

Country WID Profile (Kenya)

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The information presented here was gathered from on-site sources, and therefore JICA is not responsible for its accuracy.

Abbreviations (Kenya)

AAWRD	Association of African Women in Research and Development
AEO	Association for Enterprise Opportunity
AMREF	African Medical Research Foundation
AREP	African Rehabilitation and Educational Program
ASAL	Arid and Semi-Arid Lands
BCG	Bacillus of Calmette and Guerin Vaccine
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CIDA	Canadian International Development Agency
DANIDA	Danish International Development Agency
DFID	Department of International Development (British)
DPT	Diphtheria, Pertussis, Tetanus
ESCAP	Economic and Social Commission for Asia and the Pacific
FAWE	Forum for African Women Educationists
FEMNET	The African Women's Development and Communication Network
FIDA	International Federation of Women Lawyers
FAO	Food and Agricultural Organization, UN
FES	Friedrich-Ebert-Stiftung/ Friedrich-Ebert Foundation
FGM	Female Genital Mutilation
FPAK	Family Planning Association of Kenya
GAD	Gender and Development
GDP	Gross Domestic Product
GESP	Gender Equity Support Project
GNI	Gross National Income
GNP	Gross National Product
GOT	Government of Kenya
GTZ	Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH/ German Technical Cooperation
HIV/AIDS	Human-Immunodeficiency Virus/ Acquired Immuno-Deficiency Syndrome
IDS	Institute of Development Studies (University of Nairobi)
ILO	International Labor Organization
JICA	Japan International Cooperation Agency
KBPWC	Kenya Business and Professional Women's Club
KDHS	Kenya Demographic and Health Survey
K-MAP	Kenya Management Assistance Program

K-REP	Kenya Rural Enterprise Program
KEMWA	Kenya Medical Women Association
KMTC	Kenya Medical Training College
KWFT	Kenya Women Finance Trust
MALDM	Ministry of Agriculture Livestock Development and Marketing
MOH	Ministry of Health
MYWO	Maendeleo ya Wanawake
NCKK	National Council of Churches of Kenya
NCWK	National Council of Women in Kenya
NGO	Non Governmental Organization
NORAD	Norwegian Agency for International Development
NRB	Nairobi
ORT	Oral Rehydration Therapy
PFA	Platform for Action
SEPSO	Small Enterprise Professional Service Organization
SNA	System of National Accounts
SIDA	Swedish International Development Agency
STD	Sexually Transmitted Diseases
T&V	Training and Visit Programme
UNDP	United Nations Development Programs
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
USAID	United States Agency for International Development
WB	World Bank
WID	Women in Development

Country WID Profile (Kenya)

Table of Contents

Abbreviations

1. Basic Profiles

1-1 Socio-Economic Profile.....	1
1-2 Health Profile.....	2
1-3 Education Profile	2

2. General Situation of Women and Government Policy on WID/Gender

2-1 General Situation of Women in Kenya.....	3
2-2 Government Policy on WID/Gender	5
2-3 National Machinery	6

3. Current Situation of Women by Sector

3-1 Education	8
3-2 Health.....	11
3-3 Agriculture, Forestry and Fisheries	15
3-4 Economic Activities	18

4. WID/Gender Projects..... 21

5. WID/Gender Information Sources

5-1 List of International Organizations and NGOs Related to WID/Gender.....	23
5-2 List of Reports and References Related to WID/Gender	27

6. References..... 31

7. Definitions..... 34

1. Basic Profiles

1-1 Socio-Economic Profile

Economic indicators source: 1)

GNI/Capita (US\$)	Growth rate of real GDP	GDP Implicit deflator	Gini index	Aid/GNI
360 ('99)	2.2% (90-99)	14.9% (90-99)	44.5 ('94)	2.9% ('99)
250 ('94)	4.2% (80-90)	9.1% (80-90)	57.5 ('92)	10.0% ('94)

Note: World Development Indicator 2001 replaced GNP with GNI in line with the 1993 SNA.

Demographic indicators source: 1), *2), **3)

Total (millions)	% of female population	% of urban population*	Population growth rate**	Total Fertility Rate**	Life Expectancy*	
					Male	Female
29 ('99)	49.9% ('99)	32.1% ('99)	2.5% (90-99)	4.2 ('99)	50.4 ('99)	52.2 ('99)
26.0 ('94)	NA	29% ('95)	3.5% (80-95)	6.0 ('95)	52.5 ('95)	55.1 ('95)

Public sector expenditure to sectors source: 4), *1)

	Health	Education	Social Welfare	Defense	Others
2000	17.1%	64.6%	NA	18.2%	NA
1995*	5.6%	20.3%	0.1%	7.6%	66.4%

Industry/GDP source: 1)

	Agriculture	Industry	Service
1999	23%	16%	61%
1995	29%	17%	54%

Labour indicators source: 1)

total	Total No.	Unemployment Rate	Minimum wage
1999	15 mil	NA (96-98)	NA (95-99)
1995	13 mil	NA	NA

female	% of total	Unemployment Rate	Minimum wage
1999	46.1%('99)	NA(96-98)	NA
1995	46% ('95)	NA	NA

Proportion of workers source: 1)

male	Agriculture	Industry	Service
1996-98	NA	NA	NA
1980	23%	24%	53%

female	Agriculture	Industry	Service
1996-98	NA	NA	NA
1980	25%	9%	65%

Decision-making source: 2)

	Member of parliament	Ministries	Deputy	Managers	Technicians
1999	NA	NA	NA	NA	NA
1995	3%('92)	0%	6%	NA	NA

Law for women

NA	
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Ratification and signature of international law for women

Convention on the Elimination of All forms of Discrimination against Women (CEDAW)	ratified in 1984
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Policy of WID

WID related policies (1988)	First comprehensive policies on the WID related fields
The National Policy on Gender and Development (under processing in 2002)	Mainstreaming of the needs and concerns of both men and women in all areas of development

Governmental organization of WID

Women's Bureau, Office of the Vice President and Ministry of Home Affairs, Heritage and Sports	Government Organization
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References

- 1) World Development Report, World Bank, 1996, 1997, 2001
- 2) Human Development Report, UNDP, 1996, 1997, 2001
- 3) The State of the World's Children, UNICEF, 1996, 2001
- 4) Economic Survey 2000

1-2 Health Profile

Expansion of health service source: 1), *2)

No. of physicians (per 1,000 people)	No. of Hospital Beds (per 1,000 people)	Public expenditure on health* (% of GDP)
0.1 (90-98)	1.6 (90-98)	2.4 ('98)
NA ('80)	NA ('80)	2.4 ('90)

Child health source: 3)

Mortality Rate			% of the vaccinated (1-year-old children)				
	Infant (per1,000)	Under-5 (per1,000)		BCG	DPT	Polio	Measles
1999	76	118	97-99	96%	79%	81%	79%
1995	61	90	92-95	92%	84%	84%	73%

Family planning source: 3), *1), **4)

Contraceptive prevalence rate	Births attendance rate	Maternal mortality rate (per100,000)*	Age at first marriage (years old)**	Total fertility rate
39% (95-00)	44% (95-00)	590 (90-99)	19.6('99)	4.2('99)
33% (90-96)	45% (90-96)	NA (89-95)	18.5('95)	6.0 ('95)

HIV/AIDS source: 1)

% age 15-49	Women (No.of age15-49)
13.95% ('99)	1,100,000('99)
NA ('95)	NA ('95)

Nutrition source: 3)

% of infants with low birth weight	Oral re-hydration therapy use rate
16% (95-99)x	69% (95-00)
16% (90-94)	76% (90-96)

Community health service source: 3)

	Access to safe water		Access to adequate sanitation	
	urban	rural	urban	rural
1999	87%	31%	96%	81%
90-96	67%	49%	69%	81%

1-3 Education Profile

Commitment to education source: 2)

Education system (years)		Public expenditure on education (as % of)	
Compulsory	Primary	GNP	gov. expenditure
8('98)	8('98)	6.5(95-97)	16.7(95-97)
		7.1(85-87)	14.8(85-87)

Adult literacy rate source: 2)

	Total	Male	Female
1999	81.5%	88.3%	74.8%
1995	78.1%	86.3%	70.0%

Enrollment ratio source: 3), *2)

	Primary education (Net enrollment ratio)			Secondary education (Gross enrollment ratio)			Higher education (Gross enrollment ratio)*	
	Male	Female		Male	Female		Male	Female
95-99	92%x	89%x	95-97	26%	22%	94-97	NA	NA
90-95	92%x	89%x	90-94	28%	23%	90-95	NA	NA

Female ratio of higher education

	Education	Humanities	Social Sciences	Natural Sciences, Engineering	Medicine
1999	NA	NA	NA	NA	NA
1995	NA	NA	NA	NA	NA

References

- 1) World Development Report, World Bank, 1996, 1997, 2001
- 2) Human Development Report, UNDP, 1996, 1997, 2001
- 3) The State of the World's Children, UNICEF, 1996, 2001
- 4) Kenya Demographic and Health Survey 2000

X:indicates data that refer to years or periods other than those specified in the column heading, differ from the standard definition, or refer to only part of a country

2. General Situation of Women and Government Policy on WID/Gender¹

2-1 General Situation of Women in Kenya

General Situation of Women in Kenya

- 1) Total fertility rate was 4.7, annual population growth rate was 1.9%. Rapid expansion of population caused many social and environmental problems.
- 2) Negative economic expansion and accelerating inflation rate hit the people with low income.
- 3) For the poor people, it is more difficult to access to the public education and health service by the introduction of cost-sharing policy. It especially affects on girls because parents places higher value on boys than girls.
- 4) AIDS epidemic is now national disaster. The number of HIV/AIDS patient are increasing and it reached to about 14% of adult population (1999).
- 5) There are some traditions that have been a disadvantage to women like forced marriages, early marriages, absence of wife inheritance, polygamy, female genital mutilation (FGM), payment of dowry.

[General situation]

Kenya occupies an area of 580,364 square kilometers with a diverse environment ranging from glaciated mountains to dry deserts. Although per capita income has been erratic at US\$ 280 in 1995 and US\$ 339 in year 2000, it remains far below level of the average of sub-Sahara countries (US\$503). The major economic activity is farming, which supports about 80% of the Kenyan population. Administratively the country is divided into eight administrative zones referred to as Provinces, which are further divided into 69 districts.

The population was 28,686,607 and 637,370 households (1999 Census), with a growing average rate of 1.9% per year (CUNDF Report 2001). The total fertility rate is 4.7 and rapid population growth exceeds the speed of economical development and it causes many social and environmental problems like unemployment, lack of basic services like education, health and also it increases environmental degradation due to extensive cultivation and cutting down of forests.

In the last five years, poverty level in Kenya has increased under the structural adjustment policies and the introduction of the cost-sharing policy has only accelerated the plight of the poor in accessing education. For the Kenyan population living below the poverty line, to meet the cost-sharing requirement is an impossible task to achieve (Economic Survey 2001). The resultant effect is a decline in enrolment, and high dropout rates among the poorest segment of the society. The effect of unaffordable education has a bigger impact on girls than boys due to the cultural and religious beliefs, which places higher value on boys' education.

The number of HIV/AIDS patient are increasing and it reached to about 14% of adult population in 1999 (WB). Female cases are occupied 48.5% of them. The government declared AIDS as a national disaster in 1998.

[Expanding female group activities]

Women Groups in Kenya provide a viable channel for outreach activities by the Government and other development agencies as well as providing supportive environment

¹ The majority of development agencies in Kenya have moved from WID to GAD approach.

for women's awareness. Women's groups have contributed to development at grassroots level in all the sectors like education, health, economy. There has been a growing number of registered women groups with the Office of the Vice President and Ministry of Home Affairs, Heritage and Sports. The number of groups reached to 111,688 in 2000 from 85,205 in 1997 and the membership also expanded to about 4.4 million from 3.1 million for the same period.

[Tradition and belief]

In Kenya, there were nearly 42 tribes like Kikuyu, Maasai and Somari. Confrontations or conflicts often happened among them. Each tribe had different values and tradition. Female roles or status are very different also.

The Kenyan society has a patriarchal family structure, which left women out in terms of leadership roles and decision making on social, political and physical issues. The trend has prevailed to the present times such that the majority of women have no property ownership rights, and though they have access to property like land they have no control over it.

Some of the traditions that have been a disadvantage to women are: forced marriages, early marriages, absence of wife inheritance, polygamy, female genital mutilation (FGM), payment of dowry and cultural traditions related to burial and preference of birth of a boy to that one of a girl. There has been concerted effort by the Government, NGO's and religious organizations to change these traditions. Traditionally marriage was a very important institution in Kenya, because people regards that patrilineal based clan and family can expand through marriage. Traditionally marriage was legalized by payments of a bride price or gifts subsumed by the term dowry, which was given to the parents of the bride. It validated the transfer of rights of a woman from one kin/group to another.

Sex stereotype is the most entrenched obstacle to the elimination of discrimination against women and the most effective propaganda instrument in this patriarchal society. Traditional female-male roles are deeply ingrained and glorified in all Kenyan languages, in education, mass media, advertising and the arts.

2-2 Government Policy on WID/Gender

Government Policy on WID/Gender

- 1) WID approach began to be incorporated in development plans in accordance with the United Nations Decade for Women (1975-1985).
- 2) The current Eighth National Development Plan 1997-2001 recognizes gender imbalances in various sectors but does not suggest explicit strategies to address them.

The Constitution established when they were independent in 1963, declares equal rights for both sex. In Kenya, in accordance with the United Nations Decade for Women (1975-1985), WID approach began to be incorporated in development plans. Also, the Women's Bureau was created in 1976. In 1985, the Third World Conference of Women was held in Nairobi and "Nairobi Forward Looking Strategies" was adapted. After the conference, it was stimulated that revaluation of women's status and supporting activities for women in Kenya.

The GOK is one of the signatories of Beijing Declaration on Platform for Action (PFA 1995) and is committed to promoting gender in development as was stipulated in the Seventh National Development Plan, 1994-1996 which was the first plan to devote a whole chapter on women. The current Eighth National Development Plan 1997-2001 only recognizes that there exist gender imbalances in various sectors but does not suggest explicit strategies to address them.

An analysis of what has been achieved in Gender and Development show the following:

- Completion of a national Policy on Gender and Development and its presentation to cabinet. The policy highlights issues of concern to women's advancement like the economy, employment, sustainable livelihoods, law, education and training, political participation and decision making, health especially HIV/AIDS, and the media.
- Mainstreaming a gender perspective in National policies, programs including the process of engendering the national budget.
- Setting up institutional structures within the Government and the civil society organizations to spearhead mainstreaming of gender issues in policy, program planning, implementation and evaluation.

Kenya has been working towards integrating women in all development projects, and female representation in basic education and modern sector employment has increased over the years. More women have been appointed in decision-making positions such as permanent secretaries, ministers, and judges and nominated members of parliament. However, comparing the resources spent on various awareness and sensitization activities of the Kenyan woman, little change has been made on the plight of the Kenyan woman.

[Related laws]

The Government has continually reviewed the existing laws that affect women negatively like adoption, marriage, divorce, burial, devolution of property after death, customary and cultural law. Women have also been considered equal when it comes to issues like equal rights to inherit, ownership and disposal of property, house allowances, tax relief and other discriminatory laws, practices and policies violating women's human rights. The government review of the CEDAW Report 2000, and the current Gender Policy 2000 are evidence of positive actions by the Government.

2-3 National Machinery

Women's Bureau

- 1) Women's Bureau was established in the former Ministry of Culture and Social Service in 1976.
- 2) Women's Bureau coordinated the activities on the domestic issues of women. Its activities were limited because it was just a bureau and did not have much budget.

[Background]

The creation of the Women's Bureau in the former Ministry of Culture and Social Services (present Office of the Vice President and Ministry of Home Affairs, Heritage and Sports) in 1976 and consequent creation of gender desks in other government ministries showed an affirmative action and commitment of the GOK in improving the standard of living for women. The Bureau was established with the following responsibilities:

- Policy formulation, implementation and evaluation
- Coordination of all Government initiatives and Programs for women
- Collection and analysis of data and information required for design, monitoring and evaluation of policies and projects for women.
- Support and liaison with NGOs projects and women organizations.

However, the Women's Bureau was created as a division in the former Ministry of Culture and Social Services together with children and youth, social services, culture, sports, leisure and recreation and with little budget allocation. This makes the Bureau insignificant and incapable of playing its advocacy role effectively. In other government ministries, although there are gender desks, most do not have budget allocation or qualified staff on gender issues. The gender desks are supposed to influence the ministries in project design and implementation but this can only succeed if the officers manning the desks are gender sensitive, qualified and control a budget allocation.

[National policy on GAD]

The National policy on Gender and Development, which is under processing by the Women's Bureau in 2002, has good intentions to facilitate the mainstreaming of the needs and concerns of both men and women in all areas in development, and if implemented would go a long way in improving the plight of women in Kenya. The areas addressed include;

- **The economy:** to enable men and women to have equal access to economic and employment opportunities
- **Poverty and sustainable livelihoods:** aims at removing obstacles to women's access and to control over productive assets, wealth and economic opportunities, shelter, safe drinking water and promote measures for conserving the environment.
- **Law:** aims at guaranteeing Kenyan men and women equality before the law as provided for in the constitution and under the obligations of the Kenyan State in international law.
- **Political participation and decision-making:** aims at enhancing gender equality in political participation and decision making.
- **Education and training:** aims at enhancing and sustain measures to eliminate gender disparities in access, retention, transition and performance in education for both boys and girls.
- **Health and population:** aims at achieving the highest attainable standard of health for

both men and women through addressing gender inequalities pertaining to access and use of basic health services and facilities at an affordable cost.

- **The media:** aims at increasing the participation of women in the media and communications sector and promote gender sensitive portrayal of both men and women in the media
- **Policy implementation:** Framework and Resource Mobilization: proposes a structure with the following institutions:
 - Parliamentary committee on Gender and Development
 - National Gender and Development Commission
 - National Gender and Development Secretariat
 - Units of Gender Issues

3. Current Situation of Women by Sector

3-1 Education

Education

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| <ol style="list-style-type: none">1) There is apparent gender disparities in all levels of the education, partly because of the traditional woman's role to serve her family.2) Adult literacy rate was 88.3% for male, 74.3% for female. In adult education females constitute 70%.3) Girl's drop out rate is higher than boys for various reasons such as the low value given to the girls' education, forced marriages and cultural and traditional practices.4) Education is continued to be the primary sector in the Eighth National Development Plan. Approximately 38% of government recurrent expenditure are allotted on education. |
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The apparent gender disparities in all levels of the education system can partly be attributed to the culture and religious practices in some communities. In most traditional cultural and religious beliefs have socialized the society believe that a woman's role is first and foremost to serve her family. As such, the most important role for a girl in her life is to get married, bear children and perform household chores while providing labor in the subsistence farms or tending to animals.

Culture and religion also emphasizes superiority of men over women such that when a family has to make a choice between educating their son or daughter, they will automatically choose to educate the boy. However, the negative influence on culture and religion is slowly dying and more parents and communities are increasingly appreciating the importance of girl's education.

[Literacy education]

Literacy is a basic necessity for personal and national development. In Kenya, adult education is expected to cater for individuals above 16 years but in some areas young people aged around ten years are enrolled into adult literacy classes. The government is committed to improving literacy rates and the former Ministry of Culture and Social Services has established and strengthened adult education and literacy programs that were started in 1967. In adult education females constitute 70% of the total enrollment. In the year 2000, 68,101 females were enrolled in comparison with 25,802 males (Economic Survey 2000). It is important to note that women are increasingly enrolling as students in the continued education programs in the public and private universities in Kenya.

[Primary and secondary education]

Although impressive progress has been made towards "Education for all" and even though the education policy does not directly discriminate against women, there has continued to be existent gender imbalances within the education system especially at secondary level. The government has put deliberate effort to improve girl's participation in education at all levels. At both primary and secondary levels near gender priority has been achieved nationally although regional gender disparities in all levels of education still persist.

The proportion of girls in the total primary enrollment was 49.4% in the year 2000. The gap between the enrollment of both girls and boys is gradually narrowing for example it is reported that in central province more girls than boys sat in 2001 (East Africa Standard Nov. 17, 2001). The education officials attribute the high enrolment of girls to the sustained campaign for promotion of their education.

However, it is noted that in poor regions e.g. the ASAL more boys than girls continue to secondary and tertiary levels since a number of girls drop out for various reasons such as poverty, forced marriages and cultural and traditional practices. Percentage of female students at secondary school was 47% (2000).

It has been established that more girls have limited access to education, dropout faster than boys and tend to concentrate on art-oriented subjects. The higher dropout rate for girls is attributed to the low value given to the girls' education, early marriages, lack of role models and the expectation by the society to start her multiple roles in the household early.

[Textbook]

The available teaching materials and textbooks are not gender sensitive as they contain a lot of stereotypes about roles played by both men and women. Indeed the primary and secondary school curricula have played a significant role in developing in girls a negative attitude towards science subjects. However the government and other stakeholders have tried to tackle the problem through gender sensitization for curricular developers and most book publishers have attempted to review and publish gender sensitive books.

[Personnel]

Teaching is one of the largest and fast growing professions in Kenya accounting for about 45% of government employment. Although teaching is regarded as women's job, the profession is dominated by male. Out of 178,900 teachers in primary Schools, 75,461 (42.2%) were female. In secondary school, out of 40,090 teachers, the females were 14,017 (35.0%) by the year 2000 (source Economic Survey 2001). The assignment of women teachers is in line with their specialization and training which is mainly in humanities like languages, history, geography, domestic science, religious education, art and music.

[Government policy]

Kenya's education system (popularly known as the 8-4-4) was restructured in 1985. It comprises of eight years of primary education, four years of secondary and four years of undergraduate university education. A certificate from an early child-hood education center is a prerequisite to admission to primary school. Many schools are co-educational, while some are for single sex especially at the secondary level.

The government's policy on education is non-discriminatory and is guided by its philosophy of concern that "Every Kenyan child (girl or boy) has the inalienable right, no matter his or her socio-economic status, to basic education", (National Development Plan, 1997-2001). According to the current plan 1997-2001, the government will endeavor to eliminate gender imbalances at all levels of education and throughout the society. To achieve this goal, the Ministry of Education, Science and Technology has established a gender division to address the existing gender gap at the policy level.

[Budget]

The government has continued to direct large proportions of its budget to education. Approximately 38% of government recurrent expenditure are on education – Records from the current economic survey 2001 show that the education sector continued to dominate recurrent expenditure estimates in the year 2000/2001. The Master Plan on Education and Training 1997-2010 observes that enrollment in various educational and training courses is characterized by disparities between different geographical areas, male and females and between affluent and poor households. The government is therefore concerned with the

promotion of equity in the whole education spectrum.

The Government's effort has resulted in an impressive expansion of education facilities and enrolment rates in all levels of the education system. The number of education institutions showed 4% increase from 46,281 in 1999 to 48,150 in 2000. However, it is disappointing to note that only 50% of those enrolled complete primary school.

[Community participation]

Development agencies and the government are addressing the imbalance in the sector by adopting participatory methodologies that both men and women, and the communities are involved in planning, implementing and evaluating of the educational process. The government participates by paying teacher's salaries, curriculum development, school inspection services, providing basic educational resources, loans and bursaries for the needy children. Communities are expected to build and maintain schools and physical infrastructure while parents are expected to provide textbooks, school uniforms, equipment, examination and activity fees, transportation, meals and wages for non-teaching staff.

3-2 Health

Health

- 1) Some cultural practices and beliefs prevent women from seeking modern medical care. This has encouraged use of traditional medicine men/women.
- 2) Majority of people are poor and cannot afford to cost share for medical care. This has affected women more than men particularly because they are the custodians of basic health care at household level.
- 3) HIV/AIDS pandemic has reached an alarming level and invention of new and different strategies of interventions should be developed.
- 4) In spite of the government policy on food security women and children continue to suffer malnutrition and nutritional deficiencies especially in the draught stricken areas.

[Medical health]

The analysis of life-expectancy at birth for males showed a decrease from 59 years in 1993 to 57.6 years in 1998 and for females from 63.2 years in 1993 to 60.9 years in 1998 (source- a gender analysis of health in Kenya- August 2000, WB). From surveys conducted 1990-1998, it is evident that malaria and acute respiratory infections are major causes of morbidity. Sickness trends between men and women in Kenya vary according to various diseases. Anemia, bronchi-pneumonia, upper respiratory infection and heart ailments have been reported to affect women more.

[Maternal and child health]

It is estimated that about 4,300 women die annually of maternal causes and over half-a-million suffer complications related to pregnancy (Ministry of Health, 1996). The common causes of maternal mortality are identified as hemorrhage sepsis, uterine rupture, hypertension and renal diseases of pregnancy and HIV/AIDS pandemic, the main cause of mortality deterioration in children are poverty (malnutrition), poor preventive and curative services at health facilities and HIV/AIDS pandemic. Available data indicate that 9.8% babies born have low birth weight of less than 2,500 grams.

The 1989 and 1993 Kenya demographic and health surveys indicate that over 80% of pregnant mothers receive ante-natal care, which includes immunization against tetanus. The studies mentioned above also indicate that 88.7% of the mothers in 1989 and 89.4% in 1993 had received tetanus toxic injections.

[Nutrition]

Traditional beliefs about causes of diseases persist in different ethnic communities in Kenya. Some of these beliefs and accompanying practices are consistent with scientifically acknowledged causes and treatments of disease. Others, by contrast, make control of preventable diseases difficult. Such beliefs cannot be ignored if the incidences of these diseases to be reduced. Traditional beliefs are still very strong among the rural community in Kenya. Witchcraft and curses, for example, are believed to be causes of infertility and frequent child deaths. The “evil eye” is said to be the cause of cancer, and breaking a taboo can result in diarrhea, malaria, AIDS.

Traditional beliefs about food also persist and have an impact on the nutritional status of both mothers and children. For example among Luhya and Luo they have traditionally prohibited pregnant women from eating eggs for fear of bearing a dumb child, even where there is abundant supply. Among the Maasai, a pregnant woman is advised to avoid fatty

foods, to drink cow blood, sour milk and lots of water and in some cases to vomit following a heavy meal, in the belief that this will make delivery safer for her.

There is little data on the nutrition status of women at national level. However, 9% of women have chronic under-nutrition (GOK/UNICEF Publication 1998). The government is implementing programs to alleviate food insecurity. There include strategies outlined in the Policy Framework Paper 1996-1998 and the National Plan of Action for nutrition and the National Poverty Eradication Plan (2001).

[Family planning]

Family planning has played an important role in decreasing the fertility rate in Kenya over the last 30 years. According to 1998 KDHS total fertility rate has declined from 8.1 in 1979 census to 4.7 by 1998. The decline attributed to the successful implementation of family planning programs and rise of the level of mother's education. About 97% of Kenya Women age 15-49 know at least one method of family planning. Of the modern methods the condom, pills and injection are widely known while implants are least known. Women with high level education and those who reside in urban report higher knowledge use of contraceptive compared to those with no or little education and living in rural areas.

Although the government recognizes the significant role played by family planning in the reduction of fertility rates, its population policies respect individual rights to choose the size of their families and to use or not to use family planning methods. Indeed, the government regards as simplistic the argument that fertility control would solve the problems of poverty. Currently there is a big debate as to how much sex education should be taught at primary school level

[HIV/AIDS]

Significant sexually transmitted diseases (STDs) include gonorrhea, syphilis, chancroid, and HIV/AIDS. HIV/AIDS pandemic continues to be a challenge to the government because the number of those infected and affected continue to rise. By April 2000, 92,685 cases of AIDS had been reported to MOH (cf. 24,000 in 1995) and female cases are occupied 48.5% of them. Women become infected at younger ages than men (the peak of women 25-29 years old compared to that of men 30-34 years old). AIDS imposes a heavier burden on women in their role as providers of care in the family and community as a whole.

In response to the epidemic, the government declared Aids as a national disaster in 1998. The government together with private sector and donors has initiated several measures to control and halt the spread. The strategies adopted include efforts to expand awareness creation, promotion of behavior, change through information, education and communication (IEC) and consistent and efficient use of barrier methods.

[Policies]

In 1996 the government launched a National Strategy for Reproductive Health Care which was expected to reduce maternal morbidity and mortality by realizing the following objectives:

- reduce maternal mortality from the ratio of 365/100,000 to 300/100,000 by year 2000 and further reduction to 170/100,000 by year 2010 in addition to markedly reducing morbidity rate during the same period.
- increase professionally attended deliveries from 45% in 1995 to 90% by the year 2010
- establish the magnitude of maternal morbidity and mortality.

The health policy framework introduced user fees as one of the strategies to make health services more efficient and accessible. The GOK introduced cost sharing for specific services but excluding promotion and preventative services. There is a decline in the utilization of maternity and other health services due to the fact that majority of women particularly in the rural areas are poor and cannot afford to cost share for health services.

[Female activities to promote health]

Majorities of women's groups in Kenya have not focused on improving the health status of women and the poorest and most vulnerable groups of women are not represented in their membership. However, a number of women's groups have been strong lobbyists against some practices such as women circumcision, which are harmful to women's health.

Women groups and mothers' groups play an important role in ensuring the health of the mother and child after childbirth. They provide them with a proper nutritional diet and perform household chores on behalf of the mother. It is important to note the potential power of women groups as agents of change in rural Kenya and especially in enhancing the health status of the rural women.

Health Services are mainly financed by the Government through the exchequer; private financing through individual purchase of services (cost-sharing), and donor funds. To improve the health sector the government intends to use 13,500 million Kenya Shillings in the financial year 2000/2001.

Curative services consume 72% of health resources, leaving 28% for preventive and community interventions. This shows that preventive, promotive services are greatly under funded which in turn affects more women and children particularly in the rural areas. Due to the decline in the economic growth, budgetary reductions have been experienced in the provisions of health services and nutrition. This problem has been exacerbated by inefficient utilization of existing resources, emergence of new diseases and the HIV/AIDS pandemic.

[Health facilities]

In 2000 there were 4,361 health facilities of which 487 were hospitals, 601 health center, and 3,273 dispensaries. The facilities registered an increase mainly due to the number of private hospital dispensaries and nursing homes. Of these facilities, the government administered 52% while private sector including NGO's administered 48%. Analysis of access by level of care shows that province and district unevenly distribute health facilities. In rural areas most people travel long distances to access a health facility. Access to medical services is further aggravated by poverty and shortage of equipment, supplies and medicine particularly in the rural areas.

[Health personnel]

The government is the largest employer of the medical personnel in the country. Sources from the Ministry of Health indicate that the number of registered nurses and public health officers per 100,000 improved slightly from 1999 to 2000. Medical personnel undergoing training increased by 2.3% from 7,644 in 1999/2000 to 7,820 in 2000/2001 and nearly half of these are enrolled nurses.

The Kenya Medical Training College (KMTC) records 1998/1999 shows remarkable enrolment level of female students which stands at 51.7% overall. It is however, observed

that female students dominate nursing courses at KMTC while males dominate medicine and dentistry courses.

Sources from the Ministry of Health indicates that out of 26,893 medical staff at the Ministry of Health Headquarters 54.5% were women. These are mainly in the nursing profession. Unfortunately at the decision making level only 20% are women. This leads to marginalization of women in decision making process.

3-3 Agriculture, Forestry and Fisheries

Agriculture, Forestry, Fisheries

- 1) This sector does not have a WID specific policy hence women are not involved in the mainstream of sector activities.
- 2) The Kenyan land tenure system has adversely affected women economic status
- 3) Land is used as a main collateral in Kenya thus women are denied opportunity to access credit and investment.
- 4) Both the productive and reproductive activities of women without land ownership are not given the economic value and hence their contribution to GDP is not considered.
- 5) Women play a significant role in the sector by providing labor mainly in production of subsistence crops for family consumption and caring for the well-being of the household.

Agriculture is the backbone of the Kenyan economy accounting for about 26.2% of the GDP and 20% of the wage employment in Kenya. Only about 20% of Kenyan land is arable and this provides a livelihood for about 80% of the population. The total land surface in Kenya classified as arid and semi-arid land (ASAL) is about 80%. Out of total Kenya's population, 80% of them live in the rural areas. Also, 50% of the working population engaged in subsistence farming, of which 64% are women. Although, female contribution in agricultural production is normally in work without pay and in own farms.

Livestock is also an important agricultural economic activity accounting for 10% GDP and employing about 50% of all agricultural labor force. About 25% of Kenya's population and over 50% of the total livestock in the country are found in ASAL areas.

Women are generally involved in processing and marketing of agro-business products like cereals, vegetables and fruits. They get involved in basic processing activities in small scale enterprises like juice extraction, milling and making food in kiosks and hotels. In large processing enterprises, women provide labor mainly in the processing lines. In the rural area women are involved in food production and in marketing part of their yields to meet basic economic needs of their households. Some of these products are marketed through the agricultural cooperatives.

In fishery women are involved in marketing. They form a large network of traders that extends to other towns up to Nairobi. Women are exploited since they are not involved in fishing, which is dominated by men. Middlemen who buy in bulk and use freezing technology and access distant markets dominate the bulk of the marketing. Women lack skills, capital, credit facilities, technology and are therefore relegated to local marketing and basic processing activities like fish drying and smoking.

In forestry, the processing and marketing activities are capital intensive and require technical skills. Women lack both capital and technology skills to get involved in the sector.

The reproductive activities include; collecting fuel and water, food preparation, birthing, child-care, education, health care, laundry and small trading. It is important to note that the productive and reproductive roles of women are often viewed as non-economic generally. Such activities carry no pecuniary remuneration and are usually excluded from the national income accounts.

[Land ownership]

Kenya's land tenure system places land ownership on men. However, women have access to land, but they lack control over the same. They cannot use land as collateral for credit and since majority do not own any property, they find themselves unable to access any form of credit. This system is a major hindrance to women's engagement in economic activities.

In the last several decades Kenya's family structure has shifted considerably. Women are increasingly heading rural families either because their husbands are working away from home, they are divorced or single by choice. Land ownership still remains in the hands of the man even though the wife stays behind with the children to run the farm and preserve family ties to the land. This means that the woman has access to use of land but the hard decisions on whether to sell the land, plant cash crops, get a loan, still remain the prerogative of the man.

[Organization of women]

There are many women groups that are engaged in agricultural and livestock development activities such as cooperative farming, horticulture, food processing and marketing, zero-grazing, goat and bee-keeping. Women groups form an effective channel for government and other institutions providing other development services like education, health, environment and awareness creation.

Women organize agricultural work groups and child-birth support network to cope with periodic labor shortage; to start businesses, manage community projects and as a source of revolving loans. For many women, membership in a group offers the best hope for improving their lives and that of the whole family. Mothers' groups are religion based performing similar activities to that of other women's groups.

In forestry both individuals and women's groups have been involved in tree planting and afforestation. The Green Belt Movement (a local NGO) has been at the forefront championing the afforestation activity.

[Fishery]

The government's policy on fisheries is to encourage sustainable exploitation of fisheries by paying special attention to more value adding industries. Special focus is put on aquaculture development (National Development Plan, 1997-2001). There is no mention of specific role of women in the fishery policy. Actually, fishing in Kenya is male dominated and women get involved in the marketing and processing fish.

Kenya does fishing mainly along Lake Victoria and at the coast along the Indian Ocean. Lake Victoria accounts for 98% of fish production from Kenya inland lakes and 93% of all the fish landed in the country. Destructive fishing methods and the presence of water hyacinth have affected production.

[Forestry]

The government's policy on forestry is to increase afforestation through soil conservation, by preventing environmental degradation, and desertification. Kenya's forest estate covers a total of about 1.6 million hectares.

The GOK budget allocation for the department of forestry was K£35.1 million in 1996/1997 with an estimated budget of K£31.5 million in 1997/1998 (GOK Recurrent

Expenditure, 1997-1998).

In Kenya forests are owned and managed by the GOK. Women involvement in the sector is limited to harnessing raw materials for building, furniture, and fuel. Forests have occasionally been used as a source of vegetables, fruits and medicine. Loss of forest resources and thus bio-diversity affects women negatively because of its effect on land, which is the basic resource for majority of women.

[Small scale enterprise]

The Session Paper No.2 of 1992 on Small Enterprises and Jua Kali Development in Kenya provides the policy framework for promoting micro enterprises with specific emphasis on women. The Ministry of Labor and Human Resource Development in conjunction with donor agencies have been in the forefront of providing micro-credit and training support through organizations like Kenya Rural Enterprise Program (K-REP) Kenya Management Assistance Program (K-MAP), Pride-Kenya, Kenya Women Finance Trust (KWFT) and some private banks. Most of these institutions use the Grameen Bank model, which was developed in Bangladesh to reach the poor. The model encourages the formation of groups in order to gain access to credit and use the group pressure to ensure loan repayment.

[Extension]

The government is working to strengthen women groups because of the important role they play in national development. Women form groups for social support to meet basic needs, look for investment opportunities and undertake general development activities. Kenyan women have a long tradition of helping one another through solidarity groups.

The Government has put in place a National Agricultural Extension System, which aims at reaching farmers. In areas where the extension services have reached the farmers regularly, the yields have reportedly risen by between 20 - 40%.

The leading source of organized advice on agriculture is the National Training and Visit (T&V) program operated by the Ministry of Agriculture and Rural Development in conjunction with related agricultural research institutions. Under the T&V system, extension agents visit contract farmers every fortnight to provide them with technical advice. The extension agents or the communities or their local leaders make the selection of contract farmers. Contract farmers are expected to adopt extension advice and persuade others to adopt them too. There are about 3,500 front-line extension agents covering 1.7 million farming families. Majority of the extension workers are men.

Kenya's T&V system has become one of the world's best examples of programs to reach both women and men farmers. Before the introduction of T&V, extension services seldom reached women. Women groups are potentially powerful change agents and provide a cheaper and more effective method for the T&V extension systems.

3-4 Economic Activities

Economic Activities

- 1) The level of education and the area of specialization attained by women plays a crucial role in determining the type of work done by women in the above sectors, the type of earning they acquire, and the type of businesses they initiate.
- 2) Most women stay in traditional occupations and female traditional types of businesses.
- 3) Lack of management business skills, personal savings and adequate credit have made women to continue operating small scale businesses which do not have capacity to grow.
- 4) Existing credit schemes have not reached majority of women due to their collateral requirements, location and women negative attitude to credit.

[Female social participation]

The number of women workers in the formal sector decreased due to the Structural Adjustment (retrenchment) Programs within the Public sector and poor performance of the formal sector. Manufacturing is male dominated and majority of women are found in low paying jobs, low level positions performing unskilled and routine jobs like packing, sorting and generally manual labor in processing line. Women form a minority of workers both in public sector and formal private sector. Majority are employed in low paying jobs like messengers, secretaries, clerks and a few in the management positions. In the private formal sector, women are still disadvantaged in the types of jobs they occupy. It is important to note that the informal sector (own business) has a higher women participation.

[Manufacture]

The Government policy on manufacturing sector is to promote the growth potential of the economy by improving the overall competitiveness of the industries through strengthening efficiency, improvement of information networks and enforcement of fair competition rules. Emphasis will be to assist the bulk of export market and to create employment opportunities. The sector is dominated by private sector enterprises and the government's role is to create an enabling environment.

There was a decline in this sector mainly due to metered power supply that declined by 5.4%. The sector was also affected by erratic prices of refined petroleum, expensive power generation leading to reduced plant capacity utilization, less plant output, loss of jobs and increased product prices.

[Informal sector]

The informal sector in Kenya (Jua Kali) plays an important role in job creation. Indeed employment projections to the year 2000 indicate that 75% of all new jobs which will be created in the urban areas will come from the informal sector and that 50% of all rural employment will be in the non-farm sector, (Development Plan, 1997-2001). The informal sector employment rose by 11.0% to 4.0 million jobs and accounted for 70.4% of total employment by year 2001. (Economic Survey 2001)

A shortage of productive land, unemployment and underemployment have forced majority of women in Kenya to enter the labor force through self-employment by initiating income generating activities in the informal sector. Unlike the private sector, the informal sector is flexible on the amount of investment, education and training required and its geographical

location. Because of its ease of entry and exit, the sector has attracted many women who need to earn an income for themselves and also run their households.

Most women entrepreneurs engage in traditional female business like food catering, textiles, wholesale and retail trade, hair salons and other small-scale commercial activities. Majority of women in the rural areas engage in trade activities like buying and selling of cereals and poultry keeping.

Most of the informal sector businesses are unregulated and the number of working hours vary from one business to another usually exceeding 12 hours a day. Government became actively involved in this sector since the inception of the Session Paper No.2 of 1992 on Small Enterprise and Jua Kali development. The number of persons engaged in the sector was 2,643,750 persons in 1996, rose by 18% since 1992(Economic Survey 1997).

The Ministry of Labor and Human Resources Development has introduced programs in this sector funded by the World Bank deliberately incorporating a 20% allocation of training vouchers to women.

[Mining]

The Mining contributes to national economic development through employment, income generation and foreign earnings. The government's policy in the mining sector is to promote, encourage and regulate the private sector investment by providing the basic geological data and necessary fiscal incentives. Ownership of minerals in Kenya is vested in the government but its exploitation is left to the private sector. The Department of Mining in the Ministry of Environment and Natural Resources was allocated K£1.8 million in 1997-1998 fiscal year. There is no budget for WID in the sector.

The contribution from this sector to the GDP is less than 1% and it is mainly from non-metallic minerals such as soda ash and flouspar (Economic Survey, 1997). The commodities that offer the greatest potential for future exploitation include lime and limestone, diatomite and gold which are known to occur in substantial qualities.

[Vocational Training]

The government has embarked on programs aimed at enhancing employment through providing technical and vocational training for school leavers. The graduates are absorbed both in the formal and informal sectors of the economy. Entrepreneurship training has been introduced in various academic levels (primary schools, technical colleges and universities). The most comprehensive entrepreneurship program is currently being undertaken at Jomo Kenyatta University of Agriculture and Technology. Although Vocational Training institutions do not discriminate against women, the prerequisites for admission disqualify women. Most of the traditional male dominated fields such engineering, computers and automotive require very high qualifications in both physical sciences and mathematics.

[Micro Enterprise]

The Government has promoted both financial and non-financial support for micro-enterprises. The Session Paper No.2 of 1992 on Small Enterprise and Jua Kali Development in Kenya provides a policy framework for promoting the sector. The Session paper discusses the role of the sector in the Kenyan economy with special emphasis on improving the existing policy and regulatory environment, focus on gender issues, access to credit and access to non-financial promotional services. The Government continues to

provide the same through numerous programs run by the Government itself, the private sector and the NGOs.

The micro-credit system consists of revolving funds from women groups, personal savings and formal loans from NGOs and financial institutions. Most credit schemes require some form of security in terms of the land title deeds, household goods and insurance policies. Financial institutions like banks offer integrated schemes with special focus on women. Since the Micro-enterprise sector is dominated by women most of these services do reach them. The non-financial services include on-the job training consultancy services, study visits, technology innovation, development and marketing.

Key organizations having micro-credit schemes for women include; K-MAP, K-REP, Pride-Kenya, ApproTech, NCCCK, Faulu Kenya, CARE Kenya, Undugu Society, SEPSO, Tototo Home Industries and Kenya Industrial Estates (KIE). Some of those organizations are performing poorly due to poor management and lack of donor funding. Most of the above NGOs offer managerial and technical training to small scale entrepreneurs. Training and collateral are prerequisites to loan acquisition. In the absence of collateral some financiers accept group guarantee systems similar to the Grameen model mentioned above. Access to vocational training is open to both men and women.

[Child nursing]

Kenyan organizations have no support system or facilities for child nursing. Working mothers use the cheap labor of young girls who have either dropped out of school or have not gone to school due to financial difficulties to help them in child rearing and household chores. Working mothers can also use private day nursing care services set up by individuals as private businesses.

4. WID/Gender Projects

Project/Programs	Implementing Agency	Donor	Duration	Budget (US\$)	Gender-related Issues/contents
Health					
Maternal child health and family planning	Maendeleo ya Wanawake (MYWO)	USAID/ Pathfinder International NORAD & CEDPA	1982-2000	-	Distributing contraceptives to women
Kenya Family Planning Program	MYWO	GTZ	1998	-	Family Planning activities in Coast Province
Prevention and control of cervical cancer		PATHFINDE R			Screening for cervical cancer in Busia District
HIV/AIDS Project	MYWO	Pathfinder International	1990-2005	-	
Advocacy strategy to eradicating FGM in Kenya	MYWO	Population crisis committee Ford Foundation	1991- continuing	-	Eradicating FGM in 8 districts in Kenya
Education					
Girl child Education	MYWO	AEO through John Hopkins University in USA	1998	-	Advocacy for girl child educational nine Districts
School feeding program	Ministry of Education	World Food Program	1980's- continuing	-	School feeding in ASAL Areas
The ABC of Gender response/planning program and management in Education.	The Centre for Gender and Development (The Centre)	FAWE	1997		Training education planners on engendering educational programs
Others					
Gender Equity	MYWO	CIDA GESP	1998		Capacity building for MYWO
Civic Education	MYWO & Kenya Women Political caucus	DFID	1997- continuing		Civic education in Nine Districts
Engendering parliamentary policies and processes	The Centre	CIDA GESP	1999-2000		Ensuring gender equity in policies and budgetary allocation and formulation
Engendering & parliamentary policies and process	The Centre	DANIDA	1997- continuing		Enactment of gender responses in spheres of socio-economic political spheres
Engendering the constitutional review process	The Centre	USAID	1998		Affirmative action and political bills
Increasing women's participation in politics	The Centre	FES (Germany)	1999		Gender Law and constitutional review
Gender Integration	Woman Kind Kenya	Like minded Donors	1997	-	Integrating Gender in Garissa District Projects

Project/Programs	Implementing Agency	Donor	Duration	Budget (US\$)	Gender-related Issues/contents
Gender Data Resource	Kenya Gender Resource Centre		1999-continuing	-	Segregated data for men and women in Kenya
Good Governance Program	International Commission Jurist	UNDP	1999-2001		Gender Mainstreaming
Building linkages with stakeholders	The centre	UNIFEM	1998-continuing	-	Civic education
Project support unit	The centre	GTZ	10 years	-	Integrating Gender in Projects in Kilifi
Gender Program	Plan Kenya	Plan International	1996-continuing	-	Gender Program in Coast Province
National Civic Education	Gender Consortium	LIMID (like minded Donors)	2000	-	Civic Education
Civic Education	NCWK	USAID	1997-continuing	-	Increase women in leadership positions
Civic Education	NCWK	USAID	1997-continuing	-	Civic Education in various District

5. WID/Gender Information Sources

5-1 List of International Organizations and NGOs Related to WID/Gender

	Name and Specialty	Past Records (Project, etc.)	Report and Writing	Contact Address
International Organization	DANIDA	- Family life training program - Community based health care in Samburu and Marsabit	DANIDA'S Plan of Action in Development Assistance to women	Program Officer Gender (Erastus Wamungo) Box 40412 NRB Tel:332088-90
	JICA	- Programmers in Water Education, agriculture and health		Ms. K. Sano Ms. M. Menya Box 50572 NRB Tel:714121/4 Fax:724878
	The World Bank	- Progress in Education, small enterprise Promotion		Program Officer Nyambura Githagui Box 30577 NRB Tel:213319 213320
	Fredrich Ebert Foundation	- Small enterprise Development, health and education		Gender Program Manager Forest Rd. NRB Tel:746992 748338
	USAID	- Program in Agriculture, health, education, small enterprise, water		Gender Program Officer Box 30261 NRB Tel:862400
	CIDA	- Program in Education Health and Agriculture		Gender Program Officer Box 63005 NRB Tel:581200 Fax:581278
	Women's World Banking	- Women's Credit Schemes		Mrs. Comfort Engman Director Tel:222497/ 667748
	Rockefeller Foundation	- Postgraduate fellowship for women - Grants for work on gender related issues		Program Officer Box47543 Tel:22806 and 228338/9
Government Organization	Ministry of Finance and planning	- Integrating gender concerns in the overall development process		PS/Planning Box 30007 Nairobi Tel:33811
	Ministry of Lands and Settlement	- Small-scale enterprise for women 1995-2001 (WID Specific) - Keiyo Marakwet ASAL 1994 to Date - Laikipia ASAL development project 1993 to date - Kajiado ASAL 1991-99 (gender integrated) - West Pokot Development Project on going (gender integrated)		Deputy/Secretary (Administration)Box 30450 Nairobi Tel:718050

	Name and Specialty	Past Records (Project, etc.)	Report and Writing	Contact Address
Government Organization (Continued)	Ministry of Environment and Natural Resources	- Kajiado ASAL 1991-99 Assistance to Forestry Activities 1994-2000 - Coastal ASAL Development Project - Rehabilitation of disused mine and quarries 1998-2001		Project officer Planning Box 49720 Nairobi Tel:716103
	Ministry of Agriculture and Rural Development	- Population Education - Environmental management		Deputy Director Head of agric Extension) Kilimo House P.O. Box 30028 Nairobi Tel:718870
Research Institute	Centre for Gender and Development	- The road to development 1994 Gender and Development 1993 - The status of Education in Africa 1994	Centre Publications	Wanjiku Kabira Golden Gate Estate South B, Sadi Rd. Box 4869 Nairobi Tel:537100
	IDS	- Evading male control: women in the 2 nd Economy 1980 - Networks markets and growth in Nairobi garment Industry 1988	Dorothy Macormic PH	University of Nairobi IDS Box 30197 Nairobi
	IDS	- Self Employed women in the Peri-urban setting - Petty traders in Nairobi 1988	Research Mary Kinyanjui (Ph.D)	
NGO	Care International, Kenya	- Women economic development - Girl-child project 1996 - Family Planning and Counseling		Chief Executive Muchais Rd. Box 43864 NRB Tel:724674
	Family Planning Ass. Of Kenya (FPAK)	- Options for improving the status of women 1991 on going - Advocacy, information Education on going - Communication on female genital mutilation - Family planning clinics on-going	Publications	Gender Desk Box 30581 Nairobi Tel:603920/7
	African Centre for Human Development.	Information on Women in Development Training in WID		Mr. Wilbert Tengey Tel:668641/2 and Tel:220138
	Freedom from Hunger	Information on Women in Development Training on WID	Gender Consultant and Advocate for Women's progress	Mrs. Josephine Martei Tel:774828

NGO (Continued)	Kenya Women Medicare Association (KEMWA)	<ul style="list-style-type: none"> - Gender urbanization and Environment - Research on land access to housing in Anglophone Africa - Women inheritance rights - Workshop dissemination of current trends - Financial Assistance to women 	Periodicals Publications and Newsletters	Chief Executive Dr. Jennifer Riria Muchai Drive Ngong Rd. Box 55919 NRB Tel: 712903 and 712823
	National Council of Churches of Kenya (NCCCK)	<ul style="list-style-type: none"> - Economic empowerment of women - Food security 1994 – on going training - Women on sustainable agriculture, and property rights on going - Awareness creation and legal aid - Writing business proposals 	Publications	General Secretary (Rev. Mutava Musyimi) Box 45009 NRB Tel: 338211/2
	Action Aid	<ul style="list-style-type: none"> - Kipsokwony Rural Development. Water, food, security, Health and Education needs - Kyuso Rural Development - Working with the urban poor health community based education 	Mwana Maendeleo (a monthly newsletter), Audio Visual Cassettes on Women	Country Director Officer in charge of women and Children affairs Country Director Box 42814 NRB Tel: 440440/ 440449
	Kenya Women Finance Trust	<ul style="list-style-type: none"> - Gender urbanization and environment - Research on Land access to Housing in Anglophone Africa - Women inheritance rights - Workshop dissemination on current trends - Financial Assistance to women 	Periodicals Publications and Newsletter	Chief Executive Dr. Jennifer Riria Muchai Drive Ngong Rd. Box 55919 Nairobi Tel: 712903/ 712823
	World Vision Kenya	<ul style="list-style-type: none"> - Education and Training Credit Schemes - Integrated Development 		Director Karen Rorad P.O. Box 50816 Tel: 883652 Fax: 883669
	Oxfam (GB Regional Office)	<ul style="list-style-type: none"> - Economy literacy legal assistance, gender balance and girl child education 		Director Box 40680 NRB Tel: 715003
	Maendeleo ya wanawake (MYWO)	<ul style="list-style-type: none"> - STI integrated Programme 1979-200 - Women leadership programmes - Energy and Environment conservation 	Publications Newsletter	Chief Executive Zipporah Kitonyi Maendeleo House Box Tel: 222095/ 242093

NGO (Continued)	FAWE Africa	- Enhancing the participation of women in Technical and vocational Education	Publications and Periodicals	Chief executive Prof. Penina Mlama P.O. Box 53168 NRB Tel:330352 Fax:210709
	FAWE Kenya Chapter	- Creating an enabling environment for Girls in school in Kenya	Publications and Periodicals	Gichaga Shiphira Muranga Rd. P.O. 52587 NRB Tel:750083
	League of Kenya Women Voters	- Training of trainees in use of materials - Translating key publications in some local languages	Newsletter	Chief Executive Muchai Rd. off Ngong Rd Tel:720605
	AMREF	- Women's health, income generating and nutrition program in Kitui and Kibwezi		Program Officer Box 30125 NRB Tel:501301 Fax:506112
	Edelvace Trust Homes	- Provides care, shelter and love to girls in need - Provides education and tailoring courses for young women school leavers		Programme Officer Box 17063 NRB Tel:350461
	The Green Belt Movement	- Tree planting by women groups - Numerous tree nurseries and green belts	Information bulletins	Prof. Wangari Mathai Box 67545 NRB Tel:571523 603867
	USAMA Social Research Center	Urban Marketing System: An Analysis of Operational and Environmental Condition of Markets in Ghana		Mrs. Elizabeth Ardorfio-Shandorf Gender Consultant Tel:500786
	Human Rights Programs	Women and change in Ghana: The Impact of Environmental Change and Economic Crisis on Rural Women's Time Use Gender and Structural Adjustment in Ghana		Mrs. Mariam Awumbila, Gender Consultant Tel:500385
	Management Development Institute, MDPI	Post graduate training, providing Managerial skills and promotion gender awareness		
	Breastfeeding Information Group	- Counseling on breast feeding - Conduct research and evaluation on breast feeding in Kenya	Newsletters Posters Education Materials	Program Officer Box 59435 NRB Tel:749894 63280

5-2 List of Reports and References Related to WID/Gender

Title	Publisher	Year	Where to get
Health and Medicine			
Women's Work and Child Nutrition in the Third World	Joanne Leslie	1987	KEMWA
Violence Against Women; the Hidden Health	Lorie L.Heise	1994	FIDA
Womens Lives and Women's Health	Joanne Leslie	1992	I.D.S
Women's Health and The Environment; An Anthology	Jacqueline Sims	1994	Mazingira
Kenya; a Country of Gender	Royal Netherlands Embassy	1994	Centre for Gender and Development
Demographic and Health Survey	National C.P.D	1993	KEMWA
Children and Women in Kenya	GOK & UNICEF	1992	FAWE
A Question of Survival	Wendy J.Grahamm & S.F. Murray	1997	FPAC
A Gender Analysis	GOK	1987	Ministry of Health
The Situation of Women and Health	GOK	1987	Ministry of Health
Causes and Prevention of Maternal Mortality in Kenya	Martin G.E	1993	KEMWA
Adolescent Fertility in Kenya	Ngoka W/B Ansai	1988	KEMWA
State of the World's Children	Makokha, Kirubi Makolwe	1988	KEMWA
Kenya Contraceptive Prevalence Survey	Pathfinder Fund	1994	KEMWA
Women's Own Perceptions of and Practices on Their Health in Kenya	UNICEF	1993	KEMWA
Pediatric AIDS; In Mother to Child Transmission of HIV and Ediatric AIDS NARESA Monograph No. 5	Elshibly E Nkwoane B	1997	FPAK
Ethical Considerations in Investigating the Role of Breast Milk in HIV Transmission	Nduati R.W John G Kreiss J	1995	Ministry of Health
Integrating Community Based AIDS Care into Existing Urban Health Units in Nairobi; Kenya	Njenga E.& Ngugi E	1997	FPAK
Literature Review on the Socio-Economic Impact of HIV/ AIDS in Kenya	Nzioka C	1992	Ministry of Health
The Situation Analysis of Children and Women in Kenya	GOK & UNICEF	1997	FPAK
Agriculture, Forestry and Fisheries			
Women Farmers in Africa	Creevy, Lucy E	1985	Mazingira
Women in Food Production and Food Security in Africa	Day, Jennie	1984	Mazingira
Gender needs Assessment with Fisher Women	Francisco J. S & Lorna Israel	1991	Mazingira
Gender Analysis Workshop Proceeding for Female Agriculture Extension Workers	UNICEF & MALDM	1993	Women's Bureau
Towards Common Ground	Sigat A. G & Green J	1995	I.D.S
Kenya; a Country Gender Analysis	Ongile G	1993	I.D.S
Women in Fishing Communities	FAO	1988	K.B.P.W.C
Gender Dynamics in Country Farming	DOROTHY Von Bulow	1988	A.A.W.R.D
Women in Community Forestry	FAO.	1989	Femnet
The Effect of Government Agriculture Policy on Women Farmers	Staudt Kathlen	1975	Maendeleo ya Wanawake
Beyond Promises; Government in Motion One Year After Beijing Women Conference	Wedo S	1996	Maendeleo ya Wanawake
Who Owns What? Land Registration and Tensions in Gender Relations of Production in Kenya	Davidson Sean	1988	K.B.P.W.C
Agriculture, Women and Land; the African Experience	Davidson Sean	1986	Green/Belt Movement
Women's Participation in Agricultural Co-operatives Constraints and Limitations	Lamming G.N	1983	MALDM
Women in Fisheries	UNESCAP	1985	Women's Bureau
The Role of Women and Children in Small Scale Fishing Households	Pomeray Robert	1992	Centre for Gender Development

Title	Publisher	Year	Where to get
Fishers, Traders, Farmers, Wives; The Life Stories of Ten Women in a Fishing Village	Jeanne Frances	1990	MALDM
Agriculture, Women and Land; The African Experience	Goheen Miriam	1988	Maendeleo
Bridging the Gender Gap in Agricultural Extension	Berger & Marguirile	1984	FAWE
Women, Children and Forest Resources in Africa	Williams Paula J	1991	FAWE
Traditional Village Institution in Environmental Management	Kabutha C. & Ford	1991	Centre for Gender Development
Women Access in Social Forestry; Women Role in Resource Management	Skutsch Margaret	1989	MALDM
Linking Energy With Survival; A Guide to Energy, Environment and Rural Women's Work	I.L.O	1987	Greenbelt Movement
Women and Wildlife in Southern Africa; Conservation Biology	Hunters Malcolm	1990	A.A.W.R.D
Restoring the Balance; Women and Forestry Resources	FAO/SIDA	1990	Greenbelt Movement
Women and Environment in the Third World	Dankelman I & Joan D	1988	I.D.S
Women and Autonomy in Kenya; Policy and Legal Framework	Borlagdan S. & Bedna	1989	I.D.S
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The Education of Girls and Women in Africa; Issues and Concepts	E. Gachukia	1992	F.A.W.E
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The Status of Girls Education in Africa	Wamahiu S	1994	I.D.S
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A New Beginning for Teenage Mothers; Alternative Education for Africa	Benaars G	1995	A.A.W.R.D
Profiles of African Women Scientists When Education is Unequal	Sutheland E Miranda &	1995 1981	A.A.W.R.D I.D.S

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Social/Gender Analysis			
Situation Analysis of Children and Women in Kenya	UNICEF	1989	FEMNET
Gender Responsive Planning and Programming Workshop South Nyanza	Kabira, Wanjiku	1993	FEMNET
A Guide to Women's Organizations and Agencies Serving Women in Kenya	Mazingira	1985	Mazingira
Women and Development; A Kenyan Guide	Mazingira	1992	Mazingira
Women and Shelter in Kenya	Mazingira	1993	
Evaluation Report	FAO & PBFL	1976	Mazingira
Women and Development In Africa; An Annotated Bibliograph	Hafkins & Nancy	1977	Women's Bureau
A Seven Country Survey on the Roles of Women in Rural Development	Relgelman Mary	1974	I.D.S
Women in Africa; Studies in Social and Economic Change	Hfkins & Edna	1976	I.D.S
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Women in Development A.I.D Experience 1973-85 Vol.1 Synthesis	Carlioni Alice	1987	A.A.W.R.D
Easing the Burden of Women a Sixteen-Hour Workday	Fagley R. M	1976	FEMNET
Gender, Urban Development Report	UNDP	1996	Maendeleo ya Wanawake
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World Resource; A Guide To Global Environment	World Res. Inst	1992	K.B.P.W.C
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◆Contracted consultants & interviewed people

Contracted consultants

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Forum for African Women Educationalists	Professor Penina Mlama P.O. Box 53168 Nairobi Tel:330352/214273 Fax:210709
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Maendeleo Ya Wanawake Organisation	Samuel K. Ndumbali P.O. Box 44412 Nairobi Tel:222095 Fax:225390
Mazingira Institute	Zarina Ishani P.O. Box 14550 Nairobi Tel:443229/26/19 Fax:566871
Institute of Education in Democracy	Mumbuchi Mugure P.O. Box 43874 Nairobi Tel:566871 Fax:566871
Care International	Muhoro Ndungu P.O. box 43864 Nairobi Tel:724674(28) Fax:728493
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Kenya Women Finance Trust	Rosemary Macharia P.O. Box 55919 Nairobi
FEMNET	Sarah Macharia P.O. Box 54562 Nairobi

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World Vision Kenya	E. Njoroge P.O. Box 50816 Nairobi Tel: 883652/883669
National Council of Churches of Kenya	Wasye Musyoni P.O. box 45009 Nairobi Tel:338211/2 Fax:224463
Kenya Episcopal Conference	Margaret Mwaniki P.O. Box 338211/2 Fax:224463
African Inland Church Children's. Home	Rev. Benjamin Kamende P.O. Box 45019 Nairobi Tel:720779 Fax:717169
Arch Diocese of Nairobi	The father in Charge P.O. Box 468 Limuru Tel:0154-71146 Fax:0154-71143

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Institute for Development Studies	Prof. Patrick Alila P.O. Box 30197 Nairobi Tel:226451 Ext.28177 Fax:222063

Private Sector Organizations

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Kenya Institute of Management	Ngumo Mwangi P.O. box 43706 Nairobi Tel:221821
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7. Definitions

<Technical Terms>

Gender

Analytical concept to clarify the social role of men and women and interrelation between them. Sex (biological) is basically impossible to change, while gender implying the role of men and women and their interrelationship is likely to change according to social notion and sense of values.

Informal sector

Part of economy consisting of small competitive individual or family firms listed in the labor indicators. According to the definition of ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping.

WID (Women in Development)

Concept of development incorporating women's participation into development processes, taking it into account that women are active agents and beneficiaries of development.

Reproductive health/rights

Health/Rights concerning sex and reproduction. To be able to live safe and satisfied sex life, and to have freedom to decide whether, when and how many children to deliver.

National machinery

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

Empowerment

To empower individuals or groups in political, economical and social sense

Affirmative action

Prioritized positive measure to promptly correct the difference, in the case that discriminated groups are placed in extremely unequal conditions to other groups, due to the discrimination accumulated in the past

Access and control

Access is to be able to use resources and services for the economic activity, or to have a right to exercise them. Control is a right to decide how to manage resources and services or to own them.

Reproductive activity

Activity to "reproduce for the next generation" including to give a birth and raise the children, and to sustain the daily life, for instance, washing and cooking

<Indicators>

Inflation rate

Instead, GDP deflator is used.

Gini index

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represents perfect equality, while an index of 100 implies perfect inequality.

Percentage of Women's Income

There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agricultural sector.

Total fertility rate

Average number of children whom a woman delivers in all her life

Under-one mortality rate

Annual number of infants who die among 1,000 newborn babies within 1 year after the birth

Under-five mortality rate

Annual number of infants who die 1,000 newborn babies within 5 years after the birth

Maternal mortality rate

Annual number of mothers who die among 100,000 cases of delivery because of pregnancy

Percentage of births attended by trained health personnel

The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional midwives

Percentage of infants with low birth weight

The rate of newborn children of which the birth weight is less than 2,500 grams

Oral Rehydration Therapy (ORT) use rate

The rate of using oral rehydrate salt or substitute solution for under-five infants having diarrhea

Enrolment ratio of primary and secondary school

Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.