



REPUBLIC OF KENYA

MINISTRY OF GENDER, SPORTS, CULTURE AND SOCIAL SERVICES

PLAN OF ACTION (2008 – 2012) TO IMPLEMENT THE NATIONAL POLICY ON GENDER AND DEVELOPMENT

MARCH 2008

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Abbreviations and Acronyms

BPA	Beijing Platform for Action
BSP	Budget Support Programme
CIDA	Canadian International Development Agency
CBS	Central Bureau of Statistics
CDF	Constituency Development Fund
CEDAW	Convention on Elimination of all Forms of Discrimination Against Women
CRC	Convention on the Rights of the Child
CSO	Civil Society Organization
DDO	District Development Officer
DSDO	District Gender & Social Development Officer
DPM	Department of personnel management
EAC	East African Community
ECK	Electoral Commission of Kenya
ECOSOC	Economic and Social Council (UN)
ERS	Economic Recovery Strategy
FGM	Female Genital Mutilation
FIDA	Federation of Women Lawyers (Kenya Chapter)
FPE	Free Primary Education
GAD	Gender and Development
GES	General Economic Services
GESP	Gender Equity Support Project
GJLO	Governance Justice Law and Order
GOK	Government of Kenya
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
HDI	Human Development Index
ICPD	International Conference on Population and Development
IEC	Information Education and communication
ILO	International Labour Organization
IP-ERS	Investment Programme for Economic Recovery Strategy
IT	Information Technology
JSC	Judiciary Service Commission
KHDS	Kenya Household Demographic Survey
KNBS	Kenya National Bureau of statistics
LATF	Local Authorities Transfer Fund
M&E	Monitoring and Evaluation
MCH&FP	Maternal Child Health and Family Planning
MDG	Millennium Development Goal
MOA	Ministry of Agriculture
MOE	Ministry of Education
MOGSCSS	Ministry of Gender Sports Culture and Social Services
MOH	Ministry of Health
MOHA	Ministry of Home Affairs
MoIC	Ministry of Information and Communication
MOLH	Ministry of Lands and Housing
MOLRHD	Ministry of Labour and Human Resource Development



MOP&ND	Ministry of Planning and National Development
MOPA&IS	Ministry of Provincial Administration and Internal Security
MOYA	Ministry of Youth Affairs
MTEF	Medium Term Expenditure Framework
NACC	National AIDS Control Council
NCGD	National Commission on Gender and Development
NCAPD	National Coordination Agency for Population & Development
NCSW	National Council on the Status of Women
NCWK	National Council of Women of Kenya
NGO	Non-Governmental Organization
NPEP	National Poverty Eradication Programme
NPGP	National Policy on Gender and Development
PA	Provincial Administration
PMTCT	Prevention of Mother To Child Transmission
PPA	Participatory Poverty Assessment
PRSP	Poverty Reduction Strategy Paper
PS	Permanent Secretary
PSC	Public Service Commission
SRA	Strategy for Revitalizing Agriculture
TOT	Training of Trainers
TOR	Terms of Reference
UGI	Units of Gender Issues
UN	United Nations
UNDP	United National Development Programme
UNIFEM	United Nations Fund for Women
WID	Women in Development



Foreword

The Department of Gender and Social Services has developed this National Plan of Action as a comprehensive framework for gender mainstreaming in the country. The Plan of action is in response to the various global and regional instruments on gender equality that Kenya has adopted.

The Plan is anchored on the National Policy on Gender and Development, 2000 and the Sessional Paper No. 2 of 2006 on Gender Equality and Development. It captures the gender concerns in key sectors and outlines interventions and strategies which will bring real change to women and girls in our society. It also provides clear indicators that will facilitate monitoring and evaluation during implementation of the Policy

It focuses on the nine thematic areas of the Gender Policy which are:

- The Economy and Agriculture,
- Poverty and Sustainable Livelihoods
- Law and Justice
- Political Participation
- Education and Training
- Health and Population
- Environmental Sustainability
- Peace, Security and Conflict Resolution
- Media and Information Technology

The Plan will ensure guided and focused implementation of the Policy and contribute to the attainment of the Millennium Development Goals (MDGS) and the Vision 2030 on gender equality and empowerment of women.

All stakeholders from government ministries, NGOs, civil society, faith-based organizations, private sector and development partners are called upon to actively participate in the implementation of this Plan as this will significantly contribute to gender responsive programming in Kenya.

MRS. RACHEL B. DZOMBO, CBS
PERMANENT SECRETARY



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We believe that the implementation of this Plan will significantly contribute to the achievement of gender equality and the empowerment of women in Kenya.



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Executive Summary

This Plan of Action draws its strength from the National Policy on Gender and Development (January 2000) and Sessional Paper No. 2 of 2006 on Gender Equality and Development whose overall objective is to ensure women's empowerment and mainstreaming needs of women, men, girls and boys in all sectors of development in Kenya so that they can participate and benefit equally from development initiatives. The objective of the Plan of Action is to; facilitate the mainstreaming of gender concerns in all areas of the development process and to provide a basis for stakeholders to initiate programmes to promote gender equality in the country.

The Plan of Action was developed through a participatory process that included in-depth interviews with selected key informants in sector ministries and consultations with the civil society organizations. It also involved literature review of local, national, regional and international documentation of the women's movements, conventions, agreements and other instruments that have consequently evolved into the gender discourse and gender issues as a core development concept. Other steps included: preparation of an inception report, a 2-day sectoral experts workshop, a validation workshop and finalization of the Plan. The Action Plan proposal is initially for 5-years (2008-2012), after which a review will be done and adjustments made accordingly.

Broadly, the Plan of Action addresses the nine areas of the national gender policy and Sessional Paper No. 2 of 2006 on Gender Equality and Development:.. removal of impediments to equal access to economic and employment opportunities for men and women; poverty eradication and promotion of sustainable livelihoods; legal reforms to guarantee Kenyan men and women equality before the law, as provided for in the Constitution and under the obligations of the Kenyan State in international law; to enhance gender parity in political participation and decision-making; education and training to enhance and sustain measures to eliminate gender disparities in access, retention, transition and performance in education for both boys and girls; health and population in order to achieve the highest attainable standard of health for both men and women through addressing gender inequalities pertaining to access and use of basic health services and facilities; the media in order to increase the participation of women in the media and



communications sector and promote gender sensitive portrayal of both men and women in the mass media; peace security and conflict resolution; and environmental sustainability.

The Plan will primarily use the institutional mechanisms provided for in the Sessional Paper No. 2 of 2006 and bring on board latest institutional development. These include Ministry of Gender Sports Culture and Social Services, Department of Gender and Social Services, the National Commission on Gender and Development, line ministries and gender officers. The implementation process of the Plan of Action will be a collaborative effort between Government Ministries, Civil Society Organizations (CSOs), communities and other development partners. The approach of being self critical in a gender responsive manner by all the stakeholders is recommended at all levels for a sustained momentum in gender mainstreaming.

The Plan of Action is divided into five chapters. Chapter one is an introduction to gender mainstreaming which traces the historical journey of gender and gender mainstreaming concepts in development with an aim of bringing out the policy imperatives on which the Plan of Action is based. This chapter also highlights the implementation status of policies, challenges and the justification of the Plan of Action. Chapter two indicates the structures for implementing the Plan of Action. Chapter three presents briefs on the implementation strategies. Chapter four is a summary of proposed activities, indicators and implementation schedules with a detailed work plan in a log frame. Chapter five gives a brief on the M&E system to be followed as the implementation process takes place.

It is envisaged that due to the broad consultations that took place in the preparation of this Plan, and the general good will prevailing among the different stakeholders, gender mainstreaming will be achieved. The Monitoring and Evaluation system put in place will help in tracking progress. It is noted that, during the implementation of the Plan what is important is how, the proposals and activities made in this Plan of Action will change the lives of the Kenyan women, men, boys and girls for a better society.



Chapter One: Introduction



1.1. Background

Gender mainstreaming is a pre-requisite for poverty reduction and sustainable development. The United Nations Economic and Social Council (ECOSOC July 1997) defined the concept of gender mainstreaming as: "**...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality...**"

Gender equality was officially recognized as a global goal for economic growth and poverty reduction by the world community (in the Charter of United Nations) in 1945. It was adopted on 7th November 1967 by the UN General Assembly of the Declaration on Convention of the Elimination of All forms of Discrimination against Women (CEDAW) and entered to force as an international treaty on the 10th Anniversary in 1989. The spirit of the CEDAW is rooted in the goals of the United Nations: "**to reaffirm faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women**". This has been confirmed by subsequent international and regional treaties, conventions and agreements/instruments that promote gender equality and gender equity of which Kenya is a signatory.

Kenya signed and ratified CEDAW in 1984; the BPFA in 1995; is committed to MDGs (2000) which are consistent with the 12 critical areas of concern in the BPA; the resolution of the African Union Summit (September 2004) on employment creation and poverty alleviation; Convention of the Rights of Children (CRC) 1989; United Nations Declaration on Violence Against Women(1993); International Conference on Population and Development(ICPD)1994; Nairobi Forward Looking Strategies for the Advancement of Women (NFLS)-1985;and NEPAD-Peer review mechanisms, African Union(AU) and the East African Community(EAC) Partnership



Treaty; among others. In addition, Kenya has ratified two core labor standards of the ILO: Convention No.100 on equal pay for work of equal value and Convention No.111 on Discrimination (Employment Occupation Convention 1968). The commitment of the Government of Kenya to mainstream gender in national development for equitable growth and poverty reduction is evidenced by the establishment of different national machineries with different but complementary roles.

These machineries include establishment of:

- ♦ Special units to address women's issues in home economics, maternal and child health services in 1963
- ♦ Women's Bureau to integrate women issues into national development in 1976
- ♦ NGO Coordination Board in 1992 to regulate and harmonize the activities of the NGOs most of which addressed women advancement and the formation of the National Council of the NGOs charged with the coordination of Civil Society Organizations (CSO)
- ♦ Women/ gender desks in all the government ministries under 1994-1996 national development plan
- ♦ Elevation of Women's Bureau to a department in the Ministry of Gender, Sports, Culture and Social Services (MGSCSS), with its own budgetary allocation.
- ♦ National Commission for Gender and Development established by an Act of Parliament to provide policy guidance and act as the oversight body in terms of appraising performance of government institutions in mainstreaming gender concerns thereby strengthening the national machineries for gender integration in development in 2004;
- ♦ National anti-FGM Coordinating Committee in 2007
- ♦ Gender and HIV/AIDS Sub-Committee of the National AIDS Control Council (NACC) in November 2002. It is charged with developing strategies for gender mainstreaming into the Kenya National HIV/AIDS Strategic Plan.



- ◆ Besides these government structures, the women's movement, civil society organizations, private sector, Faith based organizations and other non-state actors continue to provide structures for advancement of women issues and the gender equality discourse.

In spite of the above institutional structures and the complementary roles between the government and Civil Society Organizations in mainstreaming gender in the social, economic, and political development; gender equity and equality remain a mirage and a major impediment to national development in Kenya.

1.2 Policy Imperative

The need to integrate gender issues into national development has been recognized in many government policy pronouncements and commitments reflected by signing and ratifying various instruments, treaties and international conventions. The existing national policies and legislations relevant to gender equality and women empowerment in Kenya are analyzed below.

i) National Policy Initiatives include:

National Policy on Gender and development (January 2000): Overall objective is to ensure women's empowerment and mainstreaming the needs and of women, men, girls and boys in all sectors of development in the country so that they can participate and benefit equally from development initiatives. The policy framework underlines the need to focus on empowerment strategies that demonstrate understanding of essential linkages within sectors. In addition it recognizes that gender is central and cross-cutting, and therefore programme strategies should incorporate gender equality as a goal. To achieve these, mechanisms aimed at achieving gender balanced development through the removal of disparities between men and women should be put in place. It also underscores social, cultural, legal, and political factors that perpetuate inequalities.

Sessional Paper No. 2 of May 2006 on Gender Equality and Development : The Sessional Paper provides a framework for gender mainstreaming and recognizes



that socio-cultural attitudes held by men and women, and socialization process are of great significance in determining the unequal status between men and women. It also recognizes that development initiatives impact differently on men and women and in turn women and men impact differently on development process.

National Poverty Eradication Plan (NPEP, 1999-2015): One of the objectives of the plan is to “*strengthen the capacities of the poor and vulnerable groups to earn income, narrow gender and geographical disparities and engender a healthy, better educated and a more productive population*”.

Poverty Reduction Strategy Paper (PRSP 2001-2004): The Paper reaffirms the commitment of the government to address gender issues by providing an engendered poverty diagnosis.

Millennium Development Goals: The key elements of the framework of the Global Agenda in the context of goals, targets and indicators provides a road map for the implementation of the Millennium Declaration signed by UN member states in the year 2000 demonstrating the commitment of the international community to sharply reduce extreme poverty around the world. MDG 3 commits Kenya to promote gender equality and women empowerment as an effective way to combat poverty, hunger and disease and to stimulate development that is truly sustainable

The Economic Recovery Strategy (ERS 2003-2007): It adopts the approach of revamping growth, raising productivity, facilitating private investments and alleviating unemployment while simultaneously addressing the socio-economic agenda and equity concerns. The ERS recognizes that women and men have differential needs, constraints, options, incentives and expectations regarding the outcomes and impacts on macro-economic management. The Investment Programme for ERS (IP-ERS) which facilitate implementation, monitoring and evaluation of ERS provides an opportunity for genderising the outcome indicators of the same.



Medium-Term Expenditure Framework (MTEF): It recognizes the need to introduce gender indicators in the macro framework and encourages a paradigm shift in resource allocation mechanisms.

Annual Budget Strategy Paper (BSP): It is formulated to provide estimates of available resources and set firm ministerial ceilings through providing guidance to government ministries and departments on aligning public spending patterns with stated national priorities. This enhances efficiency in public spending, provides an opportunity for gender responsive programming and gender focused implementation.

Kenya Joint Assistance Strategy(KJAS): This is a statement of 17 development partners, on how to carry forward the Rome and Paris declaration on development aid effectiveness (March 2007) by working with the government and the people of Kenya to consolidate and scale up the gains that have been made by ERS with one overarching tangible result of achieving MDGs targets while anchoring on the 3 pillars of vision 2030, and improving the development impacts of available aid resources

Vision 2030: It identifies the best options for fulfilling Kenya's enormous potential to realize the goal of becoming a middle income, prosperous country, providing a high quality of life for all our people. This will be achieved by building on the competitive advantages in the key sectors of the economy to substantially expand Kenya's share of the global market. The Vision 2030 singles out three pillars on which to realize our goal. The first pillar seeks to ensure achievement and sustainability of an average economic growth of over 10 percent per annum over the next twenty-five years. The second pillar seeks to build a just and cohesive society, with equitable social development, and a clean and secure environment. The third pillar aims at producing a democratic political system that nurtures issue-based politics, the rule of law, and protects all the rights and freedoms of every individual and society



ii) Sectoral level policy initiatives

- National Plan of Action for the Elimination of Female Genital Mutilation by the Ministry of Health (1999-2019).
- The Kenya National Plan of Action: African Decade for People with Disabilities (1999-2009)
- Adolescent Reproductive Health and Development Policy and Plan of Action (2005-2015)
- Gender and Education Policy (2007)
- HIV/AIDS gender mainstreaming task force that provide guidelines to engender the Kenya HIV/AIDS strategic plan,
- Presidential directive on 30% women representation at decision making levels in employment, appointment ,recruitment, promotion and training (12thDecember 2006)

iii) Legislative initiatives at national and sectoral level

- Set up of a taskforce on the review of laws relating to women (1993)
- Establishment of the family courts as a division of the High Court (2001)
- The Public Order and Safety Act (2003) whose section 21 addresses sexual harassment,
- The Public Officers Ethics Act (2003)
- The Political Parties Bill (2007) – providing for one third representation of women in political parties
- National Commission on Gender and Development Act (2003)
- HIV and AIDS Act (2006) providing for criminalization of deliberate spread of HIV and AIDS by infected persons and providing ease of access to services on HIV and AIDS,
- The Sexual Offences Act (2006) addressing sexual abuse. A taskforce has been put in place to oversee implementation of the Sexual Offences Act.
- Children’s Act (2001)
- Trafficking of Persons Bill
- Draft National Land Policy (2007)- provides for co-ownership of family land



- Domestic Violence(Family Protection) bill(2002, Equal Opportunity bill(2001), Matrimonial Property bill (2007)

iv) Planning and programming initiatives

A review of strategic plans of some sectoral ministries and directorates and departments revealed gender blindness and a progression of “gender evaporation” at the indicator level. Among the Ministries that articulated gender mainstreaming at the objective and programme level include:

- Ministry of Agriculture (2006-2010): NALEP, NJaa Marufuku programmes
- Ministry of Lands (2006-2010): land boards are engendered
- Ministry of Education Science and Technology (2005-2010): Kenya Education Sector Support Programme
- The Ministry of Justice and Constitutional Affairs: Governance, Justice, Law and Order sector reform program (GJLOs) focuses on making the formal justice system more accessible to the poor and women, and to strengthen informal/traditional justice system including removing gender discriminatory aspects and strengthening linkages between the two systems.
- Ministry of Roads and Public Works: Roads 2000 programme, World Bank project
- Ministry of Water and Irrigation 2005-2009: Human rights based approach
- Ministry of Health: Gender and Reproductive Rights programs
- National Commission on Gender and Development : Strategic Plan(2005-2010)
- Department of Gender and Social Services: Strategic Plan (2006-2011).
- The Kenya National Bureau of Statistics: The repository of planning information and data has embarked on engendering data collection.
- Ministry of Roads and Public Works: Roads 2000 Programme
- CSO: FIDA has been training police officers on gender issues and provision of legal service to victims of Gender Based Violence (GBV). FAWE provides educational support to girls education



1.3 Implementation Status of Policies and Legislations on Gender Equality

Despite the existence of the policies, legislative reforms, plans and programmes, gender disparities still exist in legal, social, economic and political levels of participation in decision making, access to and control of resources, opportunities and benefits. Overall the implementation of policies and laws has been slow; a situation attributed to gaps in the laws, delayed enactment gender related legislations and lack of comprehensiveness in content for the same laws e.g. Sexual Offences Act and the Children's Act. Other challenges include:

- Weak Coordination, harmonization and networking among actors at all levels
- Inadequate resources (human and financial)
- Limited technical capacity and capacity consistency due to deployment / transfers
- Lack of Monitoring and Evaluation (M&E) framework
- Socio-cultural issues
- Misinterpretation of the concept of gender as women rather than women, men, boys and girls
- Lack of gender sensitivity at core sector indicators development and targets setting
- Lack of budgetary allocation targeting gender activities at sector levels and national budget
- Lack of structural linkages at different levels (community to parliament) to facilitate translation of commitment to actions with a sustained momentum.

The biggest challenge facing Kenya today is how to create an enabling environment for gender equality and translating commitments into action with concrete strategies to eliminate persistent gender inequality and recognize the roles of women and men in the development of the country.



1.4 Methodology of the Plan of Action

The methodology used to develop the POA include: in-depth interviews with selected key informants in sector Ministries and Civil society organizations; literature review of documents on the women's movement, conventions, agreements and other instruments that have consequently evolved into the gender discourse and gender issues as a core development concept, together with policies, plans and programmes of selected Ministries. In terms of process the POA included: preparation of inception report, production of draft report and presentation to the MoGSCSS, a 2-day consultative technical review and input, 1-day stakeholder validation workshop, finalization of the Plan, publication and a dissemination launch.

A review of selected sector ministries strategic plans, policies, strategies, programmes and implementation plans provided insights in the current situation, successes, challenges, and lessons learned in gender mainstreaming. This also facilitated the harmonization of the strategies and activities for operationalization of the National Policy on Gender and Development.

The key informant interview with key people in the Ministries highlighted Ministry's working definitions of gender, their commitment to gender mainstreaming, the operational structures and gender monitoring mechanism being used, achievement and lessons learned. Further the interview ministry specific key gender concerns and highlighted collaboration with the Ministry of gender Sports Culture and Social Services (MoGSCSS). The key informant interviews with the CSOs and other stakeholders outside government facilitated further identification of strategies and opportunities of resource mobilization for the POA. The National Commission on Gender and Development on the other hand, provided linkages from global perspectives to national and local sector aspirations on institutionalization of gender issues. At each level, recommendations for national gender mainstreaming plan were made. The POA proposal is initially 5-years (2008-2012) after which a review will be done and adjustments made accordingly.



1.5 Basic Principles of Gender Mainstreaming

This Plan of Action (POA) proposes a system-wide strategy and rests the responsibility of gender mainstreaming at the highest levels within agencies, sector Ministries, Parastatals, Private Sector and Higher Institutions of Learning. Basic principles of gender mainstreaming include:

- Development of adequate accountability mechanisms for monitoring progress.
- Gender differences and disparities diagnosis in activities at all levels.
- Avoiding the assumptions that issues or problems are neutral from a gender-equality perspective
- Conduct gender analysis always
- Need for consistent political goodwill and allocation of adequate resources (financial and human) for translating the concept into practice.
- Deliberate efforts to broaden equitable participation at all levels of decision-making by all stakeholders.
- Recognition that mainstreaming does not replace the need for targeted, gender-specific policies and programmes, and positive legislation; nor does it do away with the need for institutions that may contribute to more efficient facilitation of the process.

1.6 Justification for the Plan of Action

This POA responds to the challenges of implementing gender equality policies and programmes. It is noted that, the first steps towards realization of gender equity and equality in development is having policy statements articulating gender perspectives at ministries' core functions, purpose and values, and establishment of linkages between the different actors.

The POA provides a framework for harmonization, coordination, networking, monitoring and evaluation of gender equity and equality initiatives among the stakeholders across all the sectors in a multilevel approach. The POA also provides strategies for resource mobilization and technical capacity development. In addition,



the POA proposes mechanisms for making gender issues core at indicator development and target setting at all levels. Further it offers opportunities for strengthening and fastening implementation of gender-related legislations, and the creation of an enabling environment for translation of gender related commitments at international, regional, and national levels into action.

Therefore, the objective of this POA is to mainstreaming gender into the development process in the country and to provide a common framework for all stakeholders to promote gender equality .

1.7 Outline of the Plan of Action

Broadly, the Plan of Action addresses itself to the nine areas of the National Policy on Gender and Development and the Sessional paper no. 2 of May 2006 on Gender Equality and Development. These are:

- ♦ Removal of impediments to equal access to economic and employment opportunities for men and women;
- ♦ Poverty eradication and promotion of sustainable livelihoods through removal of obstacles to women's access to and control over reproductive assets, wealth economic opportunities shelter and safe drinking water ;
- ♦ Legal reforms to guarantee Kenyan men and women equality before the law, as provided for in the Constitution and under the obligations of the Kenyan State in international law;
- ♦ Gender parity in political participation and decision-making at all levels
- ♦ Elimination of gender disparities in education and training to enhance and sustain gender parity in access, retention, transition and performance in education for both boys and girls, women and men;
- ♦ Achievement of the highest attainable standard of health for both men and women through addressing gender inequalities pertaining to access and use of basic health services and facilities at an affordable cost;



- ♦ Increased participation of women in the media and information communication technology sector and promote gender sensitive and gender responsive portrayal of men, women, girls and boys in the media.
- ♦ Enhanced sustainability of natural resource use and management through establishment of structural linkages between gender relations, poverty, environment, demography and development.
- ♦ Maintain Peace and Security through promotion of gender responsive community initiatives in Conflict Resolution and by addressing external, internal and infrastructural sources of conflict.





Chapter Two: Structures for implementation of the plan of action



2.1 The implementation of the Plan of Action will use the institutional mechanisms provided for in the Sessional Paper No. 2 of 2006 and other recent developments. These include Ministry of Gender Sports Culture and Social Services; Department of Gender and Social Services; the National Commission on Gender and development, Office of the Secretary for Gender and Social Services; Gender Officers in Ministries , Parastatals and Institutions of Higher learning ; District Gender and Social Development Officers and dual use of government officers at the division level. structures The implementation process will be a collaborative effort between Government Ministries and Institutions, Civil Society Organizations (CSOs), communities and other development partners. The approach of being self critical in a gender responsive manner by all the stakeholders is recommended at all levels for a sustained momentum in gender mainstreaming. The following is a brief discussion of each of the above structures.

I) National Commission on Gender and Development (NCGD): It is an oversight body in terms of appraising performance of government institutions in regard to mainstreaming gender concerns. It is observed that according to the TOR of commissioners in the National policy on Gender and Development, the terms of service are not defined, thus the slow pace of service delivery. To re-energize NCGD for optimum impact, it is recommended that the commissioners serve on a full time basis with a security of tenure and performance contracts. It is noted that, there is an overlap and conflict in the interpretation of structure, mandate, power and functions of NCGD as set out in the Act and the roles of Department Gender Social Services. There is need for a comprehensive review of the act.

In addition to the TOR in Sessional Paper No.2 of 2006, it is recommended that the NCGD scans the environment for gender issues and opportunities external to the mainstream sectors to ensure due process and follow-up for consequent implementation. Such issues and opportunities include:

- Executive pronouncements and orders



- Opportunities arising from policy sub-regional and regional agreements
- Other opportunities arising from new international thematic policies in development

Other roles and responsibilities of the NCGD shall be:

- Resource mobilization for non-budgetary programmes and activities
- Coordination of external evaluations and assessments
- Raising centrality of gender through media strategies and other forums to keep gender issues current, relevant and important.

II) Department Gender & Social Services: It is assigned the responsibility of improving the efficiency and effective integration of gender dimensions in future policy formulation, planning and implementation. It is therefore responsible for providing technical advice on gender mainstreaming through the national sectoral approach and implementation of the recommendations of international conventions. It also recommended that the Department for Gender & Social Services serves as the technical arm of the NCGD, provide harmony and direction on gender issues from other ministries, parastatals and Institutions of Higher Learning.

III) Gender Officers in Sector Ministries, Parastatals and Institutions of Higher Learning: Gender Officers have been appointed in the sector ministries, parastatal and Institutions of learning. According to the TOR for the Gender officers; their primary role is to mainstream gender in policies, plans and programmes. They will specifically undertake the following:

- ♦ Identify gender concerns, needs, priorities, constraints and opportunities within the sector on the promotion of gender equality.
- ♦ Ensure that gender needs, concerns and priorities are integrated in the design, implementation and monitoring and evaluation of sector policies and programmes at all levels.
- ♦ Conduct gender analysis to assess the development impact on men and women and design strategies to mitigate the negative development on women



- ♦ Coordinate the collection, analysis and updating of relevant sex disaggregated data with the sector for development planning and programming
- ♦ Develop gender sensitive development indicators to monitor the progress of gender equality and women empowerment
- ♦ Identify capacity needs and design appropriate sector specific capacity building programmes
- ♦ Establish public/private partnerships to support gender mainstreaming efforts
- ♦ Develop annual work plans for gender mainstreaming in line with Ministries strategic plan, policies and programmes.
- ♦ Develop monitoring and evaluation tools to assess the progress and impacts of gender mainstreaming and prepare progress reports on a quarterly basis to the Ministry of Gender, Sports, culture and Social Services.
- ♦ Actively participate in sector based budget processes to ensure adequate resources are allocated for gender mainstreaming work.

In addition to the mandate spelt out in the Sessional Paper No. 2. 2006 and the TOR as spelt above it is recommended that the gender officer undertakes the following:

- i) Harmonize implementation schedules with other sectors
- ii) Build coalitions with other stakeholders for implementation especially with Civil Society Organizations and the Private Sectors

The appointment of gender officers builds on the past initiatives by the government to set up Focal Points and Units of Gender issues in line Ministries to ensure incorporation of gender perspectives into all government sectors. The past initiatives suffered stigmatization due to misinterpretation and insufficient understanding of gender concepts and gender mainstreaming. Given the mandate of the gender divisions; it is noted that the division may have more capacity than a single staff. Further, it is recommended that Gender Officer be placed in a position that facilitates easy communication with the Permanent Secretary (PS) in each Sector Ministry. Operationally, the Gender Officer will implement the Gender Mainstreaming POA through the sector Permanent Secretary. Gender issues from



the sector Ministry, Parastatals and Institutions of Higher Learning will be filtered to the Department of Gender & Social Services through quarterly reports for analysis.

IV) District facilitation and participation: At the District level , facilitation and participation will be achieved through Provincial Gender & Development Officers(PGDO), District Gender and Social Development Officers (DGSDO) and dual use of other government officers at the Divisional level whose performance contract should have gender indicators to facilitate implementation of the POA from the Province, District to the household level. At the district level, it is recommended that Civil Society Organizations, Local Assemblies, and other local level institutions facilitate gender mainstreaming to take root in a collaborative way. Special interest groups will also be encouraged to identify and debate their gender specific issues in development. This will form the root of sustainability of gender responsive initiatives in bottom-up approach from grassroots to the national level, in a pattern similar to that of local level PRSP, PPA and constitutional making processes that has revolutionized the process of people's participation and involvement in Kenya.

V) Civil Society Organization: The Civil Society Organizations, local level institutions and other non-state actors will identify local level gender and development project needs and design gender responsive programmes through consultations at the community level and the POA. Such project initiatives will be encouraged to mobilize resources locally. Among local resources are devolved government funds and resources from external sources seeking to support gender-based projects. Reports on these projects will be documented within the gender mainstreaming framework or model similar to HIV and AIDS implementation model.





Chapter Three: Implementation Strategies



The implementation strategies of this POA for the National Policy on Gender and Development are informed by current sector strategies and recommendations drawn from consultations with key informants, existing literature, and needs assessment

Note: Parliamentary committee on Gender and Development: Mandated to ensure to ensure gender balanced approach in legislature, national and sectoral budgets and other issues as may be brought to the National Assembly for discussion and approval; though provided for in the National policy on gender and Development was not captured by the sessional paper No.2 of 2006, yet it is a necessary structure.

reports. It is recommended that strategic approaches be harmonized and multi-level across the sectors with gender mainstreaming as a central instrument of development planning. The following strategies are proposed:

3.1 Establish Structures linkages

The implementation of the POA will use gender responsive Institutional structures with clear mandates and resource allocation, and well defined communication channels.

3.2 Capacity building for institutions and individuals

This is meant for institutional strengthening and implementation of programmes for gender mainstreaming through:

- Sector reforms
- Systematic interventions to address sector gender issues
- Engendering of operational structures
- Development of policy statements linking gender to the ministry's core functions, purpose and values, and allocation of adequate resources for gender issues
- Setting up a gender responsible and responsive institutional framework
- Gender qualified personnel with clear terms of reference.

3.3 Lobbying and Advocacy

Lobby and Advocate for implementation of **presidential directives** and pronouncements on gender interventions. Develop shared understanding of gender



concepts among the different actors with the aim of bringing commitment to gender issues to the fore at all levels of management for active and meaningful participation from sectoral Ministries. Ensure clarity of gender issues in sector working groups and active engagement in engendering national processes like the **Vision 2030**. Lobby for enactment and implementation of gender relating laws. Lobby for mobilization and support for policy makers and planners in sectors at all level for gender mainstreaming and gender analysis training. Lobby and advocate for continuous capacity building of field staff to sustain momentum for increased impact. Lobby for national gender issues priorities alignment to international conventions, agreements, and treaties. Lobby the Kenya national Bureau of Statistics for up-to-date sex disaggregated statistics.

3.4 Harmonization and alignment of Initiatives

The harmonization and alignment of initiatives of different actors with the Policy development, law reform, enactment and implementation is aimed at more sustainable realization of gender equity and equality. This will be done through intersectoral activities and coordination, and joint programming among ministries, establishing linkages with institutions such as the National Economic and Social Council among others, The Gender Round Table (GRT), Kenya Joint Assistance Strategy (KJAS) provides an opportunity to create harmony and synergies among the actors, while complementing on-going initiatives.

3.5 Profiling gender through effective media strategy

This will be done through partnership with the media to sustain gender mainstreaming momentum and highlight gender issues at all levels and in all sectors.

3.6 Research and information dissemination

Continuous gender research will be carried out in collaboration with KNBS to produce sex disaggregate data to inform policy development. Existing data will be analyzed, disseminated and utilized among staff of all ministries. In addition, creation



of partnerships with Civil Society Organizations will be emphasized to facilitate information dissemination to the grassroots and continuous follow-up.

3.7 Monitoring and Evaluation mechanism

There is need to develop and operationalize M & E framework to track progress, document experiences, challenges, lessons learned and establish impact and review the in achievement in gender equality.

3.8 Resource Mobilization

This will be realized through adequate resource allocation to the Ministry, Department of Gender and Social Services, and the National Commission on Gender and Development. In addition, budgeting process need to be engendered with adequate allocations at the sector ministry and the Commission. The mobilization of non-budget support from the community, development partners and other sources will expedite achievement of mainstreaming gender into national development. On the other hand, the MoGSCSS timely preparation and sharing of itemized budget with potential partners will suffice in improving the resource base.

3.9 Partnership and networking

There is need to create partnerships and networks for resource mobilization, implementation of programmes and activities aimed at gender equity and equality for rapid results and sustained gains for equitable development at all levels .



Chapter four:
**Activities, indicators,
implementation schedules**



4.0 The GAD model was used to generate activities for the objectives of National Policy for Gender and Development 2000. Overall recommended activities cut across all the sectors considering that gender issues prevail in all aspects of development. Proposed activities are presented in two parts:

- **Overall recommended activities;** these were drawn from consultations with key informants and the literature review,
- **Detailed activities based on broad themes** referencing the *National Policy for Gender and Development of November 2000* and the *Sessional Paper No.2 of 2006 on Gender Equality and Development*. The activities are presented Annex 1: the **Logical Framework using a result based approach format**.

4.1 Overall Recommended Activities

The foundation activities that will roll out the implementation of the Gender Mainstreaming Implementation Plan of Action including:

- Capacity building of Commissioners and Gender Officers on the Plan of Action
- Operationalizing the Gender Plan of Action

4.2 Specific Theme Activities

These will be derived from themes and integrated into Sector Ministry activities across the board including Ministries which were not considered as key in the National Policy and Sessional paper. The process of operationalizing the POA will be coordinated by Department of Gender and Social Services and spearheaded by the Gender Officers who will articulate gender issues in the respective Sectors up to the community level as follows:

- Identify, map out and prioritize gender issues in the Sector Ministries and parastatals
- Review proposed activities and harmonize with sector realities
- Build relevant capacities to mainstream gender
- Identify linkages and networks



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- Coordinate sector implementation of gender strategic activities
- Produce gender mainstreaming sector reports
- Profile gender issues in all sectors



Chapter Five:
Monitoring and
Evaluation Framework



A result-based development approach requires existence of clearly defined indicators for tracking progress. Thematic gender-sensitive indicators in the POA will point out the gender-related changes in the society over time, especially in regard to changes in the status and roles of men and women, thus serving as a measure for gender equity achievement in development process in Kenya. In addition, generating accurate and relevant data on the status of men, women and gender relations is paramount, in making gender biases more visible and the facilitation of effective planning to bring about greater gender equality and equity. A well defined monitoring and evaluation framework is a prerequisite for planning and programmes success.

The proposed M&E framework aims at meeting the information needs of different stakeholders and promoting evidence based planning and decision making at all levels. The need for ensuring timely availability of data; analysis and dissemination of findings, ensuring reliable access and retrieval of data by stakeholders cannot be overemphasized. The M&E will also facilitate the following:

- provide a linkage with sector/national M&E systems to ensure adequate provision of disaggregated data at all levels
- strive to collect and analyze qualitative and quantitative information using participatory approaches, and other research methods
- Analyze programmes to evaluate changes towards gender equity and equality.

The following institutional arrangements and mechanism for M&E framework for the National Policy for Gender and Development POA are proposed.

- ♦ The M& E will be implemented through the Sector Gender Officer reporting to the Sector PS
- ♦ The Commission on Gender and Development will provide technical guidelines and overseer support through the Sector PS



- ♦ A rationalized and harmonized functional system of routine information and data collection on gender issues at the national level will be put in place in collaboration with the Kenya National Bureau of Statistics(KNBS)
- ♦ Capacity building frameworks will be developed for data collection, analysis and use with clear dissemination plans
- ♦ Communication strategy will be developed and implemented

5.1 Monitoring

To increase the efficiency and effectiveness of the monitoring process, routine data collection in the sector/thematic areas will be carried out as outlined below:

- ♦ **The indicators** developed for the policy operationalization activities together with the national indicators for international instruments on gender mainstreaming will facilitate a national systematic comprehensive reporting. At the activity level, indicators will provide a checklist of stated activities.
- ♦ **Data collection, analyses and storage** will focus on quality, and the relevance or critical importance thematic sector and national development and use a harmonized systems.
- ♦ **Data dissemination** and **communication** will have a mechanism for managing inter-sector linkages and continuous feed back from the national, provincial and district levels on the use of advocacy and sensitization key strategies.
- ♦ **The bottom-up feedback** will be a clear indicator of the level of people's participation and involvement in the on-set of gender mainstreaming
- ♦ The level of **budgetary allocation** and **investment by other stakeholders** including the community, development partners and the private sector will be another bench mark in profile of gender mainstreaming in development.

5.2 Evaluation

Internal participatory reflections and reviews through forums and annual progress reports from sectors will keep track of performance. Periodically scheduled



evaluations will establish the level of gender responsiveness in planning, programming, budgeting and the impacts on gender issues.

5.3 Monitoring Tools

Responsible actors will be accountable for delivery of outputs according to the implementation schedules. Tools for monitoring will include: baseline and research reports, training reports, annual progress sector plans and progress reports, and national evaluation reports in line with indicators.



List of Annexes

6.1 Logical Framework for Implementation (initial 5 years: 2008-2012)

The plan of action makes the activities operational and time-bound with indicators, means of verification and institutions responsible for implementation.

6.2 Glossary gender concepts

This includes definitions terms and of concepts used in this document

6.3 Bibliography

It has been noted that the Department of Gender and Social Services technical team forms a rich repository of knowledge and information on gender issues. The Government at large provided a great source of information which has been captured in the bibliography.



ANNEX 1: Log frame of the plan of action for the implementation of the national policy on gender and development

Overall Policy Objective: To facilitate the mainstreaming of the needs and concerns of men and women in all areas in the development process in the country				
1. ECONOMY				
Hierarchy of Aims	Performance Indicators	Data Source (MOV)	Responsible/ Actors	Time Frame
Outcome: Improved access to economic and employment opportunities for both men and women	<ul style="list-style-type: none"> ▪ Proportion of men and women accessing economic and employment opportunities 	<ul style="list-style-type: none"> ▪ Annual Economic Reports, ▪ Kenya Gender Data Sheet 	<ul style="list-style-type: none"> ▪ MoPND ▪ KNBS, ▪ DoGSC&CS ▪ NCGD ▪ Ministry of Labor ▪ 	2008 -2012
Output 1: Laws that hinder women's access to and control over economic resources reviewed, enacted and implemented.	<ul style="list-style-type: none"> ▪ No. of Laws reviewed and enacted ▪ No. of laws implemented 	<ul style="list-style-type: none"> ▪ Kenya Gazette ▪ Hansard report ▪ MOSGCSS reports ▪ Case laws ▪ Law Reform Commission 	<ul style="list-style-type: none"> ▪ Gender ▪ NCGD ▪ Min of Justice ▪ AGs ▪ KEWOPA ▪ Kenya Law Reform Commission ▪ National Assembly 	2008 - 2012
Activities 1.1.1 Lobbying and advocacy for the implementation of the recommendations of the task force on the review of laws affecting women	<ul style="list-style-type: none"> ▪ Lobbying strategies developed and implemented ▪ No. of lobby forums and reports ▪ Number of recommendations of the report of the taskforce reviewing laws on women 	<ul style="list-style-type: none"> ▪ Lobby forums reports ▪ Progress reports 	<ul style="list-style-type: none"> ▪ NCGD, ▪ Ministry of Justice and Constitutional Affairs, ▪ Ministry of land and 	



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<p>1.1.2 Undertaking a gender sensitization and training of senior government officers geared towards development of gender sensitive policies and programmes.</p> <p>1.1.3 Drafting and lobbying for enactment of a law requiring co-ownership of economic resources such as land and houses for married couples.</p>	<p>implemented</p> <ul style="list-style-type: none"> ▪ No. of senior government officer trained in each ministry ▪ No. of training workshops held ▪ Draft Law on co-ownership of economic resources for families. ▪ Act of Parliament on co-ownership of economic resources in place 	<ul style="list-style-type: none"> ▪ Training reports ▪ Progress reports ▪ Copies of draft laws ▪ Sessional papers 	<ul style="list-style-type: none"> ▪ Ministry of housing , ▪ Ministry of finance, ▪ Gender officers, MoGSCSS 	
<p>Output 2 Measures that guarantee equity and fairness in access to employment opportunities, in both formal and informal sectors enhanced.</p>	<ul style="list-style-type: none"> ▪ M&E framework in place ▪ No of gender-related legislations ▪ Database on recruitment, appointments and promotions in place and disseminated ▪ % increase in gender parity in Public service employment at all levels 	<ul style="list-style-type: none"> ▪ Ministry Reports ▪ Annual staffing reports from all actors ▪ All sector Ministries 	<ul style="list-style-type: none"> ▪ Ministry's ▪ NCGD ▪ PSC, TSC, PSC, JSC, FKE ▪ Ministry of Labour ▪ Ministry of Trade and Industry 	<p>2008 on-going</p>
<p>Activities</p> <p>1.2.1 Monitoring and evaluation of enactment and implementation of the gender-related legislations and policies framework addressing the economy</p> <p>1.2.2 Monitoring and evaluation of the implementation of the Presidential directive on 30% women representation in the public service at all levels. .</p> <p>1.2.3 Establish an e-data base of recruitments, appointment and promotion in the public and private sector.</p> <p>1.2.4 Establish a system to recognise and</p>	<ul style="list-style-type: none"> ▪ No of laws enacted and implemented ▪ No. of government Ministries and departments operationalizing affirmative action and Presidential Order of 30% positions for women ▪ Gender disaggregated e-databases developed by ministries and linked to the Department of Personnel Management database 	<ul style="list-style-type: none"> ▪ Kenya Gazzete ▪ Hansard report ▪ Up to date gender deployment reports for all ministries ▪ KHDS reports ▪ Gender data sheet 	<ul style="list-style-type: none"> ▪ NCGD ▪ Ministry of Justice and constitution Kenya Law Reform ▪ MoPND, KNBS, MOGSCSS 	<p>2008- 2012</p>



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reward the private and public sector's achievements of gender parity in staff employment.	<ul style="list-style-type: none"> Reward system in place 			
Output 3: Improved vocational and technical skills of the marginalized and vulnerable individuals and groups,	<ul style="list-style-type: none"> No of vulnerable and marginalized individuals and groups with improved vocational and technical skills 	<ul style="list-style-type: none"> MoE TIVET reports MoEST reports MOYA DIT – MoLHRD reports 	<ul style="list-style-type: none"> Gender Officers in the various institutions and ministries 	2008 - 2012
<p>Activities</p> <p>1.3.1 Monitoring and evaluating career guidance and counselling in upper primary and secondary schools to popularise technical and vocational training opportunities for both boys and girls.</p> <p>1.3.2. Lobbying for a policy on reservation market quotas for local quality goods and services from the informal sector to enhance skills uptake in technical and vocational institutions as well as creation of employment in the informal sector</p> <p>1.3.3 Monitoring and evaluating the disbursement of women and youth enterprise funds to facilitate establishment of viable informal sector employment opportunities.</p>	<ul style="list-style-type: none"> No. of teachers trained on gender aspects of career guidance % increase in gender parity in vocational and technical training courses No. of quotas of the local goods and services market reserved. % increase in enrolment in technical and vocational training institutions % increase in informal employment for disadvantaged groups. No of women and female youth accessing the enterprise funds % increase in the budget allocation to the funds 	<ul style="list-style-type: none"> Annual reports MoEST Reports of the Vocational Training Centre's KDHS reports National-budget estimates 	<ul style="list-style-type: none"> Ministry of science and technology, Ministry of trade and Industry, Ministry of Labour; MoGSCSS Ministry of science and technology, Ministry of trade and Industry, Ministry of Labour; MoGSCSS 	2008-2012
Output4: Gender responsiveness in extension services enhanced in all sectors of development.	<ul style="list-style-type: none"> Proportion of men and women accessing extension services 	<ul style="list-style-type: none"> Annual reports 	<ul style="list-style-type: none"> Sectoral Ministries 	2008 on-going
<p>Activities</p> <p>1.4.1 Conduct TOT trainings on gender and participatory planning for established extension committee's government</p>	<ul style="list-style-type: none"> No. of district Extension Committees trained on gender and participatory planning 	<ul style="list-style-type: none"> Annual reports 	<ul style="list-style-type: none"> All Ministries and parastatals, 	2008/9 on-going



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<p>Ministries at district level.</p> <p>1.4.3 Train staff from the Ministries, and parastatals to collect, collate and produce sex disaggregated data for planning at all levels of government.</p>	<ul style="list-style-type: none"> ▪ No. of staff trained on gender ▪ Sex disaggregated data available and in use 	<ul style="list-style-type: none"> ▪ Annual and progressive reports 	<p>Gender officers, DSDO's</p>	
<p>Output 5: Gender sensitive technologies in agriculture, food production, storage, processing, and preparation enhanced.</p>	<ul style="list-style-type: none"> ▪ No of new technological innovations 	<ul style="list-style-type: none"> ▪ Annual Agriculture reports and plans 	<ul style="list-style-type: none"> ▪ MoAL&F 	2008-2012
<p>Activities</p> <p>1.5.1 Conduct a study on existing agricultural technologies to establish their appropriateness and responsiveness to the various gender needs.</p> <p>1.5.2 Monitoring the impacts and appropriateness of various technologies used in agricultural production.</p>	<ul style="list-style-type: none"> ▪ Review reports on gender responsiveness of the agricultural technologies ▪ % increase of uptake of gender responsive technologies in agricultural production. ▪ No of appropriate technologies and their impact in production 	<ul style="list-style-type: none"> ▪ Annual reports ▪ Study reports 	<ul style="list-style-type: none"> ▪ Ministry of Agriculture Livestock & Fisheries ▪ National Commission on Gender and Development 	2008/2009
<p>Output 6: Gender responsive agricultural research and dissemination of findings promoted</p>	<ul style="list-style-type: none"> ▪ Proportion of gender responsiveness in agriculture plans and programmes 	<ul style="list-style-type: none"> ▪ Research reports & programmes 	<ul style="list-style-type: none"> ▪ Ministries of Agriculture, Livestock & Fisheries development, Gender officers 	2008-2012
<p>Activities</p> <p>1.6.1 Conduct research on strategic and practical gender needs in agriculture for the resource poor.</p> <p>1.6.2 Conduct workshops and forums to disseminate research findings at district level.</p>	<ul style="list-style-type: none"> ▪ Data base on strategic and practical gender needs of resource poor ▪ No. of dissemination forums held 	<ul style="list-style-type: none"> ▪ Research reports ▪ Progress and workshop reports 	<ul style="list-style-type: none"> ▪ Ministry of Agriculture, Livestock & Fisheries 	2008/2009
<p>Output 7: Gender indicators to monitor participation of women in economic development reflected in work plans and programme documents in all sectors</p>	<ul style="list-style-type: none"> ▪ No of gender responsive ministry work plan templates 	<ul style="list-style-type: none"> ▪ Various ministry work plan templates 	<ul style="list-style-type: none"> ▪ All Ministries – Gender Officers ▪ MOSGCSS 	



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developed.				
<p>Activities</p> <p>1.7.1 Gender officers in each ministry participate in development indicators to ensure gender responsiveness</p> <p>1.7.2. Establish and maintain an up to date e-database for women's participation in economic development at all levels.</p> <p>1.7.3 Publish and disseminate a regular gender data sheet.</p>	<ul style="list-style-type: none"> ▪ % of gender responsiveness of government plans and budgets ▪ E-database for women's participation in development ▪ No. of published gender data sheets 	<ul style="list-style-type: none"> ▪ National plans and budget 	<ul style="list-style-type: none"> ▪ Sector ministries, Gender Commission 	2008-2012



2. POVERTY REDUCTION AND SUSTAINABLE LIVELIHOODS				
Hierarchy of Aims	Performance Indicators	Data Source (MOV)	Responsible/ Actors	Time Frame
<p>Outcome Increased access by women to and control over productive assets in a safe environment</p>	Proportion of women accessing and controlling productive assets in a safe environment	<ul style="list-style-type: none"> ▪ Poverty index human reports ▪ UNDP reports, HDI, etc 	<ul style="list-style-type: none"> ▪ MoPND, KNBS 	
<p>Output 1: Sex-disaggregated data on poverty reduction collected, analyzed, disseminated and utilized</p>	<ul style="list-style-type: none"> ♦ Sex-disaggregated data on men and women living below the poverty-line. ♦ No. of gender responsive policies on livelihoods formulated and implemented 	<ul style="list-style-type: none"> ▪ KDHS reports, Development plans 	<ul style="list-style-type: none"> ▪ Sector Ministries, Gender Officer, consultants 	2009/10
<p>Activities 2.1.1 Conduct national study to review policy responsiveness to gender and poverty eradication and disseminate the findings. 2.1.2 Collate, analyse and interpret sex-disaggregated data from all ministries to highlight gender disparities and concerns.</p>	<ul style="list-style-type: none"> ♦ Study report on gender responsiveness in policies of all ministries. ♦ No of Specific concerns on gender disparities and concerns raised in the reports 	<ul style="list-style-type: none"> ▪ Report ▪ Data banks/ records 	<ul style="list-style-type: none"> ▪ MoGSCSS, ▪ Gender officers 	2009-2010
<p>Output 2 Improved responsiveness of the national budget to the needs of the poorest women</p>	Proportion of budget allocation to specific needs of the poorest	<ul style="list-style-type: none"> ▪ Annual budget estimates 	<ul style="list-style-type: none"> ▪ MOGSCSS ▪ Gender Officers ▪ KEWOPA 	2009 -2012
<p>Activities 2.2.1 Lobbying for inclusion of programmes in line ministry budgets that address the needs of the poorest. 2.2.2. Participate in Sector Working Groups to infuse gender concerns in the ministry work plans and budgets.</p>	<ul style="list-style-type: none"> ♦ No. of gender specific programmes in line ministries ♦ % of gender responsiveness in works plans and budgets of line ministries. 	<ul style="list-style-type: none"> ▪ National budget and specific ministry budgets ▪ Sector Ministries work plans and 	<ul style="list-style-type: none"> ▪ Sector ministries, ▪ MoPND, ▪ NCGD, Gender officers 	2010/11



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		budgets		
Output 3 Enhanced equitable distribution of productive assets, wealth and opportunities	<ul style="list-style-type: none"> ◆ Proportion of women compared to men accessing productive, assets wealth and opportunities 	<ul style="list-style-type: none"> ▪ HDI ▪ Annual Economic Performance Review reports 	<ul style="list-style-type: none"> ▪ NCGD ▪ MOGSCSS 	
Activities 2.3.1 Undertaking sector analysis of productive assets, wealth and opportunities that exist and disseminate the findings 2.3.2 Sensitization workshops and seminars with planners on the disparities in resource distribution	<ul style="list-style-type: none"> ◆ Sector analysis reports on production assets, wealth and opportunities ◆ No. of copies of analysis reports disseminated ◆ No. of sensitization workshop on resource disparities for planners held 	<ul style="list-style-type: none"> ▪ Copies of analysis report ▪ Dispatch records ▪ Sensitization reports 	<ul style="list-style-type: none"> ▪ NCGD, sector thematic groups 	2011/12
Output 4 Gender responsive macro-economic policy formulation systems for sustainable development in place	<ul style="list-style-type: none"> ◆ Proportion of macro-economic policy formulation systems that are gender responsive 	<ul style="list-style-type: none"> ▪ National budget ▪ Annual Economic Performance Review reports 	<ul style="list-style-type: none"> ▪ NCGD ▪ MOGSCSS ▪ MoPND 	2008-2010
Activities 2.4.1 Train macro-economic policy planners in the use of gender responsive budgeting tools. 2.4.2 Lobbying for re-introduction of the Equality Bill in Parliament.	<ul style="list-style-type: none"> ◆ No of gender-budgeting training workshops held for macro-economic planners ◆ Equality Bill reintroduced in parliament and discussed 	<ul style="list-style-type: none"> ▪ Training workshops reports ▪ Hansard reports 	<ul style="list-style-type: none"> ▪ NCGD Gender officers 	2008-2009
Output 5 Systems for public expenditure promoting women's economic opportunities and equal access to productive resources established	<ul style="list-style-type: none"> ◆ No of laws targeting women's economic empowerment enacted ◆ No of policies for women's empowerment developed and implemented 	<ul style="list-style-type: none"> ▪ Copies legislation, case studies ▪ Ministry of Planning and national development reports 	<ul style="list-style-type: none"> ▪ MoJ&CA ▪ NCGD ▪ MOGSCSS ▪ MoPND 	2010 on-going
Activities 2.5.1 Lobbying for incorporation of gender	<ul style="list-style-type: none"> ◆ No. Lobbying strategies drawn and 	<ul style="list-style-type: none"> ▪ Lobby reports 	<ul style="list-style-type: none"> ▪ NCGD 	2010 ongoing



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<p>analysis in the preparation, implementation, audit and evaluation of government budgets</p> <p>2.5.2 Conduct gender responsive annual budget audits to highlight the gender expenditure patterns.</p>	<p>implemented</p> <ul style="list-style-type: none"> ◆ No. of government departments doing a gender analysis in budget and audit processes ◆ No. of budget audits conducted 	<ul style="list-style-type: none"> ▪ Department reports ▪ Budget audit reports 	<ul style="list-style-type: none"> ▪ MOGSCSS ▪ Gender officers 	
<p>Output 6: An enabling environment for women to participate in environmental conservation, management of water resources and development of appropriate housing established.</p>	<ul style="list-style-type: none"> ◆ Proportion of women in environmental, forest and water committees at all levels 	<ul style="list-style-type: none"> ▪ District development reports 	<ul style="list-style-type: none"> ▪ Gender Officers; MoGSCSS 	2008 on going
<p>Activities</p> <p>2.6.1 Conduct stakeholder's sensitisation forums on the gender roles in environment, natural resources and housing sectors.</p> <p>2.6.2 Conduct a study, document and disseminate findings on technologies used by women in different communities to develop shelter, conserve and manage the environment, and water resources</p>	<ul style="list-style-type: none"> ◆ No. of forums held and reports of the same ◆ Study and document technologies used by women in different communities to develop shelter, conserve and manage the environment, and water resources. ◆ No of dissemination forums held 	<ul style="list-style-type: none"> ▪ Reports ▪ Copies of the report and documentaries ▪ Reports on Dissemination 	<ul style="list-style-type: none"> ▪ MoA, ▪ MoENR, ▪ MoGSCSS ▪ MoW&I 	2011



3. LAW AND JUSTICE				
Hierarchy of Aims	Performance Indicators	Data Source (MOV)	Responsible/ Actors	Time Frame
Outcome: Guaranteed gender equality before the law	<ul style="list-style-type: none"> ◆ Proportion of men and women accessing legal protection systems 	<ul style="list-style-type: none"> ▪ Kenya Law Reform Commission reports 	<ul style="list-style-type: none"> ▪ State Law office ▪ Kenya Law Reform Commission 	2008-2012
Output 1 Areas of Personal Law, The Law of Succession (1981) and any other law that discriminates against women reviewed.	<ul style="list-style-type: none"> ◆ No of discriminatory laws identified and reviewed ◆ No. of discriminatory laws enacted and presidents case laws. 	<ul style="list-style-type: none"> ▪ Kenya Law Reform Commission reports, ▪ Kenya law courts reports 	<ul style="list-style-type: none"> ▪ Ministry of Justice and Constitutional Affairs, Kenya Law Reform Commission, CSO 	2008 on going
Activities 3.1.1 Repackage Personal Law and Law of Succession for ease of dissemination and facilitate discussion at district level forums. 3.1.2 Lobby for review of laws with negative gender implications	<ul style="list-style-type: none"> ◆ Re-packaged Personal Law and Law of Succession in English and translated into Kiswahili ◆ Affirmative Action Bill, Equity Bill, Family Protection Bill enacted 	<ul style="list-style-type: none"> ▪ Copies of reviewed laws ▪ Copies of Bills and ▪ Sessional Papers. ▪ Hansard report 	<ul style="list-style-type: none"> ▪ MoGSCSS ▪ Ministry of Justice and Constitutional Affairs, ▪ NCGD, KEWOPA 	2009-2010
Output 2: Men and women protected by law against all forms of violence.	<ul style="list-style-type: none"> ◆ Trends in cases of gender based violence reported 	<ul style="list-style-type: none"> ▪ National media, baseline reports 	<ul style="list-style-type: none"> ▪ MOGSCSS ▪ Police gender Desks, FIDA 	2008 on going
Activities 3.2.1 Study recommendations of laws and reports on gender violence to pick out	<ul style="list-style-type: none"> ◆ List of the universal laws and reports on gender violence 	<ul style="list-style-type: none"> ▪ Copies of laws and reports 	<ul style="list-style-type: none"> ▪ NCGD 	



<p>action points and draw up a plan to implement them</p> <p>3.2.2 Draw up and implement a programme for dissemination of the Sexual Offences Act among other relevant Acts addressing equality issues at all levels.</p> <p>3.2.3 Conduct sensitisation workshops on domestic violence for Police and other law enforcement agencies and leaders.</p> <p>3.2.4 Develop a system to monitor domestication of international conventions and declarations on violence.</p>	<ul style="list-style-type: none"> ◆ Implementation plans ◆ No. of dissemination forums held ◆ No. of international conventions / instruments domesticated ◆ Efficiency of system to monitor compliance 	<ul style="list-style-type: none"> ▪ Progress reports ▪ Reports of the forums ▪ Copies domesticated instruments and progress reports ▪ Monitoring systems in place 	<ul style="list-style-type: none"> ▪ MOGSCSS ▪ Ministry of Justice and Constitutional Affairs ▪ FIDA, MOGSCSS ▪ MOGSCSS 	
<p>Output 3: Gender sensitive research into the laws of Kenya undertaken to increase legal literacy amongst men and women.</p>	<ul style="list-style-type: none"> ◆ No of amendments proposed on the various laws to make them gender sensitive 	<ul style="list-style-type: none"> ▪ Kenya Law Reform Commission reports ▪ MOGSCSS reports 	<ul style="list-style-type: none"> ▪ Kenya Law Reform Commission ▪ MOGSCSS 	
<p>Activities</p> <p>3.3.1 Conduct a gender analysis of all the laws to highlight their implications on men, women, boys and girls.</p> <p>3.3.2 Disseminate the findings of the study to the public using different media</p> <p>3.3.3 Establish and run an advocacy programme on Personal Law, Law of Succession, and Sexual Offences Act</p>	<ul style="list-style-type: none"> ◆ Gender gaps in law identified and addressed ◆ No. of dissemination forums held ◆ % rise in legal awareness by the citizen after advocacy activities are undertaken 	<ul style="list-style-type: none"> ▪ Baseline report ▪ Dissemination reports ▪ Impact assessment report 	<ul style="list-style-type: none"> ▪ MoGCSS ▪ Ministry of Justice and Constitutional Affairs , CSO 	<p>2008/9 on going</p>



4. POLITICAL PARTICIPATION AND DECISION MAKING				
Hierarchy of Aims	Performance Indicators	Data Source (MOV)	Responsible/ Actors	Time Frame
<p>Outcome: Enhanced gender parity in political participation and decision-making</p>	<ul style="list-style-type: none"> ◆ Proportion of women and men in decision-making positions at all levels and in all sectors 	<ul style="list-style-type: none"> ▪ Directorate of personnel management data base 	<ul style="list-style-type: none"> ▪ All Ministries , parastatals , political parties, 	2008-2012
<p>Output 1: Increased participation of women in electoral and decision-making processes at all levels</p>	<ul style="list-style-type: none"> ◆ No of women in the cabinet ◆ No. of women Parliamentarians ◆ No. of women in the Judiciary ◆ No. of women in civic leadership ◆ No. of qualified women in other senior decision-making positions in public, private sectors and all other structures 	<ul style="list-style-type: none"> ▪ Public Service Commission reports on staffing ▪ Judiciary Service Commission reports ▪ Ministry of local government reports 	<ul style="list-style-type: none"> ▪ MOGSCSS ▪ Ministry of Local Government ▪ JSC ▪ DPM ▪ PSC, KEWOPA 	2008 on-going
<p>Activities</p> <p>4.1.1 Evaluate the nomination procedures of political parties to establish hindrances to equal participation (50/50) and recommend ways to change the situations to bring about equality.</p> <p>4.1.2 Follow-up domestication and implementation of international, regional agreements and treaties promoting gender equality in electoral and decision making levels</p> <p>4.1.2 Train district level representatives on gender perspectives of leadership in local councils, parliamentary, political parties, and election processes.</p>	<ul style="list-style-type: none"> ◆ No. of political party constitutions engendered to address bottlenecks to equal participation ◆ Political Parties Bill enacted and operationalised ◆ No. of gender related agreements and treaties domesticated and implemented ◆ No of women in technical and managerial levels in al sectors ◆ No. District level of trainings held ◆ Proportion of men/women taking up elective leadership roles in different socio-economic organizations such 	<ul style="list-style-type: none"> ▪ Political parties' constitutions ▪ Hansard reports ▪ Country progress reports ▪ Training report, Sector reports 	<ul style="list-style-type: none"> ▪ NCGD, Gender officers , Electoral commission, ▪ Political party leaders, NCGD, CSO, NGO's. MoGSCSS, professional bodies, private Sector 	2008 – on-going



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	as cooperatives, local councils, community water committees, CDF committees, DAC etc.	MoGSCSS monitoring reports		
Output 2: Principles of transparency and good governance identified and promoted	<ul style="list-style-type: none"> ◆ Published checklist of principles of transparency and good governance 	<ul style="list-style-type: none"> ▪ MOGSCSS monitoring reports 	<ul style="list-style-type: none"> ▪ MOGSCSS, CSO, NGOs 	2008 on -going
Activities 4.2.1 Document and publish a checklist of principles of transparency and good governance 4.2.2 Develop a training manual on transparency and good governance 4.2.3 Train district level policy monitoring unit officers on gender analysis of public finances (CDF, LATF, Bursary funds, Roads funds etc) to ensure they are applied transparently to address strategic and practical needs of both women and men. 4.2.4 Publish and disseminate existing review reports on transparency and good governance.	<ul style="list-style-type: none"> ◆ Published checklist ◆ Training Manual ◆ No. of District level trainings on gender analysis for policy monitoring officer held ◆ No. of gender policy issues raised ◆ No. of issues addressed through the analysis ◆ No. of review reports published ◆ No. of dissemination forums held ◆ % rise in demand for accountability of public officers by the government and public 	<ul style="list-style-type: none"> ▪ MOGSCSS reports ▪ District training reports ▪ Annual reports ▪ Sector annual reports ▪ Copies of published reports ▪ Forum reports ▪ News papers, press release and gazette notice 	<ul style="list-style-type: none"> ▪ NCGD Gender Officers ▪ MOGSCSS ▪ NCGD ▪ Gender Officers 	2008 – on-going 2008 2008 2008/9 2009 on going
Output 3 Monitoring framework for participation of women in the political and decision making processes developed	<ul style="list-style-type: none"> ◆ Monitoring tools developed and used by different stakeholders 	<ul style="list-style-type: none"> ▪ Copies of monitoring frameworks 	<ul style="list-style-type: none"> ▪ MoGSCSS ▪ Political Parties, private sector, 	2009 on –going
Activities 4.3.1 Establish an information gathering mechanism for sex-disaggregated data at	<ul style="list-style-type: none"> ◆ No. of districts with information gathering units 	<ul style="list-style-type: none"> ▪ District reports 	<ul style="list-style-type: none"> ▪ MoGSCSS ▪ Political 	2008/9



<p>district level to measure participation of women, men and youth in political processes such as voting in elections, nominations for office in political parties and other leadership structures at community level.</p> <p>4.3.2 Undertake a study on gender representation in the leadership and membership of all political (parliamentary and non-parliamentary) parties and make recommendations for equitable distribution of men and women.</p> <p>4.3.3 Disseminate the findings of the study at various levels</p>	<ul style="list-style-type: none"> ◆ No. of system developed and operationalised to measure women participation of women and youth ◆ National Longitudinal study of women participation on leadership conducted and findings disseminated ◆ No. of dissemination workshops held ◆ % awareness and attitude change towards women participation in political leadership and Other decision making fora 	<ul style="list-style-type: none"> ▪ Annual reports ▪ Study report and Dissemination reports ▪ Process reports 	<p>Parties, private sector</p> <ul style="list-style-type: none"> ▪ Gender Officers 	<p>2009/10</p>
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5. EDUCATION AND TRAINING				
Hierarchy of Aims	Performance Indicators	Data Source (MOV)	Responsible/ Actors	Time Frame
<p>Outcome: Boys and girls have equal access, retention transition and performance in education</p>	<p>Proportion of boys and girls accessing, retained, transiting and performing in education</p>	<ul style="list-style-type: none"> ▪ Ministry of Education reports 	<ul style="list-style-type: none"> ▪ MoEST, PTA, School Boards, Gender Officers 	<p>2008 on going</p>
<p>Output 1: Challenges in access, enrolment, retention, transition, and performance of the girl-child in the education system monitored and addressed.</p>	<ul style="list-style-type: none"> ♦ No. of girls accessing and retained in the education system at all levels ♦ No. of girls transitioning at all levels ♦ No. of girls and women enrolled in science and technology subjects and their performance at all levels 	<ul style="list-style-type: none"> ▪ MoEST reports 	<ul style="list-style-type: none"> ▪ Gender Officers, Parents, PTA, School Boards MoES&T, MoGSCSS, Department of Adult Education 	<p>2008 on going</p>
<p>Activities Monitoring access retention transition and performance of girls at all levels</p>	<ul style="list-style-type: none"> ♦ System to monitor enrolment, retention, transition and performance at all levels of education drawn and implemented ♦ No. of lobbying forums on emerging issues held 	<ul style="list-style-type: none"> ▪ Annual reports ▪ Progress reports, Social economic survey 	<ul style="list-style-type: none"> ▪ Ministry of Education, NCGD 	<p>2008 on going</p>
<p>Output 2: Greater participation of women in education sector management, curriculum development and education counseling monitored and promoted.</p>	<ul style="list-style-type: none"> ♦ Proportion of women in senior management positions in education sector ♦ Gender responsive curriculum in place and implemented 	<ul style="list-style-type: none"> ▪ MoEST annual reports 	<ul style="list-style-type: none"> ▪ MoEST, NCGD 	<p>008 on going</p>
<p>Activities 5.2.1 Monitoring and evaluating the deployment of women in management, curriculum development and education counselling in the education sector.</p>	<ul style="list-style-type: none"> ♦ System to monitor gender equity in management of education in place ♦ No. of issues of disparity raised and presented to the education 	<ul style="list-style-type: none"> ▪ Annual MoEST reports ▪ District reports, 	<ul style="list-style-type: none"> ▪ MoEST, Gender Officer, MoGSCSS 	<p>2009 ongoing</p>



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	managers for policy review.	annual progress reports		
Output 3: Civil society support for the provision of free basic education enlisted and promoted.	<ul style="list-style-type: none"> No of civil society organizations, and NGO working in the provision of basic education 	<ul style="list-style-type: none"> MoE Reports 	<ul style="list-style-type: none"> MoEST, CSO, NGO, MoGSCSS, gender officer 	
Activities 5.3.1 Developing a system to identify and reward innovative alternative systems of basic education in informal settlements.	<ul style="list-style-type: none"> Policy analysis process established to keep government informed on critical emerging gender issues on provision of FPE Recognition and appreciation of alternative basic education providers 	<ul style="list-style-type: none"> Analysis reports Annual reports 	<ul style="list-style-type: none"> CSOs, MOE and NCGD 	2009 on-going
Output 4: Adult literacy and post literacy materials “engendered” and made easily available to learners.	<ul style="list-style-type: none"> No of materials analyzed for gender sensitivity and reviewed 	<ul style="list-style-type: none"> Adult literacy reports 	<ul style="list-style-type: none"> MOGSCSS – department of adult literacy 	
Activities 5.4.1 Analyzing literacy and post-literacy materials for gender responsiveness 5.4.2 Participate in the development of learning materials to infuse gender perspectives.	<ul style="list-style-type: none"> Systems in place to monitor learning materials for gender responsiveness in place No. of curriculum developers trained in engendering learning materials 	<ul style="list-style-type: none"> Training reports Annual reports 	<ul style="list-style-type: none"> MoEST MoGSCSS NCGD 	2008 on-going
Output 5 Enrolment and retention of women in technical training institutions enhanced.	<ul style="list-style-type: none"> Proportion of women enrolled to undertake technical courses 	<ul style="list-style-type: none"> Technical institutions’ enrolment reports 	<ul style="list-style-type: none"> Ministry of Science and Technology, MOYA 	2009 on-going
Activities 5.5.1 Lobbying for the re-introduction of gender quotas in technical training institutions	<ul style="list-style-type: none"> Increased enrolment of girls and young women in predominantly “male” courses and vice versa % increased in completion rates of 	<ul style="list-style-type: none"> Annual reports Annual reports 	<ul style="list-style-type: none"> Ministry of Education, Ministry of Science and 	2008 On-going



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<p>5.5.2 Lobbying for financial support for women in technical training institutions in terms of scholarship and bursaries</p> <p>5.5.3 Identify and reward good performance by women in technical training institutions</p>	<p>women in vocational and technical training institutions</p> <ul style="list-style-type: none"> ◆ Institutionalization of gender quotas in scholarships and admissions ◆ Reward system in place 	<ul style="list-style-type: none"> ▪ Progress reports 	<p>technology, NCGD, MOGSCSS</p>	
<p>Output 6: Participation of the disabled girl child in both special and vocational training enhanced</p>	<ul style="list-style-type: none"> ◆ No of girls with different disabilities enrolled for vocational training courses ◆ Support system to ensure enrolment and retention developed and implemented 	<ul style="list-style-type: none"> ▪ Enrolment reports from vocational training institutes ▪ Annual reports 	<ul style="list-style-type: none"> ▪ Vocational training institutions ▪ MoGSCSS 	<p>2008 On-going</p>
<p>Activities 5.6.1 Lobbying for establishment and resource allocation for more special and vocational training institutions for disabled persons by the government</p>	<ul style="list-style-type: none"> ◆ % increase in the No. of special and vocational training institutions and resources allocation 	<ul style="list-style-type: none"> ▪ Progress reports ▪ Budget and institutions 	<ul style="list-style-type: none"> ▪ Ministry of Science and technology, Ministry of planning, NCGD 	<p>2009- on going</p>



6. HEALTH AND POPULATION				
Hierarchy of Aims	Performance Indicators	Data Source (MOV)	Responsible/ Actors	Time Frame
<p>Outcome The highest attainable standard of health for men and women achieved</p>	<ul style="list-style-type: none"> ◆ Proportion of men and women accessing quality and comprehensive health care services. ◆ Contraceptive prevalence rate ◆ Maternal mortality rates ◆ Life expectancy for men and women ◆ Total fertility rates 	<ul style="list-style-type: none"> ▪ HDI Reports ▪ Annual economic review reports 	<ul style="list-style-type: none"> ▪ Ministry of Health, ▪ MOGSCSS ▪ NCGD 	2008-2012
<p>Output 1: Capacity of men and women developed to effectively participate in Primary Health Care (PHC) in general and maternal child health and family planning (MCH&FP) services provision</p>	<ul style="list-style-type: none"> ◆ No. of women assisted in delivery by professional skilled attendants ◆ No. of women aware of their reproductive rights 	<ul style="list-style-type: none"> ▪ MoH annual reports ▪ HDI reports 	<ul style="list-style-type: none"> ▪ Ministry of Health, ▪ MOGSCSS, CSO, NGOs, NCGD 	2008 on-going
<p>Activities 6.1.1 Sensitize health care service providers at district level on gender perspectives of health 6.1.2. Train youth officers at district level on how to incorporate gender concerns in their life skills and family life education programmes with the youth.</p>	<ul style="list-style-type: none"> ◆ No. of sensitization forums held at district level ◆ No of gender sensitive life skills programmes for the youth. 	<ul style="list-style-type: none"> ▪ Progress reports ▪ Programme reports 	<ul style="list-style-type: none"> ▪ MoH, CSO, NGO's 	2008 on-going
<p>Output 2 Expand and strengthen community-based health services and empower communities to take care of their own health.</p>	<ul style="list-style-type: none"> ◆ No of engendered community based health care programmes 	<ul style="list-style-type: none"> ▪ Progress reports 	<ul style="list-style-type: none"> ▪ MoH, CBO's, NGO's 	2008 on-going
<p>Activities</p>				2008 on-going



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<p>6.2.1 Lobbying for and participate in community annual Open Health Days</p> <p>6.2.2 Lobbying for training of men as community health workers to bring about gender parity.</p> <p>6.2.3 Sensitising rural health service providers on gender-based violence and initiate support for them</p>	<ul style="list-style-type: none"> ◆ No. of annual community health day held ◆ No. of men trained as community health workers ◆ No .of health facilities proving care and support to gender based violence victims 	<ul style="list-style-type: none"> ▪ Activity reports ▪ Training reports ▪ Progress reports 	<ul style="list-style-type: none"> ▪ Ministry of Health, NCGD , MoGSCSS ▪ MoH, CBO's, NGO's 	
<p>Output 3 Gender responsive socio-economic development framework adopted with health and population concerns in focus in proactive sectors</p>	<ul style="list-style-type: none"> ◆ No of health and population initiatives adopted by government and other stakeholders 	<ul style="list-style-type: none"> ▪ Sector Annual reports, ▪ Development Plans 	<ul style="list-style-type: none"> ▪ MoH, MoPND , private sector, CSO 	2009 on-going
<p>Activities</p> <p>6.3.1 Lobbying for enactment of national paternity and maternity leave laws and entrenchment in all personnel policies</p> <p>6.3.2 Undertake gender analysis study on the health development framework to highlight gender-related health and population concerns</p>	<ul style="list-style-type: none"> ◆ Law of paternity leave reviewed and enacted ◆ Contract for study awarded and study conducted 	<ul style="list-style-type: none"> ▪ Kenya Gazette notice, Act ▪ Report of the study 	<ul style="list-style-type: none"> ▪ MoJCA, MoH, MoGSCSS 	2009 on-going
<p>Output 4 Increased access to appropriate health facilities and services among the poor and marginalized people.</p>	<ul style="list-style-type: none"> ◆ No of marginalized and vulnerable people accessing affordable quality health care services ◆ % increase in inter-sectoral collaboration with active participation of men and women in primary health care activities and preventive services. 	<ul style="list-style-type: none"> ▪ MoH annual reports 	<ul style="list-style-type: none"> ▪ MoH, Alternative Health practitioners 	2008- on going
<p>Activities</p> <p>6.4.1 Lobbying for recognition and training of alternative medical practitioners.</p> <p>6.4.2 Lobbying for increased training for</p>	<ul style="list-style-type: none"> ◆ No. of alternative health practitioners certified by ministry of health ◆ No. of trainings held for alternative health practitioners 	<ul style="list-style-type: none"> ▪ MoH reports ▪ Training reports ▪ KDHS reports 	<ul style="list-style-type: none"> ▪ Ministry of health, Gender Commission, CBO's, 	2008- on going



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community health workers.	<ul style="list-style-type: none"> ◆ % increase in trained community health workers both male and female ◆ % increase in awareness on gender health issues, protection and preventive measures 		NGO's	
Output 5 Gender-balanced intakes into universities and colleges promoted.	<ul style="list-style-type: none"> ◆ Gender parity in university and college enrolment 	<ul style="list-style-type: none"> ▪ Annual reports MoEST, ▪ KHDS report 	<ul style="list-style-type: none"> ▪ MoEST, Higher Education Board 	2008- on going
Activities 6.5.1 Monitor the implementation of affirmative action in university and college intakes	<ul style="list-style-type: none"> ◆ % of gender parity in the health universities and college intakes ◆ % response to affirmative action 	<ul style="list-style-type: none"> ▪ KHDS report ▪ Enrolment reports 	<ul style="list-style-type: none"> ▪ MoGSCSS, MoEST, 	2010- on going
Output 6 Sex-disaggregated data on health and population on delivery of health services used in policy making process	<ul style="list-style-type: none"> ◆ No. of gender responsive health policies 	<ul style="list-style-type: none"> ▪ MoH Annual plans and reports 	<ul style="list-style-type: none"> ▪ MoH, KNBS 	2008- on going
Activities 6.6.1 Monitoring to ensure all health data from grassroots to national level are sex and age disaggregated.	<ul style="list-style-type: none"> ◆ National health data disaggregated by gender and age 	<ul style="list-style-type: none"> ▪ MoH reports ▪ KHDS report 	<ul style="list-style-type: none"> ▪ Ministry of health, MoSCSS, gender Officers 	2008- on going
Output 7 Information, Education and Communication (IEC) on personal and public health, developed and disseminated	<ul style="list-style-type: none"> ◆ No of gender responsive IEC materials on health developed 	<ul style="list-style-type: none"> ▪ Copies of materials, ▪ list of dissemination 	<ul style="list-style-type: none"> ▪ MoH, KNBS 	2008- on going
Activities 6.7.1 Analyse IEC material for gender responsiveness 6.7.2 Produce and disseminate gender responsive materials that address family planning for men and harmful cultural practices that affect women and youth	<ul style="list-style-type: none"> ◆ % gender sensitivity and responsiveness of IEC materials ◆ % increase of male uptake of family planning ◆ % reduction of harmful practices that discriminate against women and youth 	<ul style="list-style-type: none"> ▪ IEC materials ▪ KHDS report ▪ KHDS report 	<ul style="list-style-type: none"> ▪ MoH, MoSCSS Gender Officers 	2008 on going
Output 8 Reduced gender vulnerability to health and increased awareness on HIV/AIDS	<ul style="list-style-type: none"> ◆ No. of youth and women with access to family planning services and enjoying their reproductive 	<ul style="list-style-type: none"> ▪ KHDS report , National development 	<ul style="list-style-type: none"> ▪ MoH, MoPND 	2008 on going



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	<p>rights</p> <ul style="list-style-type: none"> ◆ No. of people aware of PMTCT in HIV ◆ No. of people aware risky sexual behaviors 	plans		
<p>Activities:</p> <p>6.8.1: Undertaking the national gender analysis on socio-cultural and socio-economic factors contributing to the vulnerability of women</p> <p>6.8.2: Advocacy forums for community gate keepers and policy makers on the socio cultural and economic findings</p> <p>6.8.3 Lobbying for adequate and free supply of female condoms</p> <p>6.8.4: create awareness and initiate community specific interventions on risky sexual behavior, Protective measures, PMTCT, Community based care and support for people infected & affected by HIV /AIDS</p>	<ul style="list-style-type: none"> ◆ National study of the social cultural and socio economic factors to women vulnerability to HIV & AIDS conducted ◆ No. of advocacy forums to community gatekeepers and policy makers on the study findings ◆ % increase in access and use of female condoms ◆ No. of community programs addressing risky sexual behaviors, PMTCT, community based care and support for PLWA and the affected people 	<ul style="list-style-type: none"> ▪ Study report ▪ Forum reports ▪ Baseline report ▪ Progress report 	<ul style="list-style-type: none"> ▪ Ministry of Health, Gender Officer, MoGSCSS, Donors, NACC, CBO,s and CSO,s 	2009



7. THE MEDIA				
Hierarchy of Aims	Performance Indicators	Data Source (MOV)	Responsible/ Actors	Time Frame
Outcome Participation of women and gender sensitive portrayal in the media enhanced	<ul style="list-style-type: none"> ◆ Proportion of women in senior media management positions ◆ No. and types of media programmes portraying women positively 	<ul style="list-style-type: none"> ▪ DPM annual reports , ▪ Media content 	<ul style="list-style-type: none"> ▪ Media Houses, private sector , MoPND 	2008 ongoing
Output 1: Existing media policies and guidelines reviewed and implemented	<ul style="list-style-type: none"> ◆ No. of media policies reviewed for gender responsiveness 	<ul style="list-style-type: none"> ▪ Copies of policies 	<ul style="list-style-type: none"> ▪ Media Houses, private sector, MoGSCSS 	2008 ongoing
Activities 7.1.1 Train media practitioners on gender and media.	<ul style="list-style-type: none"> ◆ No. of media expert genders trainings conducted ◆ Balanced portrayal women and girls in the media 	<ul style="list-style-type: none"> ▪ Trained reports participants list ▪ Media content 	<ul style="list-style-type: none"> ▪ Media Houses, private sector, MoGSCSS 	2008 ongoing
Output 2: social-cultural factors responsible for negative attitudes examined	<ul style="list-style-type: none"> ◆ Gender perspectives in the society highlighted in media 	<ul style="list-style-type: none"> ▪ Media content 	<ul style="list-style-type: none"> ▪ Media Houses ▪ MoGSCSS 	2008 ongoing
Activities 7.2.1 Undertake an audit of gender representation in the boards of media houses and make recommendations on how to bring about gender parity. 7.2.2 Lobby for gender equity in appointment to the various boards of media houses and the Media Council	<ul style="list-style-type: none"> ◆ Positive attitude change for the media personnel in communication ◆ % increase in positive media coverage for the different gender and society perspectives ◆ % Increase in female representation and participation in decision making in media at all levels 	<ul style="list-style-type: none"> ▪ Content of mass media documents ▪ Training reports ▪ Media houses personnel data ▪ Directory of women media experts 	<ul style="list-style-type: none"> ▪ Gender commission, Sector Gender Officer , Media houses and a Boards, 	2008 on going



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<p>Output 3: Proportion of gender sensitive appointment to advisory, management, regulatory and media monitoring bodies, including those connected to the private, state or public media promoted.</p>	<ul style="list-style-type: none"> ◆ No. of men and women serving in the boards, management and media monitoring bodies, boards and councils 	<ul style="list-style-type: none"> ▪ Board reports, Annual reports 	<ul style="list-style-type: none"> ▪ Private sector Media Houses and Boards 	<p>2008 on going</p>
<p>Activities 7.3.1 Develop a media programme that will highlight positive socio-cultural practices of different communities that promote gender equality.</p>	<ul style="list-style-type: none"> ◆ No. of cultural media programmes aired in national media ◆ % increase in number of positive media programmes produced. ◆ % positive change in cultural practices and attitudes with negative gender implications 	<ul style="list-style-type: none"> ▪ Progress reports ▪ Baseline report ▪ Baseline reports 	<ul style="list-style-type: none"> ▪ Sector Gender Officer, Media houses, CSO's, MoGSCSS 	<p>2008</p>
<p>Output 4: Creative use of programmes in the national media including the folk media to dissemination information on various cultural forms of indigenous people, and to develop social and educational issues, within the framework of national law promoted.</p>	<ul style="list-style-type: none"> ◆ No. of mass media products highlighting equality ◆ % of gender responsiveness in the media 	<ul style="list-style-type: none"> ▪ Programme copies ▪ Progress reports 	<ul style="list-style-type: none"> ▪ MoGSCSS, Sector Gender Officer, Ministry of information, Media houses and a Boards, consultant 	<p>2008 on-going</p>
<p>Activities 7.4.1 Undertake longitudinal studies of media content (both print and electronic) to highlight gender gaps in programming, coverage, and make recommendations on how to address them. 7.4.2 Mobilise resources to engage the national and vernacular electronic media stations in programming for gender-based discussions to challenge cultural, attitudinal, and customary practices that oppress different gender groups.</p>	<ul style="list-style-type: none"> ◆ No. of longitudinal study conducted on mass media gender content ◆ No. of quality and frequent gender based discussions/ dialogues in electronic media ◆ No. of gender oppressive practices abandoned or modified 	<ul style="list-style-type: none"> ▪ Study reports ▪ Programme copies ▪ Baseline report 	<ul style="list-style-type: none"> ▪ Ministry of information & communication, Media houses, MoGSCSS, NGO's 	<p>2008 on-going</p>
<p>Output 5: Gender equality in society highlighted and promoted by the mass media.</p>	<ul style="list-style-type: none"> ◆ No. of mass media products highlighting gender equality 	<ul style="list-style-type: none"> ▪ Mass media products content 	<ul style="list-style-type: none"> ▪ Ministry of information and 	<p>2008 on-going</p>



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			communicati on , gender officers, MoGSCSS	
<p>Activities 7.5.1 Introduce a Women Award in information and communication technologies training institutions to reward successful women undertaking studies in this field.</p>	<ul style="list-style-type: none"> ◆ No. of awards given ◆ Proportion of females excelling in ICT field. 	<ul style="list-style-type: none"> ▪ Mass media products content ▪ Study report 	<ul style="list-style-type: none"> ▪ Gender Commission, Ministry of information. Sector Gender Officer 	2009 on going
<p>Output 6: Training and exposure of women to ICT technologies enhanced</p>	<ul style="list-style-type: none"> ◆ No. of women with skills in ICT areas ◆ % increase of women enrolling in ICT colleges with a view to serving in the mass media. 	<ul style="list-style-type: none"> ▪ Baseline survey reports ▪ Enrollment reports 	<ul style="list-style-type: none"> ▪ IT institutions/ colleges, MoIC, Sector Gender Officer 	2008 on going
<p>Activities 7.6.1 Organize national women ICT Day</p>	<ul style="list-style-type: none"> ◆ No. of national women IT days celebrated 	<ul style="list-style-type: none"> ▪ Progress report, ▪ Media reports 	<ul style="list-style-type: none"> ▪ “” 	“ “”
<p>Output 7: Balanced and positive non-stereotyped portrayal of women (and men) in the media promoted.</p>	<ul style="list-style-type: none"> ◆ Change in attitude on different gender ◆ No. of mass media programmes addressing gender stereotypes ◆ Professional guidelines, code of conduct and self regulatory mechanism for positive portrayal of women in media 	<ul style="list-style-type: none"> ▪ Baseline reports ▪ Media reports 	<ul style="list-style-type: none"> ▪ Ministry of information, Sector Gender Officer, MoGSCSS 	2009 on- going
<p>Activities 7.7.1 Engage gender and media experts to develop specific media programmes to BPA and instruments advancing gender discourse 7.7.2 Conduct media dialogue on what people feel about the portrayal of men and women in the mass media</p>	<ul style="list-style-type: none"> ◆ % increase in awareness of International instruments on gender equality ◆ Positive change on the media portrayal of men and women 	<ul style="list-style-type: none"> ▪ Programme copies ▪ Media content 	<ul style="list-style-type: none"> ▪ Ministry of information, Sector Gender Officer, MoGSCSS 	2009 on- going



8: ENVIRONMENTAL SUSTAINABILITY				
Hierarchy of Aims	Performance Indicators	Data Source (MOV)	Responsible/ Actors	Time Frame
<p>Outcomes: Increased women's participation in environmental and natural resource management</p> <p>Impact of environmental degradation on men and women mitigated</p>	<ul style="list-style-type: none"> ◆ No. of women in environmental committees ◆ No. of women trained in natural resource management and environmental protection 	<ul style="list-style-type: none"> ▪ Committee reports ▪ Training reports 	<ul style="list-style-type: none"> ▪ MoENR,CSO's 	2009 on- going
<p>Output 8.1 Relevant programmes established to respond to gender need on environment and natural resource management</p>	<ul style="list-style-type: none"> ◆ % increase in participation of men and women in environment and natural resource management 	<ul style="list-style-type: none"> ▪ Progress reports 	<ul style="list-style-type: none"> ▪ MoENR, NGO's 	2009 on- going
<p>Activities Awareness raising on the different gender roles in use and management of natural resource</p> <p>Review the use traditional use and methods of natural resource management vs. policy</p>	<ul style="list-style-type: none"> ◆ No. of awareness raising activities conducted ◆ Harmony in policy and use of natural resources with increased ownership and better management 	<ul style="list-style-type: none"> ▪ Activity reports, list of participants ▪ Annual reports MoENR 	<ul style="list-style-type: none"> ▪ MoENR, CBO's, NGO's gender officers 	2009 on- going



9. PEACE, SECURITY AND CONFLICT RESOLUTION				
Hierarchy of Aims	Performance Indicators	Data Source (MOV)	Responsible/ Actors	Time Frame
Outcome: Increased participation of men and women in all peace building initiatives at all levels	<ul style="list-style-type: none"> ◆ Proportion of men and women participating in peace building initiatives. 	<ul style="list-style-type: none"> ▪ Progress reports 	<ul style="list-style-type: none"> ▪ CBO's, NGO's ▪ MoPA&IS. ▪ MoGSCSS 	2009 on-going
Output 9.1 Equal participation of women and men in peace building initiatives promoted	<ul style="list-style-type: none"> ◆ No. of women and men involved in peace negotiations and conflict resolution at all levels ◆ No. and types of innovative/effective peace building mechanisms in place 	<ul style="list-style-type: none"> ▪ Progress reports 	<ul style="list-style-type: none"> ▪ CBO's, NGO's ▪ MoPA&IS. ▪ MoGSCSS 	2009 on-going
<u>Activities</u> Sensitizing communities on gender differential impacts and role of men and women in peace keeping and non violent forms of conflict resolution	<ul style="list-style-type: none"> ◆ No. sensitization forums conducted ◆ Proportion of men and youth participating in peace initiatives ◆ % reduction of the incidences of human rights abuse. 	<ul style="list-style-type: none"> ▪ Activity reports ▪ Process reports 	<ul style="list-style-type: none"> ▪ CBO's, NGO's ▪ MoPA&IS. ▪ MoGSCSS 	2009 on-going
Output 9.2 Gender-sensitive and community-generated methods of conflict resolution promoted.	<ul style="list-style-type: none"> ◆ No. of initiatives to deal with gender-based violence concerns in conflict situations. 	<ul style="list-style-type: none"> ▪ Progress reports 	<ul style="list-style-type: none"> ▪ CBO's, NGO's ▪ MoPA&IS. ▪ MoGSCSS 	2009 on-going
<u>Activities:</u> Community gender focused diagnosis and identification of traditional methods of conflict resolution	<ul style="list-style-type: none"> ◆ Local initiatives for conflict resolution strengthened to respond to gender concerns 	<ul style="list-style-type: none"> ▪ Progress reports 	<ul style="list-style-type: none"> ▪ CBO's, NGO's ▪ MoPA&IS. ▪ MoGSCSS 	2009 on going



ANNEX 2: Glossary of Gender Concepts and 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.
- **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.
- **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 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 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 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 Issues:** Specific consequence of the inequality of men and women
- **Gender sensitivity:** Awareness of gender issues and gaps, recognition that gender roles are socially constructed and can change over time and that woman and men have equal rights to access to and control over resources, to participation and fair treatment in life and in development programmes.
- **Gender Sensitization:** the process of developing people's awareness, knowledge and skills on gender issues.
- **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 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 Mainstreaming:** The consistent integration of gender concerns into the design, implementation, monitoring and evaluation of policies, plans, programmes, activities and projects at all levels.
 - **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 or men are in a particularly disadvantageous position. Gender-specific interventions target women exclusively, men and women together, or only men, to enable them to participate in and benefit equally from development efforts.
 - **Strategic interests:** Refer to long term material needs. They focus on getting more choices, more options and more say
 - **Transformation by Mainstreaming:** It entails identifying the need for changes in agenda, goals, strategies, and actions so that both women and men can influence, participate in, and benefit from development processes. The goal of mainstreaming gender equality is thus the transformation of unequal social and institutional structures into equal and just structures for both men and women.



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