Mapping of Existing Gender-Disaggregated Data and Methodologies in Agriculture and Rural Development in Kenya

FINAL REPORT
Submitted to

JICA, Kenya Office
and
Agricultural Sector Coordination Unit (ASCU)

Consultant:

Dr John Kabutha Mugo
Gelai Gardens (C1)
Off Matumbato Road, Upperhill
P.O. Box 18637
00100 Nairobi
Tel.: 0736684561/0711123222
mugo.john@gmail.com

Assistant Consultants
Dr Urbanus Mutwiwa
Mrs Lydia Miriti

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Dr John Mugo and Consultants' Team

LIST OF ABBREVIATIONS AND ACRONYMS

AFIPEK	Kenya Fish Processors and Exporters Association
ALLPRO	ASAL Based Livestock and Rural Livelihoods Support Project
ASCU	Agricultural Sector Coordination Unit
ASDS	Agriculture Sector Development Strategy
ASTI	Agriculture Science and Technology Indicators
CDA	Coast Development Authority
CRF	Coffee Research foundation
ENNDA	Ewaso Ng'iro North Development Authority (ENNDA),
FAO	Food and Agricultural Organization
FA-UN	Faculty of Agriculture University of Nairobi
FGD	Focus Group Discussion
FVS-UN	Faculty of Veterinary Science University of Nairobi
JICA	Japan International Cooperation Agency
JKUAT	Jomo Kenyatta University of Agriculture and Technology
KAPAP	Kenya Agricultural Production and Agribusiness Project
KAPP	Kenya Agricultural Productivity Project
KARI	Kenya Agricultural Research Institute
KENFAP	Kenya National Federation of Agricultural Producers
KIRDI	Kenya Industrial Research and Development Institute
KVDA	Kerio Valley Development Authority
LBDA	Lake Basin Development Authority
MoA	Ministry of Agriculture
MDGs	Millennium Development Goals
MoFD	Ministry of Fisheries Development
MoLD	Ministry of Livestock Development
MoPND	Ministry of Planning and National Development
MoRD	Ministry of Regional Development
NALEP	National Agriculture and Livestock Extension Program
PRA	Participatory Rural Appraisal
RDAs	Regional Development Authorities
SHDP	Small Scale Horticulture Development Programme
SHEP	Smallholder Horticulture Empowerment Programme
SIPMK	Study of the Smallholder Irrigation Project Mount Kenya Region
SoP	Status of Progress
TARDA	Tana and Athi River Development Authority

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1 INTRODUCTION

1.1 Background Information

The constitution of Kenya (2010) recognizes gender equity as a key right to all women and men, girls and boys in Kenya. Similarly, various development policies, both global and national, recognize gender as a key driver to socio-economic development. Subsequently, the Millennium Development Goals (MDGs) and the Kenyan Vision 2030 single out gender a key pillar in human capital development. A concrete foundation for gender in development in Kenya has been laid by the Sessional Paper No. 2 of 2006, on Gender Equality and Development.

In the agricultural sector, equal participation of women and men is acknowledgement as a key determinant of productivity. The Agricultural Sector Development Strategy (ASDS) [2010-2020] recognizes the role of women and men in developing the agricultural sector in Kenya. Beyond all theory, a project implemented by the Ministry of Agriculture and JICA in four regions in Kenya (Smallholder Horticulture Empowerment Programme - SHEP) has demonstrated that empowering both women and men in horticulture can raise productivity through reduction in costs of labor, but also promote social empowerment through reduced conflict and even accelerate economic development through synergy-building among wives and husbands.

Following the recognition of gender as a national priority, various Ministries, including Education and Health, have developed gender policies for their sectors, while other ministries have even established Gender Units and Sections to coordinate mainstreaming.

Such efforts have even become more imperative under the new constitutional dispensation. However, not all Agricultural Sector Ministries have initiated such mechanisms. Following this, the need to develop a specific Agricultural Sector Gender Policy has been urgently felt.

To offer direction for the policy, the Agricultural Sector Coordination Unit (ASCU) conducted mapping of existing gender-disaggregated data and methodologies in Agriculture and Rural Development.

1.2 Terms of Reference

1.2.1 Purpose and Objectives of the Exercise

The study aimed at mapping all exiting gender-disaggregated data and methodologies in Agriculture and Rural Development, with the view of identifying bottlenecks to women's economic empowerment and offering platform for establishment of proactive gender policies and gender mainstreaming frameworks. The specific objectives of the exercise were to:

1. Provide a set of recommendations to the sector on activities that can be financed under the program with the aim to expand women's economic empowerment;
2. Provide data which will be a critical input for the agricultural sector gender policy;
3. Allow for the analysis of critical and timely themes on the link between women's economic empowerment and development; and
4. Provide the basis for evaluating the impact of the Agriculture Sector Development Strategy (ASDS) at Midterm and Final review.

1.2.2 Scope of the Exercise

The exercise encompassed five key aspects:

1. Identifying and compiling the gender-disaggregated data and their coverage in the agricultural sector (this includes Fisheries, Livestock, Environment and Water), using both statistics and case studies;
2. Collecting and documenting successful methodologies used to gather gender-disaggregated data;
3. Developing and Administering internet-questionnaires addressed to the Agricultural Sector Coordination Unit and the gender focal points in agricultural line ministries to complete the inventory of existing gender-disaggregated data and methodologies in the agricultural sector in Kenya;
4. Conducting interviews with major stakeholders in the gender ministry and gender research institutions (including Universities offering gender, agriculture and rural development studies) to explore and exhaust further gender-disaggregated data and methodologies;
5. Produce a final report containing a comprehensive assessment of existing gender-disaggregated data and methodologies employed in the agricultural sector in Kenya.

In covering this scope, the Consultant considered it necessary to also produce an inventory of data and methodology sources, to allow the ASCU maintain a database of stakeholders for future consultations (taking it beyond the inventory of data and methodologies, to include sources and contacts). This is seen as an expansion of scope (3).

2. STUDY METHODOLOGY

2.1 Mapping Design

The Consultants utilized content analysis as the key methodology. In developing the comprehensive inventory, a combination of library/internet search and interview was used to ensure exhaustion of access to the existing data and methodology sources. The contents of the documents accessed were analyzed systematically to reveal the key dimensions presented in the data and methodologies. The analysis was extended further to analyze success rates of the existing methodologies.

2.2 Study Process

The study comprised of FIVE steps:

1. **Review of key (baseline documents)** – First, key documents were reviewed, including the National Policy and Sessional Paper, National Census Report (2009), Vision 2030, Economic Surveys, Demographic and Household Surveys. These documents laid foundation for identification of other documents in the central bureau of statistics, line ministries, research institutions and development partners;
2. **Further tracing of data and methodologies** – Using the snowball technique, further tracing of data and methodologies was done, and review conducted;
3. **Administering of web-based questionnaire** – the initially-proposed web-based questionnaire, was not used. Instead physical visits and interviews with key informants was preferred, to identify any existing gender-disaggregated data and methodologies ;
4. **Interviews with key experts -** as a final step, the consultants identified key experts in gender and development, to explore any further data and methodologies, while testing the success rates of already-documented methodologies ;
5. **Report Writing.**

3. EXISTING GENDER DISAGGREGATED DATA

3.1 Overview: Available gender-disaggregated data in Agriculture

The value of gender analysis (Suda, 2002)

- Gender analysis is a technique used by researchers, policy makers and development planners and practitioners to provide information on men's and women's activity profiles and resource allocations in different sectors of the economy and at different levels.
- By focusing on gender differences in role and resource allocations, gender analysis attempts to highlight the key differences between men and women in terms of opportunities, incentives and constraints. The central focus of the analysis is on gender differences in access to and control over resources and the differential impact on the lives of men and women.
- The data obtained from gender analysis helps in the formulation of appropriate gender responsive policies, programmes and projects which will address the specific needs of poor men and women with a view to eradicating poverty.

This study has traced a wide range of gender disaggregated data, obtained from various internet and library sources, and obtained from various offices in the line ministries, agricultural sector projects and private organizations and associations. Data available include both **qualitative** and **quantitative** data, covering Six (6) main themes. These themes have emerged from the categories of information available from the data that we traced. Hence, we have constructed these categories to enhance description of the available gender-disaggregated data. Table 1 summarizes the available data.

Table 1: Summary of existing gender disaggregated data

Theme	Available data	Source/location
Gender and Employment	- Gendered analysis of job groups of female and male employees in line ministries, - Occupancy of management positions, - Academic and professional qualification, - Areas of training, - Proportions of female students in agriculture - Gender and the various employment sectors - Gender, education and employment - Gender and employment issues in Floriculture	MoA, ASTI, MoRD, MoPND, MoLD, MoFD, Beintema and Marcantonio (2008), FKE, Atieno (2010), Smith et al (2004)
Gender and participation	- Perceptions of crops ownership - Division of labour in crop production - Division of labour in poultry production	NALEP, ASTI, SIPMK, SHEP, KARI, Okitoi et al (2006), Lwenya et al
Gender and farm earnings	- Gendered farm earnings, before and after SHEP intervention	SHEP
Asset ownership, accumulation and productivity	- General property ownership - Control of farm implements in smallholder irrigation - Land ownership - Property ownership patterns in rural poultry - Ownership of Livestock	NALEP, KAPAP, SIPMK, Okitoi et al (2006)
Adoption and utilization of	- Required inputs and technologies - Sources of funds for inputs and equipments	MoA, KAPAP, NALEP, SIPMK, FAO

technologies	- Technology adoption in rural poultry - Awareness of extension support services	
Causes of gender inequalities	- causes of gender inequalities in forestry - Inhibitors of land ownership by women	FAO, NALEP, KAPAP, SIPMK

The following sections provide a brief overview of the available data. The data are provided as annexes, including the complete documents containing the data.

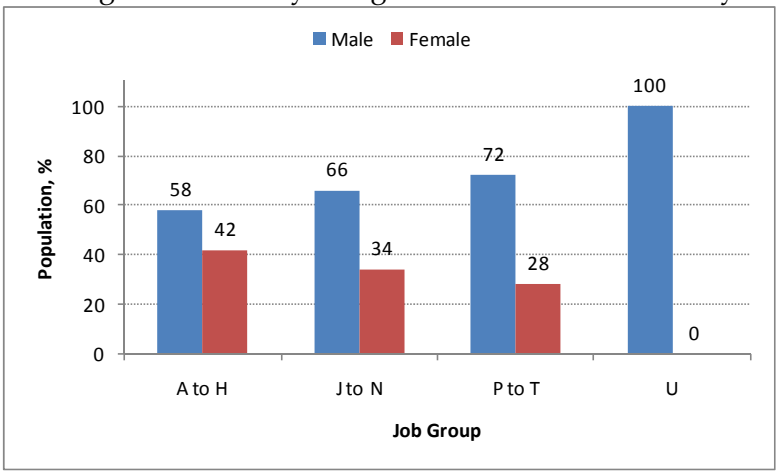
3.2 Gender and Employment in Agriculture

It has been established that a wide range of gender-disaggregated data are available, on the staff placement and mobility in the agricultural sector. Many institutions in the sector are professing awareness of the 30% representation rule, and remarkable progress is being achieved. However, serious gender gaps (in favour of men) are still evident in the sector. Following is a profile of the data obtained by this study. Women representation is wider at lower job groups, and diminishes at the top. Even in the private and research sectors, very few women are in leadership positions. Most women are research assistants and administrators, while men are senior researchers and managers. In the informal sector, data indicate that most women are in unpaid labour, while majority of women are engaged on casual basis, under extremely poor working conditions.

Introduction to Job Groups in the Kenyan Civil Service

In the civil service, the job groups are arranged alphabetically, from lowest to highest cadre, ranging from A (lowest) to U (highest). Job groups A to H mainly comprise of support staff, J to N is mid-level management, P to T is senior management and U is the highest level i.e. the chief accounting officer.

Figure 1: Ministry of Agriculture Technical Staff by Gender (June-December 2009)



Source: Ministry of Agriculture Reports

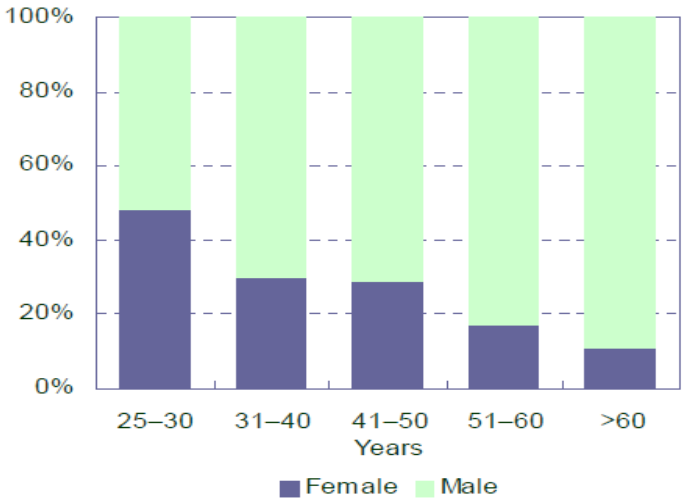
Table 2: Percentage of female staff members along job groups in 9 Ministries (2009)

Job Group	Cooperative Development	Gender	Environment and Wildlife	Agriculture	Livestock Development	Regional Development	Water and Irrigation	Planning and Vision 2030	Fisheries Development
PS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
P+	21.4	61.5	4.3	28.0	*	17.0	7.4	22.0	*
J-N	31.2	42.4	19.5	34.0	*	49.0	13.5	38.0	*
H and below	44.1	50.7	40.4	42.0	17.0	44.0	19.3	53.0	*
Total	**35.0**	**47.9**	**25.8**	**37.0**	**24.9**	**43.0**	**17.0**	**40.8**	**33**

* Data not available
*Total refers to the overall proportion of women in the given Ministry expressed as a percentage
Source: Analysis of data from various ministries

Gender representation in the agricultural research sector

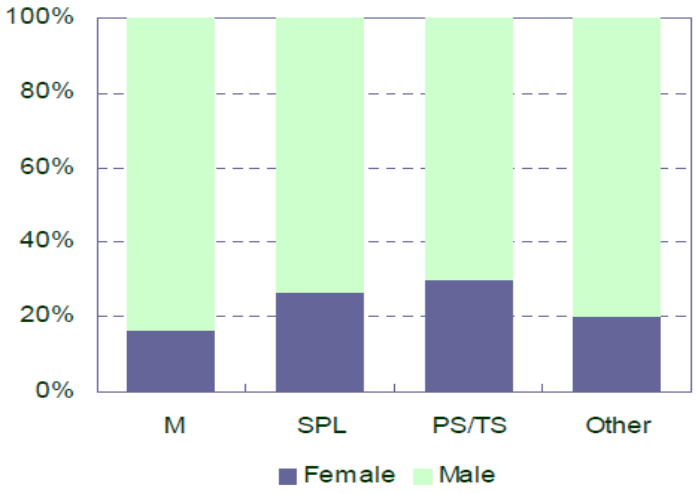
Figure 2: Age of professional agricultural research and higher education staff by gender, 2008



In this study, women accounted for close to half of the professional staff aged between 25 and 30 years. This was especially the case at KARI, were 73 percent of staff aged 25 to 30 years were female. In contrast, only 17 percent of professional staff aged 51 years or older were female.

Source: Beintema and Marcantonio (2008)

Figure 3: Seniority of professional agricultural research and higher education staff by gender, 2008.

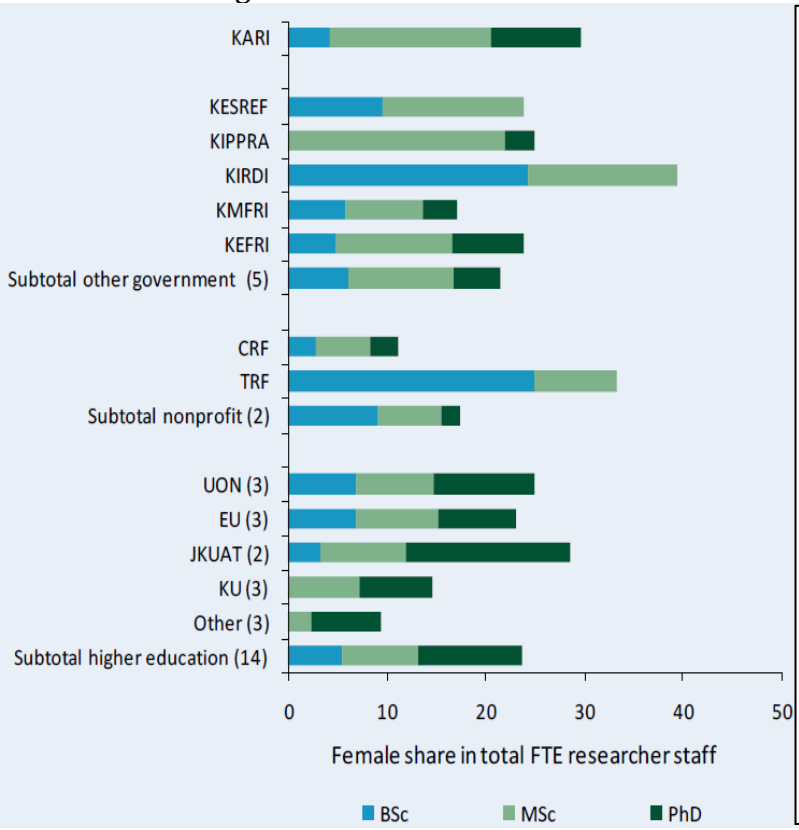


In the same study, six of the combined 29 deans of faculties and heads of departments at Faculty of Agriculture University of Nairobi (FA-UN), Faculty of Veterinary Science University of Nairobi (FVS-UN), and Jomo Kenyatta University of Agriculture and Technology (JKUAT) were female. At KARI, only 7 of the 45 management positions were held by women, representing 14%. The female share of professional and technical support staff stood at 30%.

M - Management (includes directors, deans, and department heads),
SPL – Senior Professional Level (includes scientists, professors, and lecturers)
PS/TS - Professional and technical support staff.
Source: ASTI 2010

Academic qualification of male and female researchers

Figure 4: Female share in total Full Total Equivalent (FTE) research staff by degree across various agencies in 2008



According to Beintema and Marcantonio (2008), KIRDI employed the highest share of female researchers, at 39%, but none of these researchers held PhD degrees. At KARI, 30% of the researchers were female, and among them, 9% held PhD degrees, 16% held MSc degrees, and 4% held BSc degrees. In contrast, only 9% of researchers at the other universities (as a combined average) were female, but almost all of them were PhD qualified.

Source: ASTI, 2010

Table 3: Staffing Statistics at the Faculty of Agriculture, Egerton University

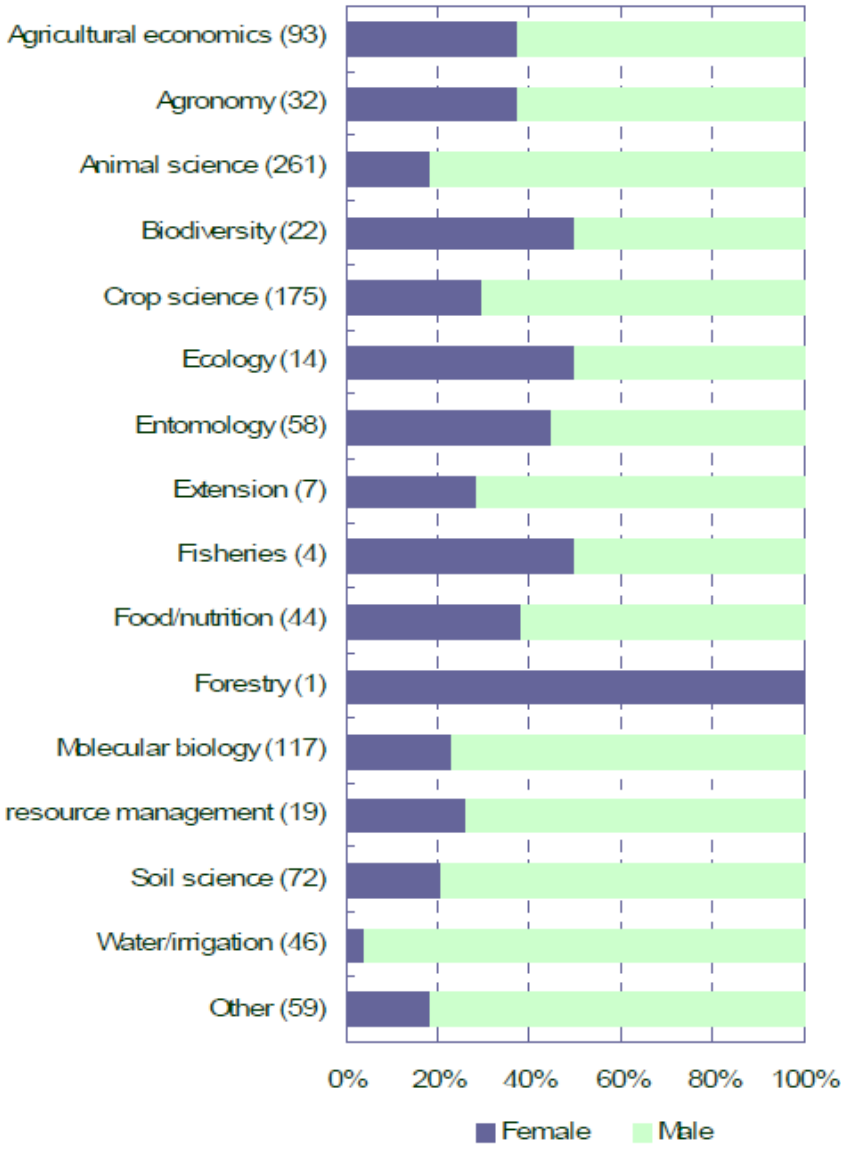
	DESIGNATION	QUALIFICATION	GENDER		TOTAL
			F	M	
1	Professors	Doctorate	-	7	7
2	Associate Professors	Doctorate	2	12	14
3	Senior Lecturer	Doctorate	7	21	28
4	Lecturer	Doctorate	2	16	18
5	Lecturer	Masters	8	29	37
6	Assistant Lecturer	Masters	3	6	9
7	Chief Technologist	Master	-	2	2
7	Chief Technologist	HND	1	4	5
8	Chief Technologist	Diploma	-	2	4
9.	Senior Technologist	BSc	4	9	13
10	Technician	Diploma	1	4	5
11	Technician	Certificate	1	2	3
	Total		**29**	**114**	**143**

Source: Statistics from Faculty of Agriculture, Egerton University, February 2011

Areas of Training by gender in five sampled agencies
[KARI, JKUAT, FA-UN, FVS-UN and CRF]

Data indicates that areas of training are gendered! Half of all professional staff at the five sample agencies trained in biodiversity, ecology, and fisheries were female. In contrast, the shares of female professional staff trained in animal science, molecular biology, and soil science ranged from 18 to 23 percent. Only 2 of the 46 staff trained in water and irrigation management were female (4 percent).

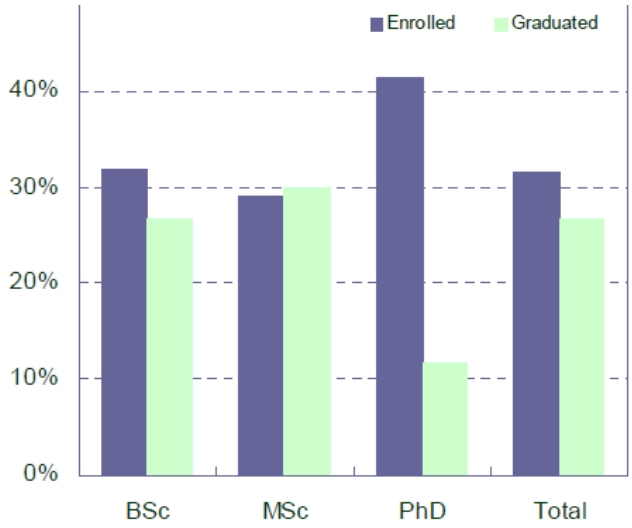
Figure 5: Discipline-mix of professional agricultural staff in five Kenyan agencies by gender
[KARI, JKUAT, FA-UoN, FVS-UoN, CRF]



Note: The number of staff within each category is shown in parentheses.
Source: ASTI, 2010

Proportion of Female Students in Faculties of Agriculture

Figure 6:- Share of female students enrolled in and graduating from the Faculties of Agriculture (JKUAT and University of Nairobi) in 2007



In 2007, female students accounted for about 32% percent of the total student population at FA - UN, FVS - UN, and JKUAT. Notably, there was a relatively higher share of women among the total number of students undertaking PhD degrees, but a relatively low share graduating. In total, 39 women and 55 men were enrolled in PhD degree training in 2007. Two women and 15 men graduated that year.

Source: ASTI, 2010

Table 4: Graduation Statistics from Egerton University (December 2010)

Programme	**Total**	**% Female**	**%Male**
Diploma	119	33.6	66.4
Bachelors	209	35.9	64.1
Masters	11	45.5	54.5
PhD	1	0	100
Total	**340**	**35.3**	**64.7**

Source: Statistics from 23rd Graduation Ceremony, December 2010

Gender and various sectors of employment

- Most women in the rural areas (57%) are in unpaid family work followed by agriculture and informal sector.
- Majority of women in urban areas (34%) are also in the unpaid family work followed by informal sector and those that are unemployed.

Table 5: Gender distribution of the labour force by employment categories (rural/urban) (percentages in brackets)

Employment categories	Total sample		Female		Males	
	Rural	Urban	Rural	Urban	Rural	Urban
Public sector	844 (4.2)	581 (15.6)	204 (1.9)	208 (11.2)	640 (6.9)	373 (20.0)
Private formal sector	628 (3.1)	630 (16.9)	123 (1.1)	153 (8.2)	505 (5.5)	477 (25.6)
Informal sector	2,422 (12.0)	1,206 (32.4)	795 (7.3)	509 (27.4)	1,627 (17.6)	697 (37.4)
Agriculture	6,408 (31.9)	215 (5.8)	2,903 (26.7)	116 (6.2)	3,505 (37.9)	99 (5.3)
Unpaid family work	8,512 (42.3)	727 (19.5)	6,166 (56.8)	640 (34.4)	2,346 (25.3)	87 (4.7)
Unemployed	1,296 (6.4)	365 (9.8)	663 (6.1)	235 (12.6)	633 (6.8)	130 (7.0)
Total	20,110 (100)	3724 (100)	10,854 (100)	1861 (100)	9256 (100)	1863 (100)

* Totals exclude those not categorised by their occupations and are therefore missing
Source: Atieno, 2010

Education Levels and Employment in Different Sectors

- Majority of the women in unpaid family work (56%) have only completed primary schooling.
- The likelihood of women working in unpaid work is more than double that of men.
- The likelihood for getting a public sector job with only primary or secondary schooling is around 3 times higher for men, than for women.

Table 6: Education levels across the different sectors of the labour market (percentages)

Employment category	Education levels					
	Completed Primary		Complete Secondary		Tertiary	
	Females	Males	Females	Males	Females	Males
Public Sector	1	4.4	2.4	6.1	19.2	25.7
Private sector	1.7	7.1	2.2	9.2	8.8	16.3
Informal Sector	10.5	22.5	13	23.8	13.8	17.7
Agriculture	25.2	37.4	20.6	30.3	13.4	17.5
Unpaid Family work	56.2	23.1	52.8	22.2	34.7	14.7
Unemployed	5.4	5.5	9	8.4	10.1	8.1

Source: Atieno, 2010

Employment in the Floriculture: Gender Issues (Smith, S. et al, 2004)

- Seventy five per cent of the employment in the cut flower industry is female, and over 65 percent of the total employment numbers are employed in temporary, seasonal, or casual basis.
- Legally, Kenyan employers are required to promote casual or temporary workers to permanent status after eight months, but they are often found returning year after year on a renewed temporary contract. Women in particular suffer from this legal loophole as a result of gender discrimination in Kenyan employment embedded in social norms that consider women more compliant and better suited to certain types of horticultural work (such as picking and packing), coupled with perceptions that women's income is supplementary, rather than central, to household well-being.
- The vulnerability of such non-permanent employment also leads to links with other unethical conditions, such as the obligation to work overtime (often excessively so) as a condition of employment, miscalculated wages, or dismissal or lack of contract extension due to pregnancy. The latter form of gender discrimination contravenes most codes, and yet appears to be common practice. In the area of sick pay, medical care and childcare, women are further disadvantaged as these are typically not covered by codes. Non-permanent employees were also found to be more prone to verbal and occasional physical abuse, dismissal without just cause, wages being docked as a disciplinary measure, corruption and favouritism. Fear of non-renewal of their contracts prevented complaints, and with women being under represented in both trade unions and workers committees, avenues for addressing these fears are limited or non-existent.
- Despite positive steps taken by producers in the wake of the ethical trade advocacy by NGOs and movements such as the Ethical Trade Initiative, problems persist for female flower workers through both a lack of comprehensive social chapters within the codes that address the gendered nature of employment inequalities in the industry, and the lack of proper implementation of those relevant codes that do exist.

3.3 Gender and Participation in Agriculture

Perception of crop ownership

The evaluation reports of the Smallholder Horticulture Empowerment Project (SHEP), a project implemented by JICA and Ministry of Agriculture, indicate the gendering of crops grown in 4 districts: Kisii, Nyandarua, Trans Nzoia and Bungoma.

Table 7: Perceptions of crop ownership in Kisii, Nyandarua, Transnzoia and Bungoma

Crops for Women	Crops for men
Sorghum, bananas, vegetables and other horticulture crops	Tea, maize, coffee, pyrethrum

Source: SHEP Report, JICA 2010

Basically, the crops for women[1] involved mostly those that are consumed in the household, while crops for men involved mostly the larger scale cash crops that usually brought higher incomes. Similarly, work done by women involved mostly planting and weeding, and other roles that involved more bending, while men did mostly land preparation and spraying.

Division of labour in crop farming

Table 8: Division of labour in the crop farming

Task	Male	Female
Ploughing	55	45
Weeding	49	51
Harvesting	51	49
Marketing	53	47
All processes	47	53

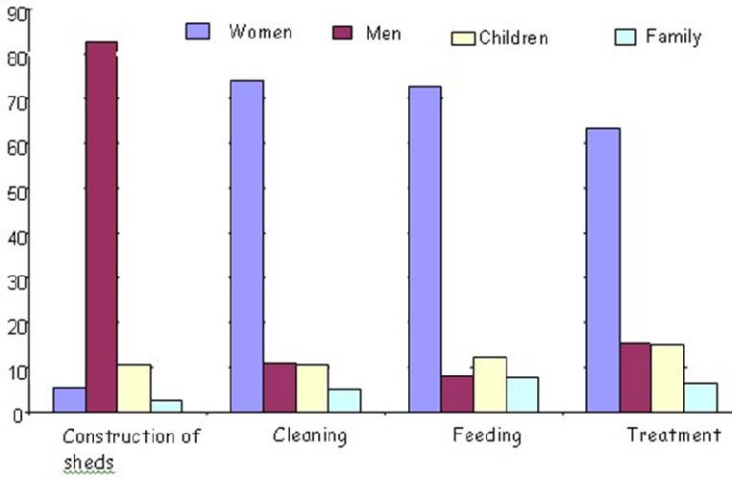
Source: NALEP, 2010

A study by NALEP (2010) indicates that division of labour in crop farming is influenced by gender. More women are involved in light duties like weeding while men are involved in heavier tasks like ploughing, harvesting and marketing. However female famers dominate in all processes.

The study further indicates that there are specific duties for males and females in different enterprises (livestock farming, fish farming.

Division of labour in rural poultry production

Figure 7: Division of labour among family members in rural poultry production in western Kenya



Source: Okitoi et al, 2006

Secondly, another set of data indicates division of labour among family members in rural poultry production in Western Kenya. Participation in selling eggs and consumption of eggs is predominantly for women. Men and children mainly do construction of poultry sheds. Women mainly do cleaning, feeding and treatment of rural poultry.

[1] This denotes crops that should be grown by women, and also taken to the market by women

Gender and participation in fisheries

Table 9: Gender and Participation in the fisheries sector

Occupation	(%) of respondents by gender n=119	
	Male	Female
Boat owners/ fishers	86	20
Trader / Processor	14	75
Other (petty traders)	0	5

A set of data from fisheries indicates that while men are mostly the boat owners, women are involved mostly in trade and processing.
This corroborates data from agriculture, where women are involved in processing, with limited asset ownership.

Source: Lwenya, Lwenya, Abila & Omwega (undated) [Marine and Fisheries Research Institute]

3.4 Gender and Average Farm Earnings

The JICA-funded Smallholder Horticulture Empowerment Project (SHEP) was implemented in Bungoma, Kisii, Nyandarua and Transnzoia districts, between 2007 and 2009. This project took a multidimensional approach: improving infrastructure (through dou-nou technology), joint training of Frontline Extension Officers and farmers, maintenance of crop calendars, local preparation of manure (bokashi), among other technologies. However, the most distinguishing factor of this project was its gender component, working with female and male farmers to enhance gender roles and reduce gender stereotypes, and building cooperation between husbands and wives to enhance farm production and earnings.
SHEP maintained gender-disaggregated data on earnings throughout the project. Table 8 summarizes the gendered baseline earnings in April 2007, and earnings after the intervention in 2009.

Table 10: Average earnings of female and male farmers in 4 districts

District	Baseline Earnings (April 2007)		Earnings after Intervention (October 2009)		% Increase after intervention	
	Per Female	Per Male	Per Female	Per Male	Per Female	Per Male
Bungoma	9,815	19,494	41,107	47,064	318.82	141.43
Trans Nzoia	24,947	29,236	51,401	65,788	106.04	124.40
Nyandarua	35,087	41,244	71,862	59,373	104.81	43.96
Kisii	4,965	10,812	17,963	22,234	261.79	105.64
Average	**18,704**	**25,197**	**45,583**	**48,615**	**197.87**	**103.86**

Source: SHEP, 2010 (Presentation by Stephen Kioko during final workshop, March 2010)

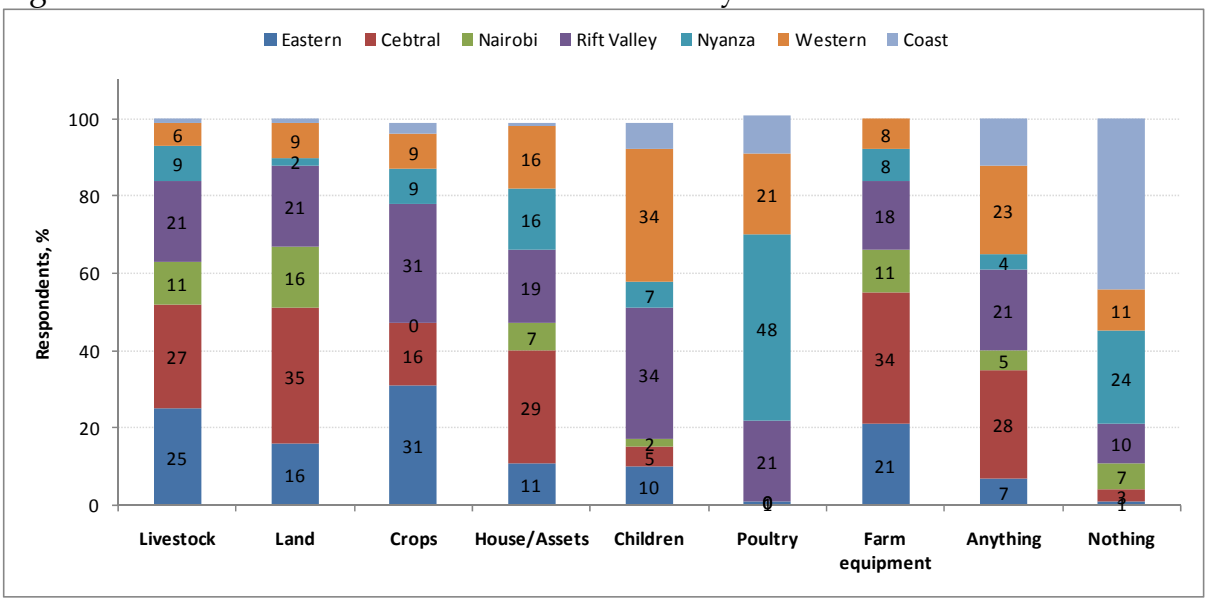
- In April 2007, average earnings for male farmers stood at Kenya Shillings 25,197, while that of female farmers stood at 18,704. On average, a male farmer earned 6,490 than his female counterpart.
- After the multidimensional SHEP intervention, which included gender training, male earnings increased to 48,615 (increase of 104%), while those of the female farmer increased to 45,583 (increase of 198%).

3.5 Asset ownership and accumulation

General Property ownership in households

A study by NALEP (2010) established that women owned livestock mainly goats, poultry and sheep. However, the assets that a woman can own in a community are influenced by culture hence there are slight differences from province to province.

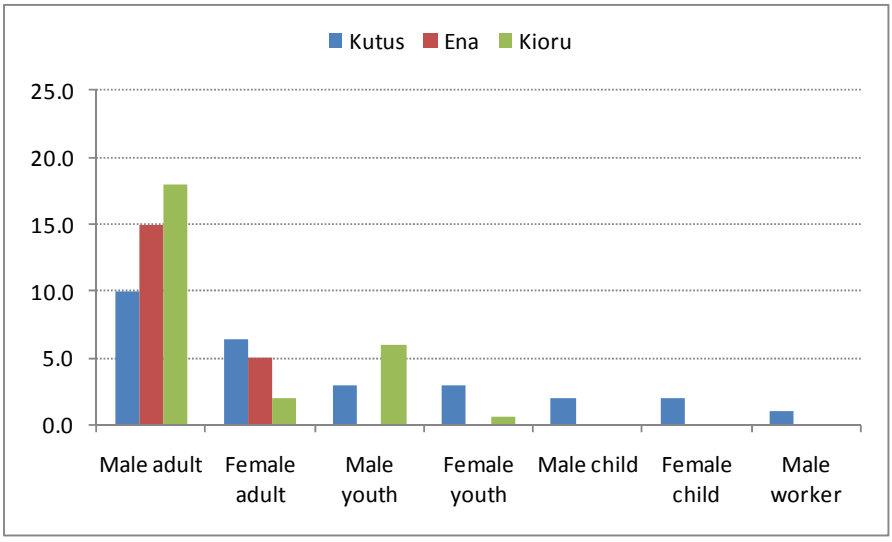
Figure 8: What a woman can own in the community



Source: NALEP, 2010

Control of farm implements in smallholder irrigation

Figure 9: Control of farm implements in smallholder Irrigation Projects in Mount Kenya Region in 2008



Source: Kabutha & Kiara, 2008

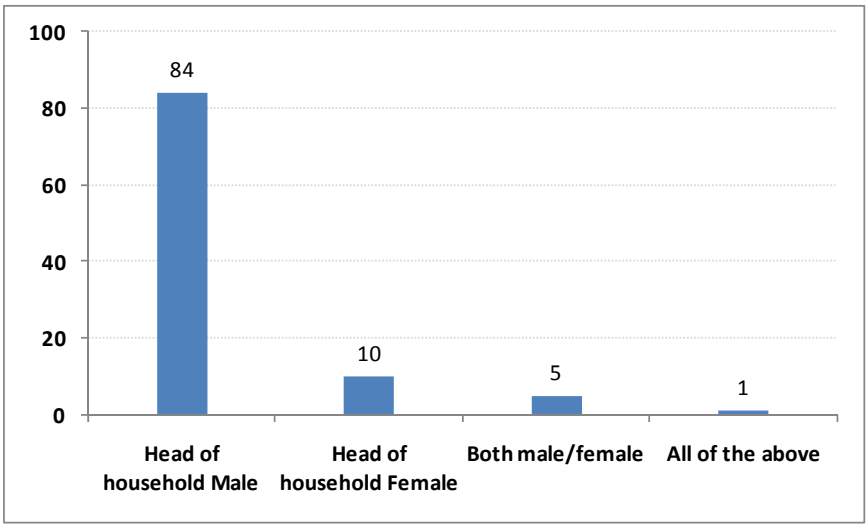
In a Gender Study of the Smallholder Irrigation Project Mount Kenya Region (SIPMK) (Kabutha & Kiara, 2008), the authors report that farm implements are heavily controlled by men despite women's heavy role in farm work.

Note: Kutus, Ena and Kioru refer to locations where the said study was conducted

Land ownership

According to a report by NALEP (2010), land, which is a major capital asset in agriculture, is predominantly owned by men at nearly 93%. It is therefore men who make key decisions on how land can be utilized, secured or disposed. Land is mainly acquired through inheritance (36%), purchase (28%) or both (9%). Access to land affects both men and women but in different degrees. With women owning barely 6% of the land in Kenya, they are often ill equipped to make decisions on assets and most times on how to invest for overall family improvement. Cultural practices in most communities view men as the head of household hence better qualified to make decisions affecting land.

Figure 10: Ownership and control of farming land

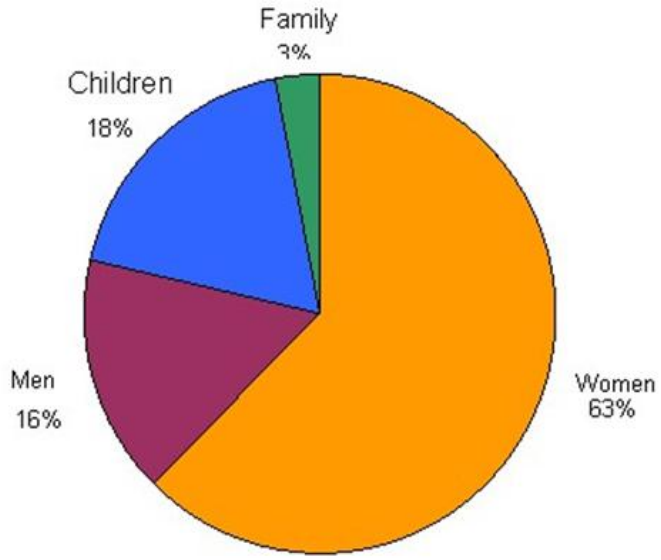


Source: NALEP, 2010

Note: 'All the above' refers to joint ownership of land among all, including children

Property ownership patterns in rural poultry

Figure 11: Ownership patterns of rural poultry in Western Kenya



A study by Okitoi, Ondwasy, Obali and Murekefu [KARI-Kakamega] established that rural poultry is shared among the different categories, but is predominantly owned by women (63%) and children (18%). Ownership by men was not prominent (16%) and joint ownerships with other family members were little (3%).

Source: KARI, Kakamega

Livestock ownership

In a study by KAPAP (2009), more female headed households (23.2%) were reported to own grade cattle than male headed ones (18.5%). However, male headed households (24.7%) owned more crossbreed cattle than female headed ones (17.9%). In addition, male headed households had a higher annual mean value of crop sales compared to female headed ones.

3.6 Adoption and utilization of technologies

Required inputs and technologies

Adoption of technology is by various constraints among them purchasing power, knowledge of agricultural practices, penetration of sensitization on extension. There are slight differences in the type of inputs required by male and female farmers, with 65% women requiring sprays while 67% of men require information of marketing.

Table 11: Required inputs and equipment for enhancing agricultural productivity by rural farmers by sex

Required input for enhancing agricultural productivity	Male, %	Female, %
Plough	46	54
Fertilizer, animal feed, seeds	53	47
Equipment	53	47
Sprays	44	56
Labour	35	65
Land	40	60
Capital	57	43
Information on marketing	67	33

Source: NALEP 2010

Sources of funds for inputs and equipments

The sources of funds for agricultural inputs and equipment differed slightly among male and female farmers. Slightly above 30% of the farmers (both male and female) get most of their funds from the sale of crops, livestock or poultry (NALEP, 2010). The study by KAPAP (2009) reveals that more males (87.9%) seek advice on crop, livestock production or soil water & environmental conservation compared to females (12.1%).

Technology adoption in rural poultry

A study on rural poultry (Okitoi et al, 2006) indicates that there are more women than men, in adoption of technologies. While men are mainly adopting technologies related to housing, women are adopting technologies related to supplementary feeding, disease control and brooding management.

Table 12: Adoption levels for indigenous poultry Technologies in western Kenya

Technology	Supplementary feeding		Housing		Disease control		Brooding management	
	Men	Women	Men	Women	Men	Women	Men	Women
Adopters (%)	40	56	52	37	43	50	44	100
Non adopters (%)	60	44	48	63	57	50	56	0
Totals (%)	100	100	100	100	100	100	100	100

Source: Okitoi et al, 2006

Awareness of extension support services

Awareness of extension services is well balanced among male and female farmers. However, slightly more than half (52%) of the farmers who have access to extension services are men. Gender disaggregated data on the reason for the low interaction with staff is available from NALEP, (2010).

3.7 Causes of gender inequalities

Causes of gender inequalities in forestry sector

One study (FAO, 2007) has gender disaggregated data on causes of gender inequalities in forestry. Inequalities are attributed to mainly higher education levels of men, and men holding the senior, decision making positions in most offices (also confirmed by other data sets available in this chapter).

Table 13: Causes of gender inequalities: A case of forestry Institutions

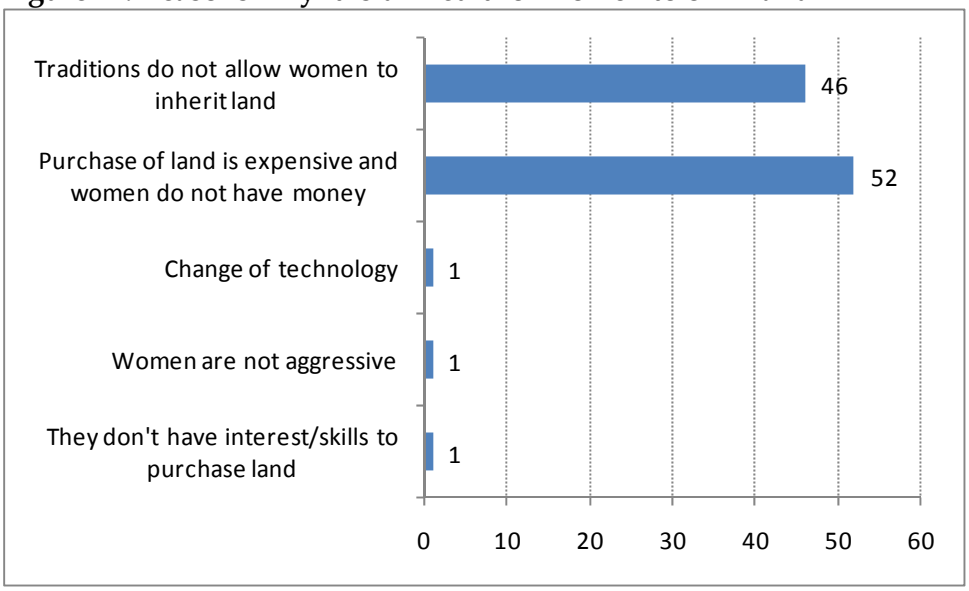
Major causes of inequality	% of institutions
Men tend to be more educated	92
No consideration is given to women's multiple roles- achievements are judged at par	31
Cultural barriers	69
There are more men in senior positions	92
Men are not accorded paternity leave	8

Source – FAO, 2007

Inhibitors to land ownership for women

In the study by NALEP (2010), perceptions on what a woman can own are influenced by the culture of the community. Close to 50% of women may not own land due to traditions.

Figure 12: Reasons why it is difficult for women to own land



Source: NALEP 2010

4. METHODOLOGIES FOR GENDER DISAGGREGATED DATA

4.1 Overview

The study has established a variety of methodologies that have been used to collect gender-disaggregated data in agriculture. Eight (8) methodologies have been documented, namely:

1. Secondary review
2. Daily activity calendar
3. Questionnaires and inventory surveys
4. In-depth interview
5. Key informant interview
6. Focus Group Discussions
7. Local histories, timelines and life history traces
8. Participatory Rural Appraisal (PRA)/Stages of Progress (SoP)

4.2 Secondary Review

Several studies have utilized analysis of archival data from the Kenya National Archives, and review of documentations, reports and publications. Related to this, some studies have emphasized collection of records (farm records kept by men and women; attendance and leadership records of farmer groups, etc) from the field, and using these as ingredients for deep secondary reviews.

4.3 Daily Activity Calendar

The Daily Activity Calendar (DAC) was utilized by the SHEP project to understand variances between activities of men and women in the target districts. This emerged as a powerful tool in understanding power relations, indicated by how women and men spent their time every day. This in turn formed basis for gender mainstreaming training.

4.4 Questionnaires and Inventory Surveys

This methodology has been utilized in almost all the studies documented in this analysis. It is argued that questionnaires and inventories are preferred for various reasons:

- They are able collect data from larger samples within limited timeframe
- They are good for generating statistical data
- Farmers and staff members are able to give personal and confidential information, due to the anonymous nature of the tools
- Data gathered through these tools are easy to analyze, using various statistical analysis software.
- However, some arguments have been raised against the questionnaire in generating gender disaggregated data in agriculture:
- Most farmer populations, especially women, are non-literate, and questionnaires have to be administered by researchers;
- The provision of choices, through closed-ended questions, limits generation of in-depth data
- The focus on quantifying responses trivializes responses in extremes, as concentration is laid on means and percentages.

Good practice in use of questionnaire

- Administer the questionnaire personally for higher response rates
- Create reasonable balance between open and closed-ended questions
- Combine the questionnaire with other methods for generation of in-depth data

4.5 In-depth Interview

In some studies, in-depth interviews have been used to generate data from both male and female heads of households. Questions in these interviews target personal narratives and experiences.

In-depth interviews are valuable because they give a good understanding of important gender and energy issues. An example is a household energy poverty assessment. In such an assessment, interviews are held with the various household members. In relation to gender, this means you have to ensure that women's voices are heard. Therefore, it is best to interview the women separately from the men whenever possible. One way of achieving this is to interview the man and the woman from the same household simultaneously, using two interviewers. If women and men are interviewed together, women can be culturally constrained from speaking.

It is also important to realise that there are different types of households. Some are man-headed, some are woman-headed and increasingly there are child-headed households. Woman-headed households might have different levels, of energy poverty, needs, opinions, etc. The same goes for poor and wealthy women, educated and uneducated women, etc. To get a good overview of the situation (and to assure the quality of your interviews) you need to interview a representative sample of the population you want to address with your project. The size of this sample depends on the situation, but you should at least interview two or three people from each identified subgroup in the population.

4.6 Key Informant Interview

Interviewing is a commonly used way to gather information for a project proposal. Interviews usually give more detailed and specific information than just statistical data. An interview is a good tool to gather qualitative information. Interviewing is not as easy or straightforward as some people think: it is much more than just asking some predefined questions. Before, during and after the interview there are some things you need to be conscious of, and take into consideration.

The interview utilizes mostly open-ended questions, which require an elaborate answer from the interviewee. Usually such questions are used to explore an issue in depth and gather as much information as possible;

To a limited extent, key informant interviews also utilize closed-ended questions, which require a short, simple answer from the interviewee. These questions are useful to acquire specific information or to confirm assumptions or data.

Good practice in Key Informant Interviews

- Usually a combination of different types of questions gives the best result.

4.7 Focus Group Discussion (FGDs)

This method is utilized for collection of in-depth data, and obtaining group consensus on gender issues affecting communities. To enhance success, 3 step model (women only, men only, mixed gender groups).

In a group discussion, the researcher observes the community members as they discuss a certain topic. The objectives of the researcher should be twofold: first, the researcher can use the focus group discussion to gather information about an issue - such as the consensus or lack of consensus on a certain issue; secondly, the researcher can gain an insight into the decision structures within the focus group: who has the power to make decisions? Who merely listens and only speaks when directly asked?

Focus group discussions, especially when they are held with mixed groups of men and women, can give an insight into the gender relationships within a community: what are the women allowed to decide, when do the men have this power, and how do men and women perceive various issues?

4.8 Participatory Rural Appraisal (PRA) and Stages of Progress (SoP)

This method was applied in one study on rural poultry production (Okitoi, Ondwasy, Obali & Murekefu), using a gender analysis matrix (GAM). In another case (Participatory Poverty Assessment, 2005/2006), PRA tools were employed for poverty diagnostics and the analysis of the impact of policy and service delivery on the people. Although the PRA was designed to give respondents 'space' to express their own perspectives on their lives and livelihoods, the approach was semi-structured, with a range of issues defined and incorporated into the training of field staff.

The Stages of Progress methodology was used to solicit information on poverty dynamics (in the Participatory Poverty Assessment). In this method, community members were asked to give reasons why particular households have remained in poverty and the frictions that the non-poor encounter in ascending to prosperity.

Based on the experiences gained by this Study, they recommend that:

1. There is need to use experienced personnel for such exercise especially those who can articulate the study and its objectives. A databank of trained research assistants should be maintained either at the district level or the national level for future exercises;
2. More time should be allocated for training of research assistants to ensure that all the tools are well understood and articulated in the whole process;
3. There is need to allocate more time for report writing at the district level to ensure that all the information collected is packaged at source;
4. Adequate publicity for the exercise to create awareness in the communities to be studied should be done in advance to ensure maximum cooperation especially in urban areas. This could probably be done through the media;
5. The research assistants should be well compensated for such a demanding exercise.

4.9 Local histories, timelines and life history traces

This data collection method aims to assess how life has changed in the community over a specific time period. Remember villagers will probably not use calendar years (e.g. 1950) as their reference point but rather some significant event (e.g. since independence or since the drought when there was no harvest for three seasons).
This data collection method can be carried out in an informal way with one or a number of people. The advantage of involving more than one person is that events are moderated and there is a consensus on what happened and when. This data gathering method can be useful as an icebreaker as well as providing useful data about changes that have taken place both in terms of resources and infrastructure (e.g. a forest area was closed off stopping wood gathering, the power line came within five kilometers of the village) and in socioeconomic terms (e.g. women were able to attend literacy classes; men began to help in collecting water).
Time lines help mark when events occurred, and life history traces help identify what caused the event. Remember poverty is a dynamic condition – people and communities move in and out of poverty. This method helps to uncover this dynamic and identifies drivers of change and looks for explanations about why those drivers come into force.

4.10 Key success factors for methodologies

- Time spent in the field/researcher-field contact – longer contact with farmers seems to yield better quality of data, gaining understanding of gender roles and relations, and aspects of culture;
- Understanding culture and gender roles within research contexts – in some studies, asking men about women has proven unfruitful, same with asking women about men, making it difficult to apply triangulation. In other cultures, mixing women and men is unacceptable, while in other cultures, women speak out and correct men stereotypes in mixed groups;
- Triangulation of methods and data sources – collecting same data from various sources (secondary data, asking men, asking women etc.), and combining different methodologies within one study seems to generate richer data.
- Participation of local communities – field studies need to identify various opportunities for participation of local communities. Farmer groups seem to be critical contact and entry points for farmers in the various regions, and can be critical sources of documented data.

5. TOWARDS A GENDER POLICY: RECOMMENDATIONS

Various insights have emerged from the interviews with experts, on the critical points to consider in conceptualizing a gender policy in agriculture. A summary of some of the recommendations raised by the gender experts interviewed together with what the Consultants obtained from literature is presented below.

Addressing Policy

- Raise the bar high. Though the policy talks of 30% representation for every gender, target 50% gender representation in agriculture, at all levels;
- Policy needs to consider gender issues e.g. in irrigation schemes and water user associations are male dominated with no youth, infrastructure operation and maintenance ought to be gender friendly. Look at the sector holistically, not just at the top;
- Review of some government policies e.g. on transport-when a young mother is travelling to the field in a government vehicle, she should be allowed to carry her baby and nanny with her. At the moment, this is not the case.
- Every organization should also have a gender policy and ensure that women's priorities receive equal consideration. This way, gender mainstreaming then becomes part of a change process in the institutional culture and practice.

Gender mainstreaming and Gender empowerment

- Coordination is an important aspect of gender mainstreaming. Although the overall responsibility for gender mainstreaming is collective and institutional, each organization should set up a *Gender Focal Point*. The primary responsibility of the *Gender Focal Point* would be to coordinate and facilitate gender mainstreaming activities as well as to share information within and between organizations in a catalytic fashion (Suda, 2008);
- Another important step in gender mainstreaming is to have senior management personnel who deal with policy formulation and resource allocation committed to the goal of gender equality. This could be achieved through systematic sensitization and targeted buy-in of senior management in all offices in the sector;
- Women's increased access to educational and training opportunities not only increases their participation in the labour force but also expands the range of occupational options available in the market. The vulnerability of poor women in Kenya is closely linked to illiteracy and low levels of education. Thus, adult literacy programmes must form part of gender mainstreaming efforts;
- There is a need to create awareness for women and men to venture in the 'non-traditional' and stereotyped careers e.g. Females drivers and male Secretaries in the sector, through affirmative action. This could be achieved through systematic gender capacity building at all levels to create understanding and appreciation In addition sufficient resources should be provided for gender issues;
- Some findings indicate that women, even when elected into management committees, are not able to contribute meaningfully to debates during meetings, often because of

various reasons such as lack of exposure and socialization that fails to prepare them for these kinds of roles. It is necessary to introduce leadership training for women to build their capacity and put them in a position to make a difference.

Engendering service delivery and Improving Working Environments

- Even though there is need to ensure that service delivery reaches the public across the country, deployment of both men and women should take into account the special needs of women such as ability to work optimally in hardship areas and access to maternal health services;
- Workplace environment should be gender sensitive and responsive e.g. a place for young mothers to breastfeed, vehicles fitted with a pedestal for use by ladies when entering, lady 'friendly' motorcycles in extension services, and so on.

Improving collation of gender-disaggregated data

- In all offices and projects, performance indicators should be made gender sensitive through disaggregation of all data by sex in order to adequately measure the differential impacts of interventions on men and women;
- Suda (2008) advices that all institutions and employment sectors should improve their data collection and analysis skills so as to generate gender disaggregated data showing the contributions of men and women in all sectors of the national economy, including their participation in the informal sector. This kind of data allow for a baseline understanding of socio-economic and gender issues on a sector-by-sector basis and also helps with proper targeting when appropriate investments are made. Gender disaggregated data are therefore essential resources for gender-responsive planning and programming which seek to bring to an end the continuing social, cultural, economic and political marginalization of women so that they can move out of poverty.

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Annex 1: List of People Interviewed

#	Name	Institution	Designation	Contact
1	Anne Chele	ASCU		annechele@ascu.go.ke
2	Dorcas Mwakoi	ASCU		dmwakoi@ascu.go.ke
3	Beatrice M. Mwaura	Ministry of Agriculture-Gender Section	Head, Gender Section	Tel: 254-20-2718870/9 Ext. 48394 bmuirigo@yahoo.com
4	Jane Kaberia	Small-Scale Horticulture Development Programme	Gender Specialist	Email: janekaberia@yahoo.com
5	Ms.Judy Amadiwa and Matilda	Ministry of Fisheries Development	Gender Officer	
6	Mr. Francis M. Wario	Fresh Produce Exporters Association of Kenya	Technical Manager	Email: fwario@fpeak.org Tel:0722 753851
7	Ms. Rosemary Magambo	National Agriculture and Livestock Extension Programme	Coordinator, Gender and Social Economics	Email : rmagambo@nalep.co.ke, rmagambo@gmail.com Tel : 0724 256157
8	Ms. Beth Wagude	Kenya Fish Processors & Exporters Association	CEO	
9	Ms. Lucy Mwangi	Kenya National Federation of Agricultural Producers	Gender issues, Monitoring and Evaluation	producers@kenfap.org Tel: 0722851433
10	Ms. Angelline Owino	Ministry of Regional Development	Gender Desk Officer	
11	Ms. Rebecca Biegon	ASAL Based Livestock and Rural Livelihoods Support Programme	Gender Desk Officer	Hill Plaza, 9th floor
12	Dorcas Otieno	Ministry of Water and Irrigation	Superitendent, Irrigation	Mobile: +254 (0) 722-161680 Achieng.otieno@yahoo.com
13	Teresia Wasike	Ministry of Water and Irrigation	Gender Desk Officer	
14	Mr. Wilson Oduor	Njaa Marufuku Kenya	Grants Coordinator	Maendeleo Hosue 5th Floor
15	Mr. Philip Makheti	NAAIAP	Coordinator	Maendeleo House 5th Floor
16	Ms. Esther Musyoka	NAAIAP	Gender Desk Officer	Maendeleo House 5th Floor
17	Ms. Jane Ngugi	KAPAP	Gender Desk Officer	Capital Hill Plaza
18	Ms. Hannah Kinyanjui	Ministry of Environment		NHIF Building Tel: 0720698891
19	Mr. Sakunda	Ministry of Livestock Development		Kilimo house, 2nd floor room 15
20	Mr Stephen Kioko	SHEP-UP		0721310903
21	Ms. Grace Kimitei	Ministry of Planning, National Development and Vision 2030	Gender Desk Officer	0727695223
22	Ms. Rose Okeda	Ministry of Forestry		Tel: 0725425708 Email: okendarose@gmail.com
23	Harrison Okech	Federation of Kenyan Employers	Senior Executive Officer, Industrial relations and legal services	0722 203 487, 0733 333 291

Annex 2 – List of Key Data Sources (with Key Words)

Code	Data Title	Key words
001	ASTI/AWARD	Women, research, higher education
002	Fisheries Policy	Policy, fisheries
003	Gender and Water Development Report	Gender, water
004	Guide for Facilitators	Rural development
005	Gender participation in fisheries	Participation, fisheries
006	Gender mainstreaming in forestry	Mainstreaming, forestry
007	Gender inequalities in Kenya	Gender Inequalities
008	Gender in Smallholder Irrigation	Smallholder irrigation, gender relations
009	Gender and Poverty Reduction	Gender, poverty reduction
010	Gender Responsive Budgeting	Gender, budgeting
011	Technology Use and Food Security	Technology, food security
012	Country Gender Profile	Gender profile
013	Gender and Vision 2030	Inequalities, income
014	ASTI	Staffing, human resource, research sector
015	Strategic Gender Assessment	Gender assessment
016	MoA Strategic Plan	MoA, strategic plan
017	Gender analysis of NASEP	Gender analysis, NASEP, policy brief
018	Local organisation and gender	Gender , water, local organisation
019	Gender Focus	Gender, mainstreaming, gender focus
020	Community Water Management	Gender differences, water management
021	Irrigation and Drainage	Irrigation, drainage
022	Gender equality	Equality, gender
023	Federation of Kenyan Employers	policy
024	Female Labor Force	Participation, labour force
025	Gender and Labour Market	Labour market
026	Gender and Flower Production	Flower production
027	Gender and Earnings	Gender, earnings, SHEP

Annex 3 [separate document]

Situtation Analysis

Authours	Title	year	methodology	Limitations	Findings	Recommendations
	Gender Responsive Budgeting in kenya : AnAnalysis of kenya's national Budget for the Financial year 2009/2010	2009/2010	The researchers chose to apply the gender-aware policy appraisal tool in analysing the current budget, in that it helps to bridge the lack of information within the budget by incorporating an analysis of the budget policy documents such as the Medium Term Expenditure Frameworks 2009/10-2011/12 of different sectors (MTEF), BOP; the MTBSP and the BS, all for the FY 2009/10		The majority of those employed within the agriculture sector are female (see table 1 in situatoion analysis data); so to the majority of those working in the rural areas i.e. 77.1 percent of females relative to 70.3 percent of males. Females clearly form the minority in senior (13.2 percent) and mid-level management positions (18.3 percent), while occupying slightly over half of the junior positions within the ministry (51.2 percent).Ttable 3.	This sector is particularly important from a gender perspective due to the skewed nature of participation within it. Women are the main producers of domestic staples; traditionally they have been responsible for land preparation, planting, weeding, harvesting, threshing and winnowing, and post-harvest storage. They are now also relatively more involved than men in the trade of staple food products. Women have also been involved in cash crop production large and small scale though they tend to be unrecognized in this regard. Hence budgeting in the sector should be gender sensitive.
Ruth Meinzen-Dick Agnes Quisumbing Julia Behrman Patricia Biermayr-Jenzano Vicki Wilde Marco Noordeloos Catherine Ragasa Nienke Beintema	**IFPRI Discussion Paper 00973 Engendering Agricultural Research. Environment and Production Technology Division. Approaches and Strategies That Worked and Did Not Work**	2010	Agricultural Technology Management Agency (ATMA) Model in India. Several gender-specific provisions are included, namely; · mandating 30 percent of the resources on beneficiary-oriented programs and activities to be allocated for women farmers and women extension functionaries across; · introducing gender-sensitization aspects in the trainings of trainers; and · mandating representation of women in all committees and groups at the district level	Some reports indicate gaps in implementation where the actual allocation and spending is lower than the stipulated. While ATMA guidelines stipulating the participation of women did induce agricultural extension workers to seek women's participation in ATMA-sponsored programs, such efforts or programs were not always geared toward improving agricultural production or the marketing	It is evident from the preceding cases in this section that problems and priorities vary from country to country and thus analysis and program design should cater to variability and context specificity.E.g in India, the issue is low government extension capacity; in Ghana, the issue is the lack of focus on outcomes and low access to extension services in rural areas, particularly among women, and in Ethiopia, the overreliance on fixed technology packages that give less discretion to extension agents and are irresponsive to farmers' demands, especially women's needs, is the main issue. From the policy perspective, raising more awareness and advocacy to correct the perception bias that "women do not farm. From the program or project perspective, there is a need for increased earmarked funding for women farmers. From the research perspective, more gender-disaggregated data collection and rigorous impact assessments are needed. These play a crucial role in identifying sources of bias and inequality and bottlenecks in furthering food security and agricultural development to inform policy and project design. Topics that need further research include · analysis and studies to understand constraints, bottlenecks, and opportunities for scaling up and rolling out succe · rigorous methodologies for assessing quality or satisfaction from extension services as current methods and stu · studies exploring the demand side, including motivations, incentive, and constraints of women to become extensio · Gender-disaggregated impact assessment of reforms in extension systems.	The above-mentioned studies highlight several needs: · affirmative action and policy shift to enable research and extension to focus more on women; · role models within the agricultural extension service systems to make the contribution of women visible at every opportunity, in multiple ways, and in as many venues as possible; · provide leadership training to increase women's capacity to leverage and negotiate; · increase educational opportunities for women who wish to study in the field of agriculture; · midcareer women to improve their skills and competencies. Extension organizations must encourage and recruit more female extension agents, who were found to be more effective than male extension agents in reaching female farmers. · evolve strategies that will help male agents to work better with women farmers. Because women have disproportionately fewer advantages than men, programs that specifically target female household members will be important. · Some initiatives that would help include creating policies to increase assets for the resource-poor, strengthening group-based approaches, and piloting voucher programs or grants to ensure women small · scale up pockets of success from gender-responsive strategies and approaches, which include creatin
			NAADS in Uganda focuses on farmers' groups as the lead players in extension service delivery, and where government provides services through private service providers in line with farmers' needs. The strategy of NAADS features gender issues; it stipulates sensitizing districts in gender issues and concerns, and identifying indicators to address gender issues at the district and sub county levels.	Some of the factors found to undermine women's control and influence over NAADS processes include; low literacy rates for women; time burden due to women' triple roles (productive, reproductive, and community service);a Weak ownership and control over resources, especially land		
			Sectoral Policies in Ethiopia To ensure that gender is taken into account in the agricultural planning process, many districts have established a system of gender desks or focal points within sectoral policies and are supposed to guarantee that the office reviews budgets, plans, and operations through a gender lens	In some districts, neither a women's affairs officer nor a focal point system is present.		
			Farmer Field Schools (FFS) in Kenya, Tanzania and Uganda Because women all over the world are in the field—planting, weeding, harvesting—FFSs suit women at least as much as men in many countries. Although the perspective does not specifically focus on gender equity, the FFSs meet in the fields where women work, and with the women's central role, they naturally become members and leaders of the FFS groups			
Bernadette M. Wanjalaa and Maureen T. Odongob	**Gender and Kenya Vision 2030: An audit of the Economic Pillar Society for International Development .**	2010	This paper sought to analyse the extent to which gender equality is addressed within the economic pillar of Vision 2030.	Kenya's statistics are based on the System of National Accounts (SNA) 1993 which is a comprehensive and consistent economic database designed for economic analysis, decision making and policy analysis. The SNA does not include sex-disaggregated data, however, a drawback to its utility in gender programming	The major gender issues arising within the agriculture sector that were identified in the analysis were concerned with access to and control of productive assets (land, capital, inputs) by women; access to extension services; limited membership in producer organizations; and division of labour within the agricultural sector	To deal with these gender issues in the sector, there is need to:· Improve women's access to inputs, extension services and training· Improve participation of women in cooperative societies: · Improve the participation of women in all activities along the agricultural value chain: · Review land policies to ensure that women can have access to and control of the resource:
Hulda Oumaa and Betty N. Mainab	A Gender Analysis of the Social Pillar of Kenya's Vision 2030 – Environment, water and sanitation, housing and population	2010	Harvard analytical framework using activity profile,Access and control profile tool and Influencing factors Also Moser framework was used		Overall, the strategies proposed for environment, water and sanitation interventions appear to be gender blind, as opposed to gender neutral. They do not directly address the gender dimensions of the challenges of these subsectors, or the differences in the burdens and responsibilities of the different sexes and the roles that each can play in the success of the subsector goals, or the vision as a whole	Make a gender analysis of issues a prerequisite to any situation analysis, Collect sex-disaggregated and gender-sensitive data, Engender performance monitoring and evaluation frameworks, Institute gender responsive budgeting, Build awareness, capacity and ownership and Strategically locate the Ministry of Gender and gender focal points
AFRICAN DEVELOPMENT BANK	KENYA COUNTRY GENDER PROFILE, OCTOBER 2007 Gender analysis by sector	2007	The methodology adopted in carrying out this exercise included desk and internet research, data collection, analysis and reviews; meetings and interviews with key stakeholders and a one day workshop. Meetings and consultations were held with the Ministry of Gender, Sports, Culture and Social Services (MGSCSS) management and staff, other Ministries and government agencies, the United Nations Organisations (UNFPA, UNIFEM, UNEP), the National Gender Development Commission, various non-governmental organisations (NGOs) and civil society groups.		Gender imbalances in agricultural sector are rooted in values, norms, myths, taboos and traditions widely accepted by both men and women, and that they resulted in distorted decision making, unequal access to and control over resources (land, capital, agricultural inputs, income), placing a major work burden on women.The Gender Equity Mobilisation Support (GEMS) unit was established in the ministry in 1999 with the mandate to mainstream gender into the ministry's operations. The unit has four employees and no separate budget line, instead having to compete for funds with other departments. This has made it difficult for the unit to deliver results that are able to impact the sector	Women's land rights need to be urgently addressed to encourage women farmers to invest in agriculture and improve yields as a result. The infrastructure sector is in need of support for the identification of gender specific needs and the formulation of gender sensitive projects/programmes in the transport, water and energy subsectors in particular.
WorldBank	THE KENYAN STRATEGIC COUNTRY GENDER ASSESSMENT (SCGA)	2003	A collaborative and interactive approach was adopted between the consultants and representatives of government, civil society and international (Donor) actors	Firstly, the timing of the research occurring at the end of the year (which normally of itself is a difficult period for holding workshops) in an election year, made it difficult to secure availability of intended participants in FGDs. Secondly, the post election flux in government slowed the completion of the assessment.Whereas a lot of data is said to exist in Kenya with regard to gender, it is neither national in coverage nor available in a central place	Women and girls provide most of the labour required for the production of subsistence crops. The National Gender and Development Policy confirm earlier studies that indicate that agricultural extension agents tend to focus on male heads of households as landowners, thereby giving them "preferential information." The assumption is that men are farmers following the western patriarchal modes that predominate in agricultural policy making. This approach denies women farmers systematic access to modern agricultural research information and technology, which contribute to productivity of the agricultural sector as a whole. Most extension workers are men and they find it difficult to interact with women who in most cases are wives of other men.	· Undertake countrywide Time-Use studies. This would yield important tools and instruments for quantitatively assessing women's overall economic contributions in various sectors, · Support the process for strengthening the capacity of the Ministry of Gender, Sports and Social services. · Ensure that key gender issues emerging from the SCGA inform on one hand critical instruments underway in the country in which Government is playing the lead role: the Economic Recovery Strategy; Land Reform; implementation of Poverty Reduction Strategies and the Constitutional process, and on the other the Bank's country assistance strategy (CAS) and other instruments.

Analysis Data

Gender responsive budgeting in kenya (Agriculture and rural developmet)

Table 1: Working Population (Aged 15 -64) by Sex and Sector (2005/6)

Sector	Sex		
	Male	**Female**	**Total**
Total			
Modern	1,204,331	545,806	1,750,138
Informal	3,020,107	2,764,876	5,784,983
Agriculture	**2,352,426**	**2,820,488**	**5,172,915**
Rural			
Modern	556,226	244,244	800,470
Informal	1,786,576	1,746,619	3,533,195
Agriculture	**2.281,142**	**2,735,784**	**5.016,926**
Urban			
Modern	648,105	301,562	949,668
Informal	1,233,531	1,018,257	2,251,788
Agriculture	**71,285**	84,704	155,989

Table 2: Wage Employment By Industry And Sex, (2007, 2008)

Industry	2007		2008	
Agriculture and forestry	Male ('000)	Female ('000)	Male ('000)	Female ('000)
	252.7	87.2	253.3	87.4

Table 3: Employment and promotion in the Ministry of Agriculture by Job Group and Sex (May 2009)

Job Group	Female	Male	Total	%Female
P+	35	266	301	13.2
J–N	394	2157	2551	18.3
H and Below	2162	2062	4224	51.2
Total	2591	4485	7,076	36.6

Source: Ministry of Agriculture

Gender and Kenya Vision 2030: An audit of the Economic Pillar

Table 4:Wage employment in Kenya by industry and sex, 2008

Industry	Sex	
	Male	Female
Agriculture	250,000	90,000

Table 5: Access to finance by sex, 2009

Sector	Formal		Other formal(non-bank financial institutions such as savings and credit cooperative societies (SACCOs) and microfinance institutions)		Informal		Excluded	
sex	Male	Female	Male	Female	Male	Female	Male	Female
Per cent	29.9	17.8	20.2	15.9	19.5	33.4	32.4	33.3

KENYA COUNTRY GENDER PROFILE, OCTOBER 2007

Table 6: Wage Employment by Industry by Sex: 2000-2003 ('000s)

Employment by sector	2000			2003		
	Male	Female	Total	Male	Female	Total
Agriculture	234.7	77.6	312.3	237.5	78.5	316

Case study methodologies

Aouthours	Title	year	methodology	Limitations	Findings	Recommendations
Alice A. Kaudia[1] and Emily Obonyo[2 1] IUCN, Eastern Africa Regional Office; email: alice.kaudia@iucn.org 2 Kenya Forestry Research Institute; email: emabedi@yahoo.com	**Gender mainstreaming in forestry in Africa, Kenya**	2007	Review of literature and information interviews are the two methods that were used for this study. A semi-structured questionnaire was used to collect information on the existing structures related to gender mainstreaming in different institutions with forestry and related programs in the country. . Literature reviewed included those on gender and gender related work by international, regional and national organizations. For informal and Ffrmal surveystwo different types of questionnaires were administered: community level and institutional level. FGDs were also used	Obtaining primary information was rather difficult; particularly access to official records. Repeated visits to institutions had to be done, often with limited outputs. Hence most of the fields in the data base are empty and will need to be filled with time. Conducting personal interviews to get correct personal information to include in the database was limited by the financial resources available the work as well as time. The database has been designed on Microsoft Access software and is available as a separate report	As expected in most Kenyan Community settings, the men with leading positions were double the women with any leading positions. Women got arrested for petty' offences' such as collecting firewood without an official receipt, or being found in the forest at the wrong time.The database of women working in forestry Kenya records 654 women working in forestry related fields in mainstream forestry, agriculture and environment departments/organizations. The department has less than 15 professional foresters. And in terms of positioning, most of the women staff have not attained the rank of a Chief Conservator of forest since independence and the first women to be appointed deputy Chief Conservator of Forest took Office recently	There were a few differences in forest use for both men and women and the importance attached to them. The community members ranked these as indicated in Table 1 in case study data. The smallest number indicates a higher preference rating. The support that forest resources provide for communities influences their willingness to manage such a sustainable resource. Based on the rankings resented in Table 1, women and men have different values for forests. Hence, mainstreaming of gender should take such differences into account.
Lwenya C. A. 1, K.R. Lwenya2 and R. Abila1 and R. Omwega1 1Kenya Marine and Fisheries Research Institute, P.O Box 1881, Kisumu, Kenya 2Action AID-Kenya P.O Box 56029, Nairobi, Kenya	**Gender participation in fisheries management of Lake Victoria, Kenya**		Both secondary and primary data was collected for this paper. To determine the impacts of the slot size measure, a survey was carried out which involved 156 artisanal fish processors and traders of Nile perch and tilapia selected from 13 fish markets in the 7 districts bordering Lake Victoria. Another study was also contacted which involved 300 fishermen from 14 beaches along Lake Victoria. Respondents were randomly selected. Questionnaires were used during the interviews of respondents. Photographs were also taken. Data was analyzed in SPSS and Excel. Data was segregated by gender and sector e.g. traders and fishers. Secondary data was collected from various government publications.		Both men and women play differential roles in the fisheries. Women play an important role in post harvest sector (75%) while males dominate the production sector (86%). However there are changing roles in the fisheries where men have seized opportunity to enter into fish trade, which was once a female domain. Thus we find men dominating the Nile Perch fishery, which is more profitable, and export oriented pushing women to the less profitable fish species of dagaa and other indigenous fish species	1.need for fishers to be sensitized to practice responsible fishing for sustainable utilization and proper management. 2.create awareness of the existing fisheries regulations to the fishers. 3. To mitigate the increasing entry into fishery, proper education needs to be provided to both girls and boys to increase their opportunities of employment outside the fisheries. 4. Research needs to be carried out to establish opportunities for alternative sources of income within the fisher communities to reduce pressure on fisheries. 5. Women' s access to credit should be enhanced through removal of legal restrictions
Student Name: PAUL K. ODUOR Project Supervisor(s): ISSAC A. WERE www.uonbi.ac.ke/faculties/turntopdf.php?project_id=3527	**Women and gender roles in thefisheries sector for sustainable livelihoods in Busia District: A case study of Funyula Division**		The questionnaires and key informants guide were used for data collection. This being a qualitative study; the data was sorted out, interpreted and described in the context of the study objectives and study questions		The study found out that women's rights, privileges and opportunities in the fisheries sector are subordinated by the society. The traditional and cultural, social and religious norms and values coupled with political and economic factors contribute to the subordinations subjected to women's activities. These have prevented women from effective participation equally with their men counterparts in sustainable utilization of the communal resources.	For effective food security and sustainable livelihoods; emancipation of women in the fisheries sector is primary. This requires looking into gender relations and positions to create equalities in engaging women in development strategies and policy making, organizations, institutionalized credit and financial systems to be beneficial to women and men initiatives.
L O Okitoi, H O Ondwasy, M P Obali and F Murekefu* KARI-Kakamega, P.O.Box 169, Kakamega *Ministry of Livestock and fisheries, P.O.Box —Kakamega	**Gender issues in poultry production in rural households of Western Kenya**		A questionnaire during a participatory rural appraisal (PRA) was used to collect gender-disaggregated data on poultry ownership, decision making on sales, slaughter, gifts and rural poultry management such as housing, feeding and disease control. During PRA verification meetings a gender analysis matrix (GAM) was used to gather information on what impact a local poultry improvement project will have (or what changes will be brought about by the new technology) on women's, men's and family's tasks and workload. The summarized and classified information was subjected to descriptive analysis using SPSS.		The ownership of rural poultry is shared among the different categories but is predominantly owned by women (63%) and children (18%). Ownership by men was not prominent (16%) and joint ownerships with other family members were little (3%).(Fig 1) Participation in selling eggs and consumption of eggs was predominantly for women. In all cases the greatest decision maker was women and less consultation (joint decision)(Fig 2). All family members provided labour to rural poultry. Men and children mainly did construction of poultry sheds. Women mainly did cleaning, feeding and treatment of rural poultry(Fig 3).	· Rural poultry keeping can be used to reduce poverty levels within the women and children in rural areas · A gender component in the project is essential in order to identify factors of production and access to benefits accrued for technology transfer.

Charity Kabutha & Eve Kiara Gender Consultants	**MINISTRY OF WATER & IRRIGATION Gender Study of the Small holder Irrigation Project Mount kenya Region(SIPMK)**	2008	The assessment used a multi-pronged approach to capture responses from a wide range of stakeholders. At the institutional level, consultations were held with Ministries of Water and Irrigation, Agriculture and Gender. Within the irrigation schemes, data was collected from the management of the Cooperatives, sampled households, groups and partner institutions. To fully engage the communities in this exercise, an interactive approach, which used a variety of methods, such as Focus Group Discussions (FGDs) and practical analysis was adopted. In each of the districts, summary socio-economic data was gathered to supplement primary data.	This was a large survey operating under a tight time schedule. Some of the challenges encountered included the following:Sampling lists not up-to-date, Respondents quite widespread, Non-availability of Respondents, Refusal to respond by some respondents	Most of reproductive work is carried out by women, with support from female youth and female workers. Men do most of the community work. At Ena also the men play a bigger role in productive work. The characteristic of these tasks are those that do not require much bending like plowing, feeding animals while most tasks for women require bending such as planting, weeding, milking etc	Ministry of Water and Irrigation and the German Financial Cooperation (KfW) put in place mechanisms to support gender mainstreaming within the Ministry. capacity building and gender awareness is recommended for top level management to create understanding and appreciation. gender training for members of committees. Leadership training for women to get them get interested and seek leadership positions in the cooperatives. Gender awareness for household members, targeting men to help redistribute household labor, and two, identifying of labor-saving technologies to reduce the amount of time spent on tasks.Disaggregated data needs to capture production from male and female farmers, their respective sales and incomes as well as their involvement in management of the schemes.
Journal of International Development Elizabeth Werei*, Jessica Roy2, 3 and Brent Swallow2** 1WaterPartners International, Kisumu, Kenya 2World Agroforestry Centre, Nairobi, Kenya 3University of California, Santa Cruz, USA	**Local organisation and gender in water management: A case study from the Kenya highlands.** *Water Management and Gender Relations in Ketitui Sub-Location*s	2004 t0 2005	Focus group discussions were held with groups that had succeeded in providing piped water to group members, and with community members presently relying on unprotected sources of water. In addition, individual interviews were conducted with 30 adult women with homestead connections from Chesilot and Kiptegan protected springs, and with 39 adult women who used water from unprotected springs and streams.		This paper underscores the importance of involving both men and women in the management of water supplies. This paper also illustrates the importance of women in implementing successful water projects, and ensuring efficient allocation of benefits.	A major concern raised by the analysis remains the lack of guidelines on women's participation in the revamped water management institutions for Kenya.Water Resources and Management Authority and Water Services Board to acknowledge the need for concerted efforts to put in place frameworks that will facilitate greater participation of women in the management of water supplies.public awareness campaigns to sensitise both men and women about the importance and benefits of involving women in the management of water projects.
	Gender Responsive Budgeting in kenya : AnAnalysis of kenya's national Budget for the Financial year 2009/2010	2009/2010	The researchers chose to apply the gender-aware policy appraisal tool in analysing the current budget, in that it helps to bridge the lack of information within the budget by incorporating an analysis of the budget policy documents such as the Medium Term Expenditure Frameworks 2009/10-2011/12 of different sectors (MTEF), BOP; the MTBSP and the BS, all for the FY 2009/10		The majority of those employed within the agriculture sector are female (see table 1 in situatoion analysis data); so to the majority of those working in the rural areas i.e. 77.1 percent of females relative to 70.3 percent of males. Females clearly form the minority in senior (13.2 percent) and mid-level management positions (18.3 percent), while occupying slightly over half of the junior positions within the ministry (51.2 percent).Ttable 3.	This sector is particularly important from a gender perspective due to the skewed nature of participation within it. Women are the main producers of domestic staples; traditionally they have been responsible for land preparation, planting, weeding, harvesting, threshing and winnowing, and post-harvest storage. They are now also relatively more involved than men in the trade of staple food products. Women have also been involved in cash crop production large and small scale though they tend to be unrecognized in this regard. Hence budgeting in the sector should be gender sensitive.

Ruth Meinzen-Dick Agnes Quisumbing Julia Behrman Patricia Biermayr-Jenzano Vicki Wilde Marco Noordeloos Catherine Ragasa Nienke Beintema	**IFPRI Discussion Paper 00973 Engendering Agricultural Research. Environment and Production Technology Division. Approaches and Strategies That Worked and Did Not Work**	2010	Agricultural Technology Management Agency (ATMA) Model in India. Several gender-specific provisions are included, namely; · mandating 30 percent of the resources on beneficiary-oriented programs and activities to be allocated for women farmers and women extension functionaries across; · introducing gender-sensitization aspects in the trainings of trainers; and · mandating representation of women in all committees and groups at the district level	Some reports indicate gaps in implementation where the actual allocation and spending is lower than the stipulated. While ATMA guidelines stipulating the participation of women did induce agricultural extension workers to seek women's participation in ATMA-sponsored programs, such efforts or programs were not always geared toward improving agricultural production or the marketing practices of women	It is evident from the preceding cases in this section that problems and priorities vary from country to country and thus analysis and program design should cater to variability and context specificity.E.g in India, the issue is low government extension capacity; in Ghana, the issue is the lack of focus on outcomes and low access to extension services in rural areas, particularly among women, and in Ethiopia, the overreliance on fixed technology packages that give less discretion to extension agents and are irresponsive to farmers' demands, especially women's needs, is the main issue. From the policy perspective, raising more awareness and advocacy to correct the perception bias that "women do not farm. From the program or project perspective, there is a need for increased earmarked funding for women farmers. From the research perspective, more gender-disaggregated data collection and rigorous impact assessments are needed. These play a crucial role in identifying sources of bias and inequality and bottlenecks in furthering food security and agricultural development to inform policy and project design. · analysis and studies to understand constraints, bottle · rigorous methodologies for assessing quality or satis · studies exploring the demand side, including motivatio · Gender-disaggregated impact assessment of reforms	The above-mentioned studies highlight several needs: · affirmative action and policy shift to enable research and extension to focus more on women; · role models within the agricultural extension service systems to make the contribution of women visible at every opportunity, in multiple ways, and in as many venues as possible; · provide leadership training to increase women's capacity to leverage and negotiate; · increase educational opportunities for women who wish to study in the field of agriculture; · midcareer women to improve their skills and competencies. Extension organizations must encourage and recruit more female extension agents, who were found to be more effective than male extension agents in reaching female farmers. · evolve strategies that will help male agents to work better with women farmers. Because women have disproportionately fewer advantages than men, programs that specifically target female household members will be important. · Some initiatives that would help include creating policies to increase assets for the resource-poor, s · scale up pockets of success from gender-respons
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Hulda Oumaa and Betty N. Mainab	A Gender Analysis of the Social Pillar of Kenya's Vision 2030 – Environment, water and sanitation, housing and population	2010	Harvard analytical framework using activity profile,Access and control profile tool and Influencing factors Also Moser framework was used		Overall, the strategies proposed for environment, water and sanitation interventions appear to be gender blind, as opposed to gender neutral. They do not directly address the gender dimensions of the challenges of these subsectors, or the differences in the burdens and responsibilities of the different sexes and the roles that each can play in the success of the subsector goals, or the vision as a whole	Make a gender analysis of issues a prerequisite to any situation analysis, Collect sex-disaggregated and gender-sensitive data, Engender performance monitoring and evaluation frameworks, Institute gender responsive budgeting, Build awareness, capacity and ownership and Strategically locate the Ministry of Gender and gender focal points

AFRICAN DEVELOPMENT BANK	KENYA COUNTRY GENDER PROFILE, OCTOBER 2007 Gender analysis by sector	2007	The methodology adopted in carrying out this exercise included desk and internet research, data collection, analysis and reviews; meetings and interviews with key stakeholders and a one day workshop. Meetings and consultations were held with the Ministry of Gender, Sports, Culture and Social Services (MGSCSS) management and staff, other Ministries and government agencies, the United Nations Organisations (UNFPA, UNIFEM, UNEP), the National Gender Development Commission, various non-governmental organisations (NGOs) and civil society groups.		Gender imbalances in agricultural sector are rooted in values, norms, myths, taboos and traditions widely accepted by both men and women, and that they resulted in distorted decision making, unequal access to and control over resources (land, capital, agricultural inputs, income), placing a major work burden on women.The Gender Equity Mobilisation Support (GEMS) unit was established in the ministry in 1999 with the mandate to mainstream gender into the ministry's operations. The unit has four employees and no separate budget line, instead having to compete for funds with other departments. This has made it difficult for the unit to deliver results that are able to impact the sector	Women's land rights need to be urgently addressed to encourage women farmers to invest in agriculture and improve yields as a result. The infrastructure sector is in need of support for the identification of gender specific needs and the formulation of gender sensitive projects/programmes in the transport, water and energy subsectors in particular.
WorldBank	THE KENYAN STRATEGIC COUNTRY GENDER ASSESSMENT (SCGA)	2003	A collaborative and interactive approach was adopted between the consultants and representatives of government, civil society and international (Donor) actors	Firstly, the timing of the research occurring at the end of the year (which normally of itself is a difficult period for holding workshops) in an election year, made it difficult to secure availability of intended participants in FGDs. Secondly, the post election flux in government slowed the completion of the assessment.Whereas a lot of data is said to exist in Kenya with regard to gender, it is neither national in coverage nor available in a central place	Women and girls provide most of the labour required for the production of subsistence crops. The National Gender and Development Policy confirm earlier studies that indicate that agricultural extension agents tend to focus on male heads of households as landowners, thereby giving them "preferential information." The assumption is that men are farmers following the western patriarchal modes that predominate in agricultural policy making. This approach denies women farmers systematic access to modern agricultural research information and technology, which contribute to productivity of the agricultural sector as a whole. Most extension workers are men and they find it difficult to interact with women who in most cases are wives of other men.	· Undertake countrywide Time-Use studies. This would yield important tools and instruments for quantitatively assessing women's overall economic contributions in various sectors, · Support the process for strengthening the capacity of the Ministry of Gender, Sports and Social services. · Ensure that key gender issues emerging from the SCGA inform on one hand critical instruments underway in the country in which Government is playing the lead role: the Economic Recovery Strategy; Land Reform; implementation of Poverty Reduction Strategies and the Constitutional process, and on the other the Bank's country assistance strategy (CAS) and other instruments.
Mikalitsa, S.M. 2010	GENDER -SPECIFIC CONSTRAINTS AFFECTING TECHNOLOGY USE AND HOUSEHOLD FOOD SECURITY IN WESTERN PROVINCE OF KENYA	2010	A multi-stage stratified random sampling technique was used to select 499 households. Using a semi-structured questionnaire administered to household heads together with six focus group discussions, the study examined how gender affects the intensity of use of farm technologies such as hybrid seeds, fertilizers, pesticides, animal draught power and storage technologies and impact on household food security. In addition, the study analyzed the effect of the level of education of household head and contact with extension service on maize yield.		Lack of access to land, extension services, credit, income and low education level are the most important constraints facing women farmers. While women accessed credit from informal sources such as rotating credit and savings, men accessed credit from banks and cooperatives. Women who accessed credit spent more on farm inputs and consequently they realized higher maize output. Access to extension services was a problem to both genders; 21 % of women and 20 % of men had access to extension services – demonstrating the inability of the current extension system to disseminate existing and new technologies to smallholders. Access to formal school-based education and extension service had a large and significant effect on maize yield. Women were further constrained by limited time to perform their roles as well as limited access to technologies. Wives (59%) were more affected by labour changes associated with technology use than husbands (21%).	Stepping up of efforts to make extension service systems more efficient and responsive to smallholder farmers. Policy intervention to strengthen these informal credit sources for women, and removing obstacles that hinder women from accessing credit from formal organizations. Investment in sustainable rural micro financing as well as expansion of off-farm income generating opportunities. Extensive research on the role of informal sources of credit on household food security.

Case Data

Table 1: Relative importance of forest products to women and men

Product	**Product Rank**	
	Men	Women
Fuel wood	1	8
Grazing	3	1
Medicinal plants	2	5
Fruits and nuts	4	7
Timber	8	2
Poles and posts	7	3
Honey	3	5
Recreational/Cultural activities	6	6
Non residential cultivation	3	4

Table 2: Gender Participation in the fisheries.

Occupation	**(%) of respondents by gender n=119**	
	Male	**Female**
Boat owners/ fishers	86	20
Trader / Processor	14	75
Other (petty traders)	0	5

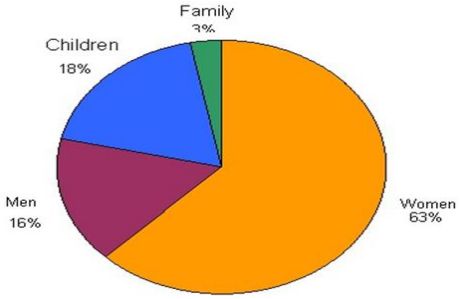

Figure 1: Ownership patterns of rural poultry among family members Western Kenya

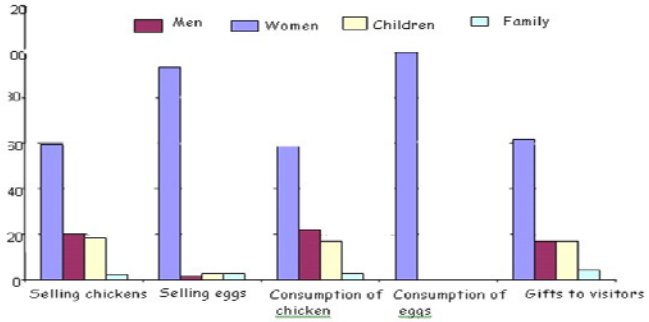

Figure 2: Decision making in rural poultry production in western Kenya

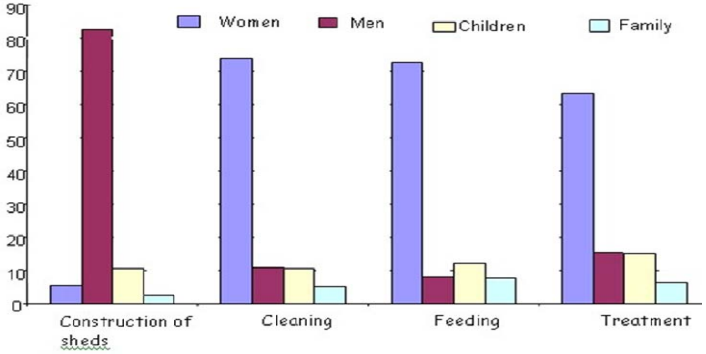

Figure 3. Division of labour among family members in rural poultry production

Gender Study of the Small holder Irrigation Project Mount kenya Region

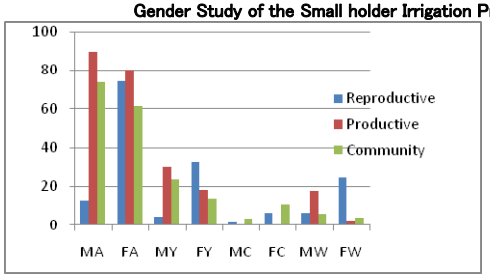

Figure 4. Ena scheme

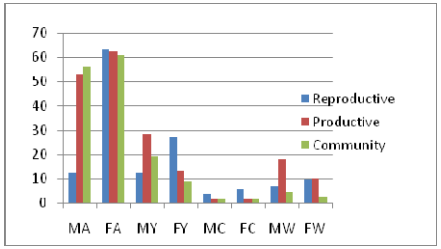

Figure 5. Kutus Scheme

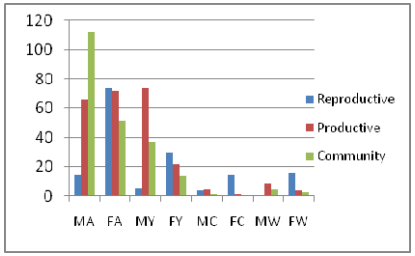

Figure 6. Kioru Giaki Scheme

Abbreviations MA–Male Adult FA–Female Adult MY–Male Youth FY–Female YouthMC–Male Child FC–Female Child MW–Male Work FW–Female Worker