



European Union



Ministry of Agriculture, Livestock &  
Fisheries-State Department of Livestock




IFAD-International Fund for  
Agricultural Development

## KENYA CEREALS ENHANCEMENT PROGRAMME-KCEP

### REVISED STUDY REPORT STUDY ON GENDER, EQUITY AND SOCIAL INCLUSION

**SUBMITTED TO:**  
THE PROGRAMME COORDINATOR  
KENYA CEREAL ENHANCEMENT PROGRAMME  
P.O. BOX 30028-00100  
NAIROBI

**SUBMITTED BY:**  
  
CAPITAL STRATEGIES (K) LIMITED  
NORWICH UNION HOUSE, 6TH FLOOR  
P.O. BOX 7496-00100  
NAIROBI  
TEL: 254-020-2022749/2090529  
EMAIL: [info@capitalstrategies.co.ke](mailto:info@capitalstrategies.co.ke)

**OCTOBER, 2016**

## **ACKNOWLEDGEMENTS**

Capital Strategies Kenya Limited wishes to recognize a number of people who have provided support to enable the Gender, Equity and Social Inclusion Study to be concluded successfully.

Firstly, we wish to thank most sincerely KCEP PCU for giving us the opportunity to conduct this study. We owe a debt of gratitude firstly to the Senior Project Coordinator, Ms Esther Magambo and the Project Coordinator, Ms Mary Anne Njogu, for their support, assistance and guidance during the entire period of the study. We are also thankful to Mr. Kiprotich Chomboi, KCEP Value Chain Development Specialist; Mr. Raymond Chelule, KCEP Monitoring and Evaluation Officer; Ms. Zaveria Thuku, KCEP Financial Services Specialist; Ms Pamela Kimkung, KCEP Gender Specialist; Ms Elizabeth Ssendiwala, Regional IFAD Gender Specialist and Mr. Thomas Mumu, Farmer Group Empowerment and Gender Mainstreaming In-charge, Smallholder Horticulture Empowerment and Promotion Project for Local and Up-Scaling (SHEP PLUS) for their comments, feedback and inputs during various stages of study, that helped to improve the final GESI report.

We remain grateful to the various other stakeholders who provided us with primary and secondary data, in addition to comments and feedback during the stakeholder validation workshops held in Western and Eastern Region in October, 2016. These individuals included: Programme beneficiaries who participated in individual interviews and Focus Group Discussions; Key Informants who included Ministry of Agriculture, Livestock and Fisheries staff in all eight counties, KCEP Partner Organizations, Community leaders and Agro dealers. These stakeholders provided us with important information which formed the basis of this report.

We recognize the efforts of the team of 32 enumerators that worked tirelessly across the eight Programme Counties to interview individual farmers. Finally, we would also like to pass our gratitude to the Capital Strategies (K) Limited Consulting Team that included: Pius K. Ng'ang'a (Team Leader); Josphat Ireri; Damaris Mulewa; Grace Kathure Mugo; Miriam Njoki Warui; Lydiah Mokaya; Edwin Mwaniki Mwangi; Yvone Micere Kiragu; Rufus Maina and Faith Gathoni Mwai. This team's input was invaluable and immensely contributed to the successful completion of this study.

## TABLE OF CONTENTS

ACKNOWLEDGEMENTS .....	ii
LIST OF TABLES .....	v
LIST OF ACRONYMS .....	vii
EXECUTIVE SUMMARY .....	xv
1.0 BACKGROUND INFORMATION .....	17
1.1 Programme Rationale .....	17
1.2 Scaling Up What Works.....	17
1.3 Objectives of the Programme.....	18
1.3.1 Programme Target Area .....	18
1.3.2 Programme Target Group.....	18
1.3.3 Programme Implementation Arrangements .....	18
1.4 Objective of the Gender, Equity and Social Inclusion (GESI) Study .....	19
1.4.1 Scope of Work for the GESI Study.....	19
1.5 Outputs/Deliverables.....	20
2.0 STUDY METHODOLOGY.....	21
2.1 Methodology Outline.....	21
3.0 STUDY PRESENTATION, ANALYSIS AND INTERPRETATION OF FINDINGS.....	26
3.1 Preliminary Findings.....	26
3.2 Main Study Findings .....	36
3.2.1 Poverty Typology in the Programme Area .....	36
3.2.2 Characteristics of Producers in the Programme Area .....	41
3.2.3 Access To and Control of Benefits along the Target Value Chains.....	46
3.2.4 Gender Roles and Responsibilities.....	51
3.2.5 Level of Participation of All Gender Groups in Farmer’s Organizations .....	58
3.2.6 Opportunities and Measures to Promote Social Inclusion in the Three Value Chains.....	61
3.2.7 Measures to Prevent the Misuse of the E-Voucher System .....	63
3.2.8 Social Inclusion and Protection Strategies.....	65
3.2.9 Beneficiary Selection Process for E-Voucher System.....	80
3.2.10 Measures to Facilitate Women and Youth Access to Support Services and Programme Activities .....	81
3.2.11 Methodology for Assessing Group Capacity.....	83
4.0 SUMMARY, CONCLUSIONS AND RECOMMENDATIONS .....	89
4.1 Summary of Findings .....	89
4.1.1 Summary of Preliminary Findings .....	89
4.1.2 Poverty Typology in the Programme Area .....	89
4.1.3 Characteristics of Producers in the Programme Area .....	90
4.1.4 Access To and Control of Benefits along Target Value Chains.....	90
4.1.5 Gender Roles and Responsibilities.....	91
4.1.6 Level of participation of all gender groups in farmers organizations .....	91
4.1.7 Opportunities and Measures to Promote Social Inclusion in the Three Value Chains.....	91
4.1.8 Measures to Prevent the Misuse of E-Voucher System .....	91
4.1.9 Beneficiary Selection Process for E-Voucher System.....	91
4.1.10 Measures to Facilitate Women and youth Access to Support Services and Programme Activities .....	92

4.2 Conclusions .....92  
4.3 Recommendations .....93  
REFERENCES .....95  
5.0 APPENDICES .....98  
APPENDIX I: TERMS OF REFERENCE FOR GESI STUDY .....98  
APPENDIX II: LIST OF RESPONDENTS FOR KEY INFORMANT INTERVIEWS AND FGDS .....101  
APPENDIX III: DATA COLLECTION TOOLS USED .....110  
APPENDIX IV: KCEP PROGRAMME GENDER, EQUITY AND SOCIAL INCLUSION (GESI) ACTION PLAN  
.....132  
APPENDIX V: MINUTES OF STAKEHOLDER VALIDATION WORKSHOPS .....144  
APPENDIX VI: SELECTED DISSAGGREGATED DATA .....149

## LIST OF TABLES

Table 2.1: Target Sample for Key Informant Interviews.....	23
Table 2.2: Field Work Itinerary for the Nine Counties.....	24
Table 3.1: Distribution of Respondents per County.....	26
Table 3.2: Key Informants Interviewed against Target.....	27
Table 3.3: Gender of the Respondents.....	28
Table 3.4: Age Distribution of the Respondents.....	28
Table 3.5: Marital Status of the Respondents.....	29
Table 3.6: Head of the Households.....	30
Table 3.7: Size of Households.....	30
Table 3.8: Education Level of the Respondents.....	31
Table 3.9: Source of Income for Respondents.....	32
Table 3.10: Type of Roofing.....	32
Table 3.11: Type of wall.....	33
Table 3.12: Type of Floor.....	33
Table 3.13: Type of Window.....	33
Table 3.14: Main Source of Water for Domestic Use.....	34
Table 3.15: Average Distance to the Nearest Water Source.....	34
Table 3.16: Table 4: Type of Toilet Facility.....	35
Table 3.17: Access to Financial Institutions.....	35
Table 3.18: Access to Credit from Financial Institutions.....	36
Table 3.19: Assessment of the Economic Situation of the Households.....	38
Table 3.20: Household Ownership of Assets.....	39
Table 3.21: Ownership of Farm Tools and Equipment.....	40
Table 3.22: Ranking of the Respondent’s Priorities.....	40
Table 3.23: Average Size of Land in the High Potential Maize Producing Zones.....	42
Table 3.24: Average Size of Land in the Semi-Arid Lowlands.....	42
Table 3.25: Land Ownership by Households.....	45
Table 3.26: Average Size of Land Owned by Households.....	45
Table 3.27: Main Constraints Limiting Crop Production in the Programme Area.....	46
Table 3.28: Ownership of Family Assets by Gender.....	47
Table 3.29: Management of Family Assets by Gender.....	48
Table 3.30: In Whose Name is Family Land Registered?.....	48
Table 3.31: Who takes Produce to the Market for Sale?.....	49
Table 3.32: Who Makes Key Decisions over Sale of Harvested Produce?.....	49
Table 3.33: Gender Roles by Men, Women and Youth in the Western Region.....	53
Table 3.34: Gender Roles in Eastern region.....	54
Table 3.35: Daily Activity Schedule for Western Region.....	55
Table 3.36: Daily Activity Schedule for Nakuru Region.....	55
Table 3.37: Daily Activity Schedule for Eastern Region.....	56
Table 3.38: Gender Workload Analysis for Eastern Region.....	57
Table 3.39: Gender Workload Analysis for Western Region.....	57
Table 3.40: Gender Workload Analysis for Nakuru County.....	57
Table 3.41: Leadership Positions Held by the Respondents.....	58
Table 3.42: Are Women Given Equal Chances in Leadership Positions.....	59
Table 3.43: Leadership Preferences by Gender.....	59
Table 3.44: Gender Representation in Leadership Positions.....	60
Table 3.45: Attendance by Gender in Public Meetings.....	60

Table 3.46: Participation by Gender during Public Meetings .....60  
Table 3.47: WEAI Domains .....69  
Table 3.48: Methodology for Assessing Group Capacity .....86  
Table 3.49: Qualitative & Quantitative Indicators for Assessing Group Capacity.....83

## LIST OF ACRONYMS

<b>AGMARK</b>	Agricultural Market Development Trust
<b>ASCU</b>	Agriculture Sector Coordination Unit
<b>ASDS</b>	Agriculture Sector Development Strategy
<b>BPFA</b>	Beijing Platform for Action
<b>CAP</b>	Community Action Plan
<b>CBK</b>	Central Bank of Kenya
<b>CDA</b>	County Director of Agriculture
<b>CDSD</b>	County Director of Social Development
<b>CEDAW</b>	Convention on Elimination of all forms of Discrimination against Women
<b>CGA</b>	Cereal Growers Association
<b>CPC</b>	County Project Coordinator
<b>EFA</b>	Education for All
<b>EU</b>	European Union
<b>ECOSOC</b>	United Nations and Social Council
<b>FAO</b>	Food and Agriculture Organisation
<b>FBO</b>	Faith Based Organisation
<b>FGD</b>	Focus Group Discussion
<b>GAD</b>	Gender and Development
<b>GESI</b>	Gender, Equity and Social Inclusion
<b>GoK</b>	Government of Kenya
<b>ICPD</b>	International Conference on Population and Development
<b>IFAD</b>	International Fund for Agricultural Development
<b>KALRO</b>	Kenya Agricultural and Livestock Research Organisation
<b>KCEP</b>	Kenya Cereal Enhancement Programme
<b>KDHS</b>	Kenya Demographic and Health Survey
<b>KIIS</b>	Key Informant Interviews
<b>KNBS</b>	Kenya National Bureau of Statistics
<b>MDGs</b>	Millennium Development Goals
<b>MOALF</b>	Ministry of Agriculture, Livestock and Fisheries
<b>M&amp;E</b>	Monitoring and Evaluation
<b>NAAIAP</b>	National Accelerated Agricultural Inputs Access Programme
<b>NEMA</b>	National Environmental Management Authority
<b>PCU</b>	Project Coordination Unit
<b>PDR</b>	Project Design Report
<b>PIM</b>	Project Implementation Manual
<b>PLWD</b>	Person Living With Disability
<b>PSC</b>	Project Steering Committee
<b>ROK</b>	Republic of Kenya
<b>SCAO</b>	Sub-County Director of Agriculture
<b>SDGs</b>	Sustainable Development Goals
<b>SRA</b>	Strategy for Revitalising Agriculture
<b>TOR</b>	Terms of Reference
<b>UNDP</b>	United Nations Development Programme
<b>USAID</b>	United States Agency for International Development

**USDA** Unites States Department for Agriculture  
**USD** United States Dollars  
**UN** United Nations  
**VCDS** Value Chain Development Specialist  
**WEAI** Women Empowerment in Agriculture Index  
**WB** World Bank

## DEFINITION OF TERMS

**Affirmative Action:** Action taken on a temporary basis in favor of a disadvantaged group so as to enhance equality, combat the direct and indirect consequences of past discrimination.

**Culture:** is a people's total way of life-an integrated pattern of human knowledge, beliefs and behavior. It consists of language, ideas, beliefs, customs, taboos, codes, institutions, tools, and ceremonies<sup>1</sup>.

**Empowerment:** The ability of a woman/man to control her/his own destiny. For women to be empowered they must not only have equal capacities and equal access to resources and opportunities but must also have agency to use those rights to make choices and decision provided through leadership opportunities and participation in political institutions. The pillars of empowerment include capacities, resources, opportunities, and security.

**Engender:** The process of ensuring that planning and programming is appreciative of and takes into account the female and male differences and concerns.

**Female Headed Household:** A household where the female has the power and authority and in turn has control over the general affairs of the family including decision making. This is also the household where the female provides for the family needs and makes decision whether the male is there or not.

**Feminization of agriculture:** refers to women's increasing participation in the agricultural labour force, whether as independent producers, as unremunerated family workers, or as agricultural wage workers. Specifically, feminization of agriculture entails; (a) an increase in women's participation rates in the agricultural sector, either as self-employed or as agricultural workers; in other words, an increase in the percentage of women who are economically active in rural areas and; (b) an increase in the percentage of women in the agricultural labor force relative to men, either because more women are working and/or because fewer men are working in agriculture.

**Gender:** The socially constructed roles and responsibilities assigned to men and women in a given culture, location and the societal structures that support it. Gender is learned, dynamic and changes over time.

**Gender action learning system:** (GALS) is a community-led empowerment methodology aiming at 'constructive economic, social and political transformation' in gender relations and gender justice. GALS is not only a 'methodology for women', but a mainstreaming methodology for women and men to address gender issues important to the effectiveness of any development.

---

<sup>1</sup>Zobhina, A. (2009). Glossary of Gender-Related Terms. Mediterranean Institute of Gender Studies.

**Gender Analysis:** The process of examining roles and responsibilities or any other situations in regard to women and men; boys and girls, with a view to identifying gaps, raising concern and addressing them; investigating and identifying specific needs of girls and boys, women and men for policy and programme development and implementation.

**Gender approaches:** refers to the ways in which interventions or programmes designed by various communities and organizations take into account the issues of gender. There are three basic types of gender approaches namely;

- **Gender-neutral:** this is an approach that distinguishes little between the needs of men and women, neither reinforcing nor questioning gender roles.
- **Gender-sensitive/responsive:** this is an approach that seeks to redress existing gender inequalities by addressing gender norms, roles and access to resources in so far as needed to reach the programme or project goals
- **Gender-transformative:** this is an approach that seeks to re-define women's and men's gender roles and relations by transforming unequal gender relations to promote shared power, control of resources, decision-making and support for women's empowerment.

**Gender awareness:** refers to gender-sensitive attitudes and a commitment to placing women's and men's, needs and priorities at the center of development planning and programming.

**Gender blindness:** refers to the failure to recognize that gender is an essential determinant of social outcomes impacting on projects and policies. A gender blind approach assumes gender is not an influencing factor in projects, programs or policy.

**Gender disaggregated data:** refers to statistical information which differentiates between men, women and youth e.g. Number of men and women participating in a development project, instead of number of people participating in a development project. This allows one to see disparities.

**Gender Discrimination:** Prejudicial treatment, restriction or exclusion made on the basis of one's gender - man or woman, which has an effect of impairing or nullifying the recognition, enjoyment of human rights and fundamental freedoms.

**Gender division of labour:** refers to the different work that men and women do as a consequence of their socialization patterns-men's work or women's work.

**Gender equality:** Attainment of fundamental rights, a situation where men and women are seen to be equal, provided with equal opportunities in the society, enjoying equal benefits and are treated the same before the law. Gender equality cannot come about only through changes in women's condition – it requires transformation of the structures and systems which lie at the root of women's subordination and gender inequality. This transformation cannot be induced by external interventions. Women must themselves become active agents of change. Gender equality therefore demands women's and men's empowerment, a

process that leads to greater participation in social and political processes, greater decision-making power and to conscious action for social transformation.

**Gender equity:** A condition in which men and women participate as equals, have equal access to resources, opportunities and are provided with an enabling and empowering environment in the personal, social, cultural, political and economic arenas.

**Gender Household methodologies-** Household methodologies are participatory methodologies that enable family members to work together to improve relations and decision making, and to achieve equitable workloads. Their purpose is to strengthen the overall wellbeing of the household and all its members.

**Gender Issues:** Specific consequence of the inequality of men and women.

**Gender Mainstreaming:** The consistent integration of gender concerns into the design, implementation, monitoring and evaluation of policies, plans, programmes, activities and projects at all levels.

**Gender Parity Index (GPI);** this sub-index reflects the percentage of women who are as empowered as the men in their households. For those households that have not achieved gender parity, the GPI sub-index shows the gap that needs to be closed for women for women to reach the same level of empowerment as men.

**Gender planning** refers to the process of planning developmental programmes and projects that are gender sensitive and which take into account the impact of differing gender roles and gender needs of women and men in the target community or sector.

**Gender needs:** leading on from the fact that women and men have differing roles based on their gender, they will also have differing gender needs. These needs can be classified as either strategic or practical needs. **Practical needs** are the gender needs that women and men can easily identify, as they relate to living conditions. They are practical in nature and often concern inadequacies in living conditions such as water provision, health care and employment. **Strategic gender needs** are the needs women identify because of their subordinate position in society. They vary according to particular contexts, related to gender divisions of labour, power and control, and may include issues such as legal rights, domestic violence, equal wages and women's control over their bodies. They are more long term and less visible than practical gender needs.

**Gender roles:** are learned behaviors in a given society/community, or other special group, that condition which activities, tasks and responsibilities are perceived as male and female. Gender roles are affected by age, class, race, ethnic, religion and by the geographical, economic and political environment. Both men and women play multiple roles in society. The gender roles of women can be identified as reproductive, productive and community managing roles, while men's are categorized as either productive or community politics. Men are able to focus on a particular productive role and play their multiple roles

sequentially. Women, in contrast to men, must play their roles simultaneously, and balance competing claims on time for each of them. Here is a brief description of each of the role;

- **Productive roles:** are the activities carried out by men and women to produce goods and services either for sale, exchange, or to meet the subsistence needs of the family. For example in agriculture, productive activities include planting, animal husbandry and gardening that refers to farmers themselves, or for other people as employees;
- **Reproductive roles:** refers to activities needed to ensure the reproduction of society's labour force. This includes child bearing, rearing and care of family members such as children, elderly and workers. These tasks are done mostly by women;
- **Community managing roles:** refers to activities undertaken primarily by women at the community level, as an extension of their reproductive role, to ensure the provision and maintenance of scarce resources of collective consumption such as water, health care and education. This is voluntary unpaid work undertaken in "free" time;
- **Community politics roles:** refers to activities undertaken primarily by men at the community level, organizing at the formal political level, often within the framework of national politics. This work is usually undertaken by men and may be paid directly or result in increased power and status;
- **Triple role/multiple burden:** these terms to the fact that women tend to work longer and more fragmented days than men as they are usually involved in three different gender roles- reproductive, productive and community work.

**Gender relations:** are the social relationships between women and men. Gender relations are simultaneously relations of co-operation, connection and mutual support, and of conflict, separation and competition, of difference and inequality. Gender relations are concerned with how power is distributed between the genders.

**Gender responsiveness:** Putting actions/activities in place to address gender-based unfairness and discriminatory treatment to promote equity, empowerment and advancement of both men and women.

**Gender sensitivity** encompasses the ability to acknowledge and highlight existing gender differences, issues and inequalities and incorporate these into strategies and actions.

**Gender Sensitization:** the process of developing people's awareness, knowledge and skills on gender issues.

**Human rights:** are basic rights and freedoms that all people are entitled to irrespective of nationality, gender, national or ethnic origin, race, religion, language, or other status.

Human rights are believed to be universal in application and egalitarian, with all people having equal rights by merit of being human.

**Mainstreaming:** Bringing the experience, knowledge and interests of women and men to bear on the development agenda. This may be through gender specific activities and affirmative action, whenever women are in a particular disadvantageous position. Gender specific interventions target women exclusively; men and women together or only men, to enable them participate in and benefit equally from development efforts.

**Participation:** implies that women and men have the potential to articulate their needs and interests, and take responsibilities for development actions.

**Patriarchy:** Are the systemic societal structures that institutionalize male physical, social and economic power over women.

**Poverty:** is defined in either relative or absolute terms. Absolute poverty measures poverty in relation to the amount of money necessary to meet basic needs such as food, clothing and shelter. The concept of absolute poverty is not concerned with broader quality of life issues or with the overall level of inequality in the society. The concept therefore fails to recognize that individuals have important social and cultural needs. Hence, the development of the concept of relative poverty. Relative poverty defines poverty in relation to the economic status of other members of the society; people are poor if they fall below the prevailing standards of living in a given societal context. An important criticism of both concepts is that they are concerned with income and consumption.

**Resources:** are means and goods, including those that are economic (household income) or productive (land, equipment, tools, work, and credit): political (capability for leadership, information and organization); and time.

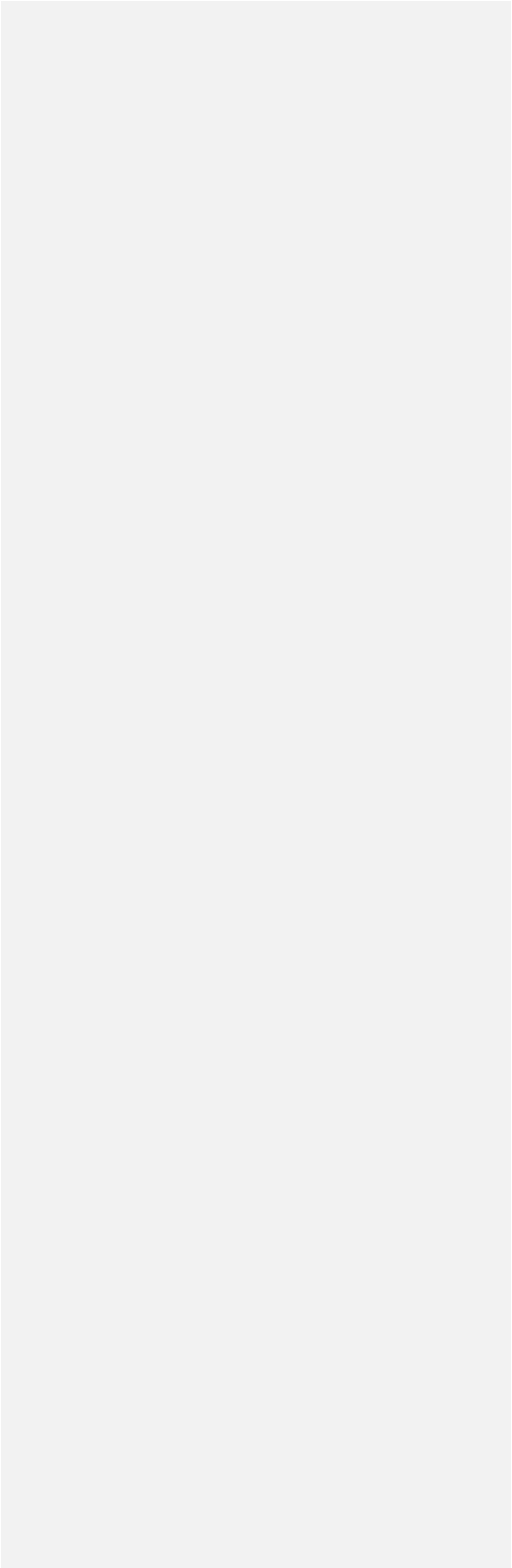
**Social inclusion:** is the removal of institutional barriers and the enhancement of incentives to increase access by diverse individuals and groups to development opportunities.

**Social exclusion:** can be defined as the experience of social, cultural and economic inequalities. It is the process whereby certain individuals, groups or communities are pushed to the edge and cannot participate fully because of poverty, inadequate education or underdeveloped life skills.

**Value addition:** includes processing, branding, quality certification and accreditation, as well as farm level quality improvements that the market values.

**Women's Empowerment in Agriculture Index (WEAI):** is an innovative new tool composed of two sub-indexes; one measures the five domains of empowerment of women, and the other measures gender parity in empowerment within the household. These five domains include; (a) decisions about agricultural production; (b) access to and decision making power over productive resources; (c) Control over use of income; (d) leadership in the community and; (e) time use. It is an aggregate index reported at the country or

regional level that is based on individual level data on men and women within the same households.



## EXECUTIVE SUMMARY

The promotion of gender equality and equity is an important strategy for poverty reduction and sustainable development in a country. The concept of gender equality focuses on three main thematic areas namely, empowerment of men and women, enhanced voice and decision making, and reduced workloads for women and equitable sharing of benefits. Indeed, recent studies on poverty in Kenya recognize that human capital constraints particularly gender, labour availability and education influence the uptake of Programme interventions. It is against this background that the Kenya Cereal Enhance Programme (KCEP) commissioned the study on Gender, Equity and Social Inclusion with the overall purpose of informing the Programme on how to develop inclusive strategies to ensure that gender issues are mainstreamed in Programme activities. This study specifically sought to: identify the distinctive characteristics of male, female and youth producers of different poverty levels with specific reference to the maize, sorghum, millet, and pulses value chains; to identify the key gender roles and challenges associated with the various stages of the value chains; to identify opportunities and measures required to promote different gender inclusion in the three (3) value chains; and to mainstream gender and social inclusion issues into Programme implementation with particular focus on promoting economic empowerment; equal voice and representation; and equitable balance in workloads and sharing of economic benefits.

To achieve these objectives this study utilized a combination of quantitative and qualitative research methods including individual household interviews, focus group discussions, key informant interviews and informed judgment and observations while in the field. This survey carried out a total of 387 household interviews across eight Programme Counties. In addition, 17 Focus Group Discussions were organized within the Programme area. Further, 55 Key Resource Persons were interviewed.

The study findings indicate that most of the households covered in the Programme area were poor and many families could hardly afford basic necessities of life such as food and clothing throughout the year. Moreover, the ownership of assets such as water tanks, boreholes/wells and stand pipes that were directly linked to improved crop production was quite low. It was also found out that women were disadvantaged in terms of ownership, access and control of assets. Women tended to own and hardly controlled, small value items such as small stock animals and household items. Men on the other hand generally owned and controlled items of high value like land, cash crops and large stock animals. The study also revealed that women contributed the greater percentage of farm labour while men only came in at the beginning to till the land and at the end to take the produce to the market, to collect the sales proceeds and to decide on how income from the produce would be spent. Gender workload was generally uneven with women working an average of 15-17 hours a day while men worked an average of 9 to 10 hours a day in the Programme area. However, on a more positive note, it was established that women and men were actively involved in farmer organizations. Men mostly were considered for Chairperson Positions while women were considered mostly for Vice-Chair and Treasurer Positions. However, the level of youth involvement in farmer organizations and crop production generally was identified to be very low.

These study findings have important implications in ensuring equity and social inclusion of all gender groups in the Programme interventions. A number of recommendations can be drawn from these findings. For example, there is need to conduct sensitization campaigns aimed at change of attitudes by the community members on important gender aspects such as workload distribution and access and control of assets. By introducing aspects of technology such as energy saving technologies like water harvesting, men would be sensitized to share some reproductive roles with women. This would allow both men and women to dedicate more of their efforts to food production thereby improving crop productivity and enhancing food security for the families. In addition, capacity building of farmers was required on good agronomic practices in order to improve crop productivity and this needed to be complimented with effective crop extension services. This would be critical in enabling more farmers to pursue commercial oriented crop production. Lastly, capacity building programmes should also have a component on group dynamics and gender mainstreaming issues to emphasize the need for empowerment of women and youth especially.

This report is structured into four chapters and appendices. Chapter one presents the background information of the Programme and the objectives and scope of work for the GESI study. Chapter two highlights the study methodology. Chapter three outlines the study presentation, analysis and interpretation of findings as per the terms of reference for the assignment. Chapter four presents the summary, conclusions and recommendations of the study. Thereafter the report presents the appendices which include the terms of reference for the study, the list of respondents for key informant interviews and FGDs, data collection tools used and finally the Programme gender, equity and social inclusion (GESI) Action Plan.

## **1.0 BACKGROUND INFORMATION**

The Kenya Cereal Enhancement Programme (KCEP) is a strategic public-private-partnership between the Government of Kenya, European Union, and International Fund for Agricultural Development and Equity Bank. The Programme aims at reducing cereal deficit and promotion of food security and increasing incomes. Through this partnership, the Government of Kenya invests Kshs. 3.3 billion to support 100,000 smallholder farmers to graduate from cereal subsistence farming to commercial agriculture through targeted investments in key cereal value chains. KCEP is implemented by the State Department of Agriculture, Ministry of Agriculture, Livestock and Fisheries.

### **1.1 Programme Rationale**

Kenya is a food deficit country. Even during a bumper harvest year, it imports up to 20% of its annual cereal requirements. Poverty is inextricably related to food insecurity. An estimated 47% of the rural population has insufficient food to meet their daily energy requirements. Improvement in cereal production is constrained by limited adoption of crop technologies including improved seed varieties, adequate fertilizer use, soil and water management, conservation agriculture, processing and storage.

KCEP targets three main rain-fed cereal staples, maize, sorghum and millet and pulses such as beans, cow peas, pigeon peas and green grams. The crops are both traditional staple food and also have important market potential. Increased production in these crops has significant scope for enhancing food security and nutrition as well as improving income for smallholder farmers.

### **1.2 Scaling Up What Works**

KCEP builds on important lessons learned from the Government of Kenya's NAAIAP Programme which began in 2007/2008 financial year. Under NAAIAP, smallholder farmers were provided with a one year subsidy-voucher covering agricultural inputs, mainly fertilizer (basal and top dressing) and certified seeds and extension services aimed at increasing their farm productivity and graduation to commercial agriculture. Within a year, smallholder farmers recorded a noticeable increase in productivity allowing them to generate a surplus for marketing and income generation as a result of selling the surplus.

Yet, sustainability remained a challenge. Farmers received inputs package for one season after which they were expected to graduate to commercial farming. However, farmers remained dependent on free inputs to maintain increases in yields. The programme faced significant delays in payment of agro-dealers affecting their capacity to procure inputs in a timely manner for farmers use. There was insufficient attention to post harvest management to reduce losses, marketing and access to financial services. These are important lessons that KCEP builds on to enhance sustainability.

### **1.3 Objectives of the Programme**

The overall objectives of the Kenya Cereal Enhancement Programme are to:

- Contribute to national food security by increasing production of cereal staples, maize, sorghum, millet and associated pulses;
- Increase income of smallholder farmers in medium and high potential production areas of targeted crops; and
- Support smallholder farmers in graduating from subsistence to commercial agriculture along a value chain approach.

#### **1.3.1 Programme Target Area**

The programme area covers eight counties of which five are in the maize production zones - Bungoma, Kakamega, Nakuru, Nandi and Trans Nzoia - and three in the semi-arid areas growing sorghum, millet and pulses - Embu, Kitui and Tharaka Nithi. Counties were selected using five key criteria: (i) agro-ecological and economic potential; (ii) poverty incidence; (iii) population density; (iv) target commodity contributing to household income/food security and representing the best option the poor have for market participation; (v) geographical concentration to maximize impact. Within these counties, 16 sub-counties will be selected using the same criteria.

#### **1.3.2 Programme Target Group**

KCEP support targets 100,000 smallholder farmers whose livelihoods depend on maize, sorghum and millet. Approximately 40,000 smallholder subsistence farmers will be supported to graduate to commercial agriculture through an e-voucher inputs package. These farmers will be eligible to receive other services i.e. capacity building, financial services, post-harvest services, market linkages and post harvest management including warehouse systems. KCEP have indirect target groups who will benefit from spill-over effects of programme activities. The indirect target beneficiaries include stakeholders in the three value chains who will facilitate smallholders' to access support services. Special focus will be on women-headed households and the youth.

#### **1.3.3 Programme Implementation Arrangements**

KCEP's lead implementing agency is the State Department of Agriculture, in the Ministry of Agriculture, Livestock and Fisheries (MoALF). A Programme Coordination Unit (PCU) is responsible for the overall coordination and management of the Programme. Activities will be implemented by partners namely, Kenya Agricultural and Livestock Research Organization (KALRO), Agricultural Market Development Trust (AGMARK), Equity Bank and Equity Group Foundation and other service providers to be procured by the PCU.

## 1.4 Objective of the Gender, Equity and Social Inclusion (GESI) Study

Recent studies on poverty mobility in Kenya recognize that human capital constraints particularly gender, labour availability and education influence the uptake of Programme interventions. Based on this, KCEP proposed to carry out a study on **Gender, Equity and Social Inclusion** to inform the Programme on how to develop inclusive strategies to ensure that gender issues were mainstreamed. The specific objectives of this study were:

- i) To identify the distinctive characteristics of male, female and youth producers of different poverty levels with specific reference to the maize, sorghum, millet, and pulses value chains;
- ii) To identify the key gender roles and challenges associated with the various stages of the value chains;
- iii) To identify opportunities and measures required to promote different gender inclusion in the three (3) value chains; and
- iv) To recommend ways of mainstreaming gender and social inclusion issues into Programme implementation with particular focus on promoting economic empowerment; equal voice and representation; and equitable balance in workloads and sharing of economic benefits.

### 1.4.1 Scope of Work for the GESI Study

Capital Strategies (K) Limited was contracted by KCEP to carry out the GESI Study with the purpose of designing a gender, equity and social inclusion target and mainstreaming strategy throughout project activities based on implementation plans for each value chain. In carrying out the GESI study, the following activities were agreed upon:

- i) To establish the proportion of male, female and youth headed households in the Programme areas;
- ii) To refine the poverty typology for the target sub counties earlier prepared during Programme design;
- iii) To detail the main characteristics (assets, practices, seasonal vulnerabilities, cash and other key constraints) of producers of different poverty levels in the target sub-counties;
- iv) To identify the factors that prevent women from gaining equal access and benefits along the target value chains;
- v) To establish roles and responsibilities of all the gender groups in the target cereal enterprises and other household activities;
- vi) To determine level of participation of all the gender groups, youth and other vulnerable groups in farmer organizations;
- vii) To identify opportunities and measures required to promote the inclusion of the various groups in the three value chains;
- viii) To identify measures to prevent misuse of the e-voucher;
- ix) To identify existing social inclusion and protection strategies;

- x) To review the beneficiary selection process for e-vouchers so that it is adjusted to the poverty profile of each target area;
- xi) To propose measures to facilitate women's and youth access to support services and Programme activities as well as mainstreaming gender equity into programme activities;
- xii) To propose a methodology for assessing group capacity, in line with social characteristics and social inclusion issues;
- xiii) To develop a detailed action plan that will guide targeting, gender and youth focus within the 3 components of the project;
- xiv) To hold a stakeholders' workshop to validate the study findings before submission of the final report.

### 1.5 Outputs/Deliverables

The following outputs and deliverables were agreed up on:

- i) **An Inception Report** would be presented within one week of signing the contract that detailed the approaches, methodologies and clearly outlined work schedule;
- ii) **A Draft Final Report** would be presented - to include proposed intervention measures, strategies, methodologies and recommendations for gender mainstreaming, social inclusion and prevention of misuse of the e-voucher;
- iii) **A Final Report** after the validation of the report through incorporating feedback from stakeholders; and
- iv) **Action plan** detailing targeting, gender and youth focus in each of the 3 components.

## 2.0 STUDY METHODOLOGY

This study was designed to be a descriptive research and a fact finding exercise. The primary focus was to establish the state the affairs on aspects of Gender, Equity and Social Inclusion as they existed in the target population. In order to achieve the objectives of this study the methodology Capital Strategies employed a number of data collection techniques including: desk review of relevant documents, briefing and debriefing with KCEP PCT, Quantitative Research consisting of Individual Household Interviews and Qualitative Research consisting of Key Informant Interviews (KIIS), Focus Group Discussions (FGDs) with target Programme beneficiaries, observation and use of informed judgment through field visits.

### 2.1 Methodology Outline

The following methodology outline was applied to achieve the study objectives:

- i) Study Preparatory Activities;
- ii) Data Collection Methodology;
- iii) Data Processing and Analysis;
- iv) Preparation of Draft Study Report;
- v) Validation Workshop
- vi) Final Report Preparation.

#### i) Study Preparatory Activities

**a) Review of existing Literature and documents:** The following literature sources were consulted amongst others:

- ✓ KCEP Programme Design Report (PDR);
- ✓ Programme Implementation Manual (PIM);
- ✓ Programme Updated Log Frame;
- ✓ IFAD Supervision report and Aide Memoir for 2015-;
- ✓ Government of Kenya Reports, Publications and Documents including but not limited to:
  - Government of Kenya National Policy on Gender and Development (2000);
  - Sectional Paper No. 2 of 2006 on Gender Equality and Development;
  - Plan of Action (2008-2012) to implement the National Policy on Gender and Development (2008);
  - National Framework on Gender Based Violence (2009);
  - Convention on Elimination of all forms of Discrimination Against Women (CEDAW)
  - Constitution of Kenya (2010);
  - Vision 2030 document;
- ✓ IFAD Gender Policy;
- ✓ Other Documents:

- Millennium Development Goals (MDGs) document;
- Nairobi Forward Looking Strategies 1985
- Beijing Platform for Action 1995;
- Beijing +5 Document;
- Any other relevant gender specific report.

**b) Preparation of Inception report and work plan:** An Inception report was prepared, presented and agreed up on with KCEP and this report provided among others the time schedule for the study, the scope of work to be covered and the format of reporting the findings.

## ii) Data Collection Methodology

Data collection activities included the following:

- a) Sampling Procedures;
- b) Data Gathering Tools;
- c) Administration of the Study;

### a) Sampling Procedure

For purposes of establishing an appropriate sample size for collecting data from households (individual household interviews) a formula was used as presented below:

$$SS = \frac{Z^2 * (p) * (1-p)}{C^2}$$

Where:

**SS** = Sample Size;

**Z** = Z value (e.g. 1.96 for 95% confidence level);

**p** = percentage picking a choice, expressed as decimal (.5 used for sample size needed); **C** = confidence interval, expressed as decimal (e.g., .05 = ±5);

From the target Programme population of 100,000 a sample of 384 for the individual interviews was targeted using the above formula. In each sub-county, 24 respondents were selected to participate in the individual interviews. This sample was established to be adequate based on the fact that the population of interest exhibited homogeneous characteristics for each region (Western and Eastern) in addition to the exigency of time allocated for the assignment.<sup>2</sup> Further to the individual interviews, 16 focus group discussions (FGDs) and 40 Key Informant Interviews were planned.

To cater for different aspects of the Programme target groups including; subsistence farmers and smallholder farmers graduating to commercial agriculture, a cluster sampling procedure combined with simple random sampling was used to select actual respondents

<sup>2</sup> The study terms of reference (TORs) provided for 21 days to carry out the study. Following negotiations between KCEP and the consulting team, the time allowed for the assignment was amended to 31 days.

to be interviewed. In total 387 individual interviews were carried out across the Programme Area, a 100.8% achievement.

Sampling of respondents for Focus Group Discussions (FGDs) was done through a purposive sampling technique. This approach was selected in-order to allow participation of respondents who represented the different target groups of the Programme and the three value chains of maize, millet and sorghum. A target of sixteen **(16) FGDs** were planned to be carried out across the eight Programme Counties (One FGDs per Sub-County). A total of 17 FGDs were carried out, a 106.25% achievement.

Sampling of respondents for Key Informant Interviews was carried out using purposive sampling technique in order to ensure all key stakeholders were interviewed. The study targeted to interview the **40** key informants as per table 2.1 below. A total of 55 Key Informants was achieved, a 137.5% achievement.

**Table 2.1: Target Sample for Key Informant Interviews**

<b>S /No.</b>	<b>Key Informant Category</b>	<b>No. of Respondents</b>
1.	<b>Programme Co-ordination Unit (PCU)</b> -Programme Coordinator (1); -Monitoring & Evaluation Officer (M&E); -Value Chain Development Specialist (VCDS); -Financial Services Expert	<b>4</b>
2.	<b>County Programme Coordinators/ Ministry of Agriculture, Livestock and Fisheries (MOALF) and State Department of Agriculture;</b> -County Directors of Agriculture	<b>8</b>
3.	<b>County Directors of Gender and Social Development/Gender Desk Officers</b>	<b>8</b>
4.	<b>Community Leaders</b> (One per County) -Chief/Assistant Chief/Village elder or Religious Leader or Ward Administrators;	<b>8</b>
5.	<b>Agro dealers</b> (One per County)	<b>8</b>
6.	<b>Heads of Partner Institutions/KCEP Desk Officers:</b> -Kenya Agricultural & Livestock Research Organization (KALRO); - Agricultural Market Development Trust (AGMARK); - Cereal Growers Association (CGA); - Equity Bank and Equity Group Foundation.	<b>4</b>
<b>Total</b>		<b>40</b>

**b) Data Gathering Tools**

The following data collection tools were used:

- ✓ **Individual Structured Questionnaire:** this was used to collect quantitative research data;
- ✓ **Discussion Guides:** these were used to guide Focus Group Discussions (FDGs) and the Key Informant Interviews;
- ✓ **Checklists:** these were used for making observations.

**c) Administration of the Study**

Field data collection was carried out over a period of 13 days. Field work activities commenced in Nakuru County on Tuesday May 3rd, 2016 with piloting of the data collection tools. Upon completion and revision of the data collection tools, data for Nakuru County was collected from Wednesday May 4<sup>th</sup> to Friday May 6<sup>th</sup>, 2016. Field work for Bungoma, Transzoia, Kakamega and Nandi Counties were carried out from Monday May 16<sup>th</sup> to Friday May 20<sup>th</sup>, 2016. Field work for Kitui, Tharaka Nithi and Embu Counties was carried out from Monday May 23rd to Thursday May 26th, 2016. A breakdown of the field work itinerary in the nine counties is presented in the table below.

**Table 2.2: Field Work Itinerary for the Nine Counties**

Day	Morning	Afternoon
<b>Day 1</b>	i) Consultations with County Programme Coordinator/Director of Agriculture; ii) Review of sampling frame and mapping of respondents per cluster; iii) Selection of individual respondents for interview; iv) Selection of two groups for FDGs; v) Recruitment and training of Data Enumerators/Research Assistants (Two per Sub-County/Four per County);	vi) Individual Farmer Interviews Commence under supervision of Technical Experts; vii) Focus Group Discussions (by Technical Experts)
<b>Day 2-3</b>	i) Individual Farmer Interviews; ii) One-on-one interviews with Key Informants in the County; iii) Focus Group Discussions; iv) Collection of Questionnaires from Enumerators	

In all the eight Counties, the study team work with 32 data enumerators/research assistants who were selected from the respective Project counties in collaboration with County Directors of Agriculture (CDAs) and Sub-County Agriculture Officers (SCAOs), KCEP County Desk Officers to enhance ownership of the whole exercise. The research assistants were mainly experienced graduates or diploma holders who had prior exposure to data collection methodologies. These Data Enumerators/Research Assistants were used to carry out the individual farmer interviews in all the eight counties. In each County, four enumerators were recruited and trained to conduct the data collection (Two per Sub-County). All Key Informant Interviews and Focus Group Discussions (FGDs) were conducted by the Study Technical Experts.

### **iii) Data Processing and Analysis**

This study generated both quantitative and qualitative data. Quantitative data collected was tabulated, coded and then analyzed using the SPSS Package, (Version 22) with an aim of making inferences and drawing conclusions. Qualitative data was analyzed using transcript of discussions and interviews, constant comparison and content analysis of data. In transcript of discussion, interview data was transcribed and issues were analyzed and common opinions of different groups and respondents were grouped together depending on the responses provided. Frequencies of the opinions with common opinion were put together, in which the opinion with highest frequencies was presented. In content analysis of data, comparison of information from similar studies was done with information from the current study to establish distinctions. This was then used to draw conclusions and recommendations. A Draft Study Report was prepared and submitted to KCEP for review.

### 3.0 STUDY PRESENTATION, ANALYSIS AND INTERPRETATION OF FINDINGS

This chapter presents an analysis and interpretation of the study findings. The first section provides the preliminary study findings which consist mainly of the social and economic characteristics of the respondents. The next section provides the main findings as per the study terms of reference (TORs).

#### 3.1 Preliminary Findings

This section majorly outlines the basic social and demographic characteristics of the household respondents covered in the programme area.

##### a) Number of Respondents Interviewed

The study targeted to conduct interviews with 384 respondents in the eight (8) target counties. In total, 387 respondents were interviewed across the eight counties and achievement of 100.8% as per table the below.

**Table 3.1: Distribution of Respondents per County**

County	Number of Respondents Interviewed	Target Number of Respondents	Percentage of Achievement (%)
Bungoma	50	48	104%
Trans Nzoia	46	48	96%
Nakuru	48	48	100%
TharakaNithi	48	48	100%
Kakamega	48	48	100%
Nandi	52	48	108.3%
Embu	48	48	100%
Kitui	47	48	97.9%
<b>Total</b>	<b>387</b>	<b>384</b>	<b>100.8%</b>

The study targeted to interview 40 Key Informants. A total of 55 Key Informants were interviewed translating to a 137.5% achievement as per the table below.

**Table 3.2: Key Informants Interviewed against Target**

<b>S /No.</b>	<b>Key Informant Category</b>	<b>Target No. of Respondents</b>	<b>Number of Respondents Achieved</b>
1.	<b>Programme Co-ordination Unit (PCU)</b> -Programme Coordinator (1); -Monitoring & Evaluation Officer (M&E); -Value Chain Development Specialist (VCDS); -Financial Services Specialist	4	4
2.	<b>KCEP County Desk Officers and / Ministry of Agriculture, Livestock and Fisheries (MOALF) and State Department of Agriculture;</b> -County Directors of Agriculture (CDAs)	16	31
3.	<b>County Directors of Gender and Social Development/Gender Desk Officers</b>		
4.	<b>Community Leaders</b> (One per County) -Chief/Assistant Chief/Village elder or Religious Leader or Ward Administrators;	8	10
5.	<b>Agro dealers</b> (One per County)	8	9
6.	<b>Heads of Partner Institutions/KCEP Desk Officers:</b> -Kenya Agricultural & Livestock Research Organization (KALRO); - Agricultural Market Development Trust (AGMARK); - Equity Bank and Equity Group Foundation.	4	1
<b>Total</b>		<b>40</b>	<b>55</b>

17 FGDs were achieved against a target of 16 FGDs across the eight Programme Counties.

**b) Proportion of Respondents by Gender**

The survey sought information on the gender of the respondents interviewed. The study findings established that majority of the respondents (56.3%) were women while 43.7% were men. The youth accounted for 20% only. The findings are summarized in the table below.

**Table 3.3: Gender of the Respondents**

Gender	Frequency	Percent (%)
Men	135	35.3
Women	170	44.5
Young men	33	8.6
Young women	44	11.5
<b>Total</b>	<b>382</b>	<b>100.0</b>

The findings of this study are in line with the national population distribution statistics in Kenya that indicate that women outnumber men in Kenya. According to the Kenyan 2009 National Population Census, women accounted for 50.3% of the population while men accounted for 49.7% of the population (KNBS, 2009).

Moreover, these findings could be further explained by the fact that women were involved in the multiple roles in the homestead and especially in carrying out of reproductive roles. Hence, they were most likely to be found at home performing these roles and thus available for participation in the survey. This is unlike their male counterparts who were mostly involved in productive roles including working outside the home. Therefore, it was more unlikely for them to be found at home especially during the day.

### c) Age Distribution of the Respondents

The survey sought to establish the age distribution of the household respondents. These data is presented in the table below.

**Table 3.4: Age Distribution of the Respondents**

Age of Respondents	Frequency	Percent (%)
18-35	77	19.9
36-45	113	29.3
45-55	96	24.9
Over 55	100	25.9
<b>Total</b>	<b>386</b>	<b>100.0</b>

The findings show that the respondents in the age category of 36-45 years accounted for the highest percentage while youth (18-35 years age category) accounted for lowest percentage at 19.9%. The age distribution data of respondents also revealed that a substantial number of respondents were in the age categories of 45-55 years (24.9%) and

over 55 years (25.9%). This could be attributed to the fact that the survey was carried out mainly in the rural parts of the selected counties where there was increased out migration of youthful population from the rural areas into the urban areas. This in turn caused an erosion of the agricultural sector’s human resource base. This migration was attributable to a number of factors such as drudgery of agricultural work under current agricultural practices and the lack of attractive alternative employment in the rural areas (RoK, 2010).

**d) Marital Status of the Respondents**

Marital status of an individual has a critical influence on decision making process in a household. Hence, this study sought to examine the marital status of the respondents targeted. The findings on the marital status of the respondents are presented in the table below.

**Table 3.5: Marital Status of the Respondents Disaggregated by Gender**

Marital status	Gender		Total
	Male	Female	
Single	19 (32.2%)	40 (67.8%)	59 (100.0%)
Married	135 (53.1)	119 (46.9%)	254 (100.0%)
Divorced	1 (10.0%)	9 (90.0%)	10 (100.0%)
Widowed	13 (24.1%)	41 (75.9%)	54 (100.0%)
<b>Total</b>	<b>168 (44.6%)</b>	<b>209 (55.4%)</b>	<b>377 (100.0%)</b>

Note: Figures in brackets indicate row percentages

The findings revealed that majority of the single people were women (67.8%) while majority of those respondents who were married were men (53.1%). Women constituted majority of those who were divorced and widowed as compared to their male counterparts as shown in the table. This implies that to achieve gender equity and social inclusion KCEP should provide women, who constitute majority of the single, divorced and widowed, some special consideration in order to ensure that they have the access to and control of resources such as land which is a major factor of production.

Overall, the results indicate that a significant number of respondents (67.4%) were married. This demonstrates that marriage was a common phenomenon in the rural areas where most of these respondents resided. Marriage has an influence on the decisions about various issues in the household such as the access and control of resources. Resources include productive resources such as land and farm tools, economic resources such as household income, political resources such as leadership and time as a key resource.

### e) Head of the Household

The survey sought to find out data on heads of households in the Programme area. Data on head of households had implications on whom and how decisions were made in households. These data is presented in the table below.

**Table 3.6: Head of the Households**

Head of the Household	Frequency	Percent (%)
Man	277	72.3
Woman	94	24.5
Youth	12	3.1
<b>Total</b>	<b>383</b>	<b>100</b>

From the findings, majority of the households (72.3%) in the Programme area were headed by men. These data indicates that the Programme area was largely a patriarchal society where men were the heads of the households and owners of the key productive assets such as land and livestock. However, the study findings also indicated a substantial number of female headed households (24.5%) in the Programme area. These findings are consistent with similar findings by KDHS (2010) that established that 29% of the households in Kenya were female headed. This could be explained by a number of factors including: the migration of men into urban areas in search of employment opportunities and at times these men absconded their responsibilities of providing for their families, therefore making women to be the sole bread winners for their households.

### f) Size of Households

This study sought to establish the average size of households in the Programme area. The size of the household may have an influence on the resources available in a certain household. The size of the households was cross tabulated with the head of the households and the results are presented in the table below.

**Table 3.7: Size of households cross tabulated with the head of the household**

Size of the household	Head of the household			Total
	Man	Woman	Youth	
1-5 members	109 (65.3%)	51 (30.5%)	7 (4.2%)	167 (100.0%)
6-10 members	145 (77.1%)	41 (21.8%)	2 (1.2%)	188 (100.0%)
11 and above members	16 (88.9%)	2 (11.1%)	0 (0.0%)	18 (100.0%)
Total	270 (72.4%)	94 (25.2%)	9 (2.4%)	373 (100.0%)

Note: Figures in brackets indicate row percentages

The results indicate that majority of the households regardless of the size were headed by men. Women were found to be the head of households of a substantive number of

households with less than ten members. Some households were also established to be headed by the youth.

Overall, most of the households reached by the study had an average of 6-10 members (50.4%). This indicates that most of the households in the Programme area had a large household size which meant that human labour was available to undertake farming activities. In addition, large household sizes also had implications on the inadequate distribution of the resources available in the respective households.

#### g) Level of Education of the Respondents

The study required to establish the level of education of the respondents disaggregated by gender. These findings are summarized in the table below.

**Table 3.8: level of education of the respondents disaggregated by gender**

Level of education of the respondent	Gender		Total
	Male	Female	
None	2 (20.0%)	8 (80.0%)	10 (100.0%)
Primary	65 (35.5%)	118 (64.5%)	183 (100.0%)
Secondary	62 (47.7%)	68 (52.3%)	130 (100.0%)
Certificate	17 (58.6%)	12 (41.4%)	29 (100.0%)
Diploma	13 (76.5%)	4 (23.5%)	17 (100.0%)
Bachelor	8 (80.0%)	2 (20.0%)	10 (100.0%)
Post graduate	0 (0.0%)	3 (100.0%)	3 (100.0%)
Total	167 (43.7%)	215 (56.3%)	382 (100.0%)

Note: Figures in brackets indicate row percentages

The findings revealed that a significant majority of the respondents had attained primary level education. Kitui County had the lowest education levels while Tharaka Nithi had respondents with the highest education levels (Table Annexed). There was no significant difference in the number of men and women who had studied up to the secondary level of education. There were more men than women who had attained certificate and diploma level of education

These findings appear in line with national statistics by Kenya National Bureau of Statistics (KNBS, 2013) which indicated that national literacy level stood at about 60% and that in rural areas and Arid and Semi-Arid areas about 30% of the population was illiterate while in urban areas only about 11% of the population was illiterate.

#### h) Source of Income for Respondents

The survey sought to establish the main source of income for the respondents. The findings are presented in the table below.

**Table 3.9: Source of Income for Respondents**

Main Source of Income	Yes		No		Total	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Crop farming	340	87.9	47	12.1	387	100.0
Livestock keeping	36	9.3	351	90.7	387	100.0
Others (Business, Employment etc)	11	2.8	376	97.2	387	100.0

The findings revealed that 87.9% of respondents had their main source of income as crop farming. This was in line with Government statistics which indicate that for over 80% of rural population in Kenya, the main source of income was crop and livestock farming activities (RoK, 2013). The main crop farmed by most respondents was maize accounting for more than half of the respondents. Maize was usually mix-cropped with beans in most of the areas. In the semi-arid parts of the Programme area covering Embu, Kitui and Tharaka Nithi counties the crops farmed were green grams, sorghum and millet. Many of the farmers in these three Counties also combined crop farming with livestock keeping.

#### i) Type of Housing

The survey sought to establish the type of housing found in the Programme area. Housing conditions are an indicator of the degree to which people live in humane conditions. Materials used in the construction of the floor, roof and wall materials of a dwelling unit are also indicative of the extent to which they protect occupants from the elements and other environmental hazards (KNBS, 2013). Housing conditions have implications for provision of other services such as connections to water supply, electricity and waste disposal. The findings on the type of housing including roof, wall, floor and window are summarized below.

**Table 3.10: Type of Roofing**

Type of roof	Frequency	Percent
Thatch	59	15.5
Corrugated metal	315	82.7
Mud/sand/plastic	4	1.0
Tiles	3	0.8
<b>Total</b>	<b>381</b>	<b>100.0</b>

From the findings, a significant number of respondents (82.7%) used corrugated iron sheets and metal for roofing their houses with the minority (15.5%) using thatched roofing.

**Table 3.11: Type of Wall**

Type of wall	Frequency	Percent
Mud	205	56.9
Concrete	40	11.1
brick	102	28.3
Concrete/mud	13	3.6
<b>Total</b>	<b>360</b>	<b>100.0</b>

The findings established that 56.9% of households had houses constructed with mud walls, 28.3% had brick walls and 11.1% had concrete walls as per the table above.

**Table 1: Type of Floor**

Type of floor	Frequency	Percent
Earth	227	60.2
Concrete	145	38.5
Wood	5	1.3
<b>Total</b>	<b>377</b>	<b>100.0</b>

The results revealed that majority (60.2%) of respondents had houses constructed with earth floors and only 38.5% of households had houses with concrete floors.

**Table 3.13: Type of Window**

Type of window	Frequency	Percent
Wood	218	58.1
Wire mesh	29	7.7
Tin	6	1.6
Glass	122	32.5
<b>Total</b>	<b>375</b>	<b>100.0</b>

From the above findings, majority of the houses (58.1%) had windows made of wood while a small percentage of houses (32.5%) had steel windows with glass panes while others had windows made of wire mesh (7.7%) and tin (1.6%). The above findings on type of housing indicate that majority of households had established semi-permanent type of housing with corrugated iron sheets used for roofing; walls mostly made of mud; floors mostly made of earth and with wooden windows. These findings confirm the poverty status of households.

#### **j) Water and sanitation**

Access to safe and sustainable water is key indicator of well-being, social stability and economic growth of households, communities and the country at large. Sustainable Development Goal number six endeavors to ensure that the world population achieves secure water and sanitation for all for a sustainable world. Sustainable Development Goals

which are intended to be universal were built on the progress of the Millennium Development Goals and launched in 2015. The current survey therefore sought to establish the main source of water for the households mainly for domestic consumption. The findings are presented in the table below.

**Table 3.14: Main Source of Water for Domestic Use**

Main Source of Water	Frequency	Percent (%)
Piped water	58	16.0
Stream water	131	36.1
Dam	6	1.7
Borehole	131	36.1
Spring	18	5.0
Rainwater	19	5.2
<b>Total</b>	<b>363</b>	<b>100.0</b>

A significant number of respondents reported that they used water from the streams (36.1%) and boreholes (36.1). Only 16% of the households reported having access to piped water, which is considered one of the safest sources of water for domestic consumption. These findings are slightly lower than the national statistics based on the Kenyan Economic Survey of 2013 that indicated that nationally, only 17.9% of Kenyans had access to piped water (RoK, 2013).

However, although 16% of the respondents had access to piped water, this did not necessarily mean that the water was piped to their individual homesteads. Indeed, some respondents reported that they walked for long distances in search of water for domestic consumption. The findings on the average distance to the nearest water source as presented in the table below:

**Table 3.15: Average Distance to the Nearest Water Source**

Average Distance to the Nearest Water Source	Frequency	Percent (%)
Less than 1km	249	64.8
1-2km	63	16.3
3-5km	53	13.8
Over 5km	19	4.9
<b>Total</b>	<b>384</b>	<b>100.0</b>

These indicated that 64.8% of respondents had the nearest water source being less than one Kilometer while for 35.2% of the respondents, the water sources was beyond one Kilometer. The water sources that were more than 5km away were reported in the Eastern region.

The study further sought to establish the type of sanitation facilities found in the targeted households. Sanitation refers to the principles and practices relating to the collection, removal or disposal of human excreta, household waste, water and refuse as they impact on people and environment (KNBS, 2013). Decent sanitation includes appropriate hygiene awareness and behavior as well as acceptable, affordable and sustainable sanitation services is crucial for health and well-being. More specifically, this study focused on the type of toilet facility in the households. The findings are outlined in the table below.

**Table 3.16: Type of Toilet Facility**

Type of Toilet Facility	Frequency	Percent (%)
Open field	6	1.6
Pit latrine	367	95.1
Flash latrine	9	2.3
Flash toilet	4	1.0
<b>Total</b>	<b>386</b>	<b>100.0</b>

Results revealed that majority of the respondents (95.1%) used the pit latrine type of toilet facility. These findings are not consistent with findings of KDHS (2014) that established that approximately two-thirds (67%) of rural Kenyans used non-improved toilet facilities most commonly a pit latrine without a slab. This validates the poverty status of the target beneficiaries of the Programme.

#### **k) Proportion of Respondents with Access to Financial Institutions**

Access to financial institutions is a key pointer to the economic condition of a certain household. These financial institutions include commercial banks, micro-finance institutions and SACCOs and access to mobile phone based money services. The survey sought to establish the proportion of respondents in the targeted counties that had access to financial institutions as well as the proportion of the respondents that had accessed credit including loans from these institutions. Findings of access to financial institutions are presented in the table below.

**Table 3.17: Access to Financial Institutions**

Access to Financial Institution	Frequency	Percent (%)
Had Access to Financial Institutions	270	69.8
Had no Access to Financial Institutions	117	30.2
<b>Total</b>	<b>387</b>	<b>100.0</b>

From the findings, 69.8% of the respondents reported that they had access to financial institutions in their localities while 30.2% did not have access to financial institutions. Kakamega and Kitui Counties reported the least access to the credit facilities at 16% and 12% respectively (table annexed).

These findings are consistent with the findings from the Central bank of Kenya captured in the Fin Access National Survey of 2013, which indicated that about 66.7% of the adult population in Kenya was accessing financial services from financial institutions (CBK, 2013).

This study also sought to establish the number of beneficiaries that had access to credit from financial institutions. The findings are presented in the table below.

**Table 3.18: Access to Credit from Financial Institutions**

Access to Credit from Financial Institutions	Frequency	Percent
Yes	120	31.1
No	266	68.9
<b>Total</b>	<b>386</b>	<b>100</b>

From the results presented only 31.1% of the respondents had access to credit from financial institutions. Although 70% of the population had access to the financial institutions and including mobile phones, only 31% accessed credit facilities. Kitui, Kakamega and Nakuru counties had the least access to the credit facilities (annexed) This could be an indication that the population is either lacking financial literacy or are unable to provide required collateral to qualify for the credit from the financial institutions.

### 3.2 Main Study Findings

#### 3.2.1 Poverty Typology in the Programme Area

This study sought to provide an understanding of the poverty typology established at Programme design and to refine the poverty typology.

##### a) Conceptualization of poverty

Poverty is a widely used and significant concept worldwide. Although poverty is a universal concept, its definition is often contested. The term “poverty” can be considered to have a cluster of different overlapping meanings depending on the subject area or discourse. Poverty is seen as a multidimensional lack of resources and conditions to achieve satisfaction of physical, social and psychological or self-actualization needs. Poverty can also be conceptualized as a process with its root causes embedded in inequality, insecurity, vulnerability, discrimination, and exclusion. The human rights approach underlines the multidimensional nature of poverty, describing poverty in terms of a range of interacted and mutually reinforcing deprivations, and drawing attention to the stigma, discrimination, insecurity and social exclusion associated with poverty<sup>3</sup>.

<sup>3</sup> <https://www.thl.fi/documents/189940/263914/WHAT+POVERTY+IS.pdf/41b2ce48-7309-4d9d-9327-21fb9c571517> (retrieved on 14th June 2016)

## **b) Poverty Typology in Kenya**

For more than half a century, many people in the development sector in Kenya have worked at alleviating extreme poverty so that the poorest can access basic goods and services for survival like food, safe drinking water, sanitation, shelter and education. However, when the current national averages are disaggregated there are individuals and groups that still lag too behind. This in turn has widened the gap between the rich and the poor, urban and rural areas, among ethnic groups or between genders (KNBS, 2013).

More than three quarters of the population in Kenya lives in rural areas, and rural households rely on agriculture for most of their income. The rural economy, in turn, depends mainly on smallholder farming, which produces the majority of Kenya's agricultural output. About 70 percent of the poor are in the central and western regions, living in areas that medium to high potential for agriculture. Poverty and food insecurity are acute in the country's arid and semi-arid lands, which have been severely affected by recurrent droughts<sup>4</sup> (KNBS, 2013).

Kenya's inequality is rooted in its history, politics, economics and social organization and manifests itself in the lack of access to services, resources, power, voice and agency. Inequality continues to be driven by various factors such as; social norms, behaviors and practices that fuel discrimination and obstruct access to the local and at the larger societal level. Thus, sustained poverty reduction cannot be achieved unless equality of opportunity and access to basic services is ensured. Reducing inequality must therefore be explicitly incorporated in policies and programmes aimed at poverty reduction (KNBS, 2013).

According to the national statistics, poverty rate is markedly higher in rural areas (49.7%) than in urban areas (34.4%). Food security continues to be a major concern especially in relation to eradication of poverty, with an estimated 3.8 million people in rural areas either highly or extremely food insecure (IFAD, 2013). Statistical series indicate significant movements of rural households in and out of poverty and between poverty categories in the last ten years highlighting the extreme vulnerability of rural household to external shocks. These external shocks include; health, inflation, market volatility, unemployment, riots, violence and displacement. Access to natural capital and the agro-ecological zone in which a household falls -from high rainfall to semi-arid and arid areas- are primary determinants of poverty levels. Although, agriculture remains the main driver of economic growth in the country, the sector has faced its fair share of challenges such as lack of use of certified seeds, low use of farm inputs among others (IFAD, 2013).

## **c) Poverty Typology in the Programme Area**

In an attempt to understand the poverty typology of the programme area, the survey sought information on a number of issues namely; (a) Assessment of Economic Situation; (b) Ownership of Assets; (c) Ownership of Farm Tools and Equipment; and (d) Ranking of Respondent's Priority Needs.

---

<sup>4</sup><http://www.ruralpovertyportal.org/country/home/tags/kenya> (retrieved on 3rd June 2016)

### i) General Assessment of the Economic Situation

The respondents were asked to rate their economic situation according to the three categories; poor, moderate and good<sup>5</sup> as shown in the table below.

**Table 3.19: Assessment of the Economic Situation of the Households**

<b>Economic Situation of the Household</b>	<b>Frequency</b>	<b>Percent</b>
Poor	204	53.4
Moderate	173	45.3
Good	5	1.3
<b>Total</b>	<b>382</b>	<b>100.0</b>

From the survey findings, 53.4% of the respondents described their economic situation as poor. This indicates these households experienced poverty and that in some periods in the year these households did not have enough food and could not meet basic necessities such as clothes and healthcare. From the findings, 45.3 % of respondents in the Programme area reported that their economic situation was moderate. This meant that they had enough money to get meals for the day, purchase clothes when needed and access good health care and education facilities. Only a small proportion of the respondents (1.3%) gauged their economic situation as good whereby they had enough money to meet all the basic needs and some left for luxuries.

38% of respondents in Nandi County reported the situation as poor while 38% reported the same for Kitui County. (Annexed)

The survey findings on economic situation of the respondents in the Programme area are consistent with the global findings on poverty that estimates that more than 40 percent of the population in sub-Saharan Africa lived in extreme poverty in 2015 (MDGs Report, 2015). Thus, some regions continue to lag behind in the fight against extreme poverty. Although substantial data lacks on the distribution of poverty among various groups including men, women and youth, women are the worst hit by poverty. There are a number of factors that contribute to women's heightened vulnerability to poverty. These include: unequal access to paid work; lower earnings; lack of social protection and limited access to assets; including land and property (MDGs report, 2015). Even where women are equally as likely to live in poor households as men they are more likely to be deprived in other important areas of well-being such as education.

---

<sup>5</sup> The Guideline for the categories included: **Poor**: experience problems in accessing basic necessities such as food, health care and clothes; **Moderate**: have enough money for food, clothes, healthcare, school fees but not for luxuries; **Good**: could afford all basic needs and had enough money for luxuries such as could run a good car, own a good house and afford many luxury goods

## ii) Ownership of assets

The assets owned by a certain household have a large reflection of the economic status of that household. Hence, the survey sought to find out the ownership of a number of assets as shown in the table below.

**Table 3.20: Household Ownership of Assets**

Assets	Yes		No		Total	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Mobile phone	369	95.8	16	4.2	385	100.0
Bicycle	163	42.3	222	57.7	385	100.0
Motor cycle	78	20.3	307	79.7	385	100.0
Motor vehicle	27	7.0	358	93.0	385	100.0
Donkey cart	26	6.8	359	93.2	385	100.0
Stand pipe	36	9.4	349	90.6	385	100.0
Borehole/Well	100	26.0	285	74.0	385	100.0
Water tank	97	25.2	288	74.8	385	100.0
Radio	310	80.5	75	19.5	385	100.0
Television	114	9.4	271	70.4	385	100.0

From the survey findings, the most commonly owned asset was a mobile phone (95.8%), followed by the radio (80.5%) and then the bicycle (42.3%). These findings are consistent with Government Statistics which indicate that 86% of Kenyans own a mobile phone (KDHS, 2014). The current survey finding is slightly higher at 95.8% since mobile phones are becoming cheaper and more accessible to the rural population. This has a positive impact on the Programme interventions where vital information to farmers could be relayed through mobile based technology platforms such as short message service (SMS).

The findings also revealed that ownership of assets such as water tank (25.2%), borehole/well (26%) and a stand pipe (9.4%) that were directly linked to improved crop production was quite low. This further reflects on the economic status of the households targeted and it confirms that households targeted were relatively poor since owning water tanks and boreholes could be dependent on the income level of the household.

## iii) Ownership of Farm Tools and Equipment

The study surveyed the ownership of farm tools and equipment by the households in the Programme area. The findings are summarized in the table below.

**Table 3.21: Ownership of Farm Tools and Equipment**

Farm tools	Yes		No		Total	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Shovel	275	71.1	112	28.9	387	100
Hoe	322	83.2	65	16.8	387	100
Machete	231	59.7	156	40.3	387	100
Hand pushed plough	120	31.0	267	69.0	387	100
Mechanical plough	6	1.6	381	98.4	387	100
Tractor	8	2.1	379	97.9	387	100
Hand sprayer	177	45.7	210	54.3	387	100
Water sprinkler	52	13.4	335	86.6	387	100
Storage ban	133	34.4	254	65.6	387	100

These findings show that the most commonly owned farm tools were hoe (83.2%), shovel (71.1%) and machete (59.7%). Very few farmers owned tools and equipment related to mechanized agricultural production such as hand pushed plough (31%); mechanical plough (1.6%); and tractors (2.1%). This indicates that most of the respondents were subsistence farmers who generally produce crops for household consumption using traditional methods of farming. This further reflects on the poor economic situation of the households.

#### iv) Ranking of Respondent's Priority Needs

The respondents were further asked to rank their priorities over a number of items if they were to spend an additional income. These findings are summarized in the table below.

**Table 3.22: Ranking of the Respondent's Priorities**

Items	Yes		No	
	Frequency	Percent	Frequency	Percent
Better food (different type)	191	49.4	196	50.6
Safe drinking water and sanitation	187	48.2	200	51.7
Better clothes	130	33.6	257	66.4
Buy livestock	123	31.8	264	68.2
Better school	115	29.7	272	70.3
Repair house	111	28.7	276	71.3

From the results, a significant proportion of the respondents (49.4%) ranked better food as the first priority if they were to spend additional income. Safe drinking water and sanitation (48.2%) and better clothes (33.6%) were ranked second and third respectively

in the order of priority. These findings reveal that a substantial number of households in the Programme area are not content with the available food and are not able to get the better food with their current economic state since better food was the first item on their priority list. This buttresses the earlier findings that revealed that many households in the Programme area experience poverty. A further analysis of the qualitative data from the key informants across the eight counties in the Programme area confirmed the high incidence of poverty in these counties which ranged from 31% to 60%.

According to the County Director of Agriculture, Tharaka Nithi County, poverty incidence was one of the important criteria applied in selection of Programme beneficiaries in the County. He asserted that, *"...the parts of the county that were targeted by this Programme are generally characterized by high poverty levels. This place is quite dry and food production is low and not diversified. The locals lack access to safe drinking water, good sanitation and good roads. Low literacy levels have worsened the situation"*.

### **3.2.2 Characteristics of Producers in the Programme Area**

The agricultural sector is the backbone of Kenya's economy and the means of livelihood for most of the rural population. Indeed, sustained agricultural growth is critical to uplifting the living standards of rural people. Farming in Kenya has for many years been predominantly small scale, rain fed and poorly mechanized (RoK, 2010). In addition, institution support and infrastructure have not been adequate. KCEP Programme targets three types of producers groups in the Programme area namely; subsistence farmers, market oriented farmers and various secondary target groups namely agro dealers amongst others service providers. This survey purposed to document the main characteristics of these producers in terms of assets, practices, seasonal vulnerabilities, cash and other constraints.

#### **a) Subsistence Farmers**

As reported by the key informants, subsistence farmers in the Programme area mainly net buyers of staple foods, they are food insecure and do not use fertilizers or modern agricultural inputs; in the semi-arid lowlands, subsistence farmers lack adequate water supply and soil fertility management techniques. Interviews with Key Informants in the Programme areas generated a number of characteristics of subsistence farmers in both the high potential maize areas and the semi-arid lowlands. The high potential areas covered the maize producing counties of Bungoma; Kakamega, Nandi; Trans Nzoia; and Nakuru. The main characteristics of these farmers include the following:

- Most of the subsistence farmers own less than 3 acres of land. Sometimes, they rent and lease out their land. Findings from the study established that in the high potential zones the average size of land was about 3 acres as per the table below.

**Table 3.23: Average Size of Land in the High Potential Maize Producing Zones**

<b>High potential maize producing zone</b>	
<b>County</b>	<b>Average size of land (in acres)</b>
Nakuru	2.4
Bungoma	2.8
Kakamega	2.4
Trans Nzoia	4.2
Nandi	3.3
<b>Average size of land in the 5 counties</b>	<b>3.0</b>

- The farmers have low household income;
- Mostly they are unable to access credit facilities to purchase the recommended farm inputs.
- Where these farmers purchased fertilizer their purchases consisted of little amounts which was used on the parcels of land;
- They lack knowledge on post-harvest management of crops;
- Crop productivity is low;
- Some farmers had benefitted from training on good agronomical practices but had yet to embrace the modern farming methods;
- Most of the subsistence farmers used family labour which was unpaid;
- Men were the main owners of land in this area;
- Women provided most of the labour needed in subsistence farming.

In the semi-arid areas of Embu, Kitui and Tharaka Nithi, the characteristics of subsistence farmers were as follows:

- Farmers had large parcels of land of 5-15 acres of land. Findings of the study established that the farmers owned an average of 7.7 acres of land;

**Table 3.24: Average Size of Land in the Semi-Arid Areas**

<b>Semi-arid lowland (Sorghum and Millet growing zone)</b>	
<b>County</b>	<b>Average size of land (in acres)</b>
Tharaka Nithi	12.9
Embu	5.5
Kitui	4.8
<b>Average size of land in the 3 counties</b>	<b>7.7</b>

- Farmers practiced mixed farming by planting crops and also keeping livestock;
- Households do use recommended farm inputs;
- Households have limited water supplies for irrigation and their animals and thus they mainly practice rain fed agriculture;
- Farmers suffer huge crop losses when the rains fail;

- Farmers are not organized in groups or cooperatives where they can access credit facilities as a group to improve production;
- Farmers are not involved in value addition of the harvested produce;
- They mainly produce food for domestic consumption and sometimes the food is not enough hence they are food insecure.

#### **b) Small Farmers Graduating to Commercial Agriculture**

KCEP seeks to target 60,000 small-scale farmers graduating to market-oriented agriculture: they are net-sellers of grains following an increase in production based on the use of appropriate inputs and the adoption of improved agricultural practices, and they show an interest in expanding their business around target crops. For this category of farmers, KCEP support will be focused on group organization, post-harvest management, access to warehouse systems, market linkages, and access to financial services with the aim of anchoring them sustainably in commercial agriculture.

This study established the main characteristics of this group of farmers in the high potential areas to be as follows:

- They own large parcels of land, usually, five (5) acres or more;
- These farmers produce food adequate for household consumption and surplus for the market. Hence, most of these farmers are food secure;
- They use the recommended farm inputs such as certified seeds, fertilizers and pesticides;
- They constantly seek agricultural information from extension officers;
- They have capital to invest in crop farming as a business;
- Most of these farmers lack proper storage facilities for their harvested produce thus they do not practice value addition;
- Many of the farmers had attended agricultural trainings and attempted to make use of information they received to improve production crop production;
- These farmers had challenges in post-harvest crop management and marketing of their produce;
- Some of these farmers used modern farming methods such as plant culture and use of green houses.

The main characteristics of small-scale farmers graduating into commercial agriculture in semi-arid lowland of Eastern Kenya are as follows:

- They have access to the recommended farm inputs;
- They produce enough food for their household and surplus for sale;
- Some farmers are organized in groups, they cultivate crops together and they sell the harvested produce as a group;
- Some farmers have information on modern farming methods but they do not fully utilize this knowledge;
- Some farmers are involved in value addition of the harvested crop;
- These farmers have large parcels of land although they do not fully utilize this land;
- They use the recommended farm inputs such as certified seeds, fertilizers and pesticides.

### **c) Service providers**

Service providers under KCEP Programme include agro-dealers, private extension services, buyers, processors and lead farmers. KCEP targets service providers that are interested in expanding their activities in rural areas, willing to competitively provide the services to small holders and willing to provide own contribution for promoted investments. The main characteristics of these service providers in the high potential maize area of Kenya include:

- The service providers offer the adequate products and services to the farmers. However, some farmers cannot afford their services.
- Most service providers especially the agro-dealers and private extension officers have an understanding the farming issues in the area including the needs of farmers and sometimes they are able to provide advice to the farmers;
- Sometimes, they sell subsidized farm inputs such as fertilizers. For instance, farmers in Bungoma can access fertilizers at a subsidized price;
- Sometimes, the services of these service providers are not accessible to farmers since they are mainly located in the urban centers. For instance, in Trans Nzoia County, the main agro dealers are based in Kitale;
- These service providers cover large areas of the programme area and thus their services are not felt in some areas.

The main characteristics of service providers in the semi-arid lowlands of Eastern Kenya include the following:

- Most of these service providers especially the agro-dealers are well stocked and can meet the demands of the farmers in their area. Their stock includes fertilizers, pesticides and certified seeds;
- The services and products are quite affordable to the farmers;
- The service providers are quite knowledgeable on the market needs of the farmers;
- There is no strong link between the service providers and the farmers especially in Kitui County; the farmers in the County find it difficult accessing services of the agro-dealers due to the small number of agro-dealers as well as the vastness of the county. Moreover, the agro-dealers do not provide additional services apart from the sale of farm inputs such as advisory services to farmers;
- Most of the agro-dealers are based in the urban centers. In order for their services to be accessible to farmers, they need to set up stations in the interior parts of the programme area.

### **d) Land Ownership**

Land is the main factor of production in agriculture and thus it is crucial in improving crop productivity in the targeted regions. The survey sought to find out how many respondents owned land and this information was disaggregated by gender. The findings are presented in the table below.

**Table 3.25: Land ownership by households cross tabulated with the head of the household.**

Land ownership	Gender			Total
	Man	Woman	Youth	
Yes	245 (73.8%)	80 (24.1%)	7 (2.1%)	332 (100.0%)
No	30 (62.5%)	13 (27.1%)	5 (10.4%)	48 (100.0%)
Total	275 (72.4%)	93 (24.5%)	12 (3.2%)	380 (100.0%)

\*Figures in brackets indicate row percentages

The findings revealed that majority of the land owners were men accounting for 73.8% while women accounted for 24.1% of the land owners. Only 2.1% of the land owners were youth. This shows that women and youth were experiencing challenges in terms of the ownership of resources such as land.

This study also sought to establish the average size of land in the Programme area. The size of land was disaggregated by gender and the findings are presented in the table below.

**Table 3.26: Average size of land owned by households cross tabulated with the head of households**

Size of land	Head of the household			Total
	Man	Woman	Youth	
1-2 acres	82 (68.9%)	33 (27.7%)	4 (3.4%)	119 (100.0%)
3-4 acres	76 (76.8%)	23 (23.2%)	0 (0.0%)	99 (100.0%)
5-6 acres	50 (75.6%)	15 (22.7%)	1 (1.5%)	66 (100.0%)
7-8 acres	17 (73.9%)	6 (26.1%)	0 (0.0%)	23 (100.0%)
9-10 acres	19 (95.0%)	1 (5.0%)	0 (0.0%)	20 (100.0%)
Over 11 acres	17 (77.3%)	5 (22.7%)	0 (0.0%)	22 (100.0%)
<b>Total</b>	261 (74.8%)	83 (23.8%)	5 (1.4%)	349 (100.0%)

\*Figures in brackets indicate row percentages

The results show that majority of the female headed households owned an average of 1-2 acres of land. Moreover, only few women (22.7%) owned large tracts of land averaging over 11 acres. Men were mainly the land owners in the Programme area. Findings from the study further established that 34.1% of respondents owned 1-2 acres of land and 28.4% of respondents owned 3-4 acres which was indicative that most of the Programme target groups were smallholder farmers. In the high potential areas the average size of land was established at 3 acres while in the lower zones it was established at 7.7 acres. This further indicates that though the farmers in the semi-arid areas owned large parcels of land, this land was not fully utilized on agriculture and most farmers cultivated less than five acres of land with small portions of fertilizers being applied and this contributed to low crop productivity. A negligible number of youths own land. Therefore for the youths to participate and benefit from this programme, they might be required to work with the parents on the pieces of land. They could also be empowered to provide services directly or

indirectly linked to the programme. This could include owning mechanized farming tools for instance the ploughs and sprayers and offer the farming services to farmers at a fee.

### e) Constraints Limiting Crop Production in the Programme Area

The survey required to confirm the constraints that farmers in the Programme area faced that limited crop production. These are presented in the table below.

**Table 3.27: Main Constraints Limiting Crop Production in the Programme Area**

Main Constraints Limiting Crop Production	Percent
High cost of fertilizers	46.3
High cost of certified seeds	37.5
High costs of pesticides	36.4
No knowledge on soil fertility management	27.9
No knowledge on agronomic good practices	27.1

The main constraints faced by farmers were ranked based on priority included; high costs of fertilizers (46.3%); high costs of certified seeds (37.5%) and high costs of pesticides (36.4%) in that order. This indicates that most of the farmers in the Programme area had difficulties in buying recommended farm inputs because they could not afford the inputs and this was a cause for low crop production. Although the programme has the e voucher system to assist farmers to access farm inputs, some farmers still find it expensive.

Moreover, there are myths that exist on the use of fertilizers in some parts of the Programme area. This myths negatively affected crop productivity especially in the Eastern region. According to the CDA, Tharaka Nithi County “.....there are myths that exist in some parts of Eastern Region in relation to the use of recommended farm inputs. Some farmers believe that the use of fertilizers “spoils” the fertility of their soils. Thus, they think that the fertilizers worsen the state of the soils. It is sad when such a statement comes from a community opinion leader....the farmers and the community leaders need adequate sensitization to change such attitudes that may act as an impediment to the success of the Programme interventions.”

### 3.2.3 Access To and Control of Benefits along the Target Value Chains

The study set out to understand the dynamics of access to and control of benefits along the target value chains in the Programme area. These benefits included the resources involved at every point of the value chain such as land for cultivation, income from the sale of harvested produce among others. In agriculture, a value chain can be thought of a “farm-to-fork” set of inputs, processes and flows (Miller and da Silva, 2007). Hence, a value chain basically encompasses all the activities involved from the production, harvesting, and storage, processing and marketing of a certain crop. The target crops for this programme include the maize, sorghum and millet.

Productive, reproductive and community roles performed by different genders require the use of resources. In general, men and women have different levels of both; access to the resources needed for their work, and control over those resources. Resources are the means and goods, including those that are economic (household income) or productive (land, equipment, tools, work, credit); political (capability for leadership information and organization; and time). Access relates to the opportunity to make use of something, while control is the ability to define its use and impose that definition on others. The study thus sought to find out who owns and manages certain assets in the household.

**a) Ownership of assets**

The study sought to collect data on ownership and management of assets by different genders in the household. These findings are summarized in the tables below.

**Table 3.28: Ownership of Family Assets by Gender**

Ownership of assets	Man	Woman	Both man and woman	Young men	Young women	Total
Land	65.7	19.6	12.8	0.8	1.0	100.0
Food crops	22.1	41.1	33.9	1.6	1.3	100.0
Cash crops	31.7	26.6	38.2	2.4	1.2	100.0
Farm tools	32.7	27.2	38.1	1.4	0.5	100.0
Large stock animals	46.4	18.4	32.6	2.3	0.3	100.0
Small stock animals	17.2	49.4	29.7	3.5	0.3	100.0
Household items	8.8	57.6	29.8	1.7	2.2	100.0
Motor cycle	55.8	12.8	23.1	7.1	1.3	100.0

The study established that 65.7% of men owned the land while only 19.6% women owned some land and only 12.8 % of the land was co-owned by both men and women. Ownership of land by men was a significant factor since land was a major factor of production in relation to crop production in the target value chains.

Further analysis of ownership of assets revealed that men tended to own assets of high value and those that generate substantial income in the household such as cash crops; farms tools; large stock animals and motor cycles. On the other hand women tended to own assets of low value such as small stock animals and household items as presented in the table above.

**b) Management of Assets**

The study delved to establish the management of assets by gender. Findings are presented in the table below.

**Table 3.29: Management of Family Assets by Gender**

Management of assets	Man	Woman	Both man and woman	Young men	Young women	Total
Land	46.1	31.1	20.5	1.3	1.1	100.0
Food crops	16.9	52.5	27.3	2.1	1.3	100.0
Cash crops	29.0	37.4	30.2	2.4	0.9	100.0
Farm tools	27.5	34.4	36.1	1.4	0.6	100.0
Large stock animals	38.9	24.5	31.5	4.7	0.3	100.0
Small stock animals	15.4	51.2	28.7	4.1	0.6	100.0
Household items	7.8	64.0	24.3	1.7	2.2	100.0
Motor cycle	54.2	12.9	24.5	8.4	0.0	100.0

It was found out that management of productive assets such as land was in the control of men (46.1%) and women accounted for 31.1% of the control. Women significantly managed assets such as food crops (52.5%); cash crops (37.4%); Farm Tools (34.4%); Small Stock Animals (51.2%) and Household items (64%). 5% of Youth men owned large stock animals.

Although women had significant dominance in management of these assets it was not indicative that they benefitted from income that accrued from such management. It was established that men still had control of income deriving from these assets.

### c) Registration of Family Land

Land is an important factor of production in agriculture and crop production. This study sought to establish in whose name was the family land registered in order to find out who controlled this important asset in the family. Findings of this are presented in the table below.

**Table 3.30: In Whose Name is Family Land Registered?**

In whose name is the family land registered?	Percent
Man	79.4
Woman	18.4
Youth	2.2
<b>Total</b>	<b>100.0</b>

It was found out that 79.4% of the households had their land registered under men and only 18.4% of the land was registered in women's names and 2.2% in the name of youth. Thus, women and youth in the Programme area generally lacked the control of land. These survey findings are consistent with the findings of a study done by Ellis (2007) that revealed that although women in Kenya supplied 70 percent of labour in the agricultural sector, they held only about ten (10) percent of registered land titles in Kenya, with 5-6 percent of registered titles held in joint names. This contributed to insecure land rights among the women due to this gender inequality in the land ownership.

#### d) Access to and control of benefits

In order to establish access and control of benefits in the target value chains, the study sought to find out specific roles of each of the genders in the household in terms of taking various items to the market for sale. These findings are presented in the table below.

**Table 3.31: Who takes Produce to the Market for Sale?**

Who Takes these to the Market for Sale	Man	Woman	Total
Cash crop	54.2	45.8	100.0
Food crop	25.0	75.0	100.0
Animals	62.7	37.3	100.0
Animal products	27.9	72.1	100.0

From the results, men are involved in the sale of cash crops and animals while women were involved in sale of food crops and animal products as depicted in table above. This may be indicative that men generally had better access and control over women in terms of sale of cash crops and animals since they are assumed to be the ones to receive proceeds from the market sales. On the other hand women tended to have access and limited control over sale of food crops and animal products. It is noteworthy that in the Programme area, the main target crops were treated by many farmers as cash crops. For example, in the five high potential areas of Western Kenya, maize was considered as a cash crop by most farmers. Accordingly, access and control of benefits arising from sale of maize was mostly in the hands of men.

The study also sought to establish the key decision makers in the household in relation to the sale of harvested produce. The findings are outlined in the table below.

**Table 3.32: Who Makes Key Decisions over Sale of Harvested Produce?**

Key decision making	Man	Woman	Total
Amount of produce to be sold	65.2	34.8	100.0
Use of the sale proceeds	57.5	42.5	100.0
Investment from the sale of proceeds	65.9	34.1	100.0

From the findings, men controlled key decisions concerning the sale of harvested produce such as the amount of produce to be sold (65.2%), use of sale proceeds (57.5%) and the investment from the sale of proceeds (65.9%). This could be attributed to the patriarchal nature of the Kenyan society where men are considered to be the head of the households and thus made key decisions. It was also established that some women were content with the men making key decisions on the sale of the harvested produce regardless of the fact that they were majorly involved in the land preparation, planting and general management of the land. This probed further indicated that traditions instilled some laxity in women to make such decisions. Women in the focus group discussions emphasized that men make

those decisions and traditions dictate that they are respected. The programme could seek to empower all gender on decision making not with the aim of overthrowing men, but with the aim of making the farming process a collective activity all through the value chain.

According to the KCEP Acting Coordinator for Eastern Kenya, many women were marginalized when it comes to access of benefits arising from crop production. He asserts that *“women could have the access to the money obtained from the sale of harvested produce such as maize, sorghum or millet, but in many instances they do not have control over the use of such money in the household without authority from men”*.

### **Factors that prevent women from gaining equal access to benefits along the target value chains**

According to Ghanem (2011), women in agriculture and in the rural areas have one thing in common across the regions: they have less access than men to productive resources and opportunities. This gender gap is found in many assets, inputs and services-land, livestock, labour, education, extension, financial services and technology- and it imposes costs on the agriculture sector, the broader economy and society as well as on women. This *“gender gap”* hinders women’s productivity and reduces their contributions to the agriculture sector and to the achievement of broader economic and social development goals. Closing the gender gap in agriculture would produce significant gains for society by increasing agricultural productivity, reducing poverty and hunger and promoting economic growth. This survey delved to establish the factors that prevent women from gaining equal access to benefits along the target value chains in the Programme area. These were identified as follows:

- i) **Patriarchal nature** of society where men are the heads of the households and thus lead in making key decisions about the use of various resources such as income, time and land;
- ii) **Land ownership** is a preserve of the men in the programme area. A few cases of land owned by women were reported who were majorly female headed household. This limits the women’s access to the benefits along the value chains since the men make major decisions about land use and use of the sale proceeds as mentioned earlier;
- iii) **Cultural factors:** customs and traditions dictate the roles of each gender among the value chain where men are usually involved at the onset of the production such as land preparation and then come in at near end of the value chain to conduct the sale of the harvested produce. This lowers the amount of produce since women work long hours in other reproductive activities. Women are majorly involved in the taking care of the crops such as planting, weeding, harvesting, threshing, winnowing and grinding among other roles. Hence, they provide most of the labour required in the target value chain but lack access to the benefits such as income from the sale of harvested produce;

- iv) **Low education levels among the women:** many women in rural areas and in the Programme area have low levels of education. Hence, they fail to access such benefits as information that is gained through trainings and workshops. Men mostly attend these trainings especially if they are not targeting a specific gender and the information is not relayed to the women and youth who did not attend the educational forums.
- v) **Heavy gender workload:** according to the survey findings, 83.3% of the respondents in the Programme area stated that women had a bigger workload in the household as compared to their male counterparts. This heavy workload prevented them from attending development meetings for empowerment since they were burdened with the reproductive and productive roles which are done simultaneously. Due to their heavy workload women miss out of trainings and other information that would facilitate them to access benefits from the target value chains;
- vi) **Gender gaps in accessing finance:** because women are generally disadvantaged in ownership of land and other significant assets they lack collateral which is a requirement when accessing finance;
- vii) **Gender sensitive technologies are inadequate:** adoption of appropriate technologies would help to address the issue of gender workload imbalance; however these technologies are inadequate in the Programme area.
- viii) **Low representation of women in decision making process:** women many times lack time for adequate representation and participation in key community institutions due to their heavy workload this precludes them from participation in key decision making processes.

### 3.2.4 Gender Roles and Responsibilities

#### a) Gender roles

Moser, *et. al.*, (1999) defines **gender roles** as what a society expects to be appropriate for a man or a woman, reflecting a division of labour. Both men and women play multiple roles in the society; while men play their multiple roles sequentially, women play their roles simultaneously and must balance competing claims on limited time for fulfillment of each. There are three types of gender roles as outlined by Moser, *et. al.*, (1999) namely;

- **Productive role:** this is work done by both women and men for pay in cash or kind. It includes both market production with an exchange value and subsistence/home production with actual use value, but also potential exchange value. Both men and women contribute to family income with various forms of productive work, although men usually dominate in productive work;

- **Reproductive role:** child bearing/rearing responsibilities and domestic tasks required to guarantee the maintenance and reproduction of the labour force. It includes not only biological reproduction but also the care and maintenance of people living in the household such as child care, food preparation, care for the sick and old as well as the socialization of the young. Reproductive role is the basis of productive work. Women of all ages are mainly responsible for this work, which is usually unpaid;
- **Community role;** this includes the voluntary activities contributing to the welfare, development or political organization of the community. This work involves activities such as organizing festivals or ceremonies, receiving visitors as well as maintaining a village resource such as a well.

An understanding of these roles indicates the gender work load in households and communities. This is because women are involved in all the three roles simultaneously while men are mostly involved in productive and community roles which are done sequentially. Thus, women tend to have a greater workload in the household and at the community level as compared to their counterparts; the men.

Owing to their simultaneous undertaking of the gender roles, women have less time to participate in community leadership roles where men are mostly in charge. At the household level, the women have partial access to some resources such as land and very little control over its use. Hence, they have been alienated from making decisions both at the household and community level.

#### **b) Assessment of the Distribution of Gender Roles in the Programme Area**

This study established that gender roles in the Programme area are predominantly dictated by the culture. In the Maize production region zones (Bungoma, Kakamega, Nakuru, Nandi and Trans Nzoia), it was found that women contributed to a greater percentage of the farming work load with men coming in at the beginning to till the land and at the end to take the produce to the market and decide on the income expenditure. Although there was notable sharing of farming activities, the percentage of women who did planting, weeding, harvesting and post harvesting activities women did most of the work. However, taking produce to the market was a shared responsibility done by both men and women.

#### **c) Profile of the Gender Roles in the Programme Area**

Men, women and youth were involved in diverse roles and responsibilities in the household and at the community level at large. This study established gender roles played by men, women and youth in the Western region of the Programme area as presented in the table below.

**Table 3.33: Gender Roles by Men, Women and Youth in the Western Region**

Men	Women	Youth
<ul style="list-style-type: none"> <li>▪ Community leadership</li> <li>▪ Key decision making</li> <li>▪ Provide for the family</li> <li>▪ Purchasing farm inputs</li> <li>▪ Commercial ploughing</li> <li>▪ Security</li> <li>▪ Land clearing</li> <li>▪ Fencing</li> <li>▪ Pruning</li> <li>▪ Grazing</li> <li>▪ Harvesting</li> <li>▪ Sale of livestock</li> <li>▪ Milking cows</li> <li>▪ Attending chief <i>barazas</i></li> </ul>	<ul style="list-style-type: none"> <li>▪ Taking care of children</li> <li>▪ Food preparation</li> <li>▪ Planting</li> <li>▪ Weeding</li> <li>▪ Harvesting</li> <li>▪ Winnowing</li> <li>▪ Threshing</li> <li>▪ Sale of produce e.g. sorghum</li> <li>▪ Taking children to school</li> <li>▪ Attending school meetings</li> <li>▪ Attending to visitors</li> <li>▪ Fetching firewood</li> <li>▪ Fetching water</li> <li>▪ Supervision of homework</li> <li>▪ Milking</li> <li>▪ Cleanliness in the household</li> <li>▪ Washing utensils and clothes</li> <li>▪ Watering animals</li> </ul>	<ul style="list-style-type: none"> <li>▪ Fencing</li> <li>▪ Farm work activities</li> <li>▪ Tea picking in tea growing zones</li> <li>▪ Fencing</li> <li>▪ Security</li> <li>▪ Taking animals to the cattle dip</li> </ul>

As shown in table 3.33, women in the high potential maize growing areas were majorly involved in the reproductive and productive roles while men were involved in undertaking both productive and community roles. The youth assisted mostly in productive roles in the household. Youths were not very involved in agricultural production a fact attributable to their lack of land ownership of land and negative attitudes towards agriculture.

In the semi-arid lower zones, women were majorly involved in the reproductive roles such as taking care of children and domestic chores. Women were also involved in the productive roles such as farm work activities and they undertook these roles simultaneously. On the hand, men were majorly involved in productive and community roles which they undertook sequentially. Gender roles in Eastern Kenya are presented in the table below.

**Table 3.34: Gender Roles in Eastern Region**

Men	Women	Youth
<ul style="list-style-type: none"> <li>▪ Digging holes and trenches</li> <li>▪ Sinking latrines</li> <li>▪ Construction of houses</li> <li>▪ Land clearing</li> <li>▪ Pruning</li> <li>▪ Fencing</li> <li>▪ Cutting down trees</li> <li>▪ Ox ploughing</li> <li>▪ Spraying crops</li> <li>▪ Grazing</li> <li>▪ Taking produce to the market for sale</li> <li>▪ Conflict resolution</li> <li>▪ Security</li> </ul>	<ul style="list-style-type: none"> <li>▪ Planting</li> <li>▪ Weeding</li> <li>▪ Harvesting</li> <li>▪ Winnowing</li> <li>▪ Threshing</li> <li>▪ Grinding</li> <li>▪ Taking food crop to the market</li> <li>▪ Herding</li> <li>▪ Cooking</li> <li>▪ Cleaning utensils and clothes</li> <li>▪ Taking care of children</li> <li>▪ Scaring birds in the farm</li> <li>▪ Milking</li> <li>▪ Attending school meetings</li> <li>▪ Fetching water</li> <li>▪ Fetching firewood</li> <li>▪ Harvesting honey</li> </ul>	<ul style="list-style-type: none"> <li>▪ Land preparation</li> <li>▪ Herding</li> <li>▪ Doing errands for parents</li> <li>▪ Ox-ploughing</li> <li>▪ Constructing houses</li> <li>▪ Sinking latrines</li> <li>▪ Fetching water</li> <li>▪ Fetching firewood</li> <li>▪ Fencing</li> <li>▪ Providing homestead Security</li> <li>▪ Cooking (young women)</li> </ul>

**d) Daily Activity Schedules in the Programme Area**

Gender roles are a key determinant of workload in the household and at the community level. In order to establish the link between gender roles and workload distribution, the study conducted three Gender workload analysis, one each in: Western region; Eastern region and Nakuru. The purpose of this was to establish daily activity schedule of men and women in the programme area, which involved an examination of the productive, reproductive and community roles performed by men and women in the household and at the community level.

**Table 3.35: Daily Activity Schedule for Western Region**

<b>Women</b>	<b>Men</b>	<b>Time</b>
Wakes up	Wakes up	5-6.00am
Prepare breakfast and children for school, milking cows	Look around the compound, check the cows	6.00-7.00am
Serve husband with breakfast, take breakfast as well	Take breakfast	7.00-8.30am
Household chores such as washing utensils, clothes and cleaning the house, take animals to grazing spots and Goes to the farm	Goes to the farm	8.30-12.30pm
Fetch firewood, prepare and serve lunch to the husband	Takes a bath	12.30-1.00pm
Takes lunch	Takes lunch	1.00-2.00pm
Goes back to the farm	Goes to farm the later Goes to social places to socialize with friends	2.00-5.00pm
Fetch water, milking, takes a bath, prepare dinner	Goes back home. Check if all animals are back home and well fed	5.00-7.00pm
Help children with homework, feed children and prepare children to go to sleep	Listen to the radio,	7.00-9.00pm
Serve husband with dinner as she eats also, rests/listens to radio	take supper and Goes to bed	8-9.00pm
Goes to bed		9.00 pm

**Table 3.36: Daily Activity Schedule for Nakuru Region**

<b>Nakuru Region (Maize Growing Zone)</b>		
<b>Women</b>	<b>Men</b>	<b>Time</b>
Wakes up	Wakes up	5-6.00am
Prepares breakfast and children for school	Milking cows and feeding them	6.00-7.00am
Take breakfast	Takes breakfast	7.00-8.00am
Fetch water, clean utensils, clothes and the house		7.00-8.30am
Goes to the farm	Goes to the farm	8.00-12;30pm
Prepare and take lunch	Takes lunch	1.00-2.00pm
Back to the farm	Goes to Farm Leisure time, goes to social places	2.00-6.00pm

Fetch firewood and water, milking cows	Goes back home. Listen to news as he waits dinner to be served	6.00-7.30pm
Prepare dinner , Serve dinner, feed children as she eats, put children to sleep	Take dinner	7.30-8.30pm
Clean utensils	Rests/Listen to radio	8.30-9.00pm
Goes to sleep	Goes to sleep	9.00pm

**Table 3.37: Daily Activity Schedule for Eastern Region**

<b>Semi-Arid Lowlands (Sorghum and Millet Growing Zone)</b>		
<b>Women</b>	<b>Men</b>	<b>Time</b>
Wakes up	Wakes up	5-6.00am
Lights up fire, prepare breakfast and children for school, milking	Check around the compound, take breakfast	6.00-7.00am
Take breakfast	Check animals and take them to grazing spots	7.00-8.00am
Household chores		7.00-9.00am
Farm work activities	Farm work activities	8.00/9.00-12.00pm
Prepare lunch and take lunch	Take lunch and shower	12.00-2.00pm
Back to the farm, Fetch water and firewood, do grinding		2.00-6.00pm
Milking, prepare supper and take care of children after school	Go to social places ,Listen to news, take supper	6.00-8.00pm
supervise children's homework (as she eats), put children to sleep		8.00-9.00pm
clean utensils and shower		9.00-10.00pm
Goes to bed	Goes to bed	9.30pm

#### **Summary of Daily Workload by Men and Women in the Programme Area**

Daily activity schedules for the three regions were analyzed and summary of daily workload for men and women was presented in three tables as below.

**Table 3.38: Gender Workload Analysis for Eastern Region**

<b>Eastern Region Gender Workload Analysis</b>		
<b>Time Allocated</b>	<b>Men</b>	<b>Women</b>
Hours of work (Wet season)	10 hours	17 hours
Hours of rest (Wet season)	14 hours	7 hours
Hours of work (Dry season)	10 hours	15 hours
Hours of rest (Dry season)	14 hours	9 hours

In Eastern Region, men worked for 10 hours and rested for 14 hours per day in both dry and wet seasons. Women on the other hand worked for 17 hours and rested for 7 hours during wet seasons and in the dry season they worked for 15 hours (two hours less) and rested for 9 hours probably to avoid the scorching sun in afternoons as indicated in the table above.

**Table 3.39: Gender Workload Analysis for Western Region**

<b>Western Region Gender Workload Analysis</b>		
<b>Time Allocated</b>	<b>Men</b>	<b>Women</b>
Hours of work (Wet season)	9 hours	16 hours
Hours of rest (Wet season)	15 hours	8 hours
Hours of work (Dry season)	9 hours	16 hours
Hours of rest (Dry season)	15 hours	8 hours

In Western region men worked for nine hours and rested for 15 hours per day in both wet and dry seasons. Women on the other hand worked for 16 hours and rested for 8 hours per day in both wet and dry seasons as per table above.

**Table 3.20: Gender Workload Analysis for Nakuru County**

<b>Nakuru Region Gender Workload Analysis</b>		
<b>Time Allocated</b>	<b>Men</b>	<b>Women</b>
Hours of work (Wet season)	10 hours	16 hours
Hours of rest (Wet season)	14 hours	8 hours
Hours of work (Dry season)	10 hours	16 hours
Hours of rest (Dry season)	14 hours	8 hours

In Nakuru, Men worked for an average of 10 hours and rested for 14 hours per day while women worked for an average of 16 hours and rested for 8 hours per day in both wet and dry seasons as per the table above.

From the findings, women in the Programme area worked an average of 15-17 hours a day while men worked an average of 9 to 10 hours a day. Women's workload was increased by the following factors:

- **Gender division of labour:** women tended to undertake their roles simultaneously and for long hours per day while men undertake their roles sequentially for shorter periods of time;
- **Geographic and infrastructure factors:** these were primarily; - difficult terrain, poor communication, poor access to basic services and poor access to roads, markets and water supplies. For instance, women walk for long distances on difficult terrain in search of water, firewood and fodder. Women's difficulties are compounded by large family sizes;

The Programme interventions should aim at sensitization initiatives aimed at reducing the workload of women so as to increase their participation in the target value chains. There is need for gender mainstreaming activities which will be embraced by men and women especially the household methodologies and the gender action learning systems. The two methodologies emphasize the involvement and visioning a family life journey which is agreeable to both, what challenges to expect and the available opportunities to propel the household to their desired vision.

### 3.2.5 Level of Participation of All Gender Groups in Farmer's Organizations

Participation can be defined as the voluntary and democratic involvement of the people in; (a) contributing to the development effort, (b) sharing equitably in the benefits derived there from and (c) decision making in respect of setting goals, formulating policies and planning and implementing economic and social development programs (Cornwall, 2006). The survey sought to find out the level of participation of all gender groups in leadership and decision making in farmers organizations. Hence, the study focused on gender representation, attendance of public meetings by gender and gender preferences in the choice of leaders in the community.

#### a) Gender Representation in Community Organizations.

The survey sought to find out whether the respondents in the Programme area held any leadership positions and the gender representation of such positions. The findings are outlined in the table below.

**Table 3.41: Leadership Positions Held by the Respondents**

Leadership position	Yes	No	Total
Self-help group	52.4	47.6	100.0
Church	52.9	47.1	100.0
Community	42.7	57.3	100.0

Most of the respondents interviewed in the Programme area held leadership positions in the self help organizations and church; 52.4% and 52.9% respectively, while another 43.3% of the respondents held positions in the community institutions.

The study further sought to find out whether women in the Programme area are given equal chances in leadership in the community. The findings are outlined in the table 3.42 below.

**Table 3.42: Are Women Given Equal Chances in Leadership Positions**

Are women given equal chances in leadership in the community?	Percent
Yes	57.0
No	43.0
<b>Total</b>	<b>100.0</b>

57% of respondents stated that women were given equal chances of leadership in the community. However, a significant number of respondents (43%) also revealed that there was unfairness on this attribute and that women were not given equal chances in leadership positions in the community.

The survey also sought to find out the gender preference of the respondents in the Programme area in case leadership positions arose in the area. The findings are summarized in the table below.

**Table 3.43: Gender preference of leaders disaggregated by the gender of the respondents**

Gender of the respondents	Who would you chose if a leadership position arose?			Total
	Man	Woman	Does not matter	
Male	46 (27.5%)	28 (16.8%)	93 (55.7%)	167 (100.0%)
Female	21 (9.8%)	108 (50.5%)	85 (39.7%)	214 (100.0%)
Total	67 (17.6%)	136 (35.7%)	178 (46.7%)	381 (100.0%)

\*Figures in brackets indicate row percentages

The results show that many female respondents interviewed (50.5%) stated that they would elect a woman leader if a leadership position arose in the community and only 9.8% would elect a man into a leadership position while 39.7% of the female respondents reported that their preference of a leader was not inclined to either gender. On the other hand majority of the male respondents (55.7%) reported that their preference of a leader was not inclined to either of the gender and hence gender preference does not matter to them.

An analysis of the composition of executive committees of existing groups established the following information as presented in table 3.44 below.

**Table 3.44: Gender Representation in Leadership Positions**

Leadership position	Men	Women	Youth	Total
Chair person	60.0	26.7	13.3	100.0
Vice chair person	35.7	50.0	14.3	100.0
Secretary	42.1	31.6	26.3	100.0
Treasurer	9.1	81.8	9.1	100.0

From the analysis, men held the majority of Chairperson positions (60%) and Secretary positions (42.1%), while women were the majority in positions for Vice Chair (50%) and Treasurer Positions (81.8%). Youth were generally not well represented in the executive committees. These findings indicate that women are being empowered and they were taking up leadership positions although men still held most of the leadership positions.

#### b) Attendance of public meetings

The study delved to establish the attendance of public meetings by each of the gender as well as the participation of each gender during such meetings. These findings are presented in the table 3.45 below.

**Table 3.45: Attendance by Gender in Public Meetings**

Attendance of meetings	Men	Women	Both	Total
Government	44.4	35.8	19.7	100.0
NGOs	34.8	41.4	23.7	100.0
Church	8.1	59.4	32.6	100.0
Banks	37.0	37.6	25.4	100.0

From the findings, men were majority in meetings organized by Government (44.4%) and Financial Institutions (37.6%) such as banks and micro finance institutions. On the contrary, women were the majority in church meetings (59.4) and meetings organized by NGOs (41.4%) in the area. The programme could take this opportunity to educate on the benefits of having all genders involved in the value chain of the target crops.

**Table 3.46: Participation by Gender during Public Meetings**

Active in the meetings	Men	Women	Both	Total
Government	53.8	25.3	20.8	100.0
NGOs	39.8	30.2	30.0	100.0
Church	15.0	50.4	34.6	100.0
Banks	40.5	28.2	31.2	100.0

On participation during these meetings, men were mostly active in government (53.8%) and meetings organized by financial institutions (40.5%) and NGOs (39.8%). On the other hand, women are mostly active in church (50.4%).

### 3.2.6 Opportunities and Measures to Promote Social Inclusion in the Three Value Chains

Social inclusion is understood as a process by which efforts are made to ensure equal opportunities for all, regardless of their background, so that they can achieve their full potential in life. It is a multi-dimensional process aimed at creating conditions which enable full and active participation of every member of society in all aspects of life including civic, social, economic and political activities as well as participation in decision making processes. Hence, social inclusion can be conceptualized as the process by which societies combat poverty and social exclusion.

In order to understand the actual process of social inclusion, Therborn, (2007) recommends five categories of inclusion which could be considered as incremental steps to promote social inclusion. These steps are hierarchical with visibility as the first step. Without the possibility to fulfill the lower steps the person/community is deterred from climbing on to the next. Each of the five steps can be approached and understood in terms of both “process” and “contents”. The five steps to promoting social inclusion are as follows:

- a) **Visibility:** first and foremost, people need to be noticed, recognized, have their own voices. There is no possibility of having a voice if an individual or group is not accounted for and represented in the processes that make up formal society. One of the greatest difficulties even at a local level is the actual census of population. People remain uncouncted and invisible;
- b) **Consideration:** the concerns and needs of individuals and groups are taken into account by policy makers. Often policy-makers do not consider the poor and other marginalized groups as important stakeholders, and therefore, do no incorporate their needs and concerns;
- c) **Access to social interactions:** people must be able to engage in society’s activities and social networks in their daily life, including economic, social, cultural, religious, and political activities;
- d) **Rights:** people must have rights to act and claim, rights to be different, legal rights, rights to access social services, such as housing, education, transportation and health care. They must have right to work and right to participate in social, cultural and political life. The right to claim will regress if one is discriminated;
- e) **Resources to fully participate in society:** those who do not have access to rights are not able participate fully in society. However, even if people have rights to access, they cannot fully participate without adequate resources. Therefore,

resources to fully participate in all aspects of societal activities are the ultimate step for successful social inclusion. It is not only because of lack financial resources that people are unable to participate, or stop participating, but also because of conditions, such as insufficient time or energy, spatial distance, lack of recognition, lack of respect, physical conditions or constraints. All these elements need to be taken into consideration.

In order to ensure the social inclusion of all the gender groups in the target value chains in the Programme, there is need for consideration of the five steps for promotion of inclusion as outlined above.

This study established a gender gap in the Programme Area where by the women and youth were mostly engaged in farming activities of maize, sorghum and millet but they had limited access to the benefits and lacked control over the benefits arising from the farming. The men's contribution was at the beginning of the value chain to clear the land and at the near end to sell the harvested produce and make decisions on how such income would be used in the household. The youth were also left out of active participation in the activities in the target value chains.

This study proposes a number of measures and strategies for promotion of inclusion of all gender groups as follows:

- a) **Group Organization:** women and youth should be encouraged to work in groups where in order to better access resources such as credit facilities. By working in groups women and youth could harness their leadership skills which could then be applied in other forums in the community; the programme could also use the groups to train on aspects like farm management, record keeping and financial literacy.
- b) **Sensitization campaigns:** All the groups should be sensitized on the importance of social inclusion and how to promote social inclusion beginning at household level. For example, by encouraging men to discuss with the women and youth about the access and control of resources in the household and at the community level at large;
- c) **Education and training:** trainings that target the women and youth help them to realize that their potential to contribute to their well-being and that of their households and the community by participating in the target value chains. This training should also target the men to help in changing their value systems and beliefs which hinder them from active participation in productive work.
- d) **Baseline survey:** there is need for continuous research in terms of the participation of all groups in the target value chains. A baseline survey on social inclusion can be done in the Programme area that could show if there any specific challenges that certain groups face such as lack of capital that precludes them from participation and benefiting from the three target value chains;

- e) **Participation:** Social inclusion generally calls for the participation of all groups in the society in all aspects of life. Participation is most significant element of social inclusion. Participation denotes an active involvement in the process, not merely having access to society's activities, but engaging in them, and building and maintaining a social network. For instance, in the three target value chain, participation means men, women and youth need to be actively involved in every phase of the three value chains such as crop production, harvest and post-harvest management phases. The women and the youth need to be actively involved in the decision making processes at every phase of the value chain in order to ensure social inclusion since they have been previously left out.
- f) **Access to agricultural inputs:** there is need to support the access to agricultural inputs especially for disadvantaged groups such as women and youth.

### 3.2.7 Measures to Prevent the Misuse of the E-Voucher System

A severe lack of access to quality agricultural inputs hampers the ability of many subsistence farmers and small farmers graduating into commercial agriculture, to reach their productive potential. Seeds, fertilizers, herbicides, pesticides and many basic farming implements are often unavailable or too expensive for rural small holder farmers to purchase. One common tactic to address this challenge is to provide subsidies to small holders in the form of direct asset transfers or indirect transfers through voucher systems.

Through the E-voucher system, KCEP Programme enables the farmers recruited to access farm inputs, small post-harvest management equipment. Each KCEP beneficiary is issued with a debit card that will feature an electronic voucher. This voucher is materialized in an e-wallet independent from the current and savings accounts attached to the e-card. The e-voucher will be financed by the Programme in the following ways: (a) 90% in year 1; (b) 60% in year 2; and (c) 30% in year 3. The e-voucher will only be redeemed at agro dealers registered with equity bank.

Input vouchers constitute a flexible market development policy tool that permits voucher holders to purchase specific quantities and types of inputs from trained dealers who agree to accept vouchers as payment; the dealers can then redeem the vouchers from the program organizers with an agreed profit margin to cover their expenses and agreed level of profit (Gregory, 2006). The programs include a targeting mechanism, a financing mechanism, and a voucher redemption system with built in safe guards against fraud. When well designed, they need to be implemented through normal commercial channels to assist development of private sector market network dealers and rural financial agencies. A number of countries in Africa have implemented voucher system for provision of farm inputs to farmers including; Nigeria, Malawi and Zimbabwe. According to Gregory (2006), there are a number of potential advantages associated with the voucher system namely:

- a) Vouchers can be used to target specific groups of farmers based on specific crops, regions, or socioeconomic class;
- b) Programmes have in-built exit strategies;
- c) Programmes assist the merging input dealers to invest in their businesses and increase their ability to finance stocks;
- d) Both farmers and dealers are trained to improve their knowledge concerning efficient input use;
- e) Vouchers can also be used to augment purchasing power for farmers already aware of benefits but unable to afford their real demand;
- f) Vouchers have a limited liquidity compared to cash;
- g) Self-targeting can be used through work-for-voucher Programmes;
- h) As support after drought, voucher Programmes can be more cost efficient than continued food aid.

However, the voucher system is not without disadvantages. There are as follows:

- a) The inherent voucher subsidies reduce risk for small holder farmers, and the increased input use must demonstrate sufficient incentives for sustainable use at market prices;
- b) Administrative costs can be high, especially if a targeting mechanism is employed;
- c) Input vouchers are restricted in use to those crops and soils that are responsive to fertilizer;
- d) Planned voucher value-reduction Programmes can be disrupted by droughts in all or part of the target regions;
- e) Unless vouchers are recipient specific, a secondary market can develop and cause a leakage from the intended target recipients. Hence, there is a possibility of misuse of the e-vouchers by either the farmers or the agro-dealers.

From the foregoing, one of the major disadvantages of the use of e-voucher is the possibility of misuse of the vouchers. Misuse of e-vouchers can arise from farmers obtaining the recommended farm inputs from the agro-dealer and then selling the inputs to other farmers in their localities. Hence, such farmers will be unable to obtain the benefits of the use of e-voucher intended by the Programme. Misuse can also arise from agro-dealers failing to abide by the established rules and procedures that govern the e-voucher system and thus the targeted farmers do not access the recommended inputs.

It was established that a number of measures had been put in place to guard against misuse of the E-Voucher. For example, it was found out that, Equity Bank carried out regular capacity building initiatives with farmers to educate the farmers on the benefits of the E-voucher and how the farmers could access inputs to improve crop production. The bank had also committed resources to provide financial literacy and entrepreneurship training for farmers and in addition to availing relevant banking services to support the delivery of the E-voucher system. Equity also sought constant feedback on the voucher system through continuous research in order to modify products and services to meet the farmers' needs and demands during and beyond the tenure of the KCEP Programme.

The study sought to find out the measures that can be put in place to ensure the e-voucher is not misused and that farmers accessed the intended benefits of the system. These measures include:

**a) Blacklisting Agro Dealers**

Agro dealers who over charge farmers on commodities should be blacklisted from the E-voucher system.

**b) Farmers should be Organized in Groups.**

Farmers should work in smaller groups where they are able to monitor each other's use of the recommended inputs such as the fertilizers and certified seeds. This will also ensure that the farmers do not store up certified seeds for selling in the next season instead of using the seeds as advised by the agro-dealers;

**c) Involvement of the local administration**

The local administration including the chiefs and village elders should be trained in order for them to understand the use of e-voucher. This can in turn help them to monitor the farmers and agro-dealers to ensure the inputs are obtained and used efficiently;

**d) Introduction of a register of all the farmers' transactions.**

Agro dealers should record all transactions they process for the target farmers. This will make it easy for the banks and scouts recruited to trace transactions that have taken place.

**e) Timing for picking of inputs by farmers**

PCU and sub-counties should set deadlines for each of the steps in procuring inputs to ensure that the picking of inputs should run in tandem with rainfall pattern.

### **3.2.8 Social Inclusion and Protection Strategies**

Social inclusion is the removal of institutional barriers and the enhancement of incentives to increase access by diverse individuals and groups to development opportunities. This requires changes in policies, rules, and social practices and shifts people's perspectives and behavior toward excluded groups. An inclusive society is defined as a society for all, in which every individual has an active role to play. Such a society is based on fundamental values of equity, equality, social justice and human rights and freedoms, as well as on principles of tolerance and embracing diversity. The key elements of promoting social inclusion include<sup>6</sup>:

---

<sup>6</sup> [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/359358/socinc.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/359358/socinc.pdf) (retrieved on 9th June 2016)

- i) Helping socially excluded people and communities overcome inequality and disadvantage, arising as a result of the circumstances and individual is born into, or as a result of his or her own particular circumstances;
- ii) Promoting equality of opportunities. Promoting social inclusion usually includes promoting equal opportunities for those who are excluded and eliminating discrimination and so there is clearly a link between promoting social inclusion and promoting equality and diversity. Therefore social inclusion may be carried out as a way of furthering the promotion of equality and diversity.

Social inclusion is important for development of any society or country in the following ways;

- i) Ensures ownership of community projects/programmes when all members of the community participate;
- ii) Promotes the independence and livelihoods of socially excluded groups such as women;
- iii) Enhanced human capacity for human development;
- iv) Closing earnings and productivity gaps between the advantaged and disadvantaged groups;
- v) Increasing their voice in decision making.

Social exclusion can be defined as the experience of social, cultural and economic inequalities. It is the process whereby certain individuals, groups or communities are pushed to the edge and cannot participate fully because of poverty, inadequate education or underdeveloped life skills. Some of the effects of social exclusion include unemployment and/or low income, poor housing, ill health, inadequate education and feeling powerless and marginalized. An example of social exclusion is gender discrimination where women are not given equal access to and control of resources in the household and at the community level as well. Youth are also victims of social exclusion in the modern society.

This section begins by reviewing a number of gender issues as pertains to agriculture. Subsequently, this section also provides a review of the policy context in regards to gender issues and protection strategies locally and internationally.

#### **a) Gender Issues and Trends in Agriculture**

According to Deare (2004), gender refers to the socially driven differences between men and women, and identifies the social relation between them in society. In addition, Deare (2004) further states that gender can be conceptualized as the relationship between the sexes that is constructed on the values, beliefs and customs of a society and that influences women's and men's differential roles and responsibilities and their access to knowledge, resources and/or services. Since the roles and responsibilities of women and men in society are socially constructed, they can be changed.

Studies have been done both globally and nationally focusing on gender dimensions in agricultural production and more specifically in crop production and natural resources.

Increasing crop productivity is crucial to food security, rural development and conservation of natural resources. To feed the growing world population, agriculture will need to double food production, and do so despite a shrinking base per capita arable land, a steady decline in crop yield gains, mounting stress on ecosystem services and the impact of climate change.

Kenya's economy is dependent on agriculture, which contributes to rural employment, food production, foreign exchange earnings and rural incomes. The agriculture sector has been a key driver of economic growth in Kenya for the last four decades. It is the main source of livelihood for almost 80 percent of Kenya's population living in the rural areas (RoK, 2013). Approximately 10 percent of Kenya's population live in a chronic state of food insecurity (USDA, 2009), the most vulnerable of whom include women and children (Kimani-Murage, *et al.*, 2011). Although women constitute 75 percent of Kenya's agricultural labor force, gender inequalities undermine their productivity, including limited access to essential resources (agricultural technologies, extension services and marketing facilities) and institutionalized barriers to credit and land ownership.

#### **i) Gender dimensions in crop production**

Women make major contributions to crop production. The roles of women in crop production are expanding; the out-migration of young men from rural areas in some regions has led to permanent changes in women's responsibilities and tasks. Yet women have the least access to the means for increasing output and yields, and for moving from subsistence farming to higher-value, market oriented production. A World Bank study estimated that agricultural productivity in sub-Saharan Africa could rise by 20% if women had equal access to land, seed and fertilizer. Generally, women's adoption of new crop production technologies is also strongly affected by who controls and ultimately owns the crop; men often move into "women's crop" crop production when it becomes more profitable (World Bank, 2012).

#### **ii) Gender dimensions of natural resources management**

Land, water, climate and biological diversity form the natural base of agriculture, essential to rural development and sustainable livelihoods. The growing demand for food, water, fibre and energy is disrupting agro-ecosystems, eroding biodiversity and depleting land and water. Natural resources thus must be used in a way that meets today's needs, while conserving them for future generations.

A large body of evidence has established that gender inequality has costs for individuals and societies and these costs can multiply across generations (World Bank, 2012). Conversely, gender equality not only benefits individual males and females but whole sectors and societies. For example, the Food and Agriculture Organization of the United Nations (FAO) estimates that if women had the same access to productive resources as men, they could increase yields on their farms by 20 to 30 percent, which in turn could raise total agricultural output in developing countries by 2.5 to 4 percent and reduce the

number of hungry people in the world by 12 to 17 percent, up to 150 million people (Ghanem, 2011).

### iii) Women Empowerment in Agriculture Index (WEAI)

Empowering women and reducing gender inequalities are two key objectives of the development policy. Women play a critical and potentially transformative role in agricultural growth in developing countries, but they face persistent obstacles and economic constraints limiting further inclusion in agriculture. The Women's Empowerment<sup>7</sup> in Agriculture Index (WEAI) measures the empowerment, agency, and inclusion of women in the agriculture sector in an effort to identify ways to overcome those obstacles and constraints (USAID, 2015).

The WEAI is an innovative new tool composed of two sub-indexes; one measures the five domains of empowerment of women, and the other measures gender parity in empowerment within the household. It is an aggregate index reported at the country or regional level that is based on individual level data on men and women within the same households. It was launched in February 2012 as an innovative tool for measuring, evaluating, and learning about women's empowerment and inclusion in the agriculture sector<sup>8</sup>.

The index is a significant innovation in its field and aims to increase understanding of the connections between women's empowerment, food security, and agricultural growth. The WEAI is a composite measurement tool that;

- Indicates women's control over critical parts of their lives in the household, community, and economy
- Allows us to identify women who are disempowered and understand how to increase autonomy and decision making in key domains
- Tracks progress toward gender equality
- Enables the identification geographic areas where women and men are disempowered and to target policy and programming in those areas.

According to USAID (2015), there are five domains of WEAI namely:

**Production;** this domain is defined as an individual having sole or joint decision making over food and cash crop farming, livestock, and fisheries and autonomy in agricultural production. Indicators used include input in productive decisions and autonomy in production. Interventions that could increase women's decision making over production may include; (a) ensuring women's greater access to extension and advisory services; (b) supporting gender sensitization trainings that promote women's decision making over

---

<sup>7</sup> Empowerment can be defined as the group's or individual's capacity to make effective choices, that is, to make choices and then to transform those choices into desired actions and outcomes (Alsop *et. al.*, 2006).

<sup>8</sup><http://acdivoca.org/sites/default/files/attach/2015/04/LEO-WEAI-Intervention-Guide.pdf> (retrieved on 10th June 2016)

production and (c) using behavior change communication to promote women’s decision making over production;

**Resources:** this domain concerns itself with the ownership of, access to, and decision making power about productive resources such as land, livestock, agricultural equipment, consumer durables, and credit. Three indicators are used under this domain; (a) ownership of land and assets; (b) decisions regarding the purchase, sale or transfer of land and assets; and (c) access to and decisions about credit. Interventions that could be implemented under this domain include; improving women’s access to and control of over land, increasing women’s access to credit, implementing “*smart subsidies*”<sup>9</sup> to jumpstart asset acquisition, improving women’s access to resources through market linkages and strengthening women’s access to information technologies;

**Income:** this domain concerns sole or joint control over the use of income and expenditures which means an individual receives remuneration for her work and participates in the decisions around its expenditure. The main indicator is the control over the use of income. Interventions that could address control over income and expenditures may include; connecting female farmers to markets, creating opportunities for employment and off-farm businesses, supporting business education and marker skills development, facilitate women’s access to technologies or physical spaces where they can save their income and use of behavior change communication to promote more equitable decision making at the household level;

**Leadership:** this domain includes leadership in the community, measured by membership in economic or social groups<sup>10</sup> and comfort speaking in public. Interventions to address this domain include; increasing women’s active participation in groups and collectives, developing women’s ability to take on leadership roles and facilitate literacy/numeracy training;

**Time;** this domain is defines as the allocation of time to productive and domestic tasks and satisfaction with the available time for leisure activities. Indicators that could be used include; workload and time available for leisure activities. Interventions to address this domain include; increasing access to time and labour saving devices and using behavior change communication to increase men’s share of household and care taking-related work. The WEAI domains, indicators and weights are summarized in the table below.

### Table 3.47: WEAI Domains

<sup>9</sup> Subsidies are considered “smart” in the context of facilitating market systems development if they “reinforce the development of beneficial commercial relationships by mimicking normal transactions and increasing the benefit of the transaction for one or both parties” (Norell and Brand, 2012). They can provide poor female farmers access to starter assets that can be used to stimulate agricultural productivity, help women grow their businesses, and allow them to interact competitively with other market actors.

<sup>10</sup> Social or economic groups include; agriculture producer’s or marketing groups, water users’ groups, forest users groups, credit or microfinance groups, mutual help or insurance groups, trade and business associations, civic or charitable groups, local government groups, religious groups and other women’s groups.

Domain	Indicator	Weight
Production	Input in productive decisions	1/10
	Autonomy in production	1/10
Resources	Ownership of assets	1/15
	Purchase, sale or transfer of assets	1/15
	Access to and decisions about credit	1/15
Income	Control over use of income	1/5
Leadership	Group membership	1/10
	Speaking in public	1/10
Time	Workload	1/10
	Leisure	1/10

A woman is defined as empowered in 5DE if she has adequate achievements in four of the five domains or is empowered in some combination of the weighted indicators that reflect 80 percent total adequacy. A key innovation of the index is that it is able to show in how many domains women are empowered and at the same time reveal the connections among areas of disempowerment. This enables decision makers to focus on improving the situations of the most disempowered women.

**Gender Parity Index (GPI);** this sub-index reflects the percentage of women who are as empowered as the men in their households. For those households that have not achieved gender parity, the GPI sub-index shows the gap that needs to be closed for women to reach the same level of empowerment as men. Using a survey method that goes beyond the traditional practice of interviewing only a household “head” (often a male) to interview both a principal male and a principal female, the GPI allows for comparison of agricultural empowerment of men and women living in same households.

#### **b) Gender and Social Inclusion Strategies**

Various international and local policies and strategies have been put in place to address the issue of gender inequalities in the country and ensure inclusiveness in the society. A review of these gender policies was necessary in order to provide a solid background for the interpretation of findings for this study and in the long run, address the specific objectives of the study.

#### **i) International Social Inclusion and Protection Strategies**

There are a number of policies related to social inclusion and gender equity that have been put in place globally and they outline the various measures to be undertaken in order to ensure gender equality. These policies include the following;

- ✓ Human Rights Charter 1945;
- ✓ The Convention for the Elimination of all forms of Discrimination against Women (CEDAW);
- ✓ International Conference on Population and Development (ICPD);

- ✓ Beijing Platform of Action 1995;
- ✓ Millennium Development Goals (MDGs);
- ✓ IFAD Policy on Gender Equality and Women Empowerment;
- ✓ Sustainable Development Goals (SDGs).

These international social inclusion strategies are discussed in the subsequent sections

### **1) Human Rights Charter 1945**

Human rights are basic rights and freedoms that all people are entitled to irrespective of nationality, gender, national or ethnic origin, race, religion, language, or other status. Human rights are believed to be universal in application and egalitarian, with all people having equal rights by merit of being human. The United Nations Charter contains general human rights provisions which were signed in San Francisco on 26<sup>th</sup> June 1945. These provisions stemmed from the widespread human rights violations during World War II. The major function of the Charter of the United Nations 1945 is to promote respect for and observance of universal human rights for all.

The United Nations Charter is the founding policy document for the international community's supranational organization for world peace (Watson, 2002). Watson (2002) further states that the United Nations Charter identifies the purposes of the United Nations and describes the composition of the General Assembly, the Security Council and other councils, UN Secretariat, and the various other components of the body. Various amendments have been made but it remains the basic document for much of the international regime under which the world operates.

The policy generally stresses on the importance of maintaining peace and security of all the member states in an attempt to avoid violations of human rights that was witnessed during World War II. Generally, the document stresses on the need for the respect of human rights irrespective of the gender, race or religion and thus acts as a strategy for social inclusion. However, the policy document is gender blind since it does not seem to put into consideration how the men and women will benefit. In addition, the membership to the councils and the general assembly covered in this charter does not clearly show the percentage or the fraction of the total membership that should be awarded to the men or women in order to ensure representation. Consequently the men are to be benefit from the lack of differentiation between men and women requiring different kind of attention.

### **2) The Convention for the Elimination of all forms of Discrimination against Women (CEDAW)**

The convention was adopted in 1979 by the UN General Assembly, is commonly referred to as an '*international bill of rights for women*'. Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. The Article one of the Convention defines discrimination against women as "...any distinction, exclusion or restriction made on the basis of sex which

has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." Thus the Convention is based on declaration of the Charter of the United Nations that reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women. This policy generally seeks to promote the empowerment of women in all spheres of life.

### **3) International Conference on Population and Development (ICPD)**

ICPD programme of action was adopted by 179 governments at a conference held on September 1994 in Cairo, Egypt. Major emphasis in the conference was put on the key actions to be implemented in order to improve the lives of the individuals as well as increase respect for their human rights. In addition, delegates attending the conference from all regions and cultures concurred that reproductive health is a basic human right. The major function of the ICPD programme of action is outlined in the goals that the international community agreed to be achieved by 2015 namely; the reduction of infant, child and maternal mortality, the provision of universal access to education particularly for girls and the provision of universal access to a full range of reproductive health services including family planning as well as ensuring gender equality and equity. Thus, ICPD goals are equally essential for the achievement of the Millennium Development Goals of reducing widespread poverty, disease, and hunger and gender inequality by 2015.

The issues of gender equality, equity and empowerment of women has been discussed at length in the fourth chapter of this programme of action. The challenges that women face in their attempt to lead a satisfying and productive life including; overburdened with the household responsibilities which usually goes unpaid, low education status and consequently low economic status. In addition, the policy document has highlighted the plight of girl child living in a highly patriarchal society and key actions to be undertaken to alleviate such problems. Thus the policy document is gender sensitive since a major attempt has been made to incorporate the gender perspective in trying to achieve change and emphasizing that men and women require different attention to deal with their unique needs. In addition, the document also strives the inclusion of all groups of people at all levels of development thus it is strategy for social inclusion.

### **4) Beijing Platform for Action, 1995**

This policy document was adopted in 1995, the year of the fiftieth anniversary of the launching of the United Nations and is committed to the advancement of the goals of equality, development and peace for all women everywhere in the interest of all humanity. Chapter one of the policy has highlighted the mission statement stating that the Platform for Action is an agenda for women's empowerment. It aims at accelerating the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women and at removing all the obstacles to women's active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making.

The critical areas of concern where girls and women require differential treatment are stated in the third chapter of the policy document. These include; access to education and training, access to health care and related services, lack of involvement of women in decision making processes, management of natural resources and safeguarding of the environment, increasing burden of poverty on women and the stereotyping of women. The need for the participation of all stakeholders including men as well of change of attitudes has been stressed so as to eliminate the gender disparities in these areas. This policy document is quite comprehensive in dealing with gender issues since it has emphasized the key actions to undertaken by the government and other non-governmental organizations in addressing each critical area in the subsequent chapters. These actions are essential in ensuring peace, development and gender equality and equity.

### **5) Millennium Development Goals (MDGs)**

In September of the year 2000, leaders of 189 countries met at the United Nations in New York and endorsed the Millennium Declaration, a commitment to work together to build a safer, more prosperous and equitable world. The declaration was translated into a roadmap setting out eight time-bound and measurable goals to be reached by 2015, known as the Millennium Development Goals (MDGs), namely;

1. Eradicate extreme poverty and hunger
2. Achieve universal primary education
3. Promote gender equality and empower women
4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS, malaria and other diseases
7. Ensure environmental sustainability
8. Develop a global partnership for development

The third goal on the promotion of gender equality and empowerment of women is directly linked to this baseline report. For example, eradication of extreme poverty and hunger calls for an equitable distribution of resources such as land, health and education services. The achievement of universal primary education will enable every child to go through the basic education in order to acquire skills necessary in the labour market.

In order to develop environmental sustainability, governments and all the stakeholders involved have put in consideration that women interact with the environment most of the time. They involved in activities such as cultivation of land, grazing of animals, fetching firewood and water hence their involvement is vital in the achievement of this goal so as they find ways and means of using these resources in sustainable manner. This in turn ensures the achievement of the final goal of sustainable development globally. Hence, this policy document is generally gender-sensitive since the eight goals are connected to the empowerment of women. Moreover, all the eight MDGs aimed at ensuring every group in the society is involved in development thus leading to social inclusion.

## **6) IFAD policy on Gender Equality and Women's Empowerment**

Since its foundation in 1978, IFAD has increasingly made overcoming gender inequalities and empowering women a cornerstone of its work to reduce rural poverty and food insecurity. The policy on gender equality and women's empowerment is central to the attainment of the overarching goal of the IFAD strategic Framework 2011-2015; enabling poor rural women and men to improve their food security and nutrition, raise their incomes and strengthen their resilience. The preparation of a gender policy was recommended by the 2010 corporate-level evaluation of IFAD's performance with regard to gender equality and women's empowerment. The policy goal is to deepen the impact and strengthen the sustainability of IFAD-supported development initiatives. This will be achieved through three strategic goals namely:

- a) Promote economic empowerment to enable rural women and men to have equal opportunity to participate in, benefit from profitable economic activities
- b) Enable women and men to have equal voice and influence in rural institutions and organizations
- c) Achieve a more equitable balance in workloads and in the sharing of economic and social benefits between women and men.

Thus, this policy recognizes that there are gender inequalities in the society and so empowering women would ensure that these gender inequalities have been overcome. This in turn will enable the reduction in rural poverty and food insecurity which are two major challenges to the development of any country. Hence, IFAD policy is a gender sensitive policy document that provides a framework for ensuring social inclusion of all groups of people in the society.

## **7) Sustainable Development Goals (SDGs)**

Sustainable Development Goals came about from the tremendous progress made by the Millennium Development Goals (MDGs) over the past 15 years. The MDGs, adopted in 2000, aimed at an array of issues that included slashing poverty, hunger, disease, gender inequality and access to water and sanitation. Despite the success by the MDGs, the indignity of poverty has not been ended for all. At the United Nations Sustainable Development Summit on 25<sup>th</sup> September 2015, world leaders adopted the 2030 agenda for Sustainable Development, which includes a set of 17 SDGs to end poverty, fight inequality and injustice, and tackle climate change by 2030. World leaders, recognizing the connection between people and planet, have set goals for the land, the oceans and the water ways. The world is also better connected now than it was in 2000, and is building a consensus about the future we want.

The SDGs are intended to be universal in the sense of embodying a universally shared common global vision of progress towards a safe, just and sustainable space for all human beings to thrive on the planet. They reflect the moral principles that no one and no country should be regarded as having a common responsibility for playing their part in delivering the global vision. In general terms, all of the goals have therefore been conceived as

applying both as ambitions and as challenges to all countries. Social problems of poverty, health, education, and gender issues are still present in developed and developing countries (though to differing degrees) as are all other issues covered by the SDGs. These SDGs include;

1. End poverty in all its forms everywhere
2. End hunger, achieve food security and adequate nutrition for all, and promote sustainable agriculture
3. Attain healthy life for all at all ages
4. Provide equitable and inclusive quality education and lifelong learning opportunities for all
5. Attain gender equality, empower women and girls everywhere
6. Secure water and sanitation for all for a sustainable world
7. Ensure access to affordable, sustainable, and reliable modern energy services for all
8. Promote strong, inclusive and sustainable economic growth and decent work for all
9. Promote sustainable industrialization
10. Reduce inequality within and among countries
11. Build inclusive, safe and sustainable cities and human settlements
12. Promote sustainable consumption and production patterns
13. Promote actions at all levels to address climate change
14. Attain conservation and sustainable use of marine resources, oceans and seas
15. Protect and restore terrestrial ecosystems and halt all biodiversity loss
16. Achieve peaceful and inclusive societies, rule of law, effective and capable institutions
17. Strengthen and enhance the means of implementation and global partnership for sustainable development

Most of the SDGs aim at ending the marginalization of the youth who have been excluded from economic empowerment due to lack of ownership of land which is a major factor of production and the lack of employment opportunities. The first goal aims at ending poverty in all its forms everywhere. This implies that everybody should have equal access to inheritance and secure rights to land among other assets that can be used to generate income. Hence, this will help the youth have the control over the land and thus will increase crop productivity in the long run. The eighth goal on the promotion of inclusive and sustainable economic growth by providing decent work for all aims to ensure that every person and especially the youth have access to employment opportunities. Thus, the achievement of these SDGs will ensure the participation of the youth in the agricultural sector is improved and more specifically, their participation in the target value chains where they can be involved in the value addition phase of the harvested produce.

The fifth goal specifically focuses on gender equality and the empowerment of women. Although the rest of the goals such as ending extreme poverty and attainment of a healthy life all point out to need of the achievement of equity and social inclusion in the society. In addition, all the SDGs focus on the need to have inclusive society where all the members of society live a healthy life and access the basic necessities of life. Hence, gender equality is a significant pre-condition for the attainment of the other SDGs.

## **ii) National social inclusion and protection strategies**

Kenya has attempted to incorporate the views that have been set out in the international policies by coming up policies that are country specific. These policies are meant to address the specific gender needs locals such as ensuring that gender equality is considered as a basic human right. In addition, these policies aim at promoting social inclusion of the discriminated groups of people in the society. These policies include the following;

- 1) Nairobi Forward Looking Strategies for the Advancement of women
- 2) National Gender and Development policy, 2000
- 3) Kenya Vision 2030
- 4) Constitution of Kenya, 2010
- 5) Agriculture Sector Development Strategy (ASDS)

These national social inclusion and protection strategies have been discussed at length in the subsequent sections.

### **1) Nairobi Forward Looking Strategies for the Advancement of Women, 1985**

This is a policy document that was adopted in 1985 at the third world conference on women held in Nairobi to review and appraise the achievements made as well as the obstacles faced during the United Nations decade for women . The policy document thus provides a blue print for action until 2000 where the member states were urged to take the constitutional and legal steps to eliminate all forms of discrimination against women, and tailor national strategies to facilitate the participation of women in efforts to promote peace, equality and development; the three broad objectives of the UN decade for women. In addition, it contains the specific recommendations for gender empowerment in regard to health, education and employment. In summary the forward looking strategies calls for sexual equality, women's autonomy and power, recognition of women's unpaid work as well as the advances in women's paid work. Thus the policy document is not gender-blind since it recognizes that gender equality and equity is not an isolated issue, but encompassed all areas of human activity. Women's participation is necessary not only in spheres relating to gender but in all other spheres aimed at peace and development of the society.

### **2) National Gender and Development Policy, 2000**

The United Nations Decade for the advancement of women, launched in 1975, set in motion a process which led to the enhanced awareness of women's contributions not only to the sustenance but also to the development process. Various challenges such as declining economic performance, poverty and erosion of cultural values have hindered the advancement of women as they have led to increased incidences of crime and violence against women.

The National Policy on Gender and Development is consistent with the government's efforts of spurring economic growth and thereby reducing poverty and unemployment, by considering the needs and aspirations of all Kenyan men, women, boys and girls across economic, social and cultural lines. The overall objective of the Gender and Development Policy is to facilitate the mainstreaming of the needs and concerns of men and women in all areas in the development process in the country.

### 3) Kenya Vision 2030

Kenya Vision 2030 is the country's new development blue print covering the period 2008 to 2030. It aims to transform Kenya into a newly industrializing "middle-income country providing high quality life to all its citizens by the year 2030". The vision is based on three pillars namely;

- a) The **economic pillar** aims to improve the prosperity of all Kenyans through an economic development programme, covering all the regions of Kenya and aiming to achieve an average Gross Domestic Product (GDP) growth rate of 10% per annum beginning in 2012;
- b) The **social pillar** seeks to build a just and cohesive society with social equity in a clean and secure environment;
- c) The **political pillar** aims to realize a democratic political system founded on issue-based politics that respects the rule of law, and protects the rights and freedoms of every individual in Kenyan society.

Vision 2030 has identified agriculture as one of the key sectors to deliver the 10% annual economic growth rate envisaged under the economic pillar. To achieve this growth, transforming small holder agriculture from subsistence to an innovative, commercially oriented and modern agricultural sector is critical. There are a number of challenges that this policy document has identified that continues to face the agricultural sector:

- a) **Productivity**: productivity levels for many crops are below potential;
- b) **Land use**: land in the high and medium potential areas as well as in arid and semi-arid lands (ASALs) remains under exploited for agricultural production;
- c) **Markets**: the productivity of the agricultural sector is constrained by inefficiencies in the supply chain resulting from limited storage capacity, lack of post-harvest services and poor access to input markets;
- d) **Value addition**: in agriculture, value addition determines the competitiveness of the country's produce in the world markets.

In order to tackle the specific challenges facing the agricultural sector in Kenya and more specifically cereal farming, there needs to improved participation of all groups of people (men, women and youth) in the target value chain. This will in turn promote social inclusion.

Kenya Vision 2030 recognizes the need to ensure equality for all in order to create a just and cohesive society. For example, under the social pillar, the policy document spells out the specific strategies for dealing with gender inequalities such as increasing the participation of women in all economic, social and political decision making processes such as higher representation of women in Parliament and improving access to all disadvantaged groups such as business opportunities, health and education services and justice.

#### 4) Constitution of Kenya (2010)

The constitution of Kenya 2010 was adopted on the 27<sup>th</sup> of August 2010 after a successful vote in a national referendum held on 4<sup>th</sup> August 2010. It is a binding agreement between the people of Kenya, their leaders and the governing institutions. The constitution is divided into two hundred and sixty four (264) Articles, eighteen (18) Chapters and six (6) schedules. A constitution is defined as rules that regulate the system of government within a state. The Kenyan constitution seeks to uphold a number national values and principles such as human dignity, human rights, equality and equity among others. Such national values bind all state and public officers and all persons whenever they make or implement public policy decisions and whenever they apply or interpret the constitution or any other law.

- a) **Human dignity:** dignity is a term used to signify that a human being has an inborn right to respect and ethical treatment. Human dignity thus requires all humans to be treated with love and respect simply because they are human and regardless of class, race, gender, nationality, culture, sex, education, religion or any other distinctions
- b) **Human rights:** these are God given entitlements to all men and women. They entitle men and women to live in dignity and promote human development. They are undeniable by any government and belong to everyone irrespective of age, economic status or belief. These rights are interrelated, interdependent and indivisible.
- c) **Equality and equity:** equality is a social state of affairs in which all people within a specific society, have the same status in a certain aspect. It ensures that there is no unjustified discrimination motivated by person's identity or other considerations such as gender, age, income or property, language, religion, health or disability among others. Equity is about fairness, impartiality and justice. Equity is founded on principles of natural justice and fair conduct.

The constitution of Kenya (2010) is a gender-sensitive document and a social protection strategy since it clearly spells out the national values and principles where every Kenyan is entitled to the fundamental human rights that discourage discrimination of people on the basis of gender, race, age, social class among other distinction.

#### 5) Kenya Agriculture Sector Development Strategy (ASDS)

The Kenya Agricultural Sector Development Strategy (ASDS), a revision of the Strategy for Revitalizing Agriculture (SRA) is a 10 years strategy developed in 2010. It is an overall national policy document for the sector ministries and all stakeholders in Kenya. The document outlines the characteristics, challenges, opportunities, vision, mission, strategic thrusts and the various interventions that the ministries will undertake to propel the agricultural sector to the future (GoK, 2010). It is aimed at creating a vibrant and productive agricultural sector.

The vision of the ASDS is: a food-secure and prosperous nation. Since the agricultural sector is still the back bone of Kenya's economy-and the means of livelihood for most of the rural population-it is inevitably the key to food security and poverty reduction. Besides ensuring food and nutritional security for all Kenyans, the strategy aims at generating high incomes as well as employment, especially in the rural areas. Moreover, it is expected to position the agricultural sector as a key driver in achieving the 10 percent annual economic growth envisaged under the economic pillar of Vision 2030.

Key players in the ASDS include<sup>11</sup>;

- a) **Agriculture Sector Coordination Unit (ASCU):** The ASCU coordinates the sector ministries and other stake holders towards implementation of ASDS. It also supports sector activities such as policy formulation, the budget making process and development of medium term plans
- b) **Private sector institutions:** they play an important role in the provision of financial, physical and social infrastructure for production, processing and marketing of goods and services.
- c) **Development partners and regional cooperation:** bilateral and multilateral development partners play a significant role in supporting Kenya's agricultural and rural development sector through complementing government resources and in spearheading new initiatives and facilitating projects
- d) **Farmer's organizations:** these include cooperative societies, farmers unions and federations, commodity associations, enterprise-based groups and community based organizations. These organizations are important economic entities established to enhance representation of farmers as well as lobby and advocate on behalf at various levels.
- e) **Training and learning institutions:** they help in collaborative research and information dissemination. In addition, they play a key role in providing the skilled man power and capacity buildings for the sector.
- e) **Local level institutions:** these will support the sector through resource mobilization, capacity building of local communities and assist in identifying priority areas for development and lead their implementation.

ASDS is a social protection strategy that specifically targets the participation of all the stake holders in the agricultural sector. More specifically, it has given some guidelines for the development of a gender and youth strategy in the agricultural sector to increase their active participation in crop production at every phase of the value chain.

---

<sup>11</sup><http://fortuneofafrica.com/kenya/agricultural-sector-2/agriculture-supporting-infrastructure/providers-of-support-services/agricultural-sector-development-strategy-asds/> (retrieved on 6<sup>th</sup> June 2016)

Gender concerns are one of the major factors holding back agricultural productivity and perpetuating poverty and hunger, with ownership to productive resources, and participation along agriculture value chains being skewed against women and the youth. If women farmers used the same level of resources as men on the land they farm, they would increase their yields by 20-30%. Closing the gap in agriculture would put more resources in the hands of women and strengthen their voice within the households, a proven strategy for enhancing food security, nutrition, education and health of children. There have been inadequate gender responsive technology developments and research, credit inaccessibility to women, youth and other vulnerable groups.

Traditional interventions in agricultural development are likely to affect men and women differently. An affective gender approach to designing and implementing interventions in agriculture would take these differences into consideration, focusing on equality and equity of outcomes rather than just equal treatment. ASDS spells that the government will develop a gender policy for the agricultural sector to ensure women's empowerment and mainstream the needs of women, men, girls and boys in all sectors so that they can participate and benefit equally from development initiatives. This will also promote the use of gender analysis and gender-based budgeting in all community-based development programmes through appropriate participatory approaches.

Developing a gender policy is a cross cutting issue. Consequently, coordinating and collaborating with other sectors is necessary. Within the agricultural sector, gender issues will be incorporated into all the proposed interventions at the community level through participatory approaches. It is intended that gender integration in all activities of ASDS will significantly increase efficiency, sustainability, empowerment and equity at all levels.

Regarding the youth strategy, the government will review and produce an appropriate youth development policy that outlines measures to reduce youth migration in order to sustain the agricultural human resource requirement and empower the youth. Being dynamic and energetic, the youth are impatient and need quick and tangible results to be attracted to any business. To attract youth into agriculture, attitudes must change among rural communities to perceive it as a business and make it commercially viable. The youth will be sensitized on lucrative ventures in the agricultural sector, and processing plants for value addition will be established in rural areas to provide employment opportunities for the youth and to allow them to produce raw materials.

### **3.2.9 Beneficiary Selection Process for E-Voucher System**

This study established that selection criterion for the E-voucher system was generally good. The Programme had also established a guideline and criteria for selection of targeted subsistence farmers, small farmers graduating to commercial agriculture as well as the service providers based on a set of qualifications. The beneficiary selection process was deemed successful due to the following reasons:

- **Participatory:** the selection process involved all the stakeholders in the Programme area including the community members, Government officers, local administration and NGOs in trying to mobilize the farmers targeted to register;
- **Well publicized:** the selection was well publicized in the Programme area through Chiefs *baraza* in order to reach the required number of farmers.

Nonetheless, a number of issues of concern were raised that would help to improve the e-voucher system. These include the following:

- Some target farmers reported inadequate training on the use of the system cards;
- There were cases reported of card decline, a scenario that resulted to frustration by the farmers owing to the long distance they had to travel to reach the service providers;
- Agro dealers also pointed out lack of adequate training and delays in crediting the farmer's accounts;
- The Programme need to have a bias towards female headed households. There was also a need to include other persons with special needs such as people living with disabilities (PLWDs);
- In some Counties, farm inputs were reported to have delayed and came almost at the end of the planting season a situation which was frustrating to farmers;
- Some farmers were reported to be missing in the system and thus they could not access the recommended farm inputs;
- The e-voucher system is controlled from the headquarters in Nairobi which would make it difficult for the challenges faced by the farmers in regard to the functionality of the system to be dealt with immediately. There was need to decentralize the system by training staff in the target counties;
- In Eastern Region, the e-voucher system was yet to be launched and so most of the farmers and agro-dealers were not very knowledgeable on how the system will work. However, they were positive the e-voucher would help improve crop productivity in the area when it was fully implemented;
- It was established that in Eastern Region, subsistence farmers owned large parcels of land, usually more than 2 acres. In this region, farmers reported low crop productivity owing to the fact that these farmers used small portions of farmer inputs like fertilizer on a large piece of land. There was need for training of such farmers to ensure that such farmers utilized the adequate farm inputs proportionate to the piece of land that they cultivated in order to maximize the crop productivity. Moreover, the Programme could consider adjusting the contributions to be made by the farmers each year towards the e-voucher bearing in mind the poverty profile of subsistence and small farmers in each of the regions in the Programme area.

### 3.2.10 Measures to Facilitate Women and Youth Access to Support Services and Programme Activities

The study focused on establishing the measures that can be put in place to facilitate women and youth access to support services and Programme activities as well as mainstreaming gender equity into Programmes. In an attempt to find out these measures, the study strived

to analyze the constraints that the women and youth faced that prevented them from accessing the benefits of the target value chains. The constraints were identified as follows:

- a) **Cultural constraints:** local customs and traditions discriminate against women and youth from owning land. Women thus have limited access to land and men have the control over the major decisions concerning the use of land. In addition, men are reluctant to subdivide the land to the youth making the youth not interested in farming since they won't have the control over the farming activities;
- b) **Negative attitude about farming:** most youth have a negative attitude towards farming since they consider it as a "punishment" or a "dirty job" instead of taking it as commercial venture;

**Heavy gender workload:** from the findings of this study women bear the bigger workload in most households yet do not get to have full access to the benefits that are accrued from farming.

- c) **Lack of knowledge on modern farming techniques:** women and youth lacked knowledge on the modern farming techniques meant to improve their crop productivity. In addition, they also lacked knowledge on good storage techniques which was the basic method of value addition;
- d) **Lack of capital:** women and youth lacked capital which impeded their access to modern farming and storage techniques. This was compounded by their limited access to the benefits such as income from the sale of harvested produce and lack control over the use of such income.

This study proposes a number of measures for facilitating the women and youth access to support services and Programme activities as follows:

- a) **Sensitization campaigns:** it is suggested that sensitization campaigns for both women and men on human rights and the need to have both gender benefit from the target value chains. Moreover, the Programme activities should deliberately target men, women and youth. Men should be encouraged to allow women in their household to share in the benefits arising from farming activities;
- b) **Adjustment of land acreage:** women and youth who own small pieces of land such as less than one acre should be considered when setting the required land for farmers to join the KCEP Programme. Accordingly, a lower entry point in regard to the land acreage and ownership is proposed so as to bring more women and youths into the Programme;
- c) **Financial Literacy Education:** Many financial institutions have designed financial products that do not require traditional forms of collaterals. There is need for more

financial literacy training targeted at women and youth to increase their uptake of loans from financial institutions;

- d) **Change of attitude:** there is a need for education and training of the youth aimed at change of attitude in regard to farming. The youth should be empowered to consider farming as a business that is commercially viable;
- e) **Value chain expansion:** there is also need for the expansion of the target value chains whereby youths can be involved in the branding and transport of such finished products among other stages of the value chains; youths can also be more involved in the early stages of the value chain like application of fertilizers through mechanized means which could bring some revenue for them.
- f) **Working in registered groups:** the women and youth in the programme area should be encouraged to work in groups in order to access credit facilities to improve their crop productivity. The groups can also be used as platforms for education on aspects of the target crop farming.
- g) **Tours and visits:** organization of tours and visits for the women and youth to visit other places in the country where other people have made it in similar crop production. This will give them exposure and help them learn from the experiences of those other farmers;
- h) **Capacity building:** there is need for continuous capacity building among all gender groups and specifically in such areas as value addition and market linkages.

### 3.2.11 Methodology for Assessing Group Capacity

The study sought to provide an acceptable methodology that can be used to assess group capacity in line with social characteristics and social inclusion issues.

#### a) Stages of group development

The process of group development can be broken down into five stages namely: forming, storming, forming, performing and disbandment.

- i) **Forming stage:** This involves assembling the group and defining the goals, which should provide focus and be attainable. It is important that the leadership understand the strengths of each of the group members in order to assemble a cohesive team. Often in the forming stage, group members will be extremely polite to one another; they will be feeling each other out. For instance, for the farmer groups at this stage begin familiarizing themselves with each other and suggest some of the group activities they would want to undertake in future;

- ii) **Storming stage:** this phase involves coordinating efforts and solving problems. Group members should be conscious of the group's health and whether the group is taking steps in the right direction to reach the goals. It may be necessary to think creatively about the approaches to solving a problem. Communication is extremely important to effective group performance at this stage, effective group communicate clearly and openly about problems. Ineffective communication can cause unnecessary tension and stress to group members. The communication should be relevant and responsive. Relevant communication is task-oriented and focused. Responsive communication involves the willingness of group members to gather information, to actively listen, and to build on the ideas and views of other group members. At this stages, farmers would continue familiarizing themselves with each other and solve the teething problems that may arise;
- iii) **Norming stage:** this involves establishing the group norms. The project norms are an informal standard that guides the behavior of the group members. This stage also involves defining team roles, rights and responsibilities. It is important to establish these norms at the beginning of the process in order to avoid problems along the way. It may also be necessary to allocate the risk that is to be undertaken by each group member so as to ensure every member has a sense of ownership. Allocating responsibility also means establishing a group leader who must acts as a cheerleader, encouraging the group members to work together, providing ideas and serving as a role model. At this stage, group members begin to show their own style, they are no longer worried about being polite. Farmers groups at this stage establish the by laws that govern their activities in order to seek registration of the group, choose leaders and decide on the activities to undertake in line with the goals of the group;
- iv) **Performing stage:** by this stage, the group is working effectively, problems have been smoothed out and achievements begin to become evident. A great deal of work will be accomplished at this stage. The group will be able to tackle new tasks easily and confidently. It is essential at this point to evaluate and report progress that has been made. At this stage, feedback is key in terms of the activities that are being undertaken by farmers in the group which will help in evaluation of the progress of the group;
- v) **Disbanding stage:** the last phase of the project is completion. Often at this time the group will evaluate the results, debrief, and take time and improve its processes for use in future group based projects. At this stage, the farmers group can fully evaluate some of the completed activities which will help in improving future activities of the group. It would not be advisable for the farmers groups to adjourn their farming activities until the next season since it would interfere with the growth of the group. Hence, such farmer groups need to undertake diverse activities such as crop production, livestock keeping, poultry keeping among others which will ensure the continuity and sustainability of the group when one of the activity cannot be undertaken.

This study established that groups in the Programme area were at various stages of the group formation process. This process informed the proposed methodology suggested for assessing of group capacity.

**b) Methodology for assessing group capacity**

The study endeavored to propose an acceptable methodology for assessing group capacity in order to ensure groups are strengthened for them to become professional players in their respective value-chains. Group capacity aspects include; governance and leadership structures, record keeping, capacity building programmes, decision making structures, investment and marketing plans among others.

**Table 3.48: Methodology for Assessing Group Capacity**

<b>Group development phases</b>	<b>Goal</b>	<b>Proposed Interventions</b>	<b>Key indicators of Group Performance Level</b>
<p><b>Basic phase:-</b></p> <p>Groups in Forming and Storming Stage</p>	<p>Ensure groups are set up and operational</p>	<p>Trainings on:</p> <ul style="list-style-type: none"> <li>▪ Governance and leadership structures</li> <li>▪ Communication skills</li> <li>▪ Group dynamics-making of group constitution, book keeping, minute writing,</li> <li>▪ Team Building</li> <li>▪ Social inclusion</li> <li>▪ Basic record keeping</li> <li>▪ Conflict and conflict resolution mechanisms</li> </ul>	<ul style="list-style-type: none"> <li>▪ Selection of interim executive committee</li> <li>▪ Hold irregular meetings</li> <li>▪ Minimum level of group trust, collective action for the benefit of members</li> </ul>
<p><b>Intermediate phase:-</b></p> <p>Groups at Norming Stage</p>	<p>Improved collective action with recorded returns</p>	<p>Trainings on:</p> <ul style="list-style-type: none"> <li>▪ Group strengthening</li> <li>▪ Basic bargaining skills</li> <li>▪ Basic negotiation skills</li> <li>▪ Decision making structures</li> <li>▪ Financial record keeping</li> <li>▪ Resource mobilization</li> </ul>	<ul style="list-style-type: none"> <li>▪ Group constitution</li> <li>▪ Registered as a group</li> <li>▪ Has a bank account</li> <li>▪ Record keeping is evident</li> <li>▪ Common income generating activity for the group</li> <li>▪ Accountability structures in place</li> <li>▪ Increased level of group trust</li> <li>▪ Generating profit</li> </ul>
<p><b>Commercial phase:-</b></p> <p>Groups at Performing</p>	<p>Adoption of a market oriented approach and putting</p>	<p>Trainings on:</p> <ul style="list-style-type: none"> <li>▪ Modern farming techniques</li> <li>▪ Modern post-</li> </ul>	<ul style="list-style-type: none"> <li>▪ Value addition is evident</li> <li>▪ Launching of products in the markets</li> </ul>

Stage	in place successful enterprises	harvest management techniques <ul style="list-style-type: none"> <li>▪ Value addition</li> <li>▪ Investment plans</li> <li>▪ Marketing plans</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increased profitability</li> <li>▪ Improved financial record keeping</li> </ul>
-------	---------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------

A further analysis of the qualitative and the quantitative indicators for assessing group capacity at each level of group advancement is necessary. Table 3.49 below outlines these indicators.

**Table 3.49: Qualitative and Quantitative Indicators for Assessing Group Capacity.**

Levels of Group Advancement	Description of Levels	Qualitative Indicators	Quantitative Indicators
<b>Forming</b>	<ul style="list-style-type: none"> <li>▪ Group members assemble;</li> <li>▪ Defining the group goals;</li> <li>▪ Suggesting the group activities to be undertaken</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum level of trust amongst members</li> <li>▪ Minimum level of collective action</li> </ul>	<ul style="list-style-type: none"> <li>▪ An interim committee is in place;</li> <li>▪ Hold irregular meetings;</li> <li>▪ Group meets basic requirements for registration</li> </ul>
<b>Storming</b>	<ul style="list-style-type: none"> <li>▪ Improved group communication;</li> <li>▪ Members become familiar with each other;</li> <li>▪ Further refining of goals and activities;</li> <li>▪ Conflicts in the group arise</li> <li>▪ Solving teething problems</li> </ul>	<ul style="list-style-type: none"> <li>▪ Group communication;</li> <li>▪ Group members involved in basic problem solving;</li> <li>▪ Conflict resolution;</li> <li>▪ Improved collective action</li> </ul>	<ul style="list-style-type: none"> <li>▪ Settle for more regular meetings; weekly/monthly.</li> <li>▪ Group goals and activities listed</li> <li>▪ Ground rules for the group developed</li> <li>▪ Basic record keeping evident</li> </ul>
<b>Norming</b>	<ul style="list-style-type: none"> <li>▪ Establishing group norms</li> <li>▪ Defining group roles, rights and responsibilities</li> <li>▪ Election of group leaders</li> <li>▪ Settling on group activities</li> <li>▪ Refined group goals</li> </ul>	<ul style="list-style-type: none"> <li>▪ Improved group Communication;</li> <li>▪ Enhanced problem solving;</li> <li>▪ Enhanced conflict resolution;</li> <li>▪ Enhanced level of trust among group members.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Hold regular meetings;</li> <li>▪ Improved record keeping;</li> <li>▪ Group constitution in place;</li> <li>▪ Registration of the group;</li> <li>▪ Opening of a bank account</li> </ul>

<b>Performing</b>	<ul style="list-style-type: none"> <li>▪ Group achievements are evident</li> <li>▪ Undertaking of new tasks</li> <li>▪ Effective communication</li> <li>▪ Problem solving skills enhanced</li> <li>▪ Reporting on progress and challenges</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increased level of trust among group members is evident</li> <li>▪ Collective action is evident</li> </ul>	<ul style="list-style-type: none"> <li>▪ Hold regular meetings to discuss progress and challenges</li> <li>▪ Common income generating activity</li> <li>▪ Financial record keeping is evident</li> <li>▪ Basic value addition of the produce</li> <li>▪ Launching of products in the market</li> </ul>
<b>Disbanding</b>	<ul style="list-style-type: none"> <li>▪ Evaluation of completed activities</li> <li>▪ Debriefing</li> <li>▪ Undertake new tasks in case of a dry season to keep the group intact.</li> </ul>	<ul style="list-style-type: none"> <li>▪ High level of trust and participation of all group members.</li> <li>▪ A strong sense of ownership among the group members of the completed activities</li> <li>▪ Increased motivation among the group members to undertake new tasks/activities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Hold annual meetings such as annual general meetings to evaluate completed activities.</li> <li>▪ Selection of a new executive committee for the group</li> <li>▪ Resource mobilization for new activities.</li> <li>▪ Plan for trainings for the members to improve their knowledge on issues such as value addition and market linkages as well as investment plans.</li> </ul>

## 4.0 SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

This survey carried out a total of 387 household interviews across eight Programme Counties. In addition, 16 Focus Group Discussions were organized within the Programme area. Further, 55 Key Resource Persons were interviewed. This section provides a summary of key findings, conclusions and recommendations

### 4.1 Summary of Findings

#### 4.1.1 Summary of Preliminary Findings

**Age distribution of the Respondents:** According to the findings, the largest percentage of respondents fell under the 36-45 years while the smallest percentage fell under the 18-35 age category.

**Head of the household:** The findings revealed that the majority of the households (72.3%) in the Programme area were headed by men. Only 24.5% of the households in the programme area were female headed households.

**Size of the household:** More than half of the households covered during the survey (50.9%) had an average of 6-10 household members. Quite a substantial number of households (44.3) had 1-5 household members and only 4.8% of the households had more than 11 household members.

**Level of education of the respondents:** Close to half of the respondents (47.8%) had at least reached the primary level of education. Only 2.6% of the respondents had no education at all.

**Main source of income for the respondents:** The vast majority of respondents (87.9%) cited crop farming as their main source of income. Maize was the main crop grown in the high potential areas of Western and Rift valley regions while sorghum and millet were the main crops farmed in semi-arid low land of Eastern region.

#### 4.1.2 Poverty Typology in the Programme Area

**Assessment of the economic situation:** Most of the households covered in the Programme area assessed their economic situation as poor which meant that they could hardly afford basic necessities of life such as food and clothing.

**Ownership of assets:** The findings revealed that the most commonly asset owned by households was a mobile phone (95.8%), followed by the radio (80.5%) and bicycles (42.3%). Moreover, the ownership of assets such as water tank (25.2%), borehole/well (26%) and a stand pipe (9.4%).

#### 4.1.3 Characteristics of Producers in the Programme Area

**Subsistence farmers:** the main characteristics of subsistence farmers in the high potential maize growing areas included; ownership of land was less than 3 acres, low household income, unable to access credit facilities, lack knowledge on post-harvest management of crops and use family labour for subsistence production. The main characteristics of subsistence farmers in semi-arid low lands include; own large pieces of land (4 acres and above), practiced mixed farming, limited water supplies, organized in groups, not involved in value addition among others.

**Small farmers graduating into commercial agriculture:** in high potential maize growing areas; farmers owned large parcels of land (5 acres or more), they produced adequate for domestic consumption and surplus for sale, used the recommended farm inputs, seek information from extension workers, attended agricultural trainings, but experience challenges in post-harvest crop management. In Semi-arid low lands (sorghum and millet growing areas); farmers had access to the recommended farm inputs, were organized in groups, possessed information on modern farming methods, were involved in value addition and they had large parcels of land.

**Service providers:** in high potential maize growing areas; they offered adequate products and services to the farmers, they are well trained on farming issues in their localities, sometimes, they sold subsidized farm inputs, and their services were not accessible to all farmers since they cover a large area. In the Semi-arid lowland of Eastern Kenya; agro-dealers were well stocked, the products and services were quite affordable, they were knowledgeable on the emerging farming issues in their locality and most of the agro-dealers are based in urban centers thus making them in accessible to some farmers.

**Constraints limiting crop production in the programme area:** the main constraints faced by farmers were ranked based on priority included the high costs of fertilizers (46.3%); high costs of certified seeds (37.5%) and high costs of pesticides (36.4%) were ranked top in that order.

#### 4.1.4 Access To and Control of Benefits along Target Value Chains

**Ownership of assets:** The study established that 65.7% of men owned land while 19.6% women owned some land and only 12.8 % of the land was co-owned by both men and women. Men generally owned items of high value like land, cash crops and large stock animals. Women owned small value items such as small stock animals and household items.

**Factors that prevent women from gaining equal access to benefits along the target value chains:** these included patriarchal nature of the society in which land ownership was mainly a preserve of men.

#### **4.1.5 Gender Roles and Responsibilities**

**Distribution of gender roles in the programme area:** It was found out that women contributed a greater percentage of farm labour while men only came in at the beginning to till the land and at the end to take the produce to the market and decide on the income expenditure.

**Gender workload analysis:** From the analysis of daily activity schedule for the men and women in the Programme area it was established that women worked an average of 15-17 hours a day while men worked an average of 9 to 10 hours a day.

#### **4.1.6 Level of participation of all gender groups in farmers organizations**

**Gender representation in farmers groups:** Most of the respondents (57%) considered that women are given equal chances of leadership in the community. An analysis of the composition of the executive committees of the farmer's organizations indicated that the women and men participated actively in leadership positions. Men mostly were considered for Chairperson Positions while women were considered for Vice-Chair and Treasure Positions.

#### **4.1.7 Opportunities and Measures to Promote Social Inclusion in the Three Value Chains**

The study proposed a number of measures to put in place to ensure social inclusion of all gender groups in the programme activities. These include; group organization, sensitizations campaigns, education and training, baseline survey and participation of all groups.

#### **4.1.8 Measures to Prevent the Misuse of E-Voucher System**

The measures proposed by the study include: recruitment of "scouts" at the grass root level to monitor farmers and agro-dealers, surcharging agro-dealers in case of breach of regulation governing the e-voucher system, farmers are be organized in groups to monitor each other, involvement of the local administration and use of registers to monitor farmers' transactions.

#### **4.1.9 Beneficiary Selection Process for E-Voucher System**

The study established that the beneficiary selection process was deemed successful to a large extent since the process was participatory and well publicized. Nonetheless, there were a number of concerns that were raised in regard to the E-voucher system namely: lack of training on use of cards by some farmer; cases of card decline; agro-dealers lacked adequate trainings and delays in crediting farmers' accounts in some areas.

#### **4.1.10 Measures to Facilitate Women and youth Access to Support Services and Programme Activities**

The study revealed a number of constraints that prevented women and youth from accessing support services namely: cultural constraints where women are discriminated against owning land, negative attitude about farming by the youth, heavy gender workload, lack of knowledge on modern farming techniques and lack of capital which impedes their access to modern farming and storage techniques.

#### **4.2 Conclusions**

A number of conclusions can be drawn from the key findings of this study namely;

**Poverty situation:** it was observed that the target beneficiaries of the Programme were generally poor and food insecure households. Many households were not able to secure their food needs throughout the year. This could be attributed to the fact that farmers still practice subsistent farming and their production is too low and or inconsistent to provide a stable sustainable income.

**Land use:** it emerged from the study that land was not used optimally. For example, in Lower Eastern, most farmers had relative large parcels of land yet most of the farmers reported being food The fact that the farmers require farm inputs e.g. fertilizers and quality seeds equivalent to the size of land for better production could be a huge challenge that has led to the lack of optimal use of land.

**Youth participation:** It was notable that youth participation in agriculture was very low and this was attributable to the negative perception youth held about farming. Many youth might not view crop farming as a venture worth their attention. The possibility of not having innovative farming activities like the use of mechanized tools that are attractive to the youth could also be a challenge hindering their participation.

Youths could be empowered to fetch the farm inputs from the long distance located agro dealers. This could be by supporting them to own

**Access and Control of resources:** Women and youth had limited access to the benefits that emanated from farming in the three target value chains. This was buttressed by the fact that most of the productive assets such as land, large stock animals and cash crops were owned and controlled by men while women owned but not necessarily controlled small value items such as food crops, small stock animals and animal products.

### 4.3 Recommendations

The study findings have important implications in ensuring equity and inclusion of all gender groups in the Programme interventions. Drawing from the aforementioned summary and conclusions, the following recommendations are suggested that could promote gender, equity and social inclusion of the all gender groups in the programme activities.

**Sensitization campaigns:** there is need for organization of sensitization campaigns aimed at change of attitudes by the community members on important gender aspects such as workload distribution and access and control of assets. By introducing aspects of technology such as energy saving technologies like water harvesting men would be sensitized to share some reproductive roles with women. This would allow the youth, men and women to dedicate more of their efforts to food production thereby improving crop productivity and enhancing food security for the families.

**Capacity building:** Farmers need to be trained and capacity built on good agronomic practices in order to improve crop productivity and this needs to be complimented with effective crop extension services. This would be critical in enabling more farmers to pursue commercial oriented crop production. Capacity building programmes should have a component on group dynamics, gender mainstreaming issues to emphasize the need for empowerment of especially women and youth. There is need for gender mainstreaming programme targeting the households through their groups using the most recent methodologies especially GALS and HHMs in the various value chains as opposed to the traditional awareness creation of lectures in gender.

Financial literacy should be impacted to all genders. This is because a good percentage of the farmers have access to the financial institutions but only half of that percentage is able to access the credit facilities, this is a clear gap that needs to be addressed.

**Adjustment of land acreage:** there needs to be adjustment in the minimum land acreage require joining the Programme since some farmers especially women and youth own small parcels of land which was less than one acre. Accordingly, a lower entry point in regard to the land acreage could be considered so as to bring more women and youths into the Programme. Youths who might have small pieces of land as inheritance from their parents could also be part of the programme and could benefit from the interventions

**Gender disaggregated data:** the Programme needs to development indicators and tracking mechanisms for gender disaggregated data in order to ensure gender issues are mainstreamed and social inclusion is provided for in Programme initiatives. More specifically, the programme should make use of the Women's Empowerment in Agriculture Index (WEAI) tool for gender analysis that aims at measuring the empowerment, agency and inclusion of women in the agriculture sector in an effort to identify ways to overcome the obstacles and constraints that women face.

**Group organization:** The farmers in the programme area should be encouraged to work in groups especially the women and youth that have been identified to have limited access to

benefits and lacking control of such benefits in the target value chains. Working in groups will enhance their ability to access credit facilities from financial institutions and therefore facilitate them to access funding for investment in crop production activities. Working in groups for the youth also means that they can provide services in the farms collectively with the limited resources e.g the mechanized ploughs which could be co owned.

**A survey**

The GESI findings have clearly indicated that the youth’s participation in the value chain is limited. Although recommendations have been given, it would be ideal to have a participatory approach of identifying activities that the youths could get engaged in the programme. The survey will give a deeper understanding of the lack of participation while bringing out different s

**Tours and visits:** organization of study tours and exchange visits for the women and youth to visit other places in the country where other groups have been successful under similar circumstance will serve to provide them with exposure and motivation thereby inspire the women and youth.

## REFERENCES

- Alsop, R., Bertelsen, M., & Holland, J., (2006). Empowerment in practice from analysis to Implementation. Washington, DC: World Bank.
- Beijing Declaration and Platform for Action; Fourth World Conference on Women, (1995).
- CEDAW. (2011). CEDAW 7<sup>th</sup> Country Report Kenya. Ministry of Gender, Children and Social Development
- Central Bank of Kenya. 2013. FinAccess National Survey 2013: Profiling Developments in Financial Access and Usage in Kenya.
- Cornwall, Andrea (2006). "Historical Perspectives on Participation in Development," Commonwealth & Comparative Politics. 44(1): pp. 49-65.
- Deare, F. (2004). A methodological approach to gender analysis in natural disaster assessment: a guide for the Caribbean. Santiago, Chile: Naciones Unidas, CEPAL, Sustainable Development and Human Settlements Division, Women and Development Unit.
- Ellis, A. (2007). Gender and economic growth in Kenya unleashing the power of women. Washington, DC: World Bank.
- Food and Agriculture Organization. (2011). The state of food and agriculture 2010-2011
- Ghanem, H. (2011). *The state of food and agriculture 2010-11: women in agriculture: closing the gender gap for development*. Rome: The state of food and agriculture / Food and agricultural organization of the United Nations (FAO).
- Gregory, I. (2006). The role of input vouchers in pro-poor growth. Nigeria: Abuja
- Human Rights Charter 1945
- ICPD (2004). Programme of action: adopted at the International Conference on Population and Development, Cairo, 5-13 September 1994. New York: United Nations Population Fund.
- IFAD (2012). Policy on Gender Equality and Women's Empowerment
- IFAD (2013). Kenya Cereals Enhancement Programme, Programme Design Documents.
- Kenya Demographic and Health Survey (KDHS), 2014
- KDHS. (2010). Kenya Demographic and Health Survey 2008-09. Kenya National Bureau of

Statistics and USAID

Kenya National Bureau of Statistics (KNBS). 2009. National Housing and Population Census Report. Nairobi: Government Printer

Kenya National Bureau of Statistics (KNBS). 2013. Exploring Kenya's Inequality; pulling apart or pooling together? Nairobi: Kenya

Kenya Vision 2030

Kimani-Murage, E.W et al., 2011. "Food security and nutritional outcomes among poor \ urban orphans in Nairobi

KIPPRA .2013.Kenya Economic Survey 2013: Creating an enabling environment for stimulating investment for competitive and sustainable counties. Nairobi: Kenya Institute for Public Policy Research and Analysis

Lao-Swedish Forestry Programme (2001).Field Guide Gender and Development. Ministry of Agriculture and Forestry. Vientiane

Millennium Development Goals Report, 2015

Miller, C and da Silva, C. (2007). "Value chain financing in agriculture". Enterprise Development and Microfinance. 13(2-3): pp. 95-108

Moser, C., Tornqvist, A. & Bronkhorst, B. (1999). Mainstreaming gender and development in the World Bank progress and recommendations. Washington, D.C: World Bank.

Murphy, K.M & Topel, R.H. (2003). The Value of Health and Longevity. Journal of Political Economy. 114(5): 122-130

Nairobi Forward Looking Strategies for the Advancement of Women, 3rd World Conference on Women, Nairobi 1985

Norell, Dan and Margie Brand. 2012. "Integrating very poor producers into value chains: Field guide". USAID, FH1360, and World Vision (October).

Republic of Kenya, 2010. Agricultural Sector Development Strategy 2010-2020. Nairobi: Kenya. Government Press

Republic of Kenya, 2010. The constitution of Kenya. Government Press

Sustainable Development Goals, 2015

Therborn, G. 2007. Presentation. Expert Group Meeting on Creating an Inclusive society: Practical strategies to promote social integration. Paris, France, 10-13 September 2007

UNDP.(2002). Handbook for evaluating results.UNDP. New York: USA

UNESCO (2006). Guidebook for planning education in emergencies and reconstruction.  
Paris: UNESCO, International Institute for Educational Planning.

Upper Tana Natural Resources Management Project. Gender Baseline Report 2014

USAID. 2015. Intervention guide for the Women’s Empowerment in Agriculture Index  
(WEAI). Leveraging Economic Opportunities

USDA, 2009.“Kenya Statistics”.

Watson, C. (2002). U. S. National Security. Santa Barbara: ABC-CLIO.

World Bank (2003). The Kenyan Strategic Country Gender Assessment

## 5.0 APPENDICES

### APPENDIX I: TERMS OF REFERENCE FOR GESI STUDY

#### a) Objective of the Gender, Equity and Social Inclusion (GESI) Study

Based on recent studies on poverty mobility in Kenya, KCEP recognizes that human capital constraints particularly gender, labour availability and education are likely to influence the uptake of programme interventions. Therefore, a study on **Gender Equity and Social Inclusion** is crucial to inform the programme on how to develop inclusive strategies to ensure that gender issues are mainstreamed.

The specific objectives of carrying out the study are outlined below:

- v) To identify the distinctive characteristics of male, female and youth producers of different poverty levels With specific reference to the maize, sorghum, millet, and pulses value chains;
- vi) To identify the key gender roles and challenges associated with the various stages of the value chains;
- vii) To identify opportunities and measures required to promote different gender inclusion in the 3 value chains; and
- viii) To mainstream gender and social inclusion issues into programme implementation with particular focus on promoting economic empowerment; equal voice and representation; and equitable balance in workloads and sharing of economic benefits.

#### b) Scope of Work for the GESI Consulting Firm

The programme intends to undertake a comprehensive study in the programme target area with the purpose of designing a GESI target strategy to ensure GESI mainstreaming throughout project activities based on implementation plans for each value chain. In carrying out the GESI study, the consulting firm is required to do the following:

- i) Establish the proportion of male, female and youth headed households in the programme areas;
- ii) Refine the poverty typology for the target sub counties earlier prepared during programme design;
- iii) Detail the main characteristics (assets, practices, seasonal vulnerabilities, cash and other key constraints) of producers of different poverty levels in the target sub-counties;
- iv) Identify the factors that prevent women from gaining equal access and benefits along the target value chains;
- v) Establish roles and responsibilities of all the gender groups in the target cereal enterprises and other household activities;
- vi) Determine level of participation of all the gender groups, youth and other vulnerable groups in farmer organizations;

- vii) Identify opportunities and measures required to promote the inclusion of the various groups in the three value chains;
- viii) Identify measures to prevent misuse of the e-voucher;
- ix) Identify existing social inclusion and protection strategies;
- x) Review the beneficiary selection process for e-vouchers so that it is adjusted to the poverty profile of each target area;
- xi) Propose measures to facilitate women's and youth access to support services and programme activities as well as mainstreaming gender equity into programme activities;
- xii) Propose a methodology for assessing group capacity, in line with social characteristics and social inclusion issues;
- xiii) Develop a detailed action plan that will guide targeting, gender and youth focus within the 3 components of the project;
- xiv) Hold a stakeholders' workshop to validate the study findings before submission of the final report.

**c) Outputs/Deliverables**

- i) Inception Report that details the approaches, methodologies and clearly outlined work schedule;
- ii) Draft Final Report - to include proposed intervention measures, strategies, methodologies and recommendations for gender mainstreaming, social inclusion and prevention of misuse of the e-voucher;
- iii) Final Report after the validation of the report through incorporating feedback from stakeholders; and
- iv) Action plan detailing targeting, gender and youth focus in each of the 3 components.

**d) Reports and Time Schedule**

**Reports Requirement**

- i) The consultant will submit the following reports in English language;
- ii) Once the assignment is approved, the consulting firm is expected to provide an inception report 1 week after the commencement of the assignment;
- iii) A draft final report which will be submitted to PCU for comments;
- iv) A final report incorporating the comments and recommendations shall be submitted to KCEP PCU not later than 21 days after the commencement of the assignment; and
- v) The submission and approval of reports shall be subject to final acceptance by the PCU and IFAD country office.

**e) Time Schedule**

The total duration of this consultancy will be 31 days.

**f) Coordination**

The consulting firm will be answerable to KCEP Programme Coordinator and will work in collaboration with the other Programme partners and service providers.

**APPENDIX II: LIST OF RESPONDENTS FOR KEY INFORMANT INTERVIEWS AND FGDS**

**a) KCEP Programme Coordinating Unit (PCU)**

S/No.	Name of Official	Position Held	Organization
1)	MrsMaryAnneNjogu	Programme Coordinator	KCEP
2)	Mr. KiprotichChomboi	Value Chain Development Specialist	KCEP
3)	Mr. Raymond Chelule	Monitoring and Evaluation Officer	KCEP
4)	Ms. ZaveriaThuku	Financial Services Specialist	KCEP

**b) Partner Organizations**

S/No.	Name of Official	Position Held	Organization
1)	Dr. Dave Nyongesa	Gender Coordinator, KCEP	KARLO

**c) List of Key Informants**

S/No.	Name of Official	Position Held	County
1)	Julius Kibet	SCAO	Nandi
2)	Wilson Chebor	SCAO	Nandi
3)	Moses Too	SCAO	Nandi
4)	Jacinta Waliaula	Gender and Home Economics Officer	Transnzoia
5)	MrOsanya Edward	CDA	Transnzoia
6)	AlexinaMonari	SCAO, Kwanza	Transnzoia
7)	Ben Makosi	County Director Of Social Service	Kakamega
8)	EluidWepukhulu	SCAO	Kakamega
9)	Pamela Mangoli	SCAO	Kakamega
10)	Johnson Imbira	CDA	Kakamega
11)	Agnes Oreri	Coordinator Social Dev	Nakuru
12)	Carol Kirui		Nakuru
13)	Grace Kirui	CDA	Nakuru
14)	Alfred Waithira	SCAO	Nakuru
15)	Virginia Gitau	SCAO	Nakuru
16)	Robert Muyera	SCAO	Bungoma
17)	Janet Ochieng		Bungoma
18)	ElectrineWabwile	SCAO, Sirisia	Bungoma
19)	Fredrick Wotia	CDA	Bungoma
20)	AloiseWafulaWanyonyi	Desk Officer in Place of SCAO	Bungoma

21)	Samuel Muriuki	Ward Agricultural Officer	Embu
22)	Dr. Francis Kathuri	Chief Officer, Agriculture	Embu
23)	Julius Kiva Mutunga	Acting KCEP Coordinator	Eastern Region
24)	Julius Gikonyo	SCAO	Embu
25)	Joseph Gichochi	SCAO	TharakaNithi
26)	Stephen Mworia	SCAO	TharakaNithi
27)	Mululu David	CDA	TharakaNithi
28)	LilianOlunga	CDGSD	TharakaNithi
29)	ShadrackMaturu	CDGSD	Kitui
30)	Michael Mwaura	SCALDO	Kitui
31)	Joy Ochieng	Crops OFFICER	Kitui

**d) Agro Delears**

S/No.	Name of Agro Dealer	County of operation
1)	Francis Njeru	Embu
2)	Christopher Sare	Nandi
3)	Timothy Sachindah	Kakamega
4)	Timothy Mwendwa	Kitui
5)	ElgaiJuma	Trans Nzoia
6)	Samson MilimoKithirwa	Bungoma
7)	Stephen Gicharu	Nakuru
8)	Sarah KathureKairinge	TharaNithi
9)	JemimahKathomeKithika	TharakaNithi.

**e) Community Opinion Leaders**

S/No.	Name of Community Leader	Position of Leader	Area	County
1)	Philips Samuel Munyuli	Assistant Chief	Centrae	Kitui
2)	Jackson Kiboro	Ward Administrator	Marimanti	TharakaNithi
3)	MitamboNthiga	Ward Administrator		TharakaNithi
4)	Akwima Albert	Pastor P.A.G	Lumakanda	Kakamega
5)	Simiyu Fred	Chief	Sirisa	Bungoma
6)	George Ngugi Henry	Asistant Chief	Subuku	Nakuru

7)	Jackson Njoroge	Assistant Chief	Turi	Nakuru
8)	Manfriend W Muhundi	Pastor-Bible Baptist		Trans Nzoia
9)	Philemon Kemboi	Pastor - Ack		Nandi
10)	Samuel NjeruNyaga	Senior Chief	Karambaru	Embu

**f) Focus Group Discussions**

**i) KyathoWiwano, Kitui County**

S/No.	Name	Telephone Number
1)	MutongoiMwendwa	0714867481
2)	NzambiMwinzi	0706695282
3)	Faith M Mutinda	0728037443
4)	Margaret Musyoki	
5)	MutuioKutema	0706673552
6)	Naomi Kitema	0719167328
7)	KyambiKyalo	0716149477
8)	Josephine K Benedet	0735859918
9)	Agnes N Ndeleva	0726376714
10)	Mary Wamuo	0706903946
11)	Mary Wambua	0727900968
12)	AsyukoKilonzo	0713373480
13)	KalekeyeKimwele	0715070060
14)	Lydiam Sammy	0712235224
15)	Juliana Kimwele	0710190060

**ii) Milimani, Kitui County**

S/No.	Name	Telephone Numbers
1)	BetriceOtieno	0725517434
2)	Rebecca Malesi	0707940343
3)	Catherine Sasita	0721241392
4)	Roselyn Andrew	0713585168
5)	MargeretOtwona	0700408703
6)	Philip Weche	0712222406
7)	EvelyneImali	0717014967
8)	Henry Mula	0791603958
9)	RebeccaSuusyOtemba	0727514830
10)	EmeldaMusyoki	0702176921
11)	MellieMusanga	0716594213
12)	Sellah Mondi	0716422868
13)	Mary Ndeke	0712454862

14)	Ruth M Mbiti	0715393476
15)	Rose K Aswani	0729871180
16)	Faith N Sanya	0714762123
17)	Albert Misave	0728433323

**iii) Kangilu, Kitui County**

NO	NAME
1)	KithumbiKiyungi
2)	KasyokaMuthambi
3)	Martha Mutua
4)	MueniKyalo
5)	KatuiMenga
6)	KyambiMuthengi
7)	MwendeMusyoki
8)	MunanieKilonzo
9)	Beatrice Munyoki
10)	MumbeMwendakau
11)	KasembiMutunda
12)	MuisyoMuthuvi
13)	MusyokaMatiti

**iv) Teret, Bungoma County**

S/No.	Name	Telephone Number
1)	Benson Mwaka	0716834298
2)	Florence Nabutete	0722620449
3)	Robinson Kibidi	0728770136
4)	Clara Watitwa	0711571742
5)	Christine Wamalwa	0713206737
6)	LilianWalemo	0707269431
7)	Wanyama N Daphina	0713448399
8)	AzibetterOlukune	0712078664
9)	Martin Z Sindani	0714985474
10)	Evans W Maina	0701822717
11)	Barasa K Simon	0711168131
12)	Fred Makokha	0736843479
13)	Fredrick Adegua	0722637646
14)	Joshua Malobu	0700315157
15)	BernsrdWanjaka	0705709157

v) Kirie Ward, Embu County

S/No.	Name	Number
1)	NyagaKithaha	0701226688
2)	Andrew NgariKithanda	0700026553
3)	Peter NjeruNjoka	0726528665
4)	Francis KivutiKivovia	0726528665
5)	NicosioNgaribungario	070408875
6)	Daniel NtukiNjiru	0723666099
7)	Celestin K Mati	0721780029
8)	Ruth NzulianiSila	0725871170
9)	Eunice Muthoni	0724845589
10)	Pauline Njoki	0713603456
11)	MichoretaNginya	
12)	VeronicahThara	0701544698
13)	Faith Wanjiu	0714264528
14)	Eunice NdegiNyaga	0727309818
15)	Lucy Muthoni	0728261549
16)	Mary Njeri	0708277475
17)	CallastineNjokiNjue	0710597002
18)	ConstatineIrerri	
19)	EpharimNyaga	0713975784
20)	AremNyaga	0713560660
21)	Charles Ngari	0724603936
22)	Peter Kintua	0727806950
23)	IgnitusNyaga	0717687161
24)	Francis M Njue	0728765261

vi) Gachiche Farmers, Embu County

S/No	Name	Telephone Number
1)	Jerusha Mario Njagi	0721906022
2)	MaclusNjoki	0720495410
3)	BiattaMicere	0727474404
4)	PeninahNgugi	
5)	Susan MomboNjeru	0788328343
6)	ViginiaNgue	0708872177
7)	JustaNyaga	0713899115
8)	Lucy MuthoniNgari	0723731433
9)	Stephen Nggi	0725650644
10)	Jemima Mucheru	

11)	Justus Marembo	0724660219
-----	----------------	------------

**vii) NeemaJembe, Trans Nzoia County.**

No	Name	Telephone Number
1)	Rueben Kebo	071244199
2)	Vincent Wafula	0710844802
3)	Peter Wafula	0725116734
4)	ZachariaMuhane	0719657521
5)	Jane Wairimu	07152444780
6)	JudtithChepkesis	0717984559
7)	Janet Nangila	0727012249
8)	Dinah Chepkorir	0712443887
9)	GladyWasike	0712284516
10)	AmbaroseWanyoyi	0706310676
11)	BonyaleWalumbe	071848286
12)	Amos K Kipchoge	071826304
13)	Joel Kiprono	0710205248
14)	Patrick Juma	0729272714
15)	FestoWanyonyi	0724646378
16)	MashekWanyoyi	07260513350

**viii) SongaMbele, Transzoia County**

S/No.	Name
1)	Hassan Wangila
2)	David Odiye
3)	Fred Mwara
4)	Julian
5)	Rad Chpito
6)	Joyce Ndege
7)	John Chella
8)	Feba Abraham
9)	EddahLuchacha
10)	Janet Okelo
11)	AgensJuma
12)	Sammy Momanyi
13)	Philomena Cheptoo
14)	CheptindarLongokela
15)	Evelyn Nasikhuli
16)	RosmaryWamudwa

17)	Teresa LukalJamesAruoo
18)	Alice Adika
19)	Andrew Kasembeli
20)	JeskaKidagi
21)	ManifriendMuhindi

**ix) Kathungurikuma,TharakaNithi**

NO	NAME
1)	Harry Gitonga
2)	Ann Kambuthu
3)	Martha Kimano
4)	Sarah Benard
5)	Lydia Muthegi
6)	Stella GathiraKiara
7)	Mary Gathira Mara
8)	FridaKarimi
9)	Purity Mwathi
10)	BonfaceMuturi
11)	Bernard Karaingano
12)	Madarita
13)	William Nthiga
14)	Catherine Antony

**x) Tharaka Cereal -TharakaNithi County**

NO	NAME
	David Iguna
2)	Simon Mbi
3)	Maria Mwendu
4)	Easter Kanyaki
5)	Julia Kaumbi
6)	Joyce Gloria
7)	Simon Gitika
8)	Ann Kajira
9)	Martha Kiretu
10)	Mary Karini
11)	Mar Y Gatwari
12)	JosphineMuthoni
13)	Charles Muturi
14)	Peter Muringi
15)	James Mali

16)	Peter Kirei
17)	Regina Karama
18)	MargeretKagendo
19)	Avilla Karema
20)	Stella Gakundi
21)	Tabitha Kagura
22)	Jacob Muriungi
23)	Mercy Karimi
24)	Nicholas Kimathi

**xi) Chesumei, Nandi County**

S/No.	Name
1)	NahashonKirwa
2)	AfflimoniKirua
3)	Maiyo Edward
4)	Julia Kirwa
5)	TereseaJepkosgey
6)	JosphineKirwa
7)	LilianKemboi
8)	Ruth Kirwa
9)	EusilahKeino
10)	Thomas Kering
11)	Like Kirwa
12)	PascilizaJepkogei
13)	CorolyneChepngetich

**xii) Mosop, Nandi County**

S/No.	Name
1)	DorcasJerutich
2)	Julius Sanu
3)	Eluid Marcus
4)	Cheruto Sammy
5)	William Rop
6)	Boniface Kabengi
7)	ZannahJelangat
8)	PatropophaJepkoech
9)	KabetAbooit
10)	Emily Limo
11)	Cosmas K Tangur

12)	Paul Kessio
13)	PhilomenKemboi

- xiii) Giteru IDP, Nakuru County**
- xiv) Mayekwe Group, Nakuru County**
- xv) Namtore Farmers Group, Nakuru County**
- xvi) Ndimu Group, Nakuru County**

**APPENDIX III: DATA COLLECTION TOOLS USED**

**a) HOUSEHOLDS INDIVIDUAL QUESTIONNAIRE (SUBSISTENCE FARMERS & SMALL FARMERS GRADUATING TO COMMERCIAL AGRICULTURE)**

**KENYA CEREALS ENHANCEMENT PROGRAMME (KCEP), STUDY ON GENDER, EQUITY AND SOCIAL INCLUSION**

**INSTUCTIONS**

- i) The questionnaire is to be completed by Individuals members of Households;
- ii) It contains six parts: Parts A, B, C, D, E and F;
- iii) Please answer the questions as objectively and honestly as possible;
- iv) Answer the questions by either inserting a tick (√) or filling the blank spaces;
- v) Your response will be treated confidential and used solely for the project;
- vi) The exercise takes about 45 minutes to complete.

**PART A: PERSONAL INFORMATION**

**1a) Name your County**

Bungoma [ ] Transzoia [ ] Nakuru [ ] TharakaNithi [ ]  
 Kakamega [ ] Nandi [ ] Embu [ ] Kitui [ ]

**1b) Name your Sub-County.....**

**2. Gender** i)Male [ ] ii) Female [ ]

**3. Indicate your age bracket**  
 18-35 [ ] 36-45 [ ] 45-55 [ ] over 55 [ ]

**4. Indicate your marital status** {i} Single [ ] {ii} Married [ ] {iii} Divorced [ ]  
 {iv} Widow [ ] {iv} Widower [ ]

**5. What is the size of your household?.....**

**6. Who is the head of your household?** Man [ ] Woman [ ] Youth [ ]

**7. What is your highest level of education?**

Education Level	Primary	Secondary	Certificate	Diploma	Bachelor	Post Graduate

**8. What is your main source of income?**

Crop Farming [ ]: Main Crop Farmed:.....  
 Livestock [ ]: Main animal kept:.....  
 Business [ ]

**9a) What is the size of your land?.....**

**9b) Do you own the land?** Yes [ ] No [ ]

**9b) What is the area of land under crops in your farm ?.....**

**10. What type of house do you live in?**

Construction material of Mainhouse

- 10a) **ROOF** :{i} thatch [ ]{ii} corrugated metal[ ] {iii} Mud/sand/plastic /stone[ ]  
 {iv}Tiles[ ]
- 10b) **WALL**: {i} Mud[ ] {ii} concrete[ ] {iii} Brick [ ]{iv} concrete/mud[ ]
- 10c) **FLOOR**: {i} Earth [ ]{ii} concrete [ ]{iii}Wood[ ]
- 10e) **WINDOW** :{i} Wood [ ]{ii} Wire-Mesh[ ] {iii} Tin [ ]{iv} Glass [ ]

**11. SANITATION:** What kind of toilet facility does your household use?

S/No	Type of facility	(√)
1.	OpenField	
2.	PitLatrine	
3.	FlashLatrine/Toilet	
4.	FlushToilet	
5.	Others,specify	

**12. What is the main source of water for domestic consumption?**

Piper water [ ] Stream/river [ ] Dam [ ]  
 Borehole/well [ ] Spring [ ] Rain water [ ]  
 Other (Specify).....

**13. What is the average distance to the nearest source of water?**

Less than 1km [ ] 1-2km [ ]  
 3-5km [ ] Over 5km [ ]

**14. Do you have a bank account?** Yes [ ] No [ ]

**15. Have you accessed credit from the bank?** Yes [ ] No [ ]

**PART B: POVERTY AND ECONOMIC SITUATION OF HOUSEHOLDS**

**16. Which of the following items do you own?**

Items	Tick	Items	Tick
Mobile Phone		Refrigerator	
Bicycle		Own Stand Pipe	
Motor Bike		Borehole/Well	
Car/Truck		Own Water Tank	
Radio/Stereo		TV Set/DVD	
Satellite Dish			

**17. Does your farm have the following items?**

Items	Tick	Items	Tick
Shovel		Tractor	
Hoe		Thresher	
Machete		Biogas Digester	
Plough		Milking Machine	
Mechanical Plough		Chaff Cutter	
Ox/Donkey Cart		Pulveriser	

**18. How do you assess the economic situation of your household?**

S/No.	Economic Situation	Tick
1.	Very poor, there is sometimes even not enough food available	
2.	Poor, but have no food problems and only sometimes problems to buy other items like clothes	
3.	Moderate, enough money for food, clothes, healthcare and school fees	
4.	Moderate, enough money for luxuries like a motor cycle and car	
5.	Good, can run a good car, own a good house and afford many luxury goods	

**19. If you had the ability to spend more money from an additional source of income what would be your priorities? {Give priority numbers: 1 (very important); 2 (A bit less important) and 3 (less important)}.**

Items	Priority	Items	Priority
Better food		Electricity supply	

Better clothes		Open shop/business	
Machete		Start professional training	
Repair/build house		Buy livestock	
Better school		Hire farm staff	
Better water and sanitation		Buy livestock goods and equipment	
Buy seeds/Trees		Buy agricultural goods and equipment	

**PART C: ACCESS & CONTROL OF BENEFITS ALONG TARGET VALUE CHAINS**

**20. Please indicate who owns the following items in your home:**

Property	Men	Women	Both	Young man	Young woman
Family Land					
Large stock animals					
Small stock animals					
Motor cycle, vehicle					
Food crops					
Cash crops					
Farming Equipment and tools					
Household Items					

**21. In your family who manages the following resources?**

Property	Men	Women	Both	Young man	Young woman
Family Land					
Large stock animals					
Small stock animals					
Motor cycle, vehicle					
Food crops					
Cash crops					
Farming Equipment and tools					
Household Items					

**22. In whose name is the family land registered?**

Man  Woman  Both

**23. In your family who takes the following to the market for sale?**

Gender	Cash crop	Food crop	Animals
Man			

Woman			
-------	--	--	--

24. In your family, who makes the following key decisions related to sale of harvested produce?

Gender	How much of the produce to be sold?	How to spend the money from sales	How to invest the sale proceeds
Man			
Woman			

25. In whose bank account is the sale proceeds of harvested produce deposited?

Man [ ] Woman [ ] Both [ ]

19a) in your opinion what are the key constraints that prevent women and youth from fully accessing benefits from the maize, millet, sorghum and pulses farming activities?

.....  
 .....  
 .....

19b) In your opinion what do you think needs to be done to ensure women and youth fully benefit from the maize, millet, sorghum and pulses farming activities?

.....  
 .....  
 .....

**PART D: PARTICIPATION OF GENDER GROUPS IN FARMER ORGANISATIONS**

26. Do you hold a leadership position in the following institutions?

Leadership Positions Held	Yes	No
Community Self Help Group		
Religious Institution/Church		
Community		
Other (please specify)		

27. In your opinion are women and men given equal chances when selecting leaders in your community?

Yes [ ] No [ ]

28. If a leadership position arose today, what gender would you prefer for the position?

Man [ ] Woman [ ] Doesn't matter [ ]

29. In your family who attends meetings called by the following institutions?

Convener of Meeting	Man	Woman	Both
Government			
NGOs			
Church			
Banks & Financial Institutions			
Others (please specify)			

30. During meetings called by government and other institutions which gender is most active in giving opinion?

Convener of Meeting	Man	Woman	Both
Government			
NGOs			
Church			
Banks & Financial Institutions			
Others (please specify)			

31. a) In your opinion what are the key constraints that prevent women and youth from fully participating in farmers' organisations?

.....  
 .....  
 .....

25b) In your opinion what do you think needs to be done to ensure women and youth fully benefit from the maize, millet, sorghum and pulses farming activities?

.....  
 .....  
 .....

**PART E: GENDER ROLES AND RESPONSIBILITIES**

32. What roles does each of the following play in your community?

Role	Men	Women	Both	Young man	Young woman
Reproductive role					
Productive role					
Community role					
Others (please specify)					

33. In your family who does the following jobs?

Gender	Till and prepare the land	Planting and Weeding	Harvesting And Post Harvest	Taking Produce and Animals to the	Herding the Animals	Household Chores	Fetch Water for the Family	Construct Family Home

				<b>Market</b>				
<b>Man</b>								
<b>Woman</b>								
<b>Both</b>								
<b>Youth</b>								

34. Who do you think has a bigger workload in the household?

Men [ ] Women [ ]

35. Please explain your answer to question 34.

.....

.....

.....

**PART F: PRODUCERS CHARACTERISTICS**

36. Please indicate if you are involved in any of the following agronomic practices

S/No.	Agronomic Practices	Yes	No
30 a)	<b><u>Use of Certified/Improved Seeds</u></b>		
	Maize		
	Sorghum		
	Millet		
	Beans		
	Green Grams		
30b)	<b><u>Use of Fertilisers</u></b>		
	Basal Fertiliser		
	Top Dressing Fertiliser		
30c)	<b><u>Use of Pesticides</u></b>		
	Storage Dust (Maize, Sorghum, Millet, Beans and Green Grams)		
	Stalk Borer dust (Millet)		
30d)	<b><u>Equipments</u></b>		
	Small equipments and tools		

	Tarpaulins		
	Palets		
	Mechanical shelling and threshing (Maize and Sorghum)		
30e)	<b>Gunny bags</b>		
	<b>Hermitic bags</b>		
30f)	<b><u>Labour</u></b>		
	Internal/Family labour		
	External Labour		
30g)	<b>Weather Indexed Insurance</b>		

**31a) Please provide responses in regard to the following regarding your food production**

Type of Harvest	Able to feed family with produce and sell surplus produce	Able to feed family with produce but no surplus	Produce not enough to feed family have to buy food
During a good crop harvest			
During a normal crop harvest			
During a poor crop harvest			

**31b) In your opinion, what are the main constraints that limited your crop production? (Please tick where appropriate)**

S/No.	Production Constraints	(Tick where appropriate)
1.	High cost of certified seeds	
2.	High costs of fertilisers	
3.	High costs of pesticides	
4.	Lack of water supply	

5.	No knowledge of soil fertility management	
6.	No knowledge of agronomic practices	
7.	No knowledge of modern agronomic technologies	
8.	No knowledge of post harvest management	
9.	Lack of access to warehouse systems	
10.	Limited market linkages	
11.	Limited access to financial services	
12.	Lack of group organisation	
13.	Others	

**32. Please provide the following responses in regard your eligibility to obtain support from the KCEP Programme Support**

S/No.	Eligibility Criteria	Yes	No
1.	Have commitment to use aggregation/storage facilities for efficient marketing		
2.	Willing to join organized groups		
3.	Willing to provide stipulated beneficiary contribution		
4.	Interested in further expansion of farming activities (Small Farmers)		
5.	Willing to abide by guidelines of the KCEP Project		

***THANK YOU VERY MUCH FOR YOUR TIME***

**b) FOCUS GROUP DISCUSSIONS INTERVIEW GUIDE**

**KENYA CEREALS ENHANCEMENT PROGRAMME (KCEP), STUDY ON GENDER, EQUITY AND SOCIAL INCLUSION**

1a) Name of the Group:

.....

1b) No. of men in the Group: ..... No. of women in the Group: .....

No. of youth in the Group: .....

1c) What is the criteria of recruiting group members?

.....

.....

1d) What are the activities of the group?

.....

.....

1e) Does the Group have an Executive Committee?.....

1f) What is the composition of the Executive Committee?

Position	Male	Female	Age Bracket (Youth 18-35; 36-45; 46-55; Over 55)
Chairman			
Vice-Chairman			
Secretary			
Treasurer			
Committee Member			

2. List down five gender roles for men, women and the youth in your community and/group?

.....

.....

.....

3. What determines the gender roles in the community and/group?

.....  
.....  
.....

**4. What family resources are owned by men? List five**

.....  
.....  
.....

**5. How are resources/benefits accrued to the group shared among the members?**

.....  
.....  
.....

**6. What family resources are owned by women? List five**

.....  
.....  
.....

**7. What family resources are owned by youth? List five**

.....  
.....  
.....

**8. What are the key constraints that prevent women and youth from accessing resources and benefits of farming in your community?**

.....  
.....  
.....

**9. What can be done to address these constraints?**

.....  
.....  
.....

**10. What is the gender representation of the leadership in your community?**

.....  
.....  
.....

**11. What is the gender representation of leadership of five institutions in your area?**

.....  
 .....  
 .....

**12. What can be done to encourage women and youth to participate more in leadership positions in your community?**

.....  
 .....  
 .....

**13. Gender Workload Analysis Schedule**

**Work load schedule** *(data to be compiled in separate women and men's groups for the three value chains-maize, sorghum and millet)*

**Daily Activities in Wet Seasons and Dry Seasons**

<b>Women</b>	<b>Duration</b>	<b>Men</b>
e.g. wake-up		e.g. wake up
e.g. go to bed		e.g. go to bed

**Summary Wet Season and Dry Season Workload Summary**

<b>Work Load</b>	<b>Women</b>	<b>Men</b>
Hours of work		
Hours of rest		

c) **KEY RESOURCE PERSONS INTERVIEW SCHEDULE (PCU, CPCs and CDGSD)**

**KENYA CEREALS ENHANCEMENT PROGRAMME (KCEP)**  
**STUDY ON GENDER AND SOCIAL INCLUSION**

**Instructions**

Please answer all the questions to the best of your understanding.

**PART A: BIO-DATA**

1. Name of Key Resource Person:.....

2. Position Held:.....

**3. Name of your county (CPCs and CDGSD)**

Bungoma [ ] Transzoia [ ] Nakuru [ ] TharakaNithi [ ]  
Kakamega [ ] Nandi [ ] Embu [ ] Kitui [ ]

**PART B: POVERTY AND ECONOMIC SITUATION**

4. What is the general incidence of poverty in this county/programme area?  
.....  
.....  
.....

5. What are the main agro-ecological and economic potentials in this county/  
programme area?  
.....  
.....  
.....

6. What are the main crops that contribute to household income and food security in the  
county/ programme area?  
.....  
.....  
.....

7. Please comment on the poverty typology established by the programme for your  
county/programme area?  
.....  
.....  
.....

**PART C: MAIN CHARACTERISTICS OF PRODUCERS OF DIFFERENT POVERTY LEVELS**

8. What are the main characteristics of subsistence farmers in your county/ programme area?

.....  
.....  
.....

9. What are the main characteristics of small farmers who have potential to graduate to commercial agriculture?

.....  
.....  
.....

10. What are the main characteristics of services providers (agro-dealers; private extension services; buyers; processors and lead farmers) in the three value chains of maize, sorghum and millet?

.....  
.....  
.....

**PART D: ACCESS AND CONTROL OF BENEFITS AND GENDER INCLUSION**

11. What are the key constraints that prevent women and youth from having access to and control of benefits from the maize, sorghum and millet values chains?

.....  
.....  
.....

12. What solutions can be provided to address these key constraints that prevent women and youth from having access to and control of benefits from the maize, sorghum and millet values chains?

.....  
.....  
.....

13. What strategies need to be put in place to ensure social inclusion of all gender in the targeted value chains?

.....  
.....  
.....

**PART E: GENDER ROLES AND RESPONSIBILITIES AND PARTICIPATION IN GROUP LEADERSHIP POSITIONS**

14. What are the key roles and responsibilities of each gender in the targeted value chains in your county/programme area?

.....  
.....  
.....

15. What are the key constraints that prevent women and youth from fully participating in farmers' organisations?

.....  
.....  
.....

16. What do you think needs to be done to ensure women and youth fully benefit from the maize, millet, sorghum and pulses value chains?

.....  
.....  
.....

**PART F: BENEFICIARY SELECTION FOR E-VOUCHER AND STRATEGIES TO PREVENT MISUSE OF E-VOUSHER**

17. Please comment of the beneficiary selection process for the e-voucher

.....  
.....  
.....

18. What strategies need to be put in place to prevent misuse of the e-voucher?

.....  
.....  
.....

**PART G: ACCESS TO SUPPORT SERVICES AND PROGRAMME BENEFITS**

19. What mechanisms should be put in place to ensure women and youth access support services and programme activities?

.....  
.....  
.....

**PART H: METHODOLOGY FOR AESSING GROUP ACTIVITY IN LINE WITH SOCIAL CHARACTERISTICS AND SOCIAL INCLUSION ISSUES**

20. What strategies and methods should be adopted to ensure that activities of groups supported by the programme provide for social inclusion?

.....  
.....  
.....

**PART I: CEREAL PRODUCTIVITY ENHANCEMENT**

21. Please explain your role in regards to promotion of effective agricultural services to farmers

.....  
.....  
.....

22. What will be your role in regards to promotion of agricultural advisory services to farmers?

.....  
.....  
.....

**PART J: POST-HARVEST MANAGEMENT AND MARKET LINKAGES**

23. Please explain your role in regards to support for post-harvest management (on-farm grain management and produce collection and warehousing)

.....  
.....  
.....

24. What will be your role in implementation of market linkages and value addition?

.....  
.....  
.....

**PART K: FINANCIAL INCLUSION**

25. Please explain your role in support for financial inclusion (debit cards; e-voucher and warehouse receipt system)

.....  
.....  
.....

26. What will be your role in support for value chain financing in the programme?

.....  
.....  
.....

***THANK YOU VERY MUCH FOR YOUR TIME***

d) **KEY INFORMANT INTERVIEW SCHEDULE (KCEP PARTNERS-EQUITY BANK; KARLRO, AGMARK, IPNI and CGA)**

**KENYA CEREALS ENHANCEMENT PROGRAMME (KCEP), STUDY ON GENDER, EQUITY AND SOCIAL INCLUSION**

**Instructions**

Please answer all the questions to the best of your understanding.

**PART A: BIO-DATA**

1. Name of Key Resource Person:.....
2. Organisation:.....
3. Position Held:.....

**PART B: ACCESS TO E-VOUCHER/WAREHOUSE RECEIPT SYSTEM AND BENEFICIARY SELECTION (EQUITY BANK/EQUITY GROUP FOUNDATION)**

4. What strategies do you have in place for selection of beneficiaries for the E-Voucher and Warehouse Receipt Systems?  
.....  
.....  
.....

5. How will you ensure financial inclusion in delivery of the e-vouchers and implementation of the warehouse receipt system?  
.....  
.....  
.....

6. How will you ensure that the E-Voucher system is not misused?  
.....  
.....  
.....

**PART C: CEREAL PRODUCTIVITY ENHANCEMENT (CGA/KARLO/IPNI & AGMARK)**

7. How will you ensure that there is dissemination of available technologies to smallholder farmers for adoption?  
.....  
.....  
.....

8. How will you support intensification of maize based, white sorghum-based and finger millet-based cropping systems?

.....  
.....  
.....

9. How will you support the implementation of the e-voucher system?

.....  
.....  
.....

10. How will you ensure the e-voucher system is not misused?

.....  
.....  
.....

11. How will you support provision of extension services to farmers?

.....  
.....  
.....

12. How will you build capacity of service providers in the three value chains?

.....  
.....  
.....

13. How will you ensure research adaptation and dissemination?

.....  
.....  
.....

14. How will you promote the adoption of advisory services by farmers?

.....  
.....  
.....

***THANK YOU VERY MUCH FOR YOUR TIME***

e) **KEY INFORMANT INTERVIEW SCHEDULE (AGRO-DEALERS)**

**KENYA CEREALS ENHANCEMENT PROGRAMME (KCEP), STUDY ON GENDER, EQUITY AND SOCIAL INCLUSION**

**Instructions**

Please answer all the questions to the best of your understanding.

1. Name of Key Resource Person:.....
2. County:.....
3. What type of products and services do you offer to farmers?  
.....  
.....  
.....
4. What type of training and advisory services do you offer to farmers?  
.....  
.....  
.....
5. Do you carry out field days and demonstration to farmers in your county?  
Yes [ ] NO [ ].  
If Yes Please provide details:  
.....  
.....
6. What are the key challenges that you face in delivery of these services to farmers?  
.....  
.....  
.....
7. Have you participated in an e-voucher system for provision of farmer inputs in the past? Yes [ ] NO [ ].  
If Yes Please provide details:  
.....
8. What were the key challenges of the e-voucher system implementation?  
.....  
.....
9. How can these challenges be dealt with under the KCEP Programme?  
.....  
.....  
.....

**f) KEY INFORMANT INTERVIEW GUIDE (COMMUNITY OPINION LEADERS)**

**KENYA CEREALS ENHANCEMENT PROGRAMME (KCEP), STUDY ON GENDER, EQUITY AND SOCIAL INCLUSION**

1. Name:.....
2. Position: .....
3. County:.....
4. Please provide an overview of participation of men, women and youth in the maize, sorghum and millet value chain in your area  
.....  
.....  
.....
5. What can be done to support women and youth to benefit more from the maize, sorghum and millet value chain in your area  
.....  
.....  
.....
6. Please provide an overview of gender roles in your area i.e. roles for men, women and the youth in your community and/group?  
.....  
.....  
.....
7. What determines these gender roles in the community?  
.....  
.....  
.....
8. How do gender roles determine and influence access to and benefits from participation in maize, sorghum and millet farming?  
.....  
.....  
.....
9. In your opinion, what can be done to encourage better participation, access to benefits by women and youth in the maize, sorghum and millet value chains?

.....  
.....  
.....

10. In your community **who** has access to economic resources (income from sale of produce); productive resources (land, equipments, tools), political resources (leadership, information and organisation) and time and **why** is this so?

.....  
.....  
.....  
.....  
.....

11. In your community **who** has control to economic benefits arising from economic activities (income from sale of produce); productive activities (land, equipments, tools), political activity (leadership, information and organisation) and time and **why** is this so?

.....  
.....  
.....  
.....  
.....

12. What are the key constraints that prevent women and youth from accessing resources and benefits of farming in your community?

.....  
.....  
.....

13. In your opinion, what can be done to address these constraints?

.....  
.....  
.....

## **APPENDIX IV: KCEP PROGRAMME GENDER, EQUITY AND SOCIAL INCLUSION (GESI) ACTION PLAN**

### **a) Gender Action Plan (GAP):**

The Gender Action Plan is a tool used by organizations to ensure gender mainstreaming is tangible and explicitly visible in programme design and implementation. It mirrors the project outputs and is an integral part of project design. GAPS include targets, quotas, gender design features and quantifiable performance indicators to ensure women's participation and benefits in Programme activities. Gender action plans involve gender planning.

**Gender planning** refers to the process of planning developmental programmes and projects that are gender sensitive and which take into account the impact of different gender roles and gender needs of women and men in the target community or sector. It involves the selection of appropriate approaches to address not only women and men's practical needs, but which also identify entry points for challenging unequal relations (strategic needs) and to enhance the gender responsiveness of policy dialogue.

### **b) Importance of Gender action-planning**

- i) Gender action planning is undertaken to address gender inclusion; and to address gender issues in the Programme;
- ii) It also facilitates women's involvement and/or ensures tangible benefits to women;
- iii) Provides mechanisms to ensure implementation of the gender design elements;
- iv) Useful in monitoring and evaluation of the Programmes.

### **c) Process of Gender action-planning**

The process of gender action planning requires the input of all stakeholders in a certain sector such as agriculture in order to come up with a GAP that can addresses all gender issues in that sector. The GAP can be in two parts:

- i) **Main targets** that measure the success of the gender related objectives;
- ii) **Actions and initiatives** planned to help in the achievement of each objective.

### **d) Women Empowerment in Agriculture Index (WEAI)**

The development of the KCEP GESI Action Plan was informed by the concept of Women Empowerment in Agriculture Index (WEAI). The Women's Empowerment in Agriculture Index (WEAI) measures the empowerment, agency, and inclusion of women in the agriculture sector in an effort to identify ways to overcome those obstacles and constraints (USAID, 2015).

The index is a significant innovation in its field and aims to increase understanding of the connections between women’s empowerment, food security, and agricultural growth. The WEAI is a composite measurement tool that: Indicates women’s control over critical parts of their lives in the household, community, and economy; allows identification of women who are disempowered and understand how to increase autonomy and decision making in key domains; tracks progress toward gender equality; and enables the identification geographic areas where women and men are disempowered and to target policy and programming in those areas.

According to USAID (2015), there are five domains of WEAI namely:

**Production;** this domain is defined as an individual having sole or joint decision making over food and cash crop farming, livestock, and fisheries and autonomy in agricultural production.

**Resources:** this domain concerns itself with the ownership of, access to, and decision making power about productive resources such as land, livestock, agricultural equipment, consumer durables, and credit.

**Income:** this domain concerns sole or joint control over the use of income and expenditures which means an individual receives remuneration for her work and participates in the decisions around its expenditure.

**Leadership:** this domain includes leadership in the community, measured by membership in economic or social groups and comfort speaking in public.

**Time;** this domain is defines as the allocation of time to productive and domestic tasks and satisfaction with the available time for leisure activities.

**Table: WEAI Domains**

Domain	Indicator	Weight
Production	Input in productive decisions	1/10
	Autonomy in production	1/10
Resources	Ownership of assets	1/15
	Purchase, sale or transfer of assets	1/15
	Access to and decisions about credit	1/15
Income	Control over use of income	1/5
Leadership	Group membership	1/10
	Speaking in public	1/10
Time	Workload	1/10
	Leisure	1/10

A woman is defined as empowered in 5DE if she has adequate achievements in four of the five domains or is empowered in some combination of the weighted indicators that reflect 80 percent total adequacy. A key innovation of the index is that it is able to show in how many domains women are empowered and at the same time reveal the connections among areas of disempowerment. This enables decision makers to focus on improving the situations of the most disempowered women.

**Gender Parity Index (GPI);** this sub-index reflects the percentage of women who are as empowered as the men in their households. For those households that have not achieved gender parity, the GPI sub-index shows the gap that needs to be closed for women for women to reach the same level of empowerment as men. Using a survey method that goes beyond the traditional practice of interviewing only a household “head” (often a male) to interview both a principal female and a principal male, the GPI allows for comparison of agricultural empowerment of men and women living in same households.

**e) Key Gender, Equity and Social Inclusion (GESI) Gaps in the KCEP Programme Area**

The GESI study has identified a number of Gaps that will be addressed in the GESI action plan as follows:

**i) Crop Production**

**Decision making:** is skewed against women and youth. Men make most decisions regarding production;

**Women and Youth lack access to inputs:** Women lack access to credit and financial support since this is mainly pegged to collateral ownership such as on ownership of land, which is mainly in the hands of men;

**In adequate extension and advisory services:** crop extension services and advisory services are inadequate;

**Unequal Workload:** Women contribute the most to crop production labour including planting, weeding and harvesting, while men are mainly involved in land preparation and taking harvested crop to the market for sale.

**ii) Resources**

**Ownership of land:** land which is the main factor of production for crop farming is majorly under the control of men;

**Ownership of assets:** ownership of assets of significant value in households such as large stock animals, agricultural tools and equipment was mostly by men;

**Decision making:** since men owned and controlled land and significant assets they tended to control and make all decisions regarding purchase, sale, transfer and use of these assets;

**Access to credit:** access to credit was in many times pegged on having collateral and this was an unfavourable condition for women and youth since they did not own or control high value assets.

### iii) Income

**Access to benefits and income from farming:** women and youth are disadvantaged when it comes to accessing benefits and income arising from farming. Most men prefer to be the ones to take produce to the market for sale and therefore end up keeping income that arises from sale of produce.

**Engagement in Productive Activities:** women spend many hours in a day playing reproductive roles. Although these roles are important, the women do not receive pay for playing this role. Besides, this also denies the women time to engage in productive activities which would attract benefits and income.

### iv) Leadership

**Participation in Group Organization:** generally women in the Programme area have some level of participation in social and economic groups. However, women participation in the political leadership arena is low and this could be attributable to social and cultural factors that tend to favour men in political leadership. Besides, women are generally overworked and spend many hours of the day playing reproductive and productive roles and therefore they have very few hours left for community leadership participation.

### v) Time

**Workload Distribution:** it was identified that women in the Programme area work an average of 15-17 hours per day with an average resting and sleeping time of 7-9 hours. Men on the other hand work an average of 9-10 hours a day and rest and sleep for 14-15 hours. Women spend most of their time playing reproductive roles and very few hours are left for productive and community roles. Men spend most of their time on productive and community roles and very few hours are spent on reproductive roles.

## GESI ACTION PLAN TARGETING MEN, WOMEN AND YOUTH

This action plan is developed to address the GESI Gaps identified by the study based on the WEAI Index as follows: i) Production; ii) Resources; iii) Income; iv) Leadership and v) Time gaps. To facilitate implementation of the action plan, it is proposed that a Trainer of Trainers (TOT) workshop be organized for implementing officers at County level. These TOTs will then conduct/facilitate training of other trainers at the ward level. The ward level trainers will then be in-charge of the trainings and sensitization of farmers across the Programme area. The Programme has also developed a number of trainings targeted at the same farmers on a number of issues such as improve agronomic practices; marketing and post harvest crop management among others. It is proposed that the trainings and sensitization on gender mainstreaming and social inclusion be integrated with the other trainings for effective implementation of the GESI Action Plan.

STRATEGIC OBJECTIVE (1): TO FACILITATE TRAINER OF TRAINERS FOR IMPLEMENTING OFFICERS						
OUTPUTS	DETAILED ACTIVITIES	INDICATORS	INPUTS/RESOURCES	TIMEFRAME	RESPONSIBLE	
<b>1.1 To equip county level implementing officers with knowledge and skills on gender mainstreaming and social inclusion</b>						
24 Staff trained ( 16 SCAOs and 8 County Gender Officers in all the eight target counties)	1.1.1 Training of county agriculture staff on gender mainstreaming and social inclusion (To include Gender Action Learning System (GALS) and Household Methodologies tools)	-Number of trainings conducted; -Training Reports; -Participants registration lists; -Number of Counties trained;	-Training Materials and Manuals; - Training Venues; -Training personnel;	1 <sup>st</sup> Quarter 2017( Jan-March)	-KCEP PCU; -KCEP County Officers;	Desk
<b>1.2 To educate officers at Ward Levels on gender mainstreaming and social inclusion</b>						

-16 WAOs, and 16 Ward Administrative officers trained on gender mainstreaming and social inclusion completed.	1.2.1 Training of Government Officers at County and Ward Level on Gender Mainstreaming and Social Inclusion (To include Gender Action Learning System (GALS) and Household Methodologies tools)	-Number of trainings conducted. -Training Reports -Participants registration lists -Number of Officers trained	-Training Materials and Manuals; - Training Venues; -Training personnel;	1 <sup>st</sup> Quarter 2017 (Jan-March)	-KCEP PCU; -KCEP County Desk Officers; -Gender And Social Development Department Officers at the county level;
<b>1.3 Create awareness among the local administration staff on gender and social inclusion in crop value chain</b>					
16 sensitization campaigns held at the counties.	1.3.1 Sensitization campaigns held targeting local administration such as chiefs and village elders as change agents to advocate for gender and social inclusion in crop value chain.	-Number of sensitization campaigns done; -Number of staff trained	-Sensitization materials and posters. -Training Personnel	2 <sup>nd</sup> Quarter (April-June 2017)	-KCEP County Desk Officers; - Gender And Social Development Department Officers at the county level;
<b>STRATEGIC OBJECTIVE (2): TO INCREASE THE INVOLVEMENT OF WOMEN AND YOUTH IN CROP PRODUCTION</b>					
<b>2.1. To promote joint decision making by the men, women and youth in crop production value chain</b>					
4,000 farmers groups	2.1.1 Sensitization	-Number of	-Sensitization	2 <sup>nd</sup> and 3 <sup>rd</sup>	-KCEP PCU;

mobilized and sensitized on joint decision making by men and women	campaigns organized for farmers to create awareness on joint decision making in crop production	sensitization forums held; -No. of farmer groups mobilized and sensitized;	materials and posters. -Training Personnel	Quarter( April-August, 2017)	-KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level.
<b>2.2 To increase the number of women and youth involved in decision making on crop production by 10% by end of 2017</b>					
100,000 farmers attending the decision making forums.	2.2.1 Conduct Forums on benefits of joint decision making	-Number of farmers by gender attending the decision making forums; -% of farmers adopting joint decision making	-Sensitization materials and posters. -Training Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level.
100,000 farmers sensitized (at least 50,000 women and youth) on gender using GALS and Household Methodologies Toolkit	2.2.2 Identify and sensitize 100,000 Farmers on GALS and Household methodologies	-Number of farmers sensitized; -% of farmers adopting joint decision making	-Sensitization materials and posters. -Training Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level
<b>2.3 To reduce women's workload (reproductive, productive and community roles) by 40% by 2017</b>					
Behavior change promotion messages	2.3.1 Distributing behavior	-Number of behavior	-Behavior change messages developed	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-	-KCEP PCU; -KCEP County Desk

carried out targeting 100,000 farmers.	messages through billboards, mass media and public forums on equitable sharing of workload by men and women.	messages carried out; -% of men reported as adopting workload sharing with their spouses	and tested; -Bill boards and mass media promotions	August, 2017)	Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level
-100,000 farmers sensitized on the energy saving technologies.	2.3.2 Introduce energy saving technologies.	-Number of farmers sensitized on the energy saving technologies;  -% of farmers reported as adopting energy saving technologies	-Sensitization materials and posters. -Training Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level
<b>2.4 To improve access to production inputs by women and youth by 50% by end of 2017</b>					
-100,000 farmers sensitized (50,000 women and youth) on financial literacy and linkages	2.4.1 Financial literacy sensitization on strategies for accessing credit facilities to increase access to	-Number of farmers sensitized;  -% of farmers with access to credit;  -% of farmers with	-Sensitization materials and posters. -Training Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level

	farm inputs.	improved access to crop production inputs			
<b>2.5 To increase uptake of use of extension service providers by farmers by 50% by end of 2017</b>					
-Farmers: Men, women and youth farmers connected to crop extension service providers.	2.5.1 Conduct sensitization forums on importance of extension services to improve crop production; 2.5.1 Organize linkage forums to connect farmers to existing extension service providers	-Number of sensitization forums held; -Number of linkages forums held; -% increase in the use of extension service providers by farmers especially women and youth	-Sensitization materials and posters. -Training Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level
<b>STRATEGIC OBJECTIVE (3): TO INCREASE OWNERSHIP AND CONTROL OF RESOURCES BY WOMEN AND YOUTH</b>					
<b>3.1 To develop resource mobilization skills among farmers by end of 2017</b>					
-100,000 farmers sensitized (At least 50,000 women and youths) on resource mobilization	3.1.1 Sensitization of farmers (including their spouses) on resource	-Number of farmers sensitized by gender; -% of farmers by gender adopting	-Sensitization materials and posters. -Training Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level;

Commented [U1]: Services not providers

Commented [U2]: The programme does not involve spouses but rather groups with same interest. The focus is on the HH. One spouse will have influence on the entire HH

	mobilization skills as a strategy to increase crop production	new resource mobilization tools			-Agriculture staff at Ward Level
<b>3.2 To increase the access to available credit facilities by farmers by 30% by end of 2017</b>					
-Farmers especially women and youth accessing credit facilities	3.2.1 Conduct financial linkages sensitization with farmers	-Number of financial linkages sensitizations carried out;  -% of farmers accessing Credit facilities especially women and youth	-Sensitization materials and posters. -Financial Institutions Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level
<b>STRATEGIC OBJECTIVE (4): TO INCREASE ACCESS TO AND CONTROL OF INCOME BY WOMEN AND YOUTH</b>					
<b>4.1 To increase women and youth access to income arising from the target crop value chains by 40% by the end of 2017</b>					
-100,000 farmers sensitized (At least 50,000 women and youth) using Household methodologies	4.1.1 Sensitization campaigns to encourage equitable sharing of income arising from the target crop value chains	-Number of farmers mobilized and sensitized by gender;  -% of farmers reporting equitable sharing of income from sale of crops	-Sensitization materials and posters. -Training Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level

Commented [U3]: Not clear.Are tis this one activity?

Commented [U4]: Cconduct

Commented [U5]: Is this an activity? Under

4, 000 farmers groups trained on market linkages and business development skills	4.1.2 Training of farmers groups on market linkages and development of business skills such as contractual farming	-Number of farmer groups trained;  -% of groups establishing contracts with buyers;	-Training materials and posters. -Training Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level
-100,000 farmers sensitized (At least 50,000 women and youth) to establish off-farm businesses in the target value chains	4.1.4 Carry out a farmer Sensitization to establish off-farm businesses in the target value chains	-Number of farmers sensitized on off-farm businesses  -% of farmers by gender establishing off-farm businesses	-Sensitization materials and posters. -Training Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level
<b>STRATEGIC OBJECTIVE (5): TO INCREASE THE PARTICIPATION OF WOMEN AND YOUTH IN LEADERSHIP POSITIONS</b>					
<b>5.1 To increase the number of women and youth taking up leadership roles in groups by 40% by the end of 2017</b>					
-100,000 farmers to be mobilized and sensitized on leadership and group dynamics	5.1.1 Sensitization of farmers at the grass root level on the leadership, group dynamics and the benefits of having women and youth in	-Number of sensitization forums held;  -Number of farmers sensitized;  -% of women and youth taking up	-Sensitization materials and posters. -Training Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level

	leadership	leadership positions			
<b>STRATEGIC OBJECTIVE (6): TO IMPROVE GENDER WORKLOAD SHARING</b>					
<b>6.1 To increase workload sharing by men, women and youth in the Programme area by 50% by end of 2017</b>					
-100,000 farmers sensitized on workload sharing in the Programme area	-6.1.1 Sensitization forums on workload sharing using Household methodologies toolkit; -6.1.2 Sensitization forums on gender sensitive technologies that reduce workload for women;	-Number of sensitization forums held; -% of farmers reporting improved workload sharing in the households; % of farmers especially women and youth adopting use of gender sensitive technologies	-Sensitization materials and posters. -Training Personnel	2 <sup>nd</sup> and 3 <sup>rd</sup> Quarter( April-August, 2017)	-KCEP PCU; -KCEP County Desk Officers;- -SCAOs and Gender Officers at County Level; -Agriculture staff at Ward Level

**APPENDIX V: MINUTES OF STAKEHOLDER VALIDATION WORKSHOPS**

**EXTRACT OF MINUTES OF THE GENDER, EQUITY AND SOCIAL INCLUSION (GESI) STAKEHOLDERS VALIDATION WORKSHOP HELD AT PANESIC HOTEL, EMBU ON 12<sup>TH</sup> OCTOBER 2016**

**List of Participants**

S/No.	NAME	ORGANIZATION	DEPLOYMENT
1)	Esther Magambo	KCEP CRAL	SPC
2)	K.E. Chomboi	KCEP CRAL	VCAS
3)	Pamela Kimkung	KCEP CRAL	CMTG
4)	Zaweria Thuku	KCEP- CRAL	FSS
5)	Daniel M. Njenga	KCEP- CRAL EASTERN	M & E
6)	Patrick R. Hinga	KCEP CRAL	Farmer
7)	Henry Gitonga	KCEP CRAL	Farmer
8)	Joseph Gichohi	MOALF/ THARAKA SOUTH	Farmer
9)	Julius Gikinyo	AGRICULTURE EMBU COUNTY	SCAO
10)	Julius Gikinyo	KALRO	Principal Economist
11)	Githinji Thiongo	KALRO	Agronomist
12)	Stephen Mworira	MOALF	SCAO Tharaka North
13)	Justa M. Nyaga	MOALF	Farmer
14)	Catherine Nyaga	MOALF	County Desk Officer
15)	Samuel Njeru Nyaga	KCEP CRAL	Farmer
16)	Charles N. Kigoro	MCA	Driver
17)	Kamau Njenga	MOALF	SCALEO
18)	Cyrus Githunguri	KARLO	SPRO
19)	Thomas Mumu	MOALF SHEP PLUS	Gender & Ge
20)	Pholena K. Kihyungi	KHYUSO WARD	
21)	Bernard Row	KALRO	Research Officer
22)	Kivua Julius M.	KCEP CRAL	Agronomist
23)	Jemimah Kathome	BARAKA AGROVET	Agro Dealer
24)	Michael Mwaura	MAWI KITUI COUNTY	SCALEO
25)	John Thuo	MAWI KITUI COUNTY	Desk Officer
26)	Paul Kiige	MBEERE SOUTH MOALF	SCAO
27)	Esther Daniel	MWINGI CENTRAL	Farmer
28)	Githinji M.	MOALF THARAKA NITHI	CCDO/Desk Officer
29)	Damaris Mulewa	CAPITAL STRATEGIES	Consultant
30)	Grace Mugo	CAPITAL STRATEGIES	Consultant

The second GESI validation was held on October 12, 2016 at the Panesic Hotel in Embu. The workshop was a one-day event that involved presentation of the GESI report and GESI

Action Plan by the Consultants-Capital Strategies Kenya Limited, plenary sessions to discuss the issues arising from the report and a presentation of the summary of issues raised as well as the way forward by the Stakeholders. The participants in the stakeholder's validation workshop consisted of: Senior staff from KCEP CRAL, Gender and Training Officer from KCEP CRAL, County Desk Officers, Sub-County Agricultural Officers (SCAOs), Gender Officer from SHERPLUS, and KCEP beneficiaries/farmers. A number of issues were raised during the plenary sessions including:

- 1) **Sampling:** sample size of 387 was found not to be satisfactory since only 47 farmers participated in the study in each county. A section on the sampling techniques should be included in the report and also how errors from SPSS were handled.
- 2) **Ownership of assets:** Gender disaggregated data on the ownership of assets in the report was said to be lacking
- 3) **Role of the youth:** the programme needs to be informed how the youth can be involved in the programme. The consultant should further analyze the issues of the youths to inform the programme on areas along the target value chains where the youths can be involved.
- 4) **Farmers' contribution:** the farmers' contribution of 10% is already a challenge. The report should come up with strategies to ensure that farmers pay the required amount of money on time. However, this issue will be sorted by the programme itself. The consultant can do much on the farmers' contribution.
- 5) **Generalization of results:** some county specific data is needed since every county is unique and faces unique challenges.
- 6) Data on the youth is lacking since most of the tables presenting data have only captured men and women only.
- 7) Livestock issues are not captured in the report yet it is the main economic activity in arid and semi-arid areas. It was noted that the livestock issues will be capture when the study will be extended to cover KCEP CRAL.
- 8) **Editing:** minor correction in terms of the abbreviation e.g. PCU-Programme Coordinating Unit, PSC-Programme not Project Steering Committee, KALRO-not KALRO.
- 9) **Curbing misuse of E-voucher:** Surcharging of agro-dealers was found to be unsustainable. These agro-dealers should be black listed and disabled the POS. recruitment of scouts for monitoring farmers was found not to be sustainable. The farmers should work in groups where the activities of each member of the group can be monitored including E-voucher.
- 10) **Accessing benefits:** Most of the treasurers in the groups interviewed were women showing women are good financial managers since they are trustworthy. However, when it comes to decision making on income in the household, men are the key decision makers showing that women have limited access to financial resources in their households.

**EXTRACT OF MINUTES OF THE GENDER, EQUITY AND SOCIAL INCLUSION (GESI) STAKEHOLDERS VALIDATION WORKSHOP HELD AT THE REFORMED CHURCH OF EAST AFRICA, ELDORET ON 10<sup>TH</sup> OCTOBER 2016**

**List of Participants**

S/NO.	NAME	DEPLOYMENT	ORGANIZATION
1)	ESTHER MAGAMBO	SPC	KCEP CRAL
2)	THOMAS MUMU	SHEP PLUS	MOALF
3)	CAROL KAMAU	AGBS-WR	KCEP CRAL
4)	GLADYS WASIKE	FARMER	KCEP CRAL
5)	PAUL MBAI	COUNTY DESK OFFICER	MOALF, Kakamega
6)	MATHEW NGENO	FARMER	KCEP
7)	DAVID K. SABULEI	FARMER	KCEP
8)	ELIAH SIALO	FAITH BASED	KCEP
9)	ANNA KHAYANGA	FARMER	KCEP
10)	WABWILE N.E	SIRISIA SCAO	MOALF
11)	JACKSON MOSE	DRINO	KCEP CRAL
12)	DAMARIS ULEWA	CONSULTANT	CAPITAL STRATEGIES
13)	GRACE MUGO	CONSULTANT	CAPITAL STRATEGIES
14)	DENIS PCHIMBA	CADO NAKURU	MOALF
15)	PAMELA KIMKUNG	CMTG	KCEP CRAL
16)	MARTHA M. SILA	AGRONOMIST	KCEP CRAL
17)	KIPROTICH CHOMBOI	NEDS	KCEP CRAL
18)	MANFRED MUHINDI	FARMER	KCEP
19)	ESTHER MWIKALI	ABO COAST REGION	KCEP CRAL
20)	THERESIA NDIRANGU	CCO/CKDO	MOALF
21)	WENSLAUS MASINDE	DCDA	MOALF
22)	MOSES K. TOP	SCAO CHESUMET	MOALF

The first GESI validation was held on October 10, 2016 at the Reformed Church of East Africa, Eldoret. The workshop was a one-day event that involved presentation of the GESI report and GESI Action Plan by the Consultants-Capital Strategies Kenya Limited, plenary sessions to discuss the issues arising from the report and a presentation of the summary of issues raised as well as the way forward by the Stakeholders. The participants in the stakeholder's validation workshop consisted of: Senior staff from KCEP CRAL, Gender and Training Officer from KCEP CRAL, County Desk Officers, Sub-County Agricultural Officers (SCAOs), Gender Officer from SHERPLUS, and KCEP beneficiaries/farmers. A number of issues were raised during the plenary sessions including:

- 1) **Sampling:** The population size of 100,000 farmers used by the consultants was not the appropriate one. Further, the formula for calculating the sample size should be referenced and the justification of using this formula should be given. A sampling methodology should be devised and a representative sample selected. A framework that would assist the programme throughout the implementing period;
- 2) **Curbing misuse of the E-voucher:** the consultants should interview the Equity Bank who are partners in this programme.
- 3) Factors preventing women from accessing benefits arising from the target value chains: there is need to find out how many people use land as collateral for accessing credit facilities from financial institutions.
- 4) Category 2 farmers should be included since the report majorly focused on the E-voucher farmers only.
- 5) **Gender Workload Analysis:** the daily activity schedules seem to be very traditional and not capturing the recent changes/progress in the modern society
- 6) **Value chain:** the report has not given clear details on how women, men and youth will benefit from the value chain-opportunities along the target value chains.
- 7) **Overgeneralization of results:** County and region specific data is needed in order to tailor make the interventions for various counties.

Issues raised on the GESI Action Plan include;

- 1) **Equality Vs Equity:** it was agreed that the programme is aiming to promote equity. The interventions to be put in place to promote gender equity should be well spelt out in the GESI Action Plan.
- 2) The targets in the action plan are too ambitious; they need to be revised.
- 3) **Access vs Control of resources:** Access of the resources is more important than control. The action plan should have activities on how access of resources can be enhanced.
- 4) **Objectives:** the objectives should be guided by the gender gaps identified by the study. The objectives need to be redefined. The wording needs to be revised. The activities cited are not related to the objectives. Hence, clear objectives and activities are needed in order for the counties to clearly understand their role in implementing the action plan.

In conclusion, the consultants were asked to consult further with the technical team to refine the report. In addition, every county was asked to look at the actionable area and forward to the PCU for further forwarding to the consultant.

**APPENDIX VI: SELECTED DISSAGGREGATED DATA**

Name of County	1) Highest Education Attainment															
	Primary		Secondary		Certificate		Diploma		Bachelor		Post Graduate		None		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Bungoma</b>	14	7.5	27	20.3	3	10.4	4	23.5	2	20	0	0	0	0	50	12.9
<b>Trans Nzoia</b>	12	6.5	19	14.3	6	20.7	4	23.5	3	30	2	66.7	0	0	46	11.9
<b>Nakuru</b>	33	17.8	12	9.0	1	3.5	0	0	1	10	0	0	1	10	48	12.4
<b>Tharaka Nithi</b>	15	8.1	15	11.3	8	27.6	6	35.3	3	30	1	33.3	0	0	48	12.4
<b>Kakamega</b>	20	10.8	21	15.8	3	10.3	2	11.8	0	0	0	0	2	20	48	12.4
<b>Nandi</b>	29	15.7	18	13.5	5	17.2	0	0	0	0	0	0	0	0	52	13.4
<b>Embu</b>	31	16.8	14	10.5	3	10.3	0	0	0	0	0	0	0	0	48	12.4
<b>Kitui</b>	31	16.8	7	5.3	0	0	1	5.9	1	10	0	0	7	70	47	12.2
<b>Total</b>	<b>185</b>	<b>100</b>	<b>133</b>	<b>100</b>	<b>29</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>10</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>10</b>	<b>10</b>	<b>387</b>	<b>100</b>

Name of County	2) Main Source of Water													
	Piped Water		Stream Water		Dam		Borehole		Spring		Rain Water		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Bungoma</b>	3	5.2	7	5.4	0	0	27	20.6	9	50	1	5.0	47	13
<b>Trans Nzoia</b>	6	10.4	10	7.6	0	0	26	19.9	1	6	2	10.5	45	12
<b>Nakuru</b>	11	18.9	11	8.4	0	0	12	9.0	0	0	8	42.0	42	10
<b>Tharaka Nithi</b>	16	27.6	28	21.4	0	0	4	3.1	0	0	0	0	48	13
<b>Kakamega</b>	1	1.7	7	5.3	0	0	31	23.7	8	44	1	5.0	48	13
<b>Nandi</b>	5	8.6	25	19.1	0	0	21	16.0	0	0	0	0	51	15
<b>Embu</b>	15	25.9	18	13.7	5	83	3	2.0	0	0	7	37.0	48	13
<b>Kitui</b>	1	1.7	25	19.1	1	17	7	5.3	0	0	0	0	34	9
<b>Total</b>	<b>58</b>	<b>100</b>	<b>131</b>	<b>100</b>	<b>6</b>	<b>100</b>	<b>131</b>	<b>100</b>	<b>18</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>363</b>	<b>100</b>

Name of County	3) Average Distance To Water									
	Less Than 1km		1-2km		3-5km		Over 5km		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Bungoma</b>	39	15.7	7	17.5	0	0	0	0	47	13.0
<b>Trans Nzoia</b>	42	16.9	10	4.8	1	1.9	0	0	45	12.0
<b>Nakuru</b>	32	12.9	11	15.9	3	5.7	2	10.5	42	12.2
<b>Tharaka Nithi</b>	18	7.2	28	14.3	13	24.5	8	42.1	48	12.5
<b>Kakamega</b>	43	17.3	7	6.4	0	0	1	5.3	48	12.5
<b>Nandi</b>	41	16.5	25	7.9	4	7.6	1	5.3	51	13.3
<b>Embu</b>	25	10.0	18	14.3	10	18.9	3	15.8	48	12.2
<b>Kitui</b>	9	3.6	25	19.1	22	41.5	4	21.1	34	12.2
<b>Total</b>	<b>249</b>	<b>100.0</b>	<b>63</b>	<b>100.0</b>	<b>53</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>384</b>	<b>100.0</b>

Name of County	4) Access To Financial Institution					
	Yes		No		Total	
	No.	%	No.	%	No.	%
Bungoma	24	12.6	26	13.2	50	12.9
Trans Nzoia	25	13.2	21	10.7	46	11.9
Nakuru	29	15.3	19	9.6	48	12.4
Tharaka Nithi	25	13.2	23	11.7	48	12.4
Kakamega	12	6.3	36	18.3	48	12.4
Nandi	29	15.3	23	11.7	52	13.4
Embu	30	15.8	18	9.1	48	12.4
Kitui	16	8.4	31	15.7	47	12.2
<b>Total</b>	<b>190</b>	<b>100.0</b>	<b>197</b>	<b>100.0</b>	<b>387</b>	<b>100.0</b>

Name of County	5) Access To Credit					
	Yes		No		Total	
	No.	%	No.	%	No.	%
Bungoma	13	10.7	37	13.8	50	13.0
Trans Nzoia	18	15.0	27	10.2	45	11.7
Nakuru	9	7.5	39	14.7	48	12.4
Tharaka Nithi	17	14.2	31	11.7	48	12.4
Kakamega	7	5.8	41	15.4	48	12.4
Nandi	23	19.2	29	10.9	52	13.5
Embu	27	22.5	21	7.9	48	12.4
Kitui	6	5.0	41	15.4	47	12.2
<b>Total</b>	<b>120</b>	<b>100</b>	<b>266</b>	<b>100</b>	<b>386</b>	<b>100</b>

Name of County	6) Poverty Situation/Incidence							
	Poor		Moderate		Good		Total	
	No.	%	No.	%	No.	%	No.	%
Bungoma	26	12.7	21	12.1	0	0	47	13.0
Trans Nzoia	26	12.8	18	10.4	2	40	46	11.7
Nakuru	16	7.8	31	17.9	1	20	48	12.4
Tharaka Nithi	18	8.8	28	16.2	2	40	48	12.4
Kakamega	21	10.3	27	15.6	0	0	48	12.4
Nandi	34	16.7	17	9.8	0	0	51	13.5
Embu	24	11.8	24	13.9	0	0	48	12.4
Kitui	39	19.1	7	4.1	0	0	46	12.2
<b>Total</b>	<b>204</b>	<b>100</b>	<b>173</b>	<b>100</b>	<b>5</b>	<b>100</b>	<b>382</b>	<b>100</b>

Gender of The Respondent	7) Gender Preferences When Voting Incase Leadership Positions Arise							
	Man		Woman		Doesn't Matter		Total	
	No.	%	No.	%	No.	%	No.	%
<b>Young Female</b>	1	1.5	19	14.0	23	12.9	43	11.3
<b>Young Male</b>	5	7.3	6	4.4	22	12.4	33	8.7
<b>Male</b>	41	61.2	22	16.2	72	40.5	135	35.4
<b>Female</b>	20	30.0	89	65.4	61	34.3	170	44.6
<b>Total</b>	<b>67</b>	<b>100</b>	<b>136</b>	<b>100</b>	<b>178</b>	<b>100</b>	<b>381</b>	<b>100</b>