



RESEARCH PROGRAM ON  
Climate Change,  
Agriculture and  
Food Security



# Kenya's draft agriculture sector Gender Policy

Policy Note

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## Summary

1. The Agriculture Sector Gender Policy has been reviewed and revised through six key thematic areas – Gender and Social Inclusion (GeSI) and the five thematic areas in Agriculture that intersect with gender, namely, Agriculture Value Chain Development (AVCD); Food and Nutrition Security (FNS); Climate Change (CC); National and Devolved Governance; and the Strategic Analysis Knowledge Support System (SAKKS), in eight Regional Economic Blocs (REB).
2. Evidence of gender gaps and their determinants in agricultural productivity in Africa exists. Data has demonstrated that even the slightest reduction in the gender gap in agriculture results in huge economic benefits that elevate millions of people out of poverty.
3. Women and men converged in their observation that the ministry of Agriculture, Livestock, Fisheries and Cooperatives, the ministry of Public Service Youth and Gender, and their corresponding county level departments were the stakeholders for who the Agriculture Sector Gender policy is most relevant. They diverged in their recognition of private sector stakeholders with men recognizing NGOs, CBOs and FBOs more than women and women recognizing financial institutions more than men.
4. GeSI, devolved function and AVCD were ranked highest by both women and men, but women ranked climate change higher than men, whereas men ranked SAKKS higher than women. FNS was ranked low by women and men stakeholders, probably because it is a relatively new theme and poorly understood.
5. The policy has identified the following: Capacity, and capacity gaps, of actors of policy implementation and ways of addressing the gaps; Opportunities for private and public partnerships in the implementation of the policy; and Policy document custodians prior to and during implementation.

# 1. Introduction

The Agriculture Sector Gender Policy was first developed in 2012 before devolution of the government function.<sup>1</sup> In 2013, the government was devolved to two tiers, a national government and the county government. Agriculture sector function devolved with the devolution of the government. Kenya's agricultural sector is critical for wealth creation, poverty reduction and making the country a middle-income nation as stated in Vision 2030, Kenya's economic development blueprint. The sector directly contributes about 24 per cent of the country's Gross Domestic Product (GDP) and 60 per cent of the total export earnings. Through links with manufacturing, distribution and the service sector, agriculture indirectly contributes 45 per cent of government revenue, besides supplying over 75 per cent of the raw materials for industrial use. Further, the sector has an estimated 3 million smallholdings, and supports about 80% of the population living in rural areas, who derive their livelihoods mainly from agricultural activities.<sup>2</sup>

Vision 2030, expects agriculture to contribute significantly to the achievement of the targeted 10 per cent annual economic growth by 2030. The Vision aims at increasing the participation of women and men in all spheres in recognition of the huge cost of gender inequalities on food security, sector performance and overall economic growth.<sup>3</sup> At the time of development of the policy, vision 2030 was at its third Midterm Plan (MTP III) of 2018 – 2022, which identifies the agriculture and livestock sectors as one of the eight priority sectors that drive economic growth. The sector also contributes to food and nutrition security, one of the “Big Four” agenda initiatives of the MTP III in which the second Sustainable Development Goal (SDG 2) on ending hunger, achieving food security and improved nutrition and promoting sustainable agriculture, is embodied<sup>4,5</sup>.

In the agricultural sector, gender inequalities exist in all areas of value chains, from production to processing and consumption / disposal. Gendered patterns of behaviour condition men's and women's roles, the distribution of resources and benefits derived from income generating activities in the chain, and the efficiency and competitiveness of value chains in the global market<sup>6</sup>. These gender inequalities impact negatively on families and the larger economy. Gender as one of the major factors holding back agricultural productivity and perpetuating poverty and hunger in many regions, particularly in Sub-Saharan Africa<sup>7</sup>. Lower access to productive inputs such as land and capital for women is one of the root causes of the productivity gap between men and women, both in the farm and non-farm sectors<sup>8</sup>. Further, limiting legislative laws, regulatory systems and policy frameworks contribute to the meagre harvest and compensation from agricultural activities.<sup>9</sup>

In addition to responding to the devolved governance function and change in the development goals, the updated Agriculture gender policy has factored in the national and international actions such as: The Comprehensive African Agricultural Development Program (CAADP), which focuses on improving food and nutrition security, and increasing incomes in Africa's largely farming-based economies; the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW); Climate action informed by the Paris Agreement such as enabling women to access climate smart technologies; and ensuring the provision of an enabling environment that supports

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<sup>1</sup> The sector brings together actors in the sub-sectors of lands, agriculture, livestock development, environment and mineral resources, water and irrigation, forestry, fisheries, cooperatives and marketing, regional development authorities and northern Kenya and other arid lands.

<sup>2</sup> ADB-BD-IF (2008). Kenya Gender Profile

<sup>3</sup> For purposes of the document, women and men include boys and girls.

<sup>4</sup> MTP III 2018. THIRD MEDIUM TERM PLAN 2018 – 2022: Transforming Lives: Advancing socio-economic development through the “Big Four” <http://vision2030.go.ke/wp-content/uploads/2019/01/THIRD-MEDIUM-TERM-PLAN-2018-2022.pdf>

<sup>5</sup> UNDP 2015. Sustainable Development Goals – UNDP [www.undp.org](http://www.undp.org) › brochure › SDGs\_Booklet\_Web\_En

<sup>6</sup> USAID-GATE (2009). Promoting Gender Equitable Opportunities in Agricultural Value Chains

<sup>7</sup> See FAO, 2010

<sup>8</sup> 6 See World Bank (2012). World Development Report and USAID/ACDI VOCA (2011) and KAPAP (2011).

<sup>9</sup> NEPAD blog: Gendering Agriculture: Empowering African Women Farmers Using Modern Technologies <https://www.nepad.org/blog/gendering-agriculture-empowering-african-womenfarmers-using-modern-technologies>

empowerment of women and transformation of gender relations in ways that enhance women's control of assets and their contribution to household decisions.

### 1.1. Policy Goal

The goal of the Agriculture sector gender policy is "Gender equality in Kenya's agricultural sector for enhanced and equitable productivity, food security, growth and national development".

### 1.2. Policy Objectives

1. To identify specific gender equality gaps based on current global, regional and national agricultural agenda and perspectives.
2. To re-align the Policy with specific focus on SDGs, CAADP, National Policy on Gender and Development, Devolved Governance, current government aspiration on the "Big Four" Agenda, food and nutrition security and Climate Change.
3. To assess and highlight the agriculture sector's readiness and capacity to implement the Policy and recommend measures to ensure effective implementation.
4. To ensure that the Gender Policy so developed serves as an entry point for actors in both public and private dealing with gender issues in the sector.

### 1.3. Policy Outcomes

The anticipated outcomes of the gender policy are:

1. Increased gender parity at house-hold, community, programme, project and institutional levels in the agricultural sector.
2. Increased institutional capacity to mainstream gender in the agricultural sector.
3. Equitable access to and control of agricultural sector resources, opportunities and benefits between men and women.
4. Improved support and accountability for gender mainstreaming in the agricultural sector.
5. Gender responsive agricultural sector policies, programmes, projects and institutions.

#### POLICY IMPACT

**A climate smart commercial agricultural sector with greater social inclusion and gender equality**

## 2. Overview of the problem – situation analysis

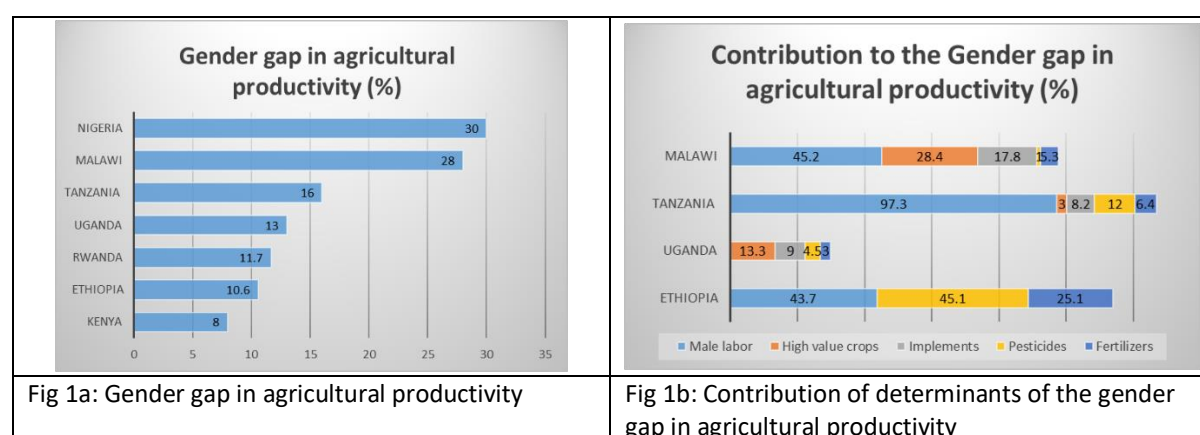
### 2.1. The gender gap in agricultural productivity

The gender gap in agricultural productivity is not because women are less efficient farmers, but it is because of the inequitable access to agricultural inputs including family labour, high yielding seeds and farm chemicals (e.g. pesticides and fertilizer). The gender gap and determinants of these gaps were measured in five sub-Saharan Africa countries – Ethiopia, Malawi, Rwanda Uganda and Tanzania that participated in a 2019 study by the UN women and have been presented in Figure 1a and b. Although not part of the 2019 study, the gender gap in agricultural productivity in Kenya and Nigeria was reported to be 8% and 30% (Figure 1b).<sup>10</sup>

The benefits from narrowing the gender gap in the countries studied through interventions to address the listed determinants were evident. Among the interventions were equalizing women's access to inputs, time saving equipment and increasing return on inputs. In the five study countries crop production was raised to 19%. A slight closure of the gender gap can result in great benefits. For example, a narrowing of the gender gap by 1.4%, within a decade, in Ethiopia, resulted in a US\$221 million increase in GDP and a lifting of millions

<sup>10</sup> UNWomen 2019. The gender gap in agricultural productivity in sub-Saharan Africa: Causes, costs and solutions <https://www.unwomen.org/en/digital-library/publications/2019/04/the-gender-gap-in-agricultural-productivity-in-sub-saharan-africa>

of people out of poverty (ibid). Importantly, context specific policy priorities that are likely to result in a narrowing of the agricultural productivity an improvement of women’s economic security and access to time saving equipment and services; facilitating women’s shift to high value crops and access to non labor inputs and strengthening women land rights.



Adapted from UNWomen 2019

## 2.2. The agriculture sector gender policy

The updated agriculture gender policy’s goal shall be contributing towards four main sustainable development goals SDG1, 2, 5 and 13, which are also represented in CAADP’s and the Kenya government’s “Big Four” Agenda’s goal of improving food and nutrition security, and increasing incomes from agriculture while enhancing gender equality, women’s empowerment and social inclusion, while implementing actions to achieve the Paris agreement on Climate Change<sup>11</sup>. To achieve this, six policy thematic areas were identified and recommended actions determined during the situation analysis. The thematic areas and actions required to fulfil each area are presented in table 1.

Table 1: Policy thematic areas and proposed actions required for each

Policy thematic area	Required action
1) Gender equality and women empowerment as explained in a previous section. Social inclusion of vulnerable and marginalized groups (VMGS) and gender equality among them. <sup>12</sup> Social inclusion is a prerequisite to comprehensive economic development. Owing to the intersectionality of gender, there is gender inequality among the VMGs and special attention should be paid to address these inequalities through a process termed Gender and Social Inclusion (GeSI).	Understand and address the underlying causes of gender inequality and social exclusion. Support equitable participation to achieve equal workload and benefits for both genders. E.g. freeing women’s time and providing financial literacy for them; enhancing access to resources, services and markets; hearing their voices, making sure that the policy and institutional environments are enabling for them to participate in the value chains in ways that benefit them; Affirmative action like supporting women’s economic advancement such as targeted credit and grants and advocacy strategies; allocate adequate resources to the processes of institutionalizing gender equality and the empowerment of women

<sup>11</sup> SDG 1: End extreme poverty in all forms by 2030. SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture. SDG 5: Achieve gender equality and empower all women and girls. SDG 13: Take urgent action to combat climate change and its impacts.

<sup>12</sup> Social inclusion entails enhancing participation of women and men, boys and girls, of different ages and vulnerabilities such as youth, elderly, widows/widower’s, disabled people, people affected by HIV/AIDS, people recovering from drugs and Indigenous people.

Policy thematic area	Required action
2) Agriculture Value Chain Development. Support the advancement of SDG 1 (on ending poverty)	Understand the value chains by conducting value chain analysis by commodity and social categories e.g. gender and age to identify the gender gaps in participation in, and opportunities and benefits from, these value chains; develop and implement strategies and actions to narrow these gaps such as collective action, participation in a warehouse receipt system (WRS).
3) Food and nutrition security.	Support the production and consumption of nutrient dense foods such as micronutrient rich crops and protein dense animal source foods. Support consumption of these foods by producer communities by creating awareness of their superior nutritional value. Support women crop and livestock producers with information – including on nutrition, access to resources including credit and gender-responsive technologies
4) Climate Change. Pay attention and respond appropriately to Climate Change and global warming and their consequences of increased deprivation for communities. VMGs and women more than men among them more adversely affected.	Have special considerations, including targeted information, credit and other support, for vulnerable and marginalized groups when developing / supporting climate change adaptation and mitigation strategies. Implement gender-responsive, climate-smart approaches, practices and technologies with women producers. Affirmative action strategies such as targeting VMGs and women in all social categories with climate smart agriculture technologies
5) National and Devolved Governance – Strategies of ensuring that stakeholders from departments in the national and county governments will coexist and mutually support each other – will be key for the policy actions to be acceptable to actors in both levels of governance.	Identify, understand and utilize synergies between these two levels of governance; ensure seamless cascading of function; put in place conflict resolution mechanisms to address power contestations between the two levels of governance e.g. adequate funding for County functions, consultation on matters affecting both tiers of governments; Reward seamless cascading of functions and attainment of goals traversing both levels of governance
6) Support the implementation and utilization of the country-level Strategic Analysis Knowledge Support System (SAKSS), disaggregated by county and social categories.	Train National and County government implementation, research and M&E staff on the importance of, and how to collect and analyse quantitative and qualitative data disaggregated by gender and other social parameters. This intervention will solve the issue of exaggerated data about issues such as the ratio of women that work relative to men, extent of post-harvest losses etc. <sup>13</sup>

### 3. Results: Stakeholder Engagement

At a workshop in Naivasha, the draft policy was presented to the Joint Agriculture Sector Consultation and Cooperation Mechanism (JASCOM). JASCOM members suggested some changes in

<sup>13</sup> World Bank 2018. Agriculture in Africa. Telling Myths from Facts. Luc Christiaensen and Lionel Demery, Editors. <https://www.worldbank.org/en/programs/africa-myths-and-facts/publication/women-agriculture-and-work-in-africa>

the draft report and allowed the policy to be shared with county stakeholders in countrywide multi stakeholder workshops to be held with stakeholders from all 47 counties represented in the seven regional economic blocs as presented in table 2.

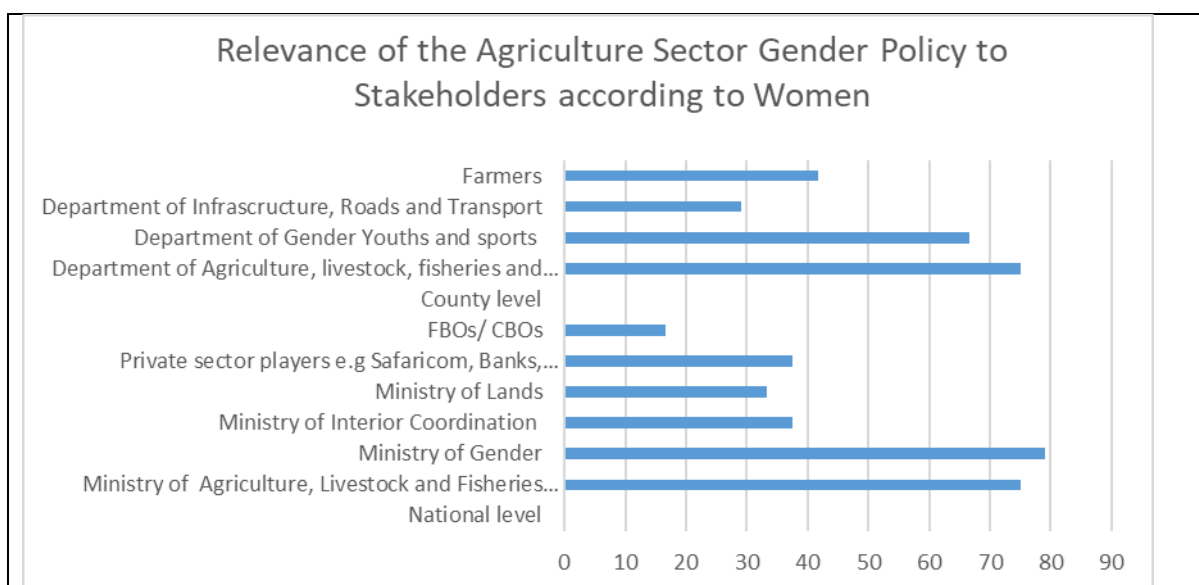
Table 2: Workshop dates, venues and distribution of county stakeholders from different REBs

DATE	COUNTY OF WORKSHOP VENUE	SUPER BLOC	NUMBER OF PARTICIPANTS BY GENDER			REB OR COUNTY NAME
			Males	Females	Total	
<b>21 JUNE 2021</b>	Eldoret	B	5	7	12	North Rift Economic Bloc (NOREB)
<b>22 JUNE 2021</b>	Eldoret	B	8	5	13	Lake Region Economic Bloc (LREB)
<b>24 JUNE 2021</b>	Meru	A	7	2	9	Frontier Counties Development Council (FCDC)
<b>25 JUNE 2021</b>	Meru	A	7	9	16	Mt. Kenya and Aberdares Region Economic Bloc
<b>29 JUNE 2021</b>	Voi	C	8	6	14	Jumuia ya Kaunti za Pwani
<b>30 JUNE 2021</b>	Voi	C	8	7	15	South Eastern Kenya Economic / Kajiado Narok Regional Economic Bloc / Nairobi County
<b>TOTAL</b>			43 (54.4%)	36 (45.6%)	79	

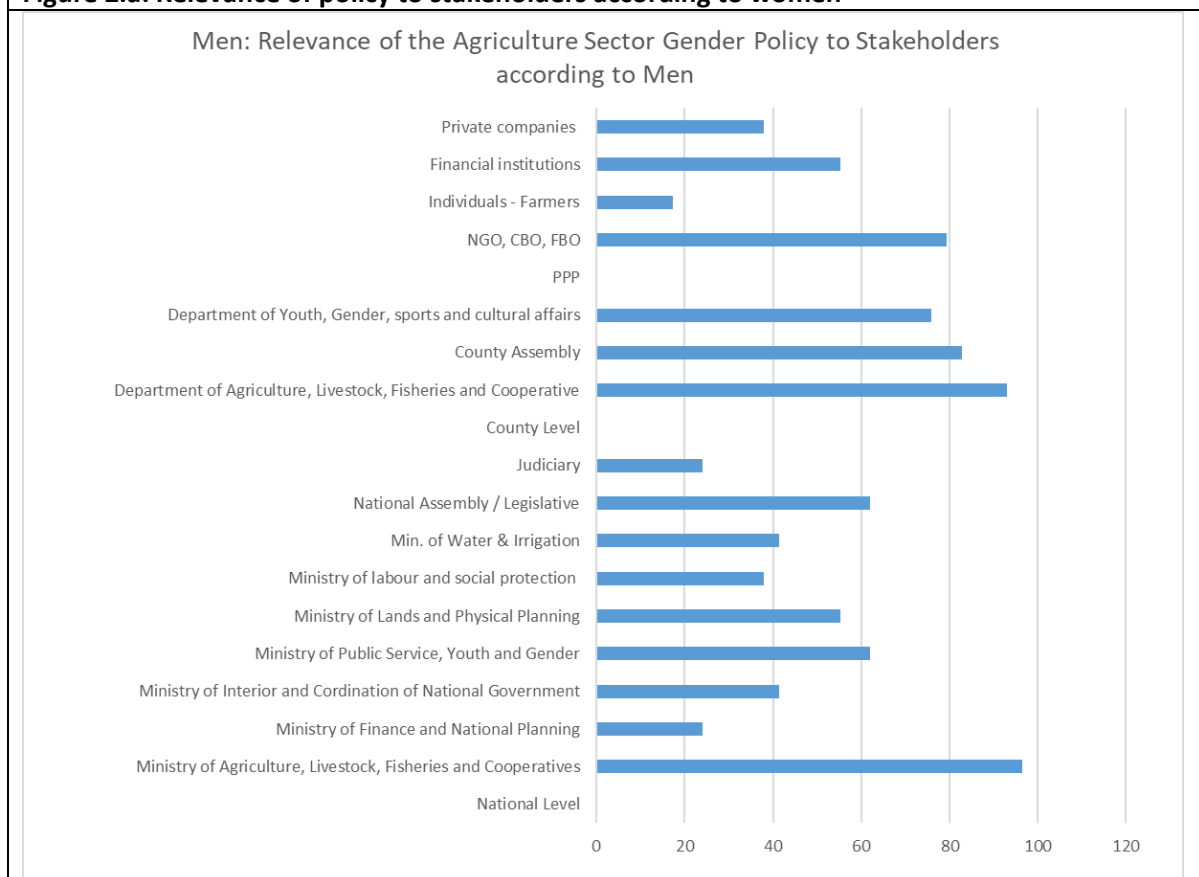
The draft Agriculture Sector Gender Policy was presented at a plenary section at each of the six workshops. Workshop participants from the five REBs were divided into two groups, by gender, and asked to indicate the relevance of the agriculture gender policy.<sup>14</sup> Group participants were asked who the stakeholders associated with this agriculture gender policy are. Each gender group from the various counties provided long lists of stakeholders. If a stakeholder was mentioned by three or more of the five gender groups, it was deemed relevant to the agriculture sector gender policy. The extent of relevance was plotted against each stakeholder as is presented in figure 2a & b.

<sup>14</sup> The Frontier Counties Development Council (FCDC) could not be disaggregated by gender because it had only two women and seven men participants. The FCDC is therefore not part of the gender analysis





**Figure 2.a. Relevance of policy to stakeholders according to women**



**Figure 2.b. Relevance of policy to stakeholders according to men**

Women identified ten stakeholders, and men sixteen. Women and men converged in their observation that the Agriculture, Livestock, Fisheries and Cooperative and Public Service Youth and Gender ministries and their corresponding county level departments were the stakeholders for who this policy is most relevant. Third in the list for men were the national and county assembly policy makers, but for the women the private sector players and farmers followed. NGOs, CBOs and FBOs had a place of prominence according to men, but not according to the women.

Responding to the questions on the roles of the different stakeholders in implementation of the agriculture sector gender policy, the roles of the four most prominent stakeholders for women and men were compared and found to be quite similar between the two-gender groups (Table 3). Participants seem to have a clearer understanding of roles and challenges for county more than national actors. This is not surprising because the workshop participants were based at the counties).

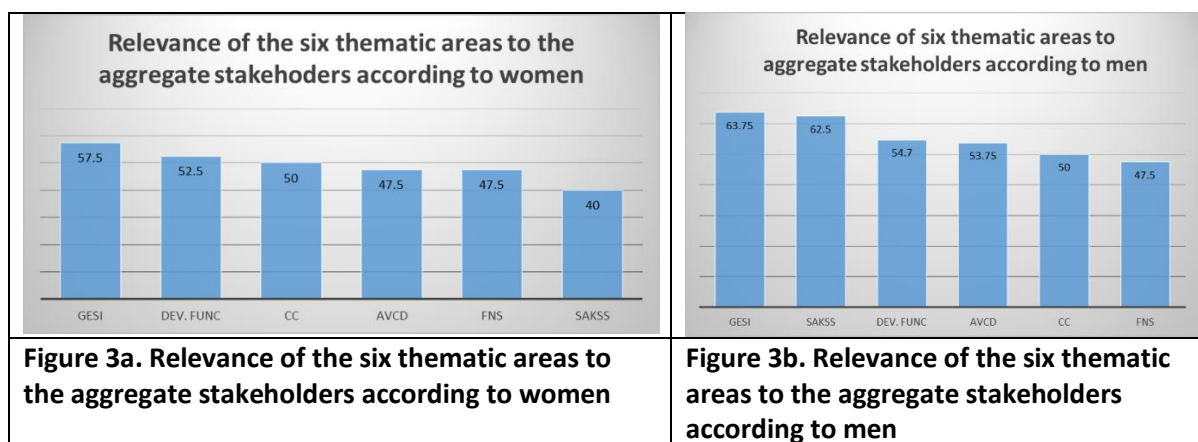
Asked if the stakeholders can collaborate to implement the gender policy, participants indicated that all stakeholders mentioned by men and women groups shared roles with other stakeholders. Like the roles, the challenges experienced by male and female stakeholders were similar and included mainly, a lack of skill and financial capacity. Participants suggested that the challenges could be addressed by capacity development for skills, fundraising, forging for partnerships and networks, and formation of specialty groups such as Technical Working Groups (TWG) that are effective (Table 3).

Table 3. Stakeholders Roles and Challenges / capacity needs by gender for select stakeholder categories where both genders responded

Stakeholder	Roles according to women	Roles according to men	Challenges/ capacity needs according to women	Challenges/ capacity needs according to men
Ministry of Agriculture, Livestock and Fisheries Development	Extension services, capacity building, policy formulation, market linkage, research, water catchment protection, policy development guidance and Implementation, lobbying, mobilisation of resources, regulation, provision of inputs	Policy formulation and guidance, Resource mobilization, Capacity building, Sensitization of communities, linkages to service providers, Implementation, provision and dissemination of extension service, farm Inputs, M&E	Inadequate funding, Insufficient human resource, inadequate political will; lack of prioritisation on gender issues, Inadequate resources allocated to gender responsive programs/projects;	Late disbursement of funds, Inadequate and untimely budgetary allocation, shortage of personnel
Ministry of Public Service Youth and Gender	Capacity building; advocacy; gender mainstreaming; policy formulation, guidance, implementation and dissemination; mentorship; research and data collection; partner and resource mobilisation; regulation; sensitization creating awareness, linkages; registration and certification of groups community mobilization	Policy formulation and implementation, capacity building, sensitization and information dissemination, data, economic empowerment	No specific officer assigned to gender issues; Inadequate gender personnel; resistance to gender policy implementation and mainstreaming, inadequate resources (Human and financial), low awareness and misconception of gender concept; Transition/ duplication of roles, under staffing	Shortage of personnel, late disbursement of funds, Inadequate and untimely budgetary allocation
Department of Agriculture,	Customisation and Implementation of the gender responsive policies, Implementation of gender	Capacity building, formulation of county policies and strategies,	Lack of gender responsive budget, lack of prioritisation on gender issues, Inadequate	Inadequate human resource, inadequate funding, late

Stakeholder	Roles according to women	Roles according to men	Challenges/ capacity needs according to women	Challenges/ capacity needs according to men
livestock, fisheries and cooperative	responsive CSA strategy, Lobby for partnership and resources for policy implementation, linking farmers to financial institutions, Capacity building; creating awareness, mobilization, extension services, provision of inputs	sensitization, Implementation, extension services, farm Inputs and linkage to service providers	resources allocated to gender responsive programs/projects, lack of deployed personnel to do designated gender duties, Inadequate gender responsive capacity; Inadequate resources (human, financial), poor sustainability of initiatives	disbursement, low capacity of policy making at county level, weak administrative structures, need capacity development, training, sensitization
Department of Gender Youth and sports	Registration of community groups, customisation and Implementation of the gender responsive policies, lobby for partnership and resources for policy implementation, gender mainstreaming, creating awareness, capacity building	Capacity building, advocacy, formulation of county policies and strategies, sensitization, dissemination, policy implementation,	Inadequate gender personnel, limited resources	Inadequate human resource, inadequate funding, late disbursement, low capacity of policy making at county level

Next, policy areas / themes were matched with the various stakeholders to establish the relevance of thematic areas. The results are presented in figure 3.



All six thematic policy areas were relevant for male and female stakeholders from the counties represented by the REBs. Policy actions were then identified for each thematic area by the different gender groups as well as the mixed gender group from Frontier Counties Development Council (FCDC) as presented in the tables 4a – c, below.

**Table 4a. Proposed policy actions and priorities for the six policy themes by the FCDC team**

Thematic area	Policy action	Priority Ranking
GeSI	Disseminate the policy through county steering committee, county technical working groups and sub-counties	6
	Policy alignment and domestication with the county gender policy	

Thematic area	Policy action	Priority Ranking
AVCD	Sensitization of all the actors to be gender sensitive in their livestock value chains	5
	Affirmative actions (identify rewards in those structures that are gender sensitive)	
	Promote horticulture activities to empower women, as they are less active in livestock in ASAL counties	
FNS	Promote production and utilization of nutrient dense foods like traditional vegetables, local chicken, fish, beef, goat meat and milk	4
	Training and cooking demonstrations	
	Capacity building on the benefits of these nutrient dense foods	
CC	Research on the effect of climate change and make recommendations	3
	Promote climate smart technologies	
	Strengthening participatory scenario approaches for climate change	
N&D	Reviving previous operational structures such as the Central Agricultural Board, Provincial Agricultural Committee, District Agricultural Committee, and Sub District Agricultural Committee.	2
SAKSS	Establish the component of SAKSS relevant to our counties by age, gender	1
	Identify specific SAKSS indicators in the ASAL regions	

For the rest of the workshop participants, the data were collated and the ranking averaged to generate a list of priorities for women and men.

**Table 4b. Proposed policy actions and priorities for the six policy themes by women**

Thematic areas	Policy action	Resources (required/sources)	Priority Ranking
Gender and Social Inclusion	Policy harmonization, sensitization/creation awareness, institution of adoption and sustainability mechanisms, conduct M&E to identify gaps and make changes, capacity building of the gender personnel; mainstreaming of gender in the projects and programs; development of Gender Action Plan in the projects for ease of M & E ; Activate Gender Desk, Capacity building of Human Resource, Adoption and implementation of gender Policies by Counties, Sensitisation and awareness creation	Skilled human resource, data, funding, (National and County Governments, donor funds)	1

AVCD	Conduct baseline and M&E to identify gaps and changes to make, sensitize value chain actors on gender, Prioritize value chain in Counties, Build capacity of the value chain actors in gender	Skilled human resource, inputs supplies, data (National and County Governments, donor funds, community - labour, time, stakeholder support), Learning / Training materials to be developed specific to the value chain, Partnerships with other stakeholders	4
Food and Nutrition Security	Sensitize community on gender, conduct Baseline and M&E to identify gaps and propose changes to narrow gaps, build capacity of the gender personnel; mainstreaming of gender in the projects and programs; develop Gender Action Plans in the projects for ease of M & E, Use modern Agriculture technologies, Promote of urban farming, Promote traditional high value crops, Adopt and implement the National Food and Nutrition Security policy by counties	Skilled human resource, M&E/ Baseline survey experts, funding, (private sector, non-government organizations, National and County Governments), Learning / Training materials to be developed specific to the value chain	2
Climate Change	Formulate Climate Smart Technologies that are gender sensitive, and disseminate and implement them; Document adoption of Climate Smart Technologies; conduct baseline survey, M&E to identify gaps and make changes; Sensitisation of community; capacity building of the gender personnel; Promotion of conservation agriculture, agroforestry, use of certified and drought tolerant seeds, mainstreaming of gender in the projects /programs; Development of Gender Action Plan in the projects for ease of M & E; Adoption and implementation by counties of the National Climate Change Framework Policy, Adoption of climate smart technologies, Collaboration and coordination among stakeholders.	Input supplies, skilled human resource, weather advisories, ITK funding (National and County Governments, donor funds), learning / Training materials to be developed specific to the value chain;	6

Devolved Functions	Domestication, sensitization, capacity building to officers, community and other stakeholders on devolution; implementation, legislation, documentation; responsive Gender Budgeting; Development of Gender Action Plan in the projects for ease of M & E , A platform to coordinate implementation of activities, Gender mainstreaming of CIDPs	Skilled human resource, funding (National and County Governments, donor funds), learning / Training materials to be developed specific to devolution	2
SAKSS	Conduct baseline survey, training in and periodic conducting of M&E to identify gaps, assess progress and recommend changes on indicators and other areas of concern, conduct research and collect representative data, Centralization of data and research using standard indicators by Counties, Capacity building on data collection in the counties	Skilled human resource, funding, (private sector, research institutions, National and County Governments), Learning / Training materials to be developed specific to SAKKS;	4

**Table 4c. Proposed policy actions and priorities for the six policy themes by men**

Thematic Areas	Policy Action	Priority Ranking
Gender and Social Inclusion	Policy administration, Community capacity building, mainstreaming and build sustainability mechanism structures, mobilization and awareness creation, Policy document validation, M&E, Sensitization of stakeholders at the national level, Creating network with stakeholders, alignment of county gender policy with the national policy, Preparation of budgets, Capacity building of implementers in the county governments, mapping of stakeholders at the county level, Sensitization of stakeholders at the county level, dissemination of policy to stakeholders at the county level, capacity building of implementers in the county governments, hold group discussions with the women and vulnerable groups together with stakeholders that help stop their marginalization, Implementation and monitoring of policy, evaluation of gender policy, Policy sensitization, customization, harmonising (Policy); Policy dissemination, sensitization, implementation and review	1

Agriculture Value Chain Development	Policy sensitization, capacity and technical support inputs, aggregators, markets, building value chain structure and systems, mainstreaming to county governments plans monitoring implementation, industry protection, sensitization of the policy document, mainstream extension services, provision of inputs e.g. Drought Tolerant Crops seeds, M&E; mapping of stake holders at the national level, sensitization of stakeholders at the national level, creating network with stakeholders, alignment of county gender policy with the national policy, preparation of budgets, resource mobilization, mapping of stakeholders at the county level, sensitization of stakeholders at the county level, dissemination of policy to stakeholders at the county level, capacity building of implementers in the county governments, advocate for representation of women and vulnerable groups in the AVCD, enforce one third gender rule in all value chain committees and players, implementation and monitoring of policy, evaluation of gender policy; Customization, harmonise the policy; domestication and Implementation	6
Food and Nutrition Security	Policy sensitization, capacity building and technical support, input supply and support systems, sustainability mechanisms, mainstreaming to county governments plans and structures, monitoring implementation. sensitization of the policy document, demonstrations on modern climate smart technologies, capacity building and demonstration on Good crop and animal husbandry, value addition and agro-processing, identify, sensitize and train women, vulnerable and marginalized groups in the community on food and nutrition security, document climate smart technologies that lead to food and nutrition security, promote the adoption of climate smart technologies to achieve food security; Customization, Documentation (inventory), sensitization of communities; Baseline survey, and Implementation	5

Climate Change	Policy sensitization, capacity building and technical support, adoption and mainstreaming of international treaties, building Favourable support systems, sustainability mechanisms and structures, embracing climate smart technologies, monitoring implementation and improving from gaps realized. sensitization to the policy document, management of early warning systems, capacity build on gender sensitive climate resilient agriculture practices; Legislate existing laws on climatic change sensitization, document climate smart technologies, promote the adoption of climate smart technologies; Legislate relevant laws and policies; Enact relevant laws and regulations	4
Devolved function	Sensitization on the ag sector gender policy, capacity building and technical support to sector players, MCAS county leadership; adoption and gender mainstreaming to County plans e.g., CIDPs, Fiscal Plans, building favourable support systems, sustainability mechanisms and structures; monitoring implementations and improving from gaps realized. Adoption by CEC, sensitization and awareness creation on devolved functions (as per CoK 2010), sensitize public on National Govt roles; Customize policies and document them for inventory purposes; Domestication of policy and Sensitization of communities on it	3
SAKSS	Research and Sector Development, data collection procedures / framework. Data Sharing, Data management, Data Access, Data quality assurance and Protection. Policy review and Improvement; sensitization and awareness creation on devolved functions (as per CoK 2010), sensitize public on National Govt roles; customize SAKSS at the county level, monitoring and evaluation; Documentation (inventory), sensitization of communities, Domestication of SAKSS, capacity building on M& E & Reporting	2

## 4. Discussion

### 4.1. Opportunities and Challenges for Policy Implementation

The policy recognizes, and addresses the need for integration of, the two tiers of government as well as public private partnerships. Policy interventions shall be conducted, concurrently, among the stakeholders in the private and public realms of the national and county governance dispensations. The proposed policy interventions, therefore, serve as an entry point for actors in both public and private sector as stated in the second objective of the multi-stakeholder workshops. Among the private sector actors are the civil society organizations, national and international development



partners – including the banks and UN agencies, commercial banks, agro-input commercial enterprises etc.

The main challenge in the implementation of this policy will be the lack of gender and age disaggregated baseline data, in this sector, against which to measure change. A lot of the data available is piecemeal and case-study based, rather than national, regional or by county. In most cases, the data simply does not exist. Responding to this challenge, one of the commitments in this policy is systematic research to generate gender and age disaggregated data. This undertaking should be aligned and integrated with the proposed system-wide monitoring, evaluation and reporting (M, E&R) framework as part of the Strategic Analysis Knowledge Support System (SAKSS). The policy recognizes that the Constitution of Kenya provides for non-discrimination and gender equality in marriage and property ownership. Both generally and specifically for agricultural value chains, attaining these rights is likely to be constrained by entrenched patriarchal cultural attitudes and practices, especially with regard to inheritance of ancestral land by women and girls. There will, therefore, be investment in sensitization, advocacy and capacity development for skills in gender and social inclusion of stakeholders from Ministries, Counties, Departments and Agencies (MCDAs). These interventions will contribute towards change in community attitudes and values towards access to, and ownership of, assets required for agricultural production and resultant benefits, which include income.

#### 4.2. Agriculture Sector's Readiness and Capacity to Implement the Policy

This section will respond to the first multi-stakeholder workshop objective (on assessing and highlighting the agriculture sector's readiness and capacity to implement the policy and recommending measures to ensure effective implementation). The workshop participants demonstrated a deep understanding of the stakeholders, their roles, their capacities and what needed to be done for the agriculture sector gender policy to be implemented successfully. Of interest was a clearer understanding of the county stakeholders, their roles and capacity needs more than they did for national stakeholders. This finding suggests a disconnect between the county departments and national ministries as a result of devolution. The prominence of this devolution issue in this policy was confirmed by the high ranking it got from both women (2) and men (3) group discussants.

Women and men group discussants identified human and financial resource needs associated with all six thematic areas of the Agriculture Sector Gender Policy. In some instances, personnel of varying skills are present, other times they are lacking. Across all thematic areas, funding is lacking, inadequate or disbursed irregularly or late. If not addressed adequately, these capacity needs are likely to affect the implementation of the Agriculture Sector Gender Policy. Part of the policy implementation process should, therefore, include addressing the human and financial capacity needs adequately.

Across the eight REBs, the disconnect in understanding of roles between the county departments and national ministries suggests that there is a need for clarification on the roles of, and the process of cascade of functions between the stakeholders from the two tiers of government. Until these are clarified and agreed upon, the tension between the two tiers is likely to affect, negatively, the successful implementation of this policy. A few other issues likely to affect the outcome of implementation of the Agriculture Sector Gender Policy across the board, but identified during

discussions with the various REBs include exploitation of affirmative action opportunities, targeting the vulnerable, by the powerful. For example, the special funds, such as the Women Enterprise and Uwezo funds and Access to Government Procurement Opportunities (AGPO), meant to address barriers to women's access to finance, were hijacked by wealthy men who paid a little money to, and used, the women and youth as conduits to access these funds. The discourse that the boy child is now more disempowered than the girl child often insinuates that the boy child is getting disempowered because of the efforts towards empowering the girl child. Such discourses can undermine affirmative action efforts and derail interventions.

At specific REB levels and counties, the needs and priorities are different, but as important as the needs across the board. For example, issues such as toxic masculinities that cause segregation of roles along gender lines, disempowering one gender, should be looked into. Like in the case of very low representation of women in Beach Management Units in Homa Bay. Understanding the history of development of gender equity / equality and women empowerment in specific contexts is important because it may help in the understanding of community behavior and attitudes. In Samburu, earlier advocates of gender equality and women empowerment demonized some Samburu cultures, which resulted in the rejection of anything to do with gender by some communities even to date. In other communities, like Isiolo, women's literacy is low, but the women's time poverty cannot allow them to attend literacy classes. Instead, lessons in numeracy are deemed good enough because they enable women to count money and transact business. Still in FDC counties, climate change is one of the greatest challenges likely to affect the implementation of Agriculture Sector Gender Policy. Integrating participatory scenario planning and crop and livestock insurance as part of the capacity required prior to the implementation of the policy could enhance its uptake. In the Mt Kenya and the Aberdares REB, the challenge of hauling produce at the first mile, between the farms and the passable roads and warehouse receipt system (WRS) came out as gender issues that need to be addressed in the agriculture gender policy. The coast REB identified the lack of autonomy in agricultural production decision making by women, the SE, Kajiado-Narok and Nairobi REBs team the seeming inability of women to access dairy income. The list of nuances with different contexts is endless, which makes it impossible to include everything in the Agriculture Sector Gender Policy. May it, therefore, suffice to say that the policy implementation should be informed and / or accompanied by addressing the various context specific nuances as they occur.

#### 4.3. Public and Private Sector Actors and the Gender Policy

The second and last objective of the multi-stakeholder engagement workshops was to ensure that the Gender Policy so developed serves as an entry point for actors in both public and private sectors dealing with gender issues in the sector. This agriculture sector gender policy is informed by the 2019 revision of National Policy on Gender and Development that was formulated through a consultative approach that involved a wide range of stakeholders, including public and private sector actors. The actors include Ministries, Departments and Agencies (MDA), Parliament (the National Assembly and Senate), Faith Based Organizations, Civil Society Organizations, Private Sector and academia among others. The National Policy on Gender and development is mainly aligned to the Bill of Rights and subsidiary legislations of the Kenyan Constitution; National and County Government systems and their respective mandates, the Medium Term Plan III (MTP III) as well as the international and regional gender treaties that have been ratified by Kenya. Most public and private sector stakeholders identified in this policy are, therefore, already dealing with gender issues.

The gender disaggregated stakeholder identification exercise identified actors from public and private sectors, their capacities and areas of growth that needed to be addressed for the policy to be implemented successfully. Indeed, both public and private sector stakeholders, which are already engaged in gender issues, have complimentary roles. Nevertheless, public sector stakeholders were more than private sector stakeholders. The expected public sector stakeholders were the ministries and county departments of agriculture and gender, but other ministries, like interior, and departments, like the county assembly, were also identified. One category of private sector stakeholders – NGO/CBO/FBO – stood out prominently as the most relevant private sector stakeholders identified by men and private sector players such as banks were the most relevant private sector stakeholders identified by women. The public sector stakeholders required skilled personnel and financial capacity. The private sector stakeholders also require skilled personnel, but most of them have financial capacity. Private sector stakeholders, however, lack transparency and use top-down approaches. Intentional forging of partnerships between public and private sector stakeholders to enhance these stakeholders' complementarity shall be necessary for the successful implementation of this Agriculture Sector Gender Policy.

Pending the implementation of the agriculture sector gender policy, certain actions and responsibilities by specific stakeholders have been specified as follows. At the national level, copies of the agriculture sector gender policy document shall be left in the custody of The Gender Unit of the Ministry of Agriculture and the Policy Unit of the Ministry of Public Service and Gender and the National Gender and Equality Commission. At the county level, the agriculture sector gender policy document shall be in the custody of County Executive Committee Members of Agriculture and Public Service and Gender. The responsibility for policy dissemination, interpretation, harmonization and domestication lies with the Gender Unit of the Ministry of Agriculture, its county counterpart and the management of the sector organizations. The agriculture sector gender policy will be reviewed and updated as necessary, but at least once in every five years.

## 5. Conclusion

In conclusion, implementation of the Agriculture Sector Gender Policy will require clarification of function between national and county governments. This should be closely followed by the development of a most effective model of cascading function from national to county scales of governance. Second, it requires preparations in terms of developing the requisite human and financial capacity to implement the policy, which are inadequate across all eight REBS. Capacity development can be easily undermined by misguided discourses such as the one that empowering the girl child results in disempowering the boy child. Such discourses should be countered with facts and figures about the status of empowerment of men, women, boys and girls.

Nuances among REBS in cultural norms, the history of gender development, the status of gender equality, capacity needs and gaps identified in the discussions suggest that interventions to implement the agriculture gender policy will differ with the differing contexts. Finally, forging public private partnerships, as an enabling environment for the successful uptake of the policy, is key to the successful implementation of the agriculture Sector Gender Policy.