/Nairobi	Component Manager

**PARTICIPANT LIST FOR AGRICULTURE WORKSHOP
September 24, 1991**

Name	Organization	Position
Abate, Augusta Njoki	Kenya Agricultural Research Institute	Assistant Director
Aguda, Florence	Ministry of Agriculture	
Buckley, Ruth	USAID/REDSO/ESA	Technical Advisor
Gatumbi, Ruth Wawavi	Crop Protection Dept.	Technical Officer
Gitau, Nancy	PVO Co-Financing Project	Project Specialist
Hayanga, Christine	Women's Enterprises Development	Executive Director
Kaaria, Susan K.	Egerton University	Lecturer
Kangethe, Charles Waithaka		Consultant
Keya, Dr. Erastus Lamenya	University of Nairobi,	Lecturer, Dept. of Food Technology
Kiaye, Leonard Osumba	Agricultural Development Corporation	Planning Officer
Kimani, Winnie Wambul	Ministry of Cooperative Development	Head of Project Management
Kinya, Mbaari	Jomo Kenyatta University College	Director
Kositany, Nicholas		Cereals & Produce Manager
Kwenya, John	Kenya Women Finance Trust	Program Coordinator
Kyeba, Alice	Ministry of Agriculture	Technical Officer
Macharia, Kenneth M.	Ministry of Planning and National Development	Economist
Magambo, Esther	Ministry of Agriculture	Agricultural Officer
Mbugua, Moses	Kenya Freedom from Hunger, Council for Natl. Devt.	General Secretary

Mugambi, Tarichia		Managing Director
Muigai, Dr. Steve Ng'ethe	USAID/Nairobi	Technical Officer
Musau, Lilian		General Manager
Mwonya, Dr. Rose A.	Egerton University	Agriculture Chair
Ojode, Lucy	Egerton University, Center for Women Studies	University Committee Member
Ogola, Henry		Managing Director
Onzere, Mary	Kenya Wildlife Service	Education Warden
Tumuti, Dinah	Kenyatta University	Lecturer
Wambua, Tom	Egerton University	Lecturer/Technical Coordinator

**PARTICIPANT LIST FOR HEALTH AND POPULATION WORKSHOP
September 23, 1991**

Name	Organization	Position
Adar, Jane		Program Manager
Beyer, Marillyn	Minnesota International Health Volunteers	Consultant
Coray, Elizabeth Alexandra	Minnesota International Health Volunteers	Volunteer
Gawathanga, Gladys		Program Coordinator
Gikonyo, Violet	National Family Planning	Project Coordinator
Jones, Loyce	Minnesota International Health Volunteers	Volunteer Health Center Administrator
Karuri, Jane	Kenyatta National Hospital	Planning Officer
Kilonzo, Mary	Ministry of Health	Hospital Secretary
Kimani, Jane	USAID/Nairobi	Technical Officer
Kuria Wangui, Jane	USAID/Nairobi	Child Survival Coordinator
Kyalo, Eurice		Program Manager
Lynam, Pamela	USAID/Nairobi	Special Projects Coordinator
Mbaabu, Hellen	National Family Planning	Project Coordinator
Mbiyo, Esther	Christian Health Association of Kenya	Devt & Projects Coordinator
Mbugua W., Margaret	M.C.H./F.H.	Senior Trainer
Miano, Lois	PVO	Project Officer
Mogeni, Lucy	USAID/Nairobi	Secretary
Mokaya, Eileen Kwamboka	USAID/Nairobi	Project Leader
Mosomi, Maria	National Council for Population & Development	Program/Training Officer

Mugo, Mukami	USAID/Nairobi/PSI	Sales Manager
Muhato, Wanjiku	USAID/Nairobi/WID	Program Specialist
Musumba, Rosemary	IPPF	Consultant
Mutiri, Pepe N.		Consultant
Mwanzia, Nellie	USAID/Nairobi	Program Specialist
Mworia, Kalimi Mugambi	Family Planning Association of Kenya	Executive Director
Nakhisa, Sellah	NGO	Nurse Coordinator
Ndeti, Cecilia Situmai	Technical Project	Associate Operations Research
Ndungu, Theresa Nyokabi	USAID/Nairobi	Project Officer
Odhiambo, Jane Pamela	USAID/Nairobi/PSI	Marketing Manager
Ong'uti, Seth Mang'are	PRITECH	Communications Advisor
Onimbo, Felicia	NGO: Family Planning	Deputy Project Manager
Otteno, Mary		Program Manager
Soares, Antonia	Waiyaki Way	Intern
Wanjohi, Sarah Wanjiro	CARE/Kenya	Gender & Development Coordinator
Wangai, Peter	Christian Health Association of Kenya	Technical Officer

**PARTICIPANT LIST FOR PRIVATE SECTOR WORKSHOP
September 20, 1991**

Name	Organization	Position
Agimba, Christine A.	Private Practice	Lawyer
Agina, Mereso	Kanu Maendeleo ya Wanawake Organization	National Secretary
Ahawo, D.O.	Women's Bureau	Project Coordinator
Akatsa-Bukachi, Marren	YWCA	National Programme Secretary
Anyamba, Shuah Ajayo	USAID/Nairobi	Training & Projects Officer
Baria, Nancy	Nancy Barazadho, Advocates	Legal Partner
Bashia, Achla	Kanu Maendeleo ya Wanawake Organization	WID Project Coordinator
Buckley, Ruth	USAID/REDSO/ESA	Technical Advisor
Dawa, Lynette	Kenya Commercial Bank	Consultant
Freeh, Anne	Watson Fellow	
Inserra, Anne	USAID/Nairobi	Evaluation Officer
Kange, Mary	NCKK	Project Coordinator
Kimemia, Migwe	USAID/Nairobi	Export Policy Advisor
Kirui, Jane Jepkemboi		Chief Executive Officer
Kitheka, Margaret	KMCCI	Training Officer
Koimett, Esther	IPC	Investment Promotion Officer
Mac'Botongore, Nicholas Nyamweya	Government of Kenya	Social Development Officer
Magu, Catherine Wangari	Kenya Business and Professional Womens' Clubs	Project Coordinator
Makhoka, Juliet M.	Kanu Maendeleo ya Wanawake Organization	Program Manager

Menya, Martha	Japan International Cooperation Agency	Program Specialist
Mugo, Beth W.	Kenya Business and Professional Womens' Clubs	Chairwoman
Mugo, Sicily	IPC	Investment Promotion Officer
Munyakho, Dorothy	African Center for Technology Studies	Editor-in-Chief, Innovation Magazine
Mwaniki, Rose	Kenya Rural Enterprise Prog.	Project Officer
Ngaruiya, Michael Ngigne	Government Public Finance	Senior Economist
Ngethe, Lucy	KMCCI	Training Officer
Njenga, Mukami	Technoserve, Inc.	Project Advisor
Njatembo, Zachariah	USAID/Nairobi	Financial Analyst
Neekircher, Marianne	International Executive Service Corps	Director of Operations
Njhuo, Nancy	Kenya Rural Enterprise Program	Projects Officer

APPENDIX 4
USAID/KENYA STAFF RETREAT
- SMALL GROUP REPORT -

APPENDIX 4

RESULTS OF SMALL GROUP WORK ON USAID/KENYA STAFF RETREAT

Task: discuss in your group the constraints to and the opportunities for better integrating women into the Mission's development activities in Kenya - please prepare a 5-minute report.

Group 1

KEY CONSTRAINTS	KEY OPPORTUNITIES
A. Institutional (within the A.I.D. Context):	
Resistance on part of Mission	Resources: Guidance (S&T/WID); Increased focus on collaboration & implementation of A.I.D. program
Program impact/evaluation & indicators	Increased focus on program monitoring/evaluation:
Kenyan Context:	
Cultural/historical setting/background	Education
	Training Opportunities: grassroots, professional training/continued education

Group 2

KEY CONSTRAINTS	KEY OPPORTUNITIES
A. Institutional (within the AID Context):	
Cultural:	Education & training
access to credit and land ownership	Informal sector/micro-enterprise: credit loans and training activities
Limited private sector & employment at senior levels	Open legal system
Lack of information and understanding of the socio-dimension of USAID/Kenya program	Public sector senior appointments
Legal requirements, e.g., women restricted from night shifts	Research: leading to better information dialogue

Group 3

KEY CONSTRAINTS	KEY OPPORTUNITIES
Access to: education/training (male bias, women's childbearing demands)	target/quotas for participant training
family planning (high school pregnancies - absence not allowed, also disallowed in training institutions, e.g., teacher training.	policy changes (in school age)
credit (women don't have nor get land collateral or inheritance)	credit: alternative to collateral (easier in title PRE than AG)

Group 4

(* = higher priority/probability of success)

KEY CONSTRAINTS	KEY OPPORTUNITIES
Lack of managerial skills	*Long-term training (need more at Masters/PhD level)
Lack of access to markets (men and women!)	*Short-term training (need more leadership, managerial)
Lack of access to sizeable credit	*Existence of professional women's associations & institutions
Lack of women in science/medicine in higher levels	*Small-scale credit programs
Lack of information - legal - markets	*Government has had consciousness- raised (but little action):
Cultural bias: - women cannot speak in public - women are to be seen & not heard	To provide more information to women
Legal constraints - obtaining passports - property rights/inheritance	For USAID/U.S. Consular dialogue re: visas for single women
Women do not support each other	Revise participant training regulation (AID/W)
Multiple roles that limits time and opportunity for overseas training	Target loan guarantee programs more to women entrepreneurs
Resistance of U.S. Consulate to issuing visas to single women	

Group 5

KEY CONSTRAINTS	KEY OPPORTUNITIES
Historical/cultural/legal	Expand GCID policy reform agenda
Information/knowledge (access/packaging)	Develop GCID information action plan
Funding	Assure GCID is integral to all funding decisions
Absorptive capacity	Include institution-building as project priority
Design approaches and procedures (over-reliance on non-Kenyans, compartmentalization of GCID)	Expand use of Kenyan consultants, give greater attention to GCID in scopes of work
Inadequate attention in implementation	Aggressive & consistent follow- through (RFP's, etc.)
Inadequate monitoring/evaluation	Monitoring/evaluation, negotiations, training)

APPENDIX 5
PRIVATE SECTOR DEVELOPMENT
- SMALL GROUP REPORT -

APPENDIX 5

RESULTS OF SMALL GROUP WORK ON PRIVATE SECTOR DEVELOPMENT GCID ISSUES

NB: The questions presented to the sector groups were intended to guide discussion. Therefore, group reports do not always directly correspond to questions raised in the task descriptions.

GROUP TASK: Gender Implications of Horticultural Exports

The Government of Kenya has begun to promote the development of exports as a means for creating employment and foreign exchange. One aspect of this development strategy is the support and development of horticultural exports. Horticultural export activities capitalize on Kenya's advantages of a large, low cost easily-trained labor force, extensive transport and communication links, fertile land and preferential access to international markets. Women are already involved in the production of horticultural exports. They also represent an under-utilized segment of the work force.

- 1) Examine how increased support for the transition from food crops to horticultural exports will affect income and possibly nutrition.
- 2) How are the implications of this change in productive activities different for men and women?
- 3) Are there ways to protect or support the integration of women in these activities?

GROUP REPORT

(The group decided to first perform a stakeholders analysis in order to understand possible impact)

TASK	ACTOR	GEOGRAPHIC DISTRIBUTION OF THE ACTORS
Soil Preparation	Men	- Central
Planting	Women	- Coast
Spraying	Men	- Nyanza
Picking/Sorting	Women & Children	- North Eastern
Packaging	Women	- Eastern
Transport: - to collection point: - to airport:	Women, Men, Children Large business (Mostly Asian)	- Rift Valley - Nairobi
Marketing	Large business	- Western

GROUP REPORT

IMPLICATIONS OF SHIFT FROM FOOD CROPS TO HORTICULTURAL PRODUCTS FOR EXPORT		WOMEN IN HORTICULTURE	
POSITIVE	NEGATIVE	CONSTRAINTS	OPPORTUNITIES
Increased income - it's culturally accepted for women in agriculture to keep some of the earnings	Increase work load for women	High return Benefits to few who are economically well-off (mainly Asians/men)	Enforce laws that restrict monopolies
No location/mobility difficulties	Harm to women's health - more work - extensive use of chemicals and children	Poor infrastructure and inaccessible - cargo space - roads	Get better prices for producers - through education, exchange and promotional tours

Creation of an entrepreneurial spirit and better business skills	Money still often controlled by husband/man	Kenyan culture is not enterprising; - extended family becomes burden, not supportive - people do not reinvest in productive activities - perspective is not future-oriented	Direct payment upon delivery of product so women will be more likely to receive cash payment
	Nutritional status of family might decline		Form group marketing cooperatives
	Keeps women confined to traditional role/stereotypes		Introduce duty exemption scheme so that horticultural products can be more competitive in global market
			Donors: - design schemes aimed at better understanding gender issues - act to implement positive change for women

GROUP TASK: Gender Issues in Minimalist versus Integrated Credit Schemes for Micro-enterprises

Recently several organizations offering credit to micro- and small enterprises in Kenya have begun to adopt a shift in their approach to lending. The traditional programs that offered technical assistance and/or training along with credit have been supplemented by group-based lending along the lines of the Grameen bank model from Bangladesh. This "minimalist" approach offers primarily credit, and depends on group solidarity and guarantees to ensure repayment. Preliminary indications are that this approach to lending to small enterprises is not only very successful in terms of achieving high repayment rates, but is more cost-effective and improves the credit programs prospects for recovering costs and achieving financial self-sustainability.

What are some of the implications of the minimalist credit approach for women-owned small business in Kenya?

1. Examine and report on whether the minimalist approach to credit would affect men- and women-owned businesses differently.

2. How will these differences effect the goal of increasing and improving family income?
3. What possible impacts will the elimination of credit-related technical assistance have on individual, micro- and small business?
4. Will these impacts differ between men- and women-owned enterprises in the short and long term?

Due to high interest in this task two groups were formed.

GROUP 1 REPORT

- Women Participate More in Minimalist Credit:
 - Traditional Groups.
 - Women are more accustomed to forming groups than men are thus they take easily to the group lending idea.
 - Women do not consider market and demand as much as men thus they tend to copy each other for business ideas and result is often oversupply. This method targets very small enterprises, where women are proportionately more represented.
 - Fewer requirements for loans (no license is needed for informal businesses). Since women are proportionately more represented among informal sector businesses, this approach reaches more women.

The participants clarified the task to be a comparative analysis of minimalist credit (with little technical assistance) and the integrated credit approach (which includes technical assistance and training.) Group based lending may be implemented using either the minimalist or the integrated approach. The Grameen Bank, for example, relies on group based lending supplemented by large inputs of technical assistance. Future task descriptions should clarify the distinction between "minimalist" and "group credit".

- No collateral needed - which encourages women to participate.

- There is not as much training in the Minimalist Approach:
 - Encourages uneducated women to participate
 - Women lack other opportunities for more training compared to men who tend to have more (easier) access to training. If women do not get training in the minimalist model they might not get it at all.
- Goal of Lending Programs:
 - Goal is growth of businesses, with eventual "graduation"

to formal sector.

- But women are more shy/afraid of bigger loans, so maybe women won't graduate.

■ Use of Income

- Women tend to spend increased income on the family, thus improving family welfare. Maybe the goal of the minimalist model should not be to help businesses grow and graduate to formal sector, but to increase household income and improve family welfare.

■ Sustainability of Loan Program

- Women are better at repayment than men. Thus women contribute more than men to sustainability of the minimalist lending schemes.
- Do women use resources other than business profits to repay loans?

IMPLICATIONS/CONCLUSIONS:

- Conduct research on need for training
- To achieve business growth different levels of training are needed (women versus men)
- Explore possible links to other source of training
- Need for gender sensitization/education
- Need to examine possibly conflicting goals: graduating businesses to formal sector vs. improving family welfare

GROUP REPORT 2

ADVANTAGES OF MINIMALIST APPROACH:

- Provision of credit alone = easier project management
- Program is cost-effective / efficient
- Serve more people (investment goes farther)
- Creates program self-sustainability

DISADVANTAGES OF MINIMALIST APPROACH

- Does not provide extensive training and follow-up

- Diversion of funds is not controlled because of minimal control of business plans and implementation

QUESTION RESPONSES

1. Differential impacts on women and men:
 - Urban women are better able to conduct business than rural women. Urban women are in petty trading and men in manufacturing.
 - Rural women compete with men in regard to the terms of loans - agriculture versus cash crops of men.
 - Affects men differently in scale, time, urban, rural areas
2. Effects of differences on the goal of increasing and improving family income:
 - Urban men see women as contributors to family business.
 - A caution: Men in rural areas divert funds (into nonbusiness activities)
 - Women concerned with short term needs and men with long term future (meaning women provide for sustenance while men spend their money on school fees and land for inheritance (often to sons))
3. Possible impacts of the elimination of credit related technical assistance on individual, micro- and small-business:
 - The lack of technical assistance leads to credit being poorly utilized because no direction is provided to improve businesses.
 - No technical assistance also leads to the diversion of funds.
4. Difference of impacts on men- and women-owned enterprises in the short and long term?
 - These impacts will differ between men and women in long- and-short term as their priorities or perspectives or perceptions differ.

GROUP TASK: WOMEN AND MANAGEMENT

A study conducted by USAID/Kenya suggested three general conclusions about women and their status in the private sector in Kenya. Firstly, the study found that comparing small, medium and

large enterprises respectively the percentage of women in the work force dropped from 24% (small enterprise) to 15% (medium) to 11% (large). Secondly, taking a similar comparison of business size and the percentage of women found in top management positions, the percentages drop even more steeply from 22% (small) to 11% (medium) to only 5% for large enterprises. Clearly there is a pattern: the larger the enterprise the greater the constraints to the integration of women. Thirdly, the study noted that women-owned businesses are more likely to employ women and tend to be found in commerce and service-related sectors.

Working individually, identify at least three of these constraints to women's integration. Your facilitator will then assist the group in prioritizing a combined list of constraints. The group will then develop some possible strategies for counteracting the top constraints as well as indicating key actors responsible for implementation.

GROUP REPORT:

PRIORITIZED CONSTRAINTS

1. Lack of managerial skills/expertise
2. Negative attitudes about women:
 - Women themselves
 - Potential husbands
 - Bosses
 - Women Friends
3. Demands of family responsibilities:
 - Time constraints
 - Lack of mobility (for training opportunities)
4. Lack of credit and capital in women-owned businesses

STRATEGIES SKILLS

Provision of training/education

1. "Push" - encouragement from family & boss
2. "Pull" - deliberate recruitment by training institutes
3. Facilitate - child care & breast feeding facilities at training sites.

Definitions of business-size categories used in the study: micro (2-5 employees); small (6-20 employees); medium (11-50 employees); large (50 employees or more).

ATTITUDE CHANGE

1. Need for 2 incomes in the family = an economic necessity
2. Creating awareness through:
 - Seminars for women managers
 - Education programs
 - Informal and Formal meetings
 - Presentations at churches/religious organizations
 - Media
 - Campaign
 - Political rallies for new legislation
 - Women teaching children in the home, school

FAMILY RESPONSIBILITIES

1. Individual compromise/negotiation with husbands
2. Hired help/family help (not husband)
3. Publicize individual strategies for dealing with family demands
4. Using education system to produce a book: "Women in School" texts (traditional gender roles portrayed).
5. Possible group action?

GROUP TASK: GENDER IMPLICATIONS OF EXPORT PROCESSING ZONES

The purpose of setting up export processing zones (EPZs) or free trade zones is to stimulate local employment, economic activity as well as generate foreign exchange.

Examine from a gender-perspective some of the possible effects of establishing EPZs in Kenya.

Discussion questions are provided below:

1. If the EPZ was intended to increase income through improving the employment of women, which sectors should the EPZ focus on?
2. Are time availability constraints to women a critical factor in EPZ success? How might you counteract time constraints on women?
3. How might the establishment of an EPZ affect employment patterns (types of employments, wages, benefits, working conditions) for men and women both inside and outside the zone?

4. Are there ways to protect or support the integration of women in these activities?

This group task was prepared by the Private Sector Office and training team. It was not used because it was decided that there was insufficient expertise/experience among those participants who actually showed up for the workshop. It is provided here for reference to future training designers.

APPENDIX 6
HEALTH AND POPULATION
- SMALL GROUP REPORT -

APPENDIX 6

RESULTS OF SMALL GROUP WORK ON GCID FOCUS ON HEALTH AND POPULATION

I. Stakeholder Analysis Results

Participants were arbitrarily divided into groups representing clients, providers, and donors for the purpose of undertaking a "stakeholder analysis" of what they believed to be the motivations of each of the three stakeholders. The results are summarized below:

Clients:

Motivations centered on economic reasons for adopting family planning and time constraints imposed by large families on women's pursuing their own interests. Some idiosyncratic health reasons were also indicated.

Providers:

Health reasons were the central motivation for this group in choosing to provide family planning. Some also indicated economic and general well-being of their clients as motivation for providing such a service.

Donors:

Demographic concerns, political stability issues, and quantitative issues regarding pressure on the health care system and future reduction of labor force entrants were cited as motivations. Some cynical reasons were also mentioned, such as ensuring that donated funds could be recaptured via purchase of contraceptives/supplies or consultant's fees.

Thus, some dissonance was noted between the clients' and the providers' perspectives. In this context, it is noteworthy that clients are nearly 100% female, while providers are predominantly male at policy and top management levels (although predominantly female at middle and lower levels). Some of the "male" attitudes prevalent in earlier years have persisted as quantitative goals and demographic effect are stressed by donors and providers.

Attention to quality of care may bridge the gap between these and women's perspectives of individual reproductive goals, such that the differing sets of objectives need not be in conflict. These "bridging concerns" converge on issues such as correct information on contraceptives, provision of a range of methods and appropriate counseling to ensure a correct fit of user with method, and sensitive follow-up to promote sustained use.

There is already a body of concerned individuals in Kenya promoting increased attention to quality care issues, and there is a growing consensus that quality of care will serve both male and female interests, and will promote quantitative and qualitative objectives

simultaneously.

II. Small Group Reports

NB: The questions presented to the sector groups were intended to guide discussion. Group reports do not, therefore, they directly correspond to questions raised in the task descriptions.

Group 1: Quality of Care

Of the six components of the Quality of Care Framework (Judith Bruce 1990), the group selected 1) content of information provided, and 2) mechanisms to ensure follow-up/sustained contraceptive use.

1. CONTENT OF INFORMATION PROVIDED/STRATEGIES:

- Give comprehensive information on all methods available in the country, including benefits, side effects and management, and let clients make informed choices.
- The client provider should not only give information but also listen to the client (counseling).
- Avail all forms of simple print, audio-visual materials for both clients and providers.
- The provider should know where methods not available at specific SDPs can be found.
- Refresher courses for providers to update them on changing technology:
 - In-service courses through proper management of human resources.
 - Training should be district area focused (more qualitative).

2. MECHANISMS TO ENSURE FOLLOW-UP/CONTINUED USE

- Proper record-keeping will show client attendance; provider can find out why.
- Good communication skills and public relations mandatory to all service providers (counseling).
- Home visiting facilitates clients opening up to the provider. Involve whole family (especially men).
- Dispel rumors and misconceptions through proper counseling and proper information. Arm satisfied clients with information to be your ambassadors.

- Encourage them to seek further clarification in case of any problems through establishment of rapport.
- Ensure tidiness of the SDP.
- Cut down on waiting time, without compromising service quality.
- Involve sexually active youth.
- As much as possible, avail ALL methods of family planning available in the country at all times.

GROUP 2: Women as Just A "Baby-Maker"

Of the various aspects of negative images of women -- as passive beneficiaries, recipients, acceptors or patients -- the group selected "woman as just a baby-maker" to discuss.

A woman is a full participant in socio, political, and economic processes in societies.

- The concept of woman as just a baby maker needs to be addressed as early as possible in the socialization process of a woman's life (at birth) by:
 - Mother
 - Father
 - All relatives
 - Education system
 - Community
 - Women's groups
- Change agents:
 - KANU/MYWO
 - KANU social services
 - other grassroots based organizations
- Identify advocacy groups (terms of reference)
- Resources from donor community:
 - Population Council
 - UNICEF
 - CARE
 - USAID
 - MHIV

GROUP THREE: Donor/Provider/Client Dissonance

This group discussion stemmed from the modified "stakeholders' analysis" that was done earlier (see part I). Strategies for resolving the dissonance between the three groups and moving toward a greater emphasis on client perspectives were discussed.

Donor: Wants to know objectives being met in a timely fashion and money being well spent and within budget.

Provider:

- Meet donor and client needs
- Set workable objectives (manageable scope of projects)
- Understand and work with cultural restraints that donor may not appreciate
- Find ways to access clients needs and how best to meet them.

Client: Wants methods that are available, easy to obtain, cheap, effective.

GROUP FOUR: Moving From Male Opposition To Male Involvement

- Initial Family planning programs didn't actively involve men.
- There are fewer male methods, and men are against them.
- Women do not give men the opportunity to make decisions on male methods.
- The public is not well-informed, and there are misconceptions about different methods.
- Contraceptives perceived by men as encouraging promiscuity.
- Cultural values place emphasis on sex, e.g. boy or girl.

STRATEGIES:

- There should be persistent I.E.C. directed at males to eliminate misconceptions and rumors about family planning.
- Seminars for educating men on family planning methods.
- Adapt programs for donors to suit local situations.
- Work of family counselors should be linked to that of family planning service providers.
- Community leaders (e.g. Chief, D.C.) should be involved at the grassroots level.

GROUP FIVE: Maternal Mortality

(Sub-issue of the broader issue of "where is the 'M' in MCH?")

STRATEGIES:

- Pre-pregnancy
 - Education on nutrition
 - Short term: Educate parents through children
 - Long-term: Through the education system
 - Educate parents directly through Barazas, socio-economic organized groups
 - Remove traditional knowledge
 - National media campaigns directed toward the male image
- During pregnancy
 - Mobile clinics and ante-natal clinics
 - Referral system
 - Barazas for either male or female interventions
- Post-partum
 - Education of TBAs in life-saving techniques
 - Transportation issues
 - Use of more formal medicines
 - Identify ways of sustaining CBHWs in order to continue educating communities

APPENDIX 7
AGRICULTURE
SMALL GROUP REPORT

APPENDIX 7

RESULTS OF SMALL GROUP WORK ON GCID FOCUS ON AGRICULTURE

Note: The questions presented to the sector groups were intended to guide discussion. Group reports do not, therefore, directly correspond to questions raised in the task description.

GROUP TASK 1: Gender Implications In Marketing Reform

Policy reforms in the maize marketing structure are being implemented by the GOK. These reforms include the elimination of movement controls on grain and other produce, the encouragement of private sector involvement in maize marketing, and increased market transparency. District level marketing restrictions have been reduced. Farmers are now able to move up to 4 tons of maize between surplus and deficit areas without an NCPB movement permit. In addition, millet, sorghum, dried capsicums, and other "minor" crops have been descheduled, meaning farmers can sell these crops where they wish without first obtaining NCPB authorization. The adjustment in the patterns of trade, favoring larger scale transactions and shipment of consolidated (lorry load) quantities will change the opportunities and constraints facing current actors in the system.

The matrix handout provides an illustrative analysis of the potential impact of the market system reforms on different socio-economic groups, with a forecast of probable "winners" and "losers."

- Using the matrix as a reference, quickly review the differences between roles of men and women in the categories listed in column one.
- Which constraints, and differences in obligations to provide for household needs, contribute to the differences in activities undertaken by men and women?
- Based on the constraints and the probable impact of reforms outlined in column 4 of the matrix*, examine men's and women's differential capacity to respond (or interest in responding) to economic incentives.
Two examples of this are:
 - The degree to which female traders versus male traders achieve upward mobility into larger and more profitable wholesaling, and,
 - The extent to which women/men can move out of small scale wholesaling or retailing and into other informal trading activities (such as vegetables).
- Are there ways to protect women insofar as they are

represented in vulnerable groups, and what strategies might be taken to support their activities and capacity to move into areas of new opportunity?

- Discuss feasible and cost-effective methods for collecting data necessary to track impact on market actors.

*The matrix referred to was taken from the Social and Economic Analysis of the Kenya Market Development Program.

GROUP REPORT 1

ROLES OF WOMEN/MEN IN MAIZE SECTOR

- Production and marketing characteristics
 - women dominate smallholder production (< 8 ha.) and marketing
 - women dominate medium scale production (8 - 20 ha.) and marketing
 - large scale production and marketing dominated by men and firms (male-owned and operated)
- Processing enterprises
 - women/women's groups dominate small scale (e.g., posho mills)
 - large millers are owned and operated by men/firms
- Consumers
 - urban areas: middle and high income groups are 50/50 men and women
 - urban areas: low income consumers are predominately men (high rate of male migration)
 - deficit areas: mostly women because of male out migration

CONSTRAINTS

- Restricted access to credit
- Limited time available
 - family and economic activities
- Limited geographical mobility
 - family obligations
- Lack of business exposure
- Cultural prejudices
- Potential exploitation by middlemen

OPPORTUNITIES

- Special credit facilities which do not require collateral (more donor support and GOK inputs)
- Improve education of men and women to break down cultural

barriers

- Reduce domestic chores (water supply and energy supply)
- Increase protection against exploitation
 - establish NCPB as buyer of last resort
 - Encourage cooperative membership e) Encourage diversification into other cash generating activities

DATA COLLECTION

- Develop accurate data base on inputs and factor costs through government agricultural extension services and key actors such as KGGU, NCPB and CBS
- Improve efficiency of data dissemination

GROUP TASK 2: Women's Representation In Professional Agricultural Careers

Women provide approximately 70% of all agricultural labor in Kenya. They maintain substantial roles in the production of commercial crops as well as food for domestic consumption and sale. On the other hand, few women are represented in agriculture-related educational programs or in leadership positions in agricultural fields. To the extent that women are pursuing agricultural degrees, most are enrolled in agriculture and home economics. Women are under-represented in soil and water engineering, farm power machinery, agriculture engineering, animal health, farm management, food science and technology, and range management. Creating a cadre of professionals able to promote and sustain a greater awareness of, and capability to address, gender considerations within the agricultural sector is essential.

Reaching this goal requires:

- an understanding of the factors affecting career choices of female/male students;
- action to assist women in gaining access to adequate education and training, and in translating the education/training into labor force entry.
- Discuss and prioritize constraints, both institutional and attitudinal, to women's increased participation in education and training in agricultural related fields.
- How will the pool of future students be affected by education cost-sharing? Is there likely to be a gender dimension?
- Examine strategies which are being or should be implemented to address constraints.

- What are the blockages to women entering the labor force which are not related to qualifications? What strategies can be put in place to address them?

Due to level of interest in this task two groups were formed.

GROUP REPORT 2 (a)

CONSTRAINTS

- Attitudinal
 - long held attitude: women should take "soft" options
 - lack of motivation for technical careers
- Institutional
 - highly technical jobs conflict with societal expectations for women
 - lack of adequate job/career information for decision making
 - structure of technical agricultural jobs limit the participation of women (not set up to accommodate female needs)

GENDER DIMENSION TO COST SHARING

- Families' financial constraints will tend to shift priority to men, both at secondary and university levels

POSSIBLE STRATEGIES TO AFFECT CAREER CHOICE

- Introduce change in societal attitudes
 - intensify public education to parents through the mass media
- Encourage females to venture into such fields
- Starting at primary level, expose women to various career opportunities available
 - use of role models
- Facilitate the return of drop-outs to schools
- Change job structures to accommodate the female gender
- Encourage positive government policies towards women; "positive compensatory policies"

BLOCKAGES TO LABOR FORCE ENTRY

- Family obligations
- Lack of job opportunities for all: increases pressure on female entry

POSSIBLE STRATEGIES TO OVERCOME LABOR FORCE BLOCKAGES

- Government policies to consider and accommodate family obligations

- Encourage smaller families
- Share family workload between males/females (change societal attitudes)

GROUP REPORT 2(b)

CONSTRAINTS

- Pregnancies at any age
- Early marriage and high number of drop outs
- Low status of women in society, low expectations, boys education preferred
- More and taxing household roles
- Lack of adequate career information f) High rates of unemployment

GENDER DIMENSION OF COST SHARING

- Limited resources will favor boys (except for cases where mothers can afford)

POSSIBLE STRATEGIES TO AFFECT CAREER CHOICE

- Change attitudes of both parents and girls
 - role models in rural areas
 - counseling through communities (churches, schools)
 - mass media (radio, barazas) b) Sex education in schools and by parents
- Diversify Career Choices
 - more openings for girls to take technical training leading to technical careers
 - career counseling, including role models

BLOCKAGES

- Family responsibilities
- Societal attitudes

STRATEGIES FOR LABOR FORCE ENTRY

- Family responsibilities
 - flextime (for both parents)
 - paternity leave
 - encourage men to take more responsibility
 - improve institutional child care
 - encourage women to accept challenge of both career and family
- Societal attitudes
 - facilitate open discussions particularly on cultural constraints faced by women through community, church and other forums
 - use of institutionalized incentives

GROUP TASK 3: Gender Issues In Research And Extension

The division of agricultural labor by gender has been well documented in Kenya. A higher proportion of women than men is engaged in most phases of agriculture including cash cropping. Research efforts and associated technical packages have focused on the main food crops (maize, beans, and potatoes) and non-food cash crops, notably coffee and tea. Substantial progress has been made in Kenya towards instituting a national agricultural extension and research system which aims at reaching women as well as men farmers.

- What steps have been taken to improve the appropriateness of the extension messages and technology for women farmers?
- What are some of the relationships between the socio-economic positions of women/men and adoption rates?
- How can the transfer of information be improved? For example, are there ways to improve contact and communication between male extension agents and female farmers?
- Which research activities related to existing or potential women's crops would you suggest? How might this agenda be encouraged?

GROUP REPORT 3

STEPS TO IMPROVE APPROPRIATENESS OF MESSAGES AND TECHNOLOGY

- Past research and extension assumed farmers' problem
- Present research and extension involves farmers in problem identification and solution (for example, farming systems approach, demonstration plots, T&V using women groups as contact groups, employment of women home economics assistants)

SOCIO-ECONOMIC STATUS AND ADOPTION RATES

- Farmers with more resources adopt faster, can buy more resources
- Constraints to adoption include capital, goals of farmers, farmers' priorities
 - soil conservation, cultural (e.g. religion)

IMPROVING TRANSFER OF INFORMATION

- More female extension workers
- Use women groups and local elders (through field days, barazas)

This question was intended to stimulate discussion about the lack of homogeneity among women (inter-generational and economic

status). Future training designs should approach this issue more directly to ensure proper focus during group work1.

- Integration of extension services
- In-service training for extension workers

RESEARCH ACTIVITIES

- Breeding for quantity and quality
- Agronomy
 - appropriate tillage equipment, pest management, fertilizers
- Improve focus on post harvest technology
 - processing, storage, packaging, marketing
- Development of properly planned research committees

GROUP TASK 4: Gender Considerations in Agroforestry 7

Kenya's resource base is under stress in virtually all areas of the country. In the arid and semi-arid regions there is particular stress on fragile, ecologically balanced traditional production systems. Local resource management, as it bears on food production and rural livelihood systems, must incorporate variables of both gender and economic status into the analytical framework.

Agroforestry systems reflect the prevailing gender division of labor, knowledge, responsibilities, and control between women and men within the household. Gender differences in legal status, use of and access to land, type of activities, and control over labor and resources all have a direct bearing on what type of plants can be planted, managed, used and harvested.

In Kenya, both government and non-government programs have been implemented in an attempt to help alleviate the fuel wood crisis and problems associated with increasing rates of deforestation. These various programs are directed toward production/supply of wood, e.g., reforestation, tree nurseries, agroforestry, and community woodlots.

- Are there different priorities in the use of trees and tree products which stem from the gender differences in household labor allocation and responsibilities?
- What are the relationships between land tenure and tree tenure, i.e., what are male/female ownership and use rights to trees; and the security of that access in statutory and customary property law (coded and uncoded)?
- To the extent that there are conflicting interests and/or rights between men and women to plant or harvest trees, what strategies are feasible to resolve such conflicts in the short and long term?

The following group task was provided as an option to the workshop, but due to high interest in Group Task 2, there were insufficient participants to form a group for this topic. It is provided here for reference in future training designs.

APPENDIX 8
THE WID COMMITTEE PLANNING DEBRIEFING

APPENDIX 8

THE WID COMMITTEE PLANNING DEBRIEFING

The debriefing was held on September 26, 1991. In attendance were:

WID committee members

Carol Steele,
Maria Mullei,
Nellie Mwanzia,
Anne Inserra,
Anna-Maria Watrin;

GENESYS Consultants

Drew Lent,
Emily Moore,

R&D/WID Consultant

Nina Bowen.

ANNOTATED SESSION OUTLINE:

- I. Lessons Learned: Discussion of GCID Training Activities
- A. Staff Retreat Comments

The half day time frame worked well, and the small group participation was effective. The retreat proved to be a chance to share thoughts on where the program is in terms of gender considerations.

The active participation of senior management was particularly useful.

Staff members were more active in the retreat than in the one day sector sessions.

It was suggested that utilizing a panel of Kenyan experts would be ideal for such a half day activity. This would serve to introduce staff to local experts, provide up to date information on local developments, and facilitate discussion of relevant gender concerns. On the other hand, organizing such a panel and ensuring presenters were briefed on expectations of the activity are time intensive and require extensive forward planning. Nonetheless, this should be kept in mind for future training designs.

B. The training team presented a synopsis of the evaluations, from each sector workshop in agriculture, health and population and private sector development. Commonalities discussed for future designs were the following:

- More than one day should be allocated for workshops
- The use of local experts through setting up a panel is also an option
- The importance of using local trainers was discussed, however the increased level of effort required was noted as a constraint. The necessity of finding trainers with excellent facilitation skills was emphasized.

II. USAID/Kenya WID Action Plan

Nina Bowen, R&D/WID Office, briefed the WID Committee on current Washington reporting requirements and expected changes within the next year. The Africa Bureau WID Working Group is currently reviewing the process for reporting on WID Action Plans.

USAID/Kenya reports through the PIRs, however much of this repeats what was stated in the WID Action Plan but does not report on progress. Nonetheless, this is only one of two Missions in Africa which systematically use the PIRs to report on the WID Action Plan.

Given that AID/W has yet to distribute new guidance on reporting, and the time constraints of the WID Committee members, the WID Committee decided to postpone a detailed revisit of the WID Action Plan.

The Committee was provided with copies of other Africa Bureau WID Actions plans to serve as examples, the Management Matrix developed by USAID/Guatemala, and a copy of available Africa Bureau Guidance.

III. WID Committee Members were briefly informed of relevant Washington-based resources for GCID and referred to the FY 1991 user's guide for further details.

IV. The Committee discussed next steps for processing the CID/WID proposal: Training of women entrepreneurs in agriculture.

The degree of interest and involvement of high-level Mission staff was impressive. The Mission provided the contractors with invaluable logistical support, and the help of the WID Committee members in developing Kenya-specific technical group tasks was essential to each workshop's success.

On USIS's initiative, a news conference was arranged with the Mission Director and Deputy Director for national newspapers. Several articles about the workshops appeared, and Kenya Television Network televised interviews with a trainer, representatives from the Mission and a women-focused NGO.