



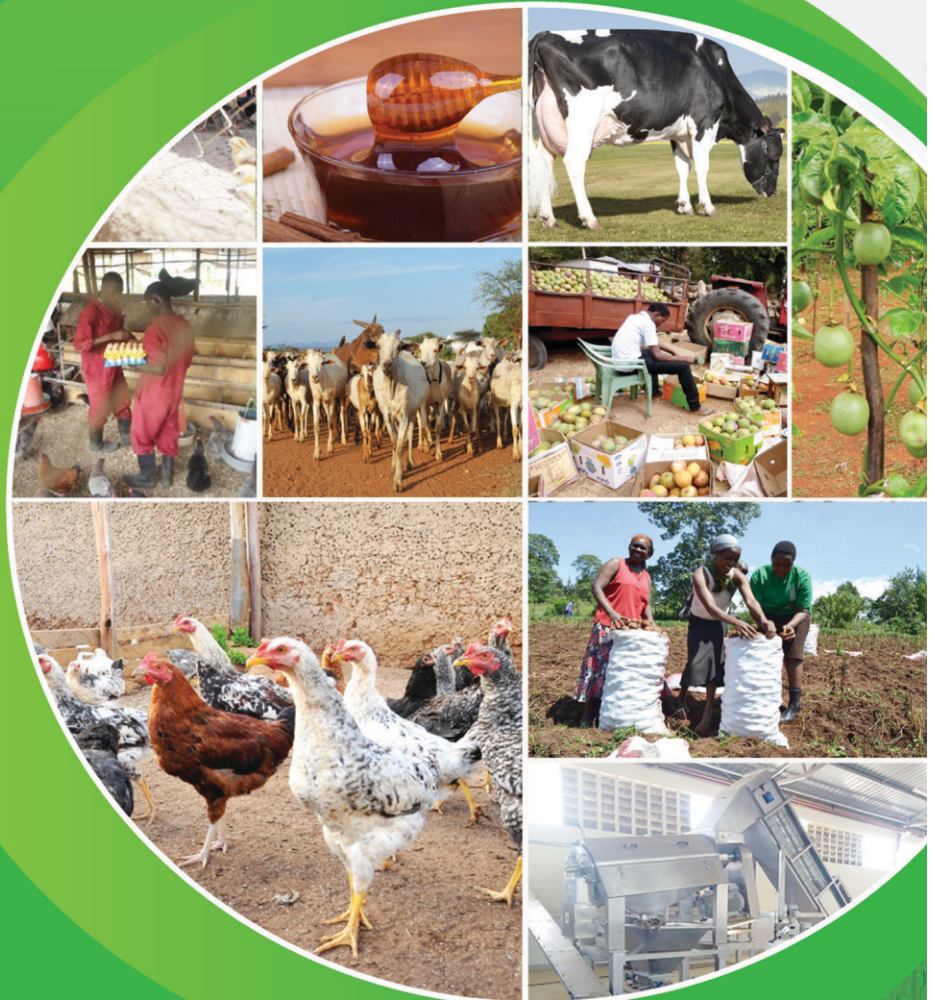
**MINISTRY OF AGRICULTURE, LIVESTOCK,
FISHERIES AND COOPERATIVES
AND
COUNTY GOVERNMENTS**



**AGRICULTURAL SECTOR DEVELOPMENT SUPPORT PROGRAMME II
(ASDSP II)**

GENDER AND SOCIAL INCLUSION STRATEGY

MARCH 2020



"Transforming Kenya Agriculture Sector"



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Agricultural Sector Development Support Programme II (ASDSP II)
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ACRONYMS AND ABBREVIATIONS

ASDSP	Agricultural Sector Development Support Programme
ASTGS	Agricultural Sector Transformation and Growth Strategy
AWPB	Annual Work Plan and Budget
BCM	Beneficiary Contract Monitoring
BDS	Business Development Services
CASSCOM	County Agriculture Sector Steering Committee
CIDP	County Integrated Development Plans
CPS	County Programme Secretariat
CSA	Climate Smart Agriculture
FGM	Female Genital Mutilation
GbC	Gender-Based Constraint
GSI	TWG Gender and Social Inclusion - Technical Working Group
GSI	Gender and Social Inclusion
HH	House Hold
ICTs	Information Communication and Technologies
IIRR	International Institute of Rural Reconstruction
JASSCOM	Joint Agriculture Sector Steering Committee
JAS-TWGs	Joint Agricultural Sector - Technical Working Groups
M&E	Monitoring & Evaluation
MIS	Management Information System
MOUs	Memorandum of Understandings
MTR	Mid Term Review
NGAAF	National Government Affirmative Action Fund
NGOs	Non-Government Organisations
OFSP	Orange Fresh Sweet Potato
PRA	Participatory Rural Appraisal
PVCs	Priority Value Chains
PVCAs	Primary Value Chain Actors
SAGAs	Semi-Autonomous Government Agencies
SGSIAP	Strategic Gender and Social Inclusion Action Plan
SIVCAPs	Strategic and Integrated Value Chain Action Plans
SMEs	Small and Medium Enterprises

SP	Service Provider
TOTS	Training of Trainers
VC	Value Chain
VCA	Value Chain Actors
VCC	Value Chain Constraints
VCD	Value Chain Integration
VCOs	Value Chain Organisations
WEF	Women Enterprise Fund
YEDF	Youth Enterprise Development Fund

DEFINITION OF TERMS

Agency: Capacity of individual humans to act independently and to make their own free choices i.e. ability to earn and control income; freedom to decide their movements; Freedom from the risk of violence; Ability to have a voice in society and influence policy—measured by participation and representation.

Empowerment: means improving the status of women and girls to enhance their decision-making capacity at all levels. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.

Gender: A social and cultural construct, which distinguishes differences in the attributes of men and women, girls and boys, and accordingly refers to the roles and responsibilities of men and women. Gender-based roles and other attributes, therefore, change over time and vary with different cultural contexts.

Gender Equality: is the state or condition that affords women and men equal enjoyment of human rights, socially valued goods, opportunities, and resources.

Gender Equity: is the process of being fair to women and men. To ensure fairness, measures must be taken to compensate for historical and social disadvantages that prevent women and men from operating on a level playing field.

Gender-based constraint: Refers to constraints that women or men face that are a result of their gender. An example of constraints women farmers face might be not having title to their land, male dominated cooperative membership.

Gender Exploitative: refers to projects that intentionally manipulate or misuse knowledge of existing gender inequalities and stereotypes in pursuit of economic outcomes. The approach reinforces unequal power in the relations between women and men and potentially deepens existing inequalities.

Gender Accommodating: refers to projects that acknowledge inequities in gender relations and seek to develop actions that adjust to and often compensate for gender differences and inequities without addressing the underlying structures that perpetuate gender inequalities. While this approach considers the different roles and identities of women and men in the design of programs, it does not deliberately challenge unequal relations of power. In the process of achieving desired development objects, projects following this approach may miss opportunities for improving gender equality.

Gender Transformative: refers to an approach that explicitly engages both women and men to examine, question, and change those institutions and norms that reinforce gender inequalities and, through that process, achieve both economic growth and gender equality objectives.

Gender Mainstreaming: is the process of incorporating a gender perspective into policies, strategies, programs, project activities, and administrative functions, as well as into the institutional culture of an organization.

Gender Integration: refers to strategies applied in program assessment, design, implementation, and evaluation to take gender norms into account and to compensate for gender-based inequalities.

Gender Neutral: Programming and policies that do not center gender concerns, or distinguish between the genders in their design, interventions and monitoring

Sex: refers to the biological differences between males and females. Sex differences are concerned with males' and females' physiology.

Structures: Factors such as, religion, gender, ethnicity, custom etc. which limit or influence the opportunities that individuals have.

FOREWORD

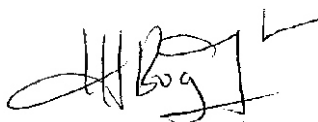
Agriculture Sector is the mainstay of Kenya's economy by virtue of its contribution to GDP through provision of food, employment, raw materials for rural industries and foreign exchange earnings. Women and youth play a pivotal role in contributing to the sector's achievements but despite efforts made to address gender disparities, the gender gap persists. The *Agriculture Sector Gender Policy* underscores gender equality as key to the sector for enhanced and equitable productivity, food security, growth and national development. The *Agriculture Sector Development Strategy* (ASDS 2010 - 2020) states that gender will be incorporated in all the proposed interventions at the community level through participatory approaches, promoting the use of gender analysis and gender-based budgeting in all programmes. *Agricultural Sector Transformation and Growth Strategy* (ASTGS) which replaced ASDS, recognises the unique challenges preventing many women and youth from being fully active and productive in driving agricultural transformation and incorporates opportunities and strategies to close the gender gaps. Kenya Youth Agribusiness Strategy (2017-2021) identifies youths' negative perceptions to agricultural activities due to perceived low returns which are not immediate, drudgery nature and risks associated with it.

The overall goal of Agricultural Sector Development Programme phase two (ASDP II) is to contribute to "transformation of crop, livestock and fisheries production into commercially oriented enterprises that ensure sustainable food and nutrition security". The Programme is one of the major programmes in the agricultural sector aimed at implementing the Agricultural Sector Growth and Transformation Strategy (ASTGS) 2019-2029 and the Big4 Agenda as relates to two of the Big four agenda pillars, food and nutrition security and manufacturing (agro-manufacturing). It is also relevant to respective County Integrated Development Plans (CIDPs).

ASDSP II recognises that women and youth value chain actors (VCAs) still face higher entry barriers than adult males in value chain development as they have less access to assets, credit, services and markets among others, hence the need to address these through innovative mechanisms to improve their access to resources. Since women and youth are key to increasing agricultural productivity, emphasis should be put on strengthening value chain nodes with high prospects for their empowerment and at the same time, creating more opportunities for them to engage and participate in value chain nodes where they are less visible.

The purpose of this strategy is to provide a clear road map for integration of women and youth in ASDSP II which promotes gender equality and social inclusion through the various complementary plans including; bringing value chain actors together into gender responsive value chain groups (VCGs) and value chain organisations (VCOs) to address common value chain barriers leading to efficiency across the entire chain. This will be done through; targeted grants to women and youth to increase their productivity, build their entrepreneurship & business management capacity, increased access to market and financial services.

The Ministry of Agriculture Livestock, Fisheries and Cooperatives (MoALF&C) reaffirms its commitment to creating a conducive environment that promotes and supports gender and social inclusion in the value chain development initiatives. I therefore, urge all stakeholders to play their respective roles in ensuring that this strategy is successfully implemented at national and county levels.



Prof. Hamadi Iddi Boga, PhD

Principal Secretary

State Department for Crop Development & Agricultural Research

PREFACE

The Agricultural Sector Development Support Programme phase two (ASDP II) has revised the Gender and Social Inclusion Strategy developed in ASDSP I with a view to increasing participation of women and youth in the value chain development. This will ensure optimal utilization of their potential in contributing to the sector goals of achieving food and nutrition security, income generation, employment and wealth creation in the country.

From ASDSP I it was observed that gender social inclusion in Value Chain development (VCD) were not well addressed hence the need for the development of Gender and social Inclusion strategy (GSIS) to guide the integration of women and youth in ASDSP II. The strategy acknowledges that there are numerous opportunities for achieving meaningful and sustainable participation of women and youth in the agricultural sector by working closely with the County Governments, given that most of them have County Integrated Development Plans that aim to address the same issues as this Strategy.

The GSIS has identified strategic issues which include: gaps in capacity in most of the implementing teams; misconception that there is a contradiction between commercialization and social inclusion; women and young value chain actors facing higher entry barriers than adult males in value chain development as they have less access to assets, credit, services and markets. They face constraints of low participation in VCD decision at household, value chain organisations and decision making organs. In addition, youth have experienced specific challenges that can be addressed through mentorship and coaching programmes by existing institutions and service providers.

Different strategies for gender and social inclusion in value chain interventions from different perspectives are represented here. These include; general strategies for gender and social inclusion in agricultural value chain development; GSI strategies for ASDSP and strategies to address constraints to exploit opportunities.

The strategy has also identified and outlined appropriate strategic GSI activities for ASDSP II, such as: Strengthening Institutional Framework and Budgeting for GSI in the Programme and the sector; aligning the GSI documents to ASDSP II objectives; integrating gender and social inclusion action plan (GSIAP) into Strategic integrated value chain action plan (SIVCAP); sector wide sensitizations on Gender and Social inclusion (GSI) in value chain development and developing capacities on GSI. Others include; intensifying capacity for economic empowerment; supporting the establishment of GSI responsive M&E information system; and coordination, collaboration and synergy building on GSI.

ASDSP II therefore commits to support the implementation strategies and goal as outlined in this strategy to attain desired goal and therefore call upon all the relevant stakeholders to join hands in ensuring the objectives are achieved.



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ACKNOWLEDGEMENT

I wish to express my sincere gratitude and appreciation to the national gender team (NGT) for their commitment in ensuring that the study was carried out in the targeted Counties, writing of the study report and revising the gender and Social inclusion strategy. Special thanks go to the Technical assistance team lead by Michael Seggeros, who tirelessly provided the guidance in undertaking the study and eventually revising the strategy. Special appreciation is extended to National Programme Secretariat and County Programme Secretariat respondents who provided insight and experiences in mainstreaming of gender and social inclusion in the ASDSP and possible areas of upscaling in the phase II of ASDSP.

I also wish to acknowledge the assistance provided by the County Executives and especially the County Gender Teams, who mobilized the respondents for the study. It would not have been possible to revise the Strategy without the input of the value chain organisations and individual actors who provided valuable information. I am also particularly grateful to the ASDSP value chain service providers who gave critical information on gender related issues.



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1.0 BACKGROUND OF ASDSP

Agriculture Sector Development Support Programme phase I was developed in 2012 as part of first initiatives in the agricultural sector to implement Agriculture Sector Development Strategy (ASDS) 2010-2020. The Kenya Youth in Agribusiness Strategy (2017-2021) developed youth oriented mechanisms and approaches to increase their engagement in agribusiness and related value chains. The overall goal of ASDSP I (2012-2017) was to “support the transformation of Kenya’s agricultural sector into an innovative, commercially oriented, competitive and modern industry that will contribute to poverty reduction and improved food security in rural and urban Kenya” through three pathways, sector wide coordination, natural resource management and value chain development (VCD).

Essential aspect to the value chain development was aimed at ensuring that priority value chains (PVCs) were socially inclusive, and that women, youth and economically vulnerable persons participate effectively and benefit and, that the value chains were environmentally sound and resilient to climate change. Each PVC has five nodes namely; i) input supplies, ii) production, iii) trade, iv) processing and v) transportation.

After successful implementation as evaluated through an internal and external process, it was recommended that lessons learnt be used to inform the formulation of a second phase of the programme and scale up best practices while at the same time address emerging challenges and align them to national, sector and county strategies and plans.

A second phase of the programme was developed and approved towards the end of 2017 and will be implemented within a period of five years from December 2017 and fully devolved to 47 county governments.

1.1 Introduction to ASDSP II

The overall goal of Agricultural Sector Development Programme phase two (ASDP II) is to contribute to “transformation of crop, livestock and fisheries production into commercially oriented enterprises that ensure sustainable food and nutrition security”. The Programme is one of the major programmes in the agricultural sector aimed at implementing the Agricultural Sector Growth and Transformation Strategy (ASTGS 2019-2029) and the Big 4 Agenda as relates to two of the four agenda pillars; food and nutrition security and manufacturing (agro-manufacturing). It is also relevant to respective County Integrated Development Plans (CIDPs).

ASDSP II aims to address the following problems that hinder commercialization of PVCs by bringing together gender responsive value chain actors (VCAs) to address the following common barriers:

- i) Low productivity along the entire priority value chains (PVCs);
- ii) Inadequate entrepreneurial skill among the Primary Value Chain Actors (PVCAs) along the entire PVCs including service providers;
- iii) Low access to markets by PVCAs along the entire PVCs and;
- iv) Weak and inadequate structures and capacities for consultation and coordination within the Sector.

The Programme Purpose is “to Develop Sustainable Priority Value Chains for Improved income, food and nutrition security”. This will be achieved through four pathways:

- i) Productivity of priority value chains increased;
- ii) Entrepreneurial skills of priority value chain actors enhanced;
- iii) Access to markets by priority value chain actors improved;

- iv) Structures and capacities for consultation, collaboration, cooperation and coordination in the sector strengthened.

The key strategies for the implementation of ASDSP II at both national and county level include: inter-sectoral focus, *Demand-driven and stakeholder-led Value Chain Development*, *Partnership-based investment and implementation*, *harmonization with government structures and procedures*, *Commercial and 'pull-focused' Value Chain Development*, *rights-based approach to women and youth mainstreaming*, *Resilience-focused and climate smart approach to value chain development and exit strategy*.

Gender mainstreaming within the four results areas is a strategy that the programme will apply. In view of this, a need for a gender social inclusion strategy is herein developed to inform gender mainstreaming in all programme activities.

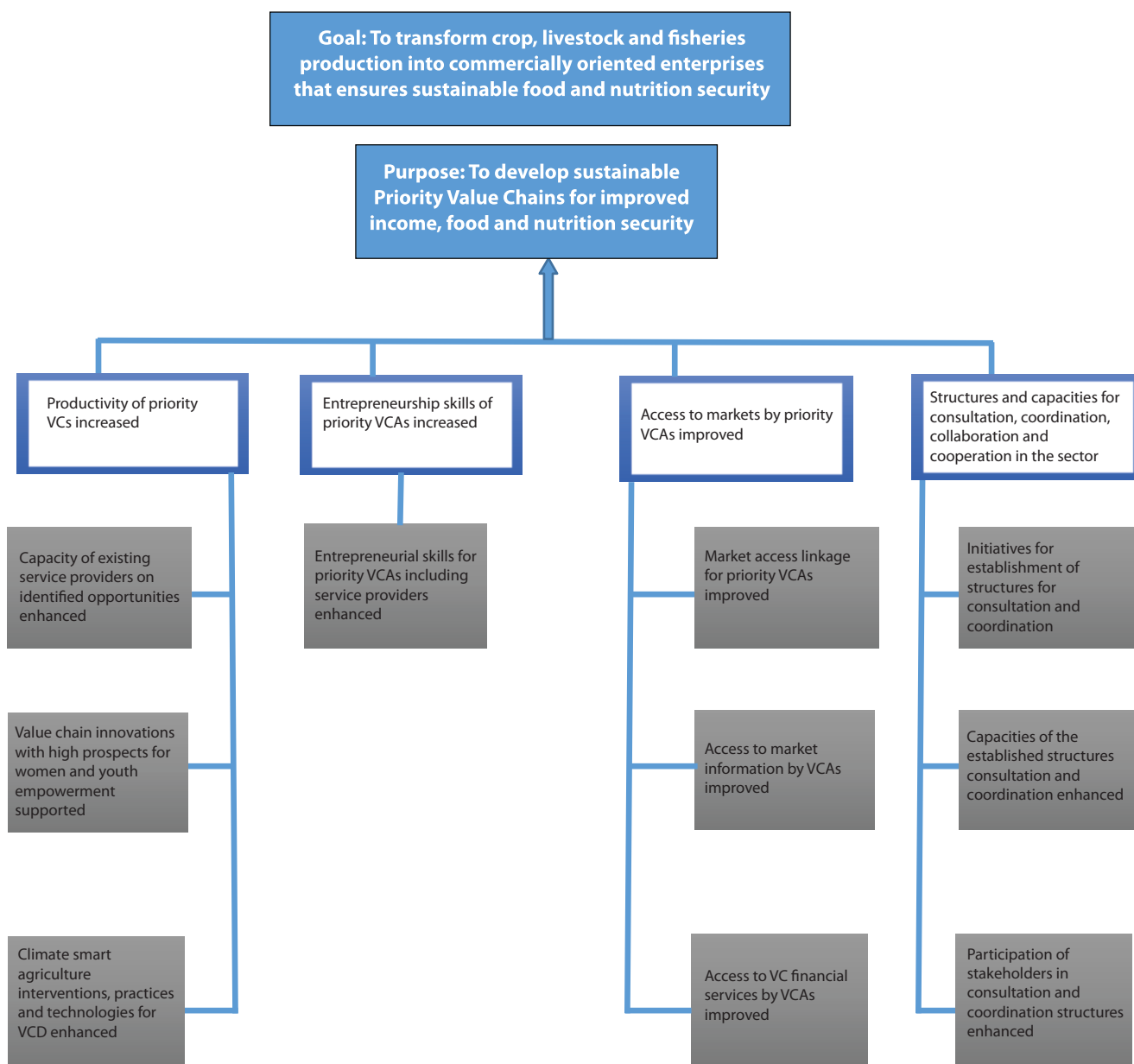


Figure 1: A Snapshot of ASDP II

1.2 Principle for Social Inclusion in ASDSP II

Social Inclusion is the removal of institutional barriers and the enhancement of incentives to increase the access of diverse individuals and groups to assets and development opportunities.¹ A social inclusive society is one where all people feel valued, their differences are respected, and their basic needs are met so they can live in dignity.

ASDSP II principle for social inclusion incorporates right-based approach as central to the integration of smallholder women and youth in value chain development (VCD). The Programme specifically prioritises economic inclusion of women and youth in VCD to facilitate their right to economic development. It will stimulate the creation of a constructive economic environment that contributes to stabilisation, resilience and economic empowerment for women and youth in VCD through the establishment of an innovation grant which will also facilitate the creation of more opportunities for women and youth engagement in male dominated upper nodes of value chains. This approach aims to harness the large number of women already engaged in value chain development and the growing interest of young people to undertake business along the value chain.

1.3 Rationale for Gender and Social Inclusion

In ASDSP I, the integration of women and youth in value chains and the establishment of gender and social inclusion thematic working groups at the two implementation levels (national and county) to pursue social inclusion concerns in value chain development was reasonably effective. Nevertheless, gaps were identified in capacity in most of the implementing teams and misconception that there is a contradiction between commercialization and social inclusion. The need to deepen this work remains necessary in ASDSP II e.g. facilitating the value chain actors through continued sensitisation to integrate women and youth in all the nodes of the value chain.

Deliberate efforts made in ASDSP I to mobilise/organise women groups, youth groups and mixed group as value chain actors to realize their agency in value chain development, should be reinforced in ASDSP II. The programme recognises that women and young value chain actors still face higher entry barriers than adult males in value chain development as they have less access to assets, credit, services and markets among others, hence the need to address these through innovative mechanisms to improve their access to these resources. This was affirmed by the ASDSP II Baseline study done in September – November 2019, which found out that while the 76.62% of male VCAs were able to access markets and market information, 70.04% and 75.74% of female and youth VCA accessed the same respectively.

AS women and youth are important in increasing agricultural productivity, emphasis should be put on strengthening value chain nodes with high prospects for women and youth empowerment and thus, creating

¹Background Paper for Social Development Sector Strategy Paper. April 2002. Lynn Bennet. <http://siteresources.worldbank.org/INTERPOWERMENT/Resources/486312-1095970750368/529763-1095971096030/bennet.pdf>

²Cappo (2002). In VicHealth Research Summary 2- Social Inclusion as a determinant of mental health and wellbeing (Kanuary 2005). <http://www.health.vic.gov.au/agedcare/maintaining/countusin.htm>

³See ASDSP II Baseline study report, 2019

more opportunities for them to engage and participate in value chains development. The ASDSP II Baseline study report again revealed that 53% of VC producers and 48% of traders could access financed, while the ASDSP II GSI study of September 2019 showed that a majority of women and youth VCAs operate at production and trade nodes that have less resource power⁴. This calls for the review of ASDSP I Gender and social inclusion strategy (GSIS) to guide the integration of women and youth in ASDSP II.

1.4 Purpose of GSI Strategy

The purpose of this strategy is to provide a clear road map for integration of women and youth in ASDSP II which promotes gender equality and social inclusion through the various complementary plans:

- i) Bringing value chain actors together into gender responsive value chain groups (VCGs) and value chain organisations (VCOs) to address common value chain barriers leading to efficiency across the entire chain,
- ii) Targeted grants to women and youth to increase their productivity, build their entrepreneurship & business management capacity and to support their entry in value chain development,
- iii) Capacity development of women and youth to accelerate their participation in value chain development through increased productivity enhanced entrepreneurship and increased access to financial services and markets and market information.
- iv) Enhance participation of women and youth in the VCD decision making bodies at household, value chain organisations and organs/structures.

2.0 CONCEPTUAL FRAMEWORK FOR GSIS

The combination of integrating gender and social inclusion with commercialization of priority value chains is a vicious cycle with deep-rooted challenges in the implementation of the programme. This calls for explicit strategies targeting top leadership in Agricultural Sector and Partners to provide political support, good will and commitment to address GSI issues in the commercialization of value chain development.

In this section, it is recognised that there are many approaches and best-practice strategies for gender and social inclusion, in particular, for integrating women and youth in PVCs development. This strategy therefore does not prescribe or favour any particular methodology. Rather, it proposes pathways for identifying the most important characteristics and needs of each group, and puts forward broad strategies for their inclusion. Specific strategies and guidelines are provided for targeting women and youth, and for monitoring and evaluation in ASDSP II.

2.1 Analysing Constraints, Opportunities and Lessons Learnt

The value chain constraints, opportunities and lesson learnt analysis will lead to identification of entry points with specific activities to support the target groups along each priority value chain. Results from such analysis will guide the programme to support the targeted groups as they take new roles; strengthening their participation and gaining benefits from engagement in the PVC; preparing them for transition into businesses and enterprises or; to enter into value chain nodes with more favourable entry requirements.

A participatory rapid assessment (PRA) may be used in carrying out a gender responsive PVCs constraints and opportunity analysis. Annex 9.1 gives a general example of analysis of priority Value Chain Constraints and Lesson Learnt from the implementation of ASDSP I.

2.2 Identifying Different Target Groups

It is important to differentiate the characteristics, constraints and opportunities of the target groups carefully to ensure strategies for inclusion are effective. The ability of each group' to participate effectively in PVCs will vary widely, depending on the characteristics of the PVCs, other PVCAs and also upon the constraints and opportunities specific to their group.

In terms of membership, women are a stand-alone group (category) and also belong to the youth category. That is, young men and young women are found in the youth categories. In each of these categories (i.e. women group and youth group), women will experience additional constraints due to their gender, compared to their male counterparts. These constraints hamper their effectiveness as primary value chain actors. A Gender analysis' of PVCs or intervention is highly recommended in order to develop measures for gender equity.

For example, constraints to accessing markets in relation to any aspect of PVC will mean promoting information/market networks that women and the youth can readily understand and work with. It is important to devise ways to draw each group into formalised networks, including VC groups, platforms and fora. The constraints of each target group to participate effectively (i.e. logistical arrangements, speaking and being heard/ decision-making roles) must be identified and addressed.

Finally, social exclusion is not a fixed state, which the programme intends to address. Women and youth may be economically active actors in PVCs, but changes in their life circumstances may suddenly precipitate them into the 'vulnerable' category. For example, married women may become widows or divorcees and lose access to their land and other assets. Young men without access to land may find it hard to actively engage into PVCs or simply because they are unemployed and still maybe dependants on parents and are not able to make financial decisions. This situation may also suddenly change in reverse.

Annex 9.2 and 9.3 propose a simplified systematic way of understanding the characteristics, opportunities and constraints of each target group in relation to priority value chain development. This method is simplified and there will be exceptions. At county level it will be necessary to review and carry out county specific women and youth analyses in the PVCs in order to develop targeted, interventions capable of identifying and addressing constraints and opportunities in each project area.

Some of the methods for carrying out county specific women and youth analyses in the PVCs include:

- i) Addressing shared critical constraints;
- ii) Gender equality.

2.2.1 Addressing Shared Critical Constraints

The target gender groups share critical constraints: i) a limited asset base, ii) restricted access to value chain finance, iii) low level of literacy and numeracy, and iv) weak decision-making power at household, community and institutional levels. Women face additional gender-based restrictions in accessing assets, finance and in exercising decision-making power. Low literacy levels limit women's access to market information, finance and capacity to develop and respond to proposals needed to access support. In many instances, male spouses attend agricultural trainings, educational tours and fora instead of their spouses, although the female spouse maybe the real worker in the priority value chain.

In order to address shared critical constraints limiting women and youth engagement in PVCs, cross-cutting, gender-responsive strategies are needed. These include:

a) Access to and Control over Assets

Improving access to, and control over assets is a key process to commercialization of priority value chains. This requires individual and collective (group-based) asset building measures. Such assets include land, equipment's, machinery, livestock and structures among others. For instance, strategies for addressing access to land by women and youth will include sensitising and creating awareness to land provisions already articulated in the Constitution, National Land Policy and Land Legislations as well as linking up with relevant organisations that address issues of land rights. It is therefore important to promote domestication and implementation of national policies at county level, since these policies address some of the women's and youth concerns in accessing resources.

b) Value Chain Finance

Improving access to financial services (savings, credit and insurance) and products will involve working (e.g. ASDSP signing a memorandum of understanding) with youth and women friendly financial services and products linked to agricultural value chains such as National Government Affirmative Action Fund (NGAAF), Youth Enterprise Development Fund (YEDF), Women Enterprises

Fund (WEF), UWEZO Funds, insurance services, existing credit guarantees, Commercial Banks and Agricultural Finance Corporation (AFC). Initiatives to influence financial service providers to review their lending: procedures, requirements and limits will be critical and key to increasing women and youth purchasing power and access to PVC support inputs, equipment and markets. Table banking and other micro financing models which have evolved as strong methods for resource mobilization especially among the low income women and youth should be strengthened.

c) Literacy and Numeracy Training

Commercialization of PVCs require VCA including women and youth to access, use and communicate different types of information and ideas in order to engage with different players along the value chains. Record keeping and simple business analysis along the PVCs requires numeracy skills. Business-oriented and numeracy training is therefore an essential pre-requisite to effective and successful value chain participation, engagement and enterprise development.

d) Active Participation in Value Chain Decision-Making Bodies

To ensure that VC organisations and structures are inclusive of the target groups, there is need to acknowledge that the target groups have group-specific constraints in participation. These constraints need to be identified and then addressed. Steps will include assessing logistical constraints to participation as well as capacity development measures to enable members of the target groups to articulate their views effectively.

It is important to ensure that the target groups participate actively in VC decision-making forums at all levels. Some of the value chain decision making bodies and structures include: , VC Groups, value chain organisations, VC Platforms, National VC Forum, GSI TWG, CASSCOM and JASSCOM. They may need assistance to articulate their specific interests and to help shape the decisions that affect them directly. Active steps to ensure that the target groups contribute actively to, and occupy key decision-making positions at all levels is vital. As a reminder, the membership of target groups and or their representative institutions (women and youth groups) – forms part of value chain decision making bodies at all programme implementation levels yet to date, their voice remain marginalised.

In conclusion, some of the strategies for addressing shared critical constraints in PVCs development include: Providing support and mentoring young women and young men, capacity development to target groups, skills development training (i.e. business management, entrepreneurship, market and financial management and leadership); strengthening research and training programs for empowerment of women and youth in partnership with relevant departments and agencies, development partners, academia, civil society, farmer organisations and the private sector.

2.2.2 Gender Equality

Agriculture Sector Gender Policy presents gender equality as key for enhanced and equitable productivity, food security, growth and national development. The sector policy outcomes include: i) Increased gender parity at the household, community, programme, project and institutional levels in the agricultural sector; ii) Increased institutional capacity to mainstream gender in the sector; iii) equitable access to agricultural sector resources, opportunities and benefits between women and men; and iv) improved support and accountability for gender mainstreaming in agricultural sector.

Gender equality and the rights and empowerment of women and youth are priorities in ASDSP II. The programme specifically focuses on supporting better opportunities and innovations to enable PVCAs including women and youth (young women and men) attain sustainable incomes and food and nutrition security. There is need to domesticate the national policy frameworks and regulations into county specific gender strategy and plan to guide the integration of women and youth in development.

In order to address gender equality in the programme and PVCs, gender-responsive strategies are needed. These include:

a) Women's Empowerment

Promoting gender equality and empowering women is a cornerstone of ASDSP II work in priority value chains for improved income; and food and nutrition security. It is recognised that women face many unique challenges limiting them from being fully engaged in commercialization of the PVCs. The PVCs engages 41% adult women (compared to 43% adult men and 16% youth), but majority of these women do not own productive assets. This limits the ability to join cooperatives and other VC -based organisations that have collateral that can help facilitate access to more affordable and higher quality inputs, as well as access to markets. It also limits their ability to access financing with their land as collateral, and this in part drives yield gaps of up to 20-30% between male- and female-managed agricultural enterprises.⁵

Addressing women empowerment is therefore central to the programme. - The empowerment, skill development and equality of women are fundamental to sustainable incomes and food and nutrition security. Women empowerment seeks to ensure that the differentiated needs and priorities of women and female youth in PVCs are taken fully into account, strengthening their decision-making power and representation in VC organisations and structures, improving their engagement in higher nodes in the PVC through economic empowerment and making a difference to livelihoods.

A critical issue for PVC competitiveness is that even though, women are central VC actors, they are often not key decision-makers within their households (which impacts upon the effectiveness of livelihood planning and VC engagement), in community level decision-making bodies, and in higher level forums. This means that they may be unable to take the best decisions possible in a given situation. It is therefore important to understand women's gender-based constraints and opportunities:

- i) By marital status, age, ethnic community, and other social markers;
- ii) In relation to each PVC, since these will differ by commodity;
- iii) In connection to value chain nodes;
- iv) In decision-making processes at all VC organisations and structures.

b) Youth Focus

Kenya has a large youthful population. The Kenya Constitution of 2010 defines youth as those aged between 18 and 34 years old. This proportion of the youth constitutes 25 percent of Kenya's total population, while those below 15 years make up 43 percent. A large share of youth in Kenya live in rural

⁵Agricultural Sector Transformation and Growth Strategy Towards Sustainable Agricultural Transformation and Food and Nutrition Security in Kenya – 2019-2029

areas, with the majority being poor, unemployed or underemployed in non-decent jobs in the informal sector. The isolation of rural areas, lack of viable livelihood opportunities, and cultural norms limit youth capacity to participate in decision-making processes. This has resulted in large number of youth out migration from rural areas to urban centres in search of better future. Nevertheless, the youth still account as better-educated and innovative category representing a great potential for agricultural growth, development and modernization including PVCs.

Agricultural Sector Transformation and Growth Strategy⁶ (ASTGS) is mindful of these challenges facing the youth and has incorporate tailored opportunities for these group as part of its strategy (i.e. ensuring minimum participation of 30% youth in SMEs benefitting from this programmes).

Thus, understanding and addressing youth's needs is key to achieving rural transformation by using technologies to innovate through income- generating activities, improving productive potential by enabling access to a wide range of assets, tailoring financial services to those needs and ensuring the youth beneficially engage in PVCs. The needs of young women and men require special consideration (e.g. early marriage, seclusion, lack of capital, information, and relevant skills, and discriminatory practices). It is important to acknowledge that youth are not a homogeneous group, but rather are characterized by socio-economic status and diverse characteristics that shape their circumstances, such as gender, age, geographical location, and marital status, level of education, legal status and different stages in the life cycle. Differentiation in characteristics is key in targeting adult women as well as youth – since the term “youth” refers to both young women and young men with socially differentiated roles and needs (see annex 9.3).

For example, young unmarried women will have the weakest access, and young men are also likely to experience poor access since they will not as yet have inherited productive assets. This situation will change over time with the playing field leveling for men but not for women. Men are likely to benefit from inbuilt cultural and institutional biases to acquire collateral, land and businesses but young women will continue to struggle to obtain key assets.

⁶ Agricultural Sector Transformation and Growth Strategy Towards Sustainable Agricultural Transformation and Food and Nutrition Security in Kenya – 2019-2029

3.0 STRATEGIES FOR GENDER & SOCIAL INCLUSION

Social inclusion refers to the removal of institutional barriers and the enhancement of incentives to increase the access of diverse individuals and groups to development opportunities. Empowerment, equal and meaningful participation in decision-making, access to and control over resources, benefit sharing, and balancing power relations are key areas for development.⁷

This section presents different strategies for gender and social inclusion in value chain interventions from different perspectives. These are:

- i) General Strategies for Gender and Social Inclusion in Agricultural Value Chain Development
- ii) GSI Strategies for ASDSP II
- iii) Strategies to Address Constraints, Exploiting Opportunities

3.1 General Strategies for GSI in Agricultural Value Chain Development

Two broad strategies for gender and social inclusion are presented here. These are:

- (i) Tailored target group strategies
- (ii) Value chain integration strategies.

3.1.1 Tailored Target Group Strategies

For the tailored group strategy, it is important to first identify who to work with and to understand their constraints and opportunities. For example, sex/age based constraints and opportunity analysis will provide an insight in the division of work (i.e. activities for men, women, and youth) within different nodes of a value chain, and constraints faced by different gender groups in undertaking their activities in the different nodes. Upon this understanding capacity development strategies tailored to the key characteristics of each target group can be developed. This will ensure that such interventions are effective in alleviating the constraints and maximising on the opportunities identified by a particular group in order to prepare them to effectively participate in the priority value chain.

i. Target Group Strategy 1: Support Women already Active in PVC.

The focus of this strategy is to ensure that women improve the position in the value chain, and increase their participation in all the nodes of the PVC. This requires multi-level interventions which are likely to include:

- Training in process and product upgrading
- Facilitating access to market and VC finance, including large loans as opposed to micro-credit.
- Measures to ensure active participation in VC decision-making forums at all levels, ranging from Common Interest Groups through county level VC Groups, Platforms, associations, cooperatives, federations, companies and Forums up to the National VC Forum.
- Improving women's control over and use the benefits of their work in value chains.

⁷MYANMAR: National Action Plan for Agriculture (NAPA) Working Paper 12: Social Inclusion and Gender <http://www.fao.org/3/a-bl834e.pdf>

ii. Target Group Strategy 2: Support Youth to be Active in PVCs.

Take deliberate measures to enable young women and young men to become active in selected VCs.

This can happen in following ways:

- Identify entry points for young women and men in priority value chains.
- Train young women and men to become VC facilitators, service providers for example as trainers in various support services, for example to VC platform meetings.
- Training in specific VC processes and roles, particularly those which do not depend on access to land.
- Facilitating access to market and VC finance, particularly start-up capital.
- Put in place measures for women to access productive assets including machinery and other innovations (technologies and practices).
- Ensure that they have control over the benefits of their work in priority value chains.

3.2 GSI Strategies in ASDSP II

The basic principal supporting the gender and social inclusion in the value chains is informed by the observations that indicate adult women are generally active in VC, though concentrated in the lower, less profitable nodes. The youth are generally poorly engaged in, or engaged in a very limited way (i.e. transportation) in agricultural value chain development processes. ASDSP II strategies are premised in 5 areas:

- i) Sensitization and integration of women and youth in all the nodes of PVC.
- ii) Innovative funds to improve women and youth access to resources
- iii) Innovation grants for women and youth to increase productivity, enhance entrepreneur skills and improve market access
- iv) Strengthening VC node with high prospects for women and youth empowerment
- v) Creating more opportunities for women and youth to effectively participate in VCD.

3.2.1 Sensitization and Integration of Women and Youth in the PVCs ASDSP II.

Sensitisation on gender and social inclusion (GSI) should be done continuously targeting different levels of engagement and at all levels of structure relevant to ASDSP II namely:

- Joint Agriculture Sector Steering Committee (JASSCOM) and Planning Units
- County Agriculture Sector Steering Committee (CASSCOM) and Planning Units
- Joint Agricultural Sector Technical Working Groups (JAS-TWGs) through Gender and Social Inclusion Thematic Working Group (GSI-TWG)
- National Programme Secretariat
- Programme Technical Assistants
- County Programme Secretariats (CPS) for effective mainstreaming of gender and social inclusion concerns
- Priority VCAs and Platforms
- National and County Partners of ASDSP
- Men, Women and Youth in all the nodes of value chain.

3.2.2 Innovation Grants

The grants to women and youth are intended to: help them find entry points in non-traditional roles for enhanced visibility and economic benefits; strengthen value chain nodes with high prospects for women and

youth empowerment in male dominated value chains and; improve their chances of uptake of innovations, participation in CSA adaptation and risk mitigation as provided in table 1.

- Deliberately targeting women and youth VCA to stimulate and strengthen the VC nodes where they are already playing a role and/or creating opportunities in male dominated value chain nodes.
- Addressing obstacles faced by women and youth to improve their access to resources.
- Strengthening value chain nodes with high prospects for women and youth empowerment and;
- Creating more opportunities for women and youth to effectively participate in VCD.

Table 1: Strategies and Approaches for Targeting Women and Youth in PVC

Strategy	Approaches
<p>1. Support adult women already active in the production nodes to strengthen their participation in the other nodes</p>	<ul style="list-style-type: none"> • Flagging of various opportunities available along the VC nodes for by-in by the adult women • Provision of grants, start-ups kit and low interest credit facilities to women to strengthen their participation in the upper nodes of the value chain. • Support adult women in business plan development and link them to mentors • Capacity build (women and the youths) on market intelligence and information • Building capacity in men of community opinion shapers to make them play a leading role in gender and social inclusion and shape cultural opinions • Capacity building of women on issues on inheritance, succession and property laws • Strengthening market and research linkage for women involved in production nodes
<p>2. Support to young women to become active in various nodes of the PVCs,</p>	<ul style="list-style-type: none"> • Provision of grants, start-ups kit and linkage to low interest credit facilities to youthful women, • Linkage to the affirmative funds and actions available including the innovation funds and sensitizing the youthful women on the same • Mobilization and sensitization of youthful women on the economic benefits of belonging to value chain groups. • Flagging of various opportunities available along the VC nodes for by-in by the youthful women • Support young women in business plan development • Engage successful women and youths value chain entrepreneurs as role model and conduct motivation talks • Support young women access market for their products and market information • Building capacity in men of repute to make them play a leading role in gender and social inclusion and shape cultural opinions(male gender champions) • Capacity building on women on issues on inheritance, succession and property laws

Table 1: Strategies and Approaches for Targeting Women and Youth in PVC (cont.....)

Strategy	Approaches
3. Support young men participate in PVC development	<ul style="list-style-type: none"> • Flagging of various opportunities available along the VC nodes for by-in by the adult women • Training the youth on safe produce and product handling • Sensitizing and Linking them to affirmative funds to acquire necessary funds to acquire necessary facilities, assets and critical inputs • Encouraging youth venture into Land hiring/leasing land to support production for niche market • Strengthening market linkages and access to market information among the young men • Provision of grants, start-ups kit and low interest credit facilities to youthful men, • Support training in business plan development
4. Support the County Programme Secretariat (CPS) to be more proactive in gender and social inclusion	<ul style="list-style-type: none"> • Build the GSI capacity of CPS • Consolidation and domestication of all policies addressing gender and social inclusion at the Secretariat • Having joint programming and planning with other programmes with gender and social inclusion component for actualization. • Mapping and profiling partners with women and youths focus to work with and delineate the activities to be implemented to avoid duplication • Ensure participatory gender and social inclusion action planning with involvement of all agricultural sector players • Integration of County GSIAP into SIVCAPS • Signing of Binding contracts or memorandum of Understandings (MOUs) between partners working with women and youths and witnessed by the county government • Sensitization of CASSCOM on gender and social inclusion • Establish a County Gender secretariat/coordination unit under the CASSCOM and mainstream development of joint action plan for women and youth • Mainstream gender based budgeting in the counties and programme developing target

i. Enhancing Entrepreneurial Skills of VCAs and Service Providers

The priority focus of ASDSP II is to enable agri-entrepreneurs in PVCs to find the support and services they need to succeed in developing their enterprises through innovation in both technology and business practices. A particular effort will focus programme assistance on women and youth to measurably increase their entrepreneurial skills and commercial activities in the priority VCs. Strategies include:

- **Inventory and Survey of Agri-entrepreneurs to Mainstream GSI in National Entrepreneurship Development Strategy and County Entrepreneurship Programme** – This scoping study carried out by value chain and by node should identify women and youth businesses and most active (i.e. input suppliers, producers, traders, transporters, processors (including grain storage),

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- **Inventory and Assessment of Business Development Service (BDS)** to include those especially targeting women and youth as part of the directory of service providers on entrepreneurship and business development.
 - **Identify sources of training, technical support, and capacity building** - for BDS providers to enable them to serve more effectively the VCAs including addressing the identified needs of women and youth agro-entrepreneur.
 - **Provide an inclusive information dissemination arrangements** - that reach women and youth VCAs, value chain platforms, and other value chain partners on the support ASDSP II is providing for the development of agri-enterprises and entrepreneurial skills

ii. **Creating Opportunities to Effectively Participate in VCD**

The grant will give special preference to innovations that benefit women, youth and service providers, and this is intended to: Help them find entry points for participation in male dominated value chains for enhanced visibility and economic benefits and; to strengthen value chain nodes with high prospects for women and youth empowerment. From a VC perspective, opportunities are available at all nodes and they should be identified within the four outcome areas (Productivity, Entrepreneurship, Markets and Structures). Strategies include carrying out the following:

- Value Chain Mapping (e.g. rapid assessment) - identify actors and support services involved in PVC (i.e. sex/age disaggregated).
- Sex and Age Responsive Value Chain Market Analysis
- Identify Value Chain challenges, opportunities and innovation
- Facilitate contact between service providers (business development service (BDS) including those targeting women and youth agri-entrepreneurs
- Assist, entrepreneurs especially young women and women groups to identify and contract with BDS providers to help in developing their business and innovation plans.

4.0 ADDRESSING GSI IN ASDSP II

Gender and Social Inclusion Study conducted in June/July/August 2019 revealed challenges faced by both women and the youth, existing opportunities and lessons learnt from the implementation of GSI strategy and GSIAP in ASDSP I (presented in annex 9.1).

Women and youth reported some of the critical constraints they face in VCD such as: limited asset ownership; difficulty in accessing finance for value chain investment; socio-cultural and economic barriers; and low participation in decision-making at household, value chain organisations and decision making organs. Youth on the other hand experience specific challenges i.e. wrong mindset against working in agricultural sector in rural areas; negative attitude towards agribusiness; negative peer influence; drug and substance abuse and; early marriage, teen-age pregnancy and female genital mutilation (FGM) affecting educational levels of girls.

In order to change youth attitude and culture, it will be important to promote collaborative programs to address issues of drug and substance abuse and to incentivize rehabilitated youth to participate in agribusiness i.e. agricultural sports based initiatives; creative arts through youth farm clubs capacity for entrepreneurship; and projects with high and quick returns from value chain nodes. Attracting the youth to Information communication technologies (ICTs) will enhance their access to financial services, agricultural information services, input supply and produce to markets for their participation in agribusiness. Facilities such as ICT hubs in counties can be harnessed to provide training services to the youth while the internet can be used to access markets and agricultural information.

Women-owned SMEs which include agricultural based businesses make up approximately 34% of total SMEs in Kenya- mostly micro and informal in nature, compared with SMEs owned by men. This is attributed to low access to finance, smaller loans and higher interest due to perceived risk of lending to SMEs. Similarly, agricultural SMEs owned by youth (18-35-year-olds) experience constraints to accessing finance, with major hindrances being; lack of collateral low level of education, lack of experience and poor business management capacity. As a result, agriculture is the most underfunded sector in Kenya, receiving an average of only 3% of total credit extended to the economy.⁸

Access to affirmative action funds was viewed by women and youth groups as being cumbersome, lengthy and in some cases lacking transparency in processing and allocation. In addition, group members stated that the lending limits of such funds are insufficient to facilitate individual and / or group investment. The key constraint in accessing funds from private financial institutions was lack of bankable business plans and / or forward contracts. Delays in processing the loans also impact negatively on seasonal enterprises. Most of the targeted women and youth have low capital base which is an impediment to venturing into value chain investment.

Specific gender-based constraints and opportunities strategies include:

- i) Activity mapping and the identification of gender-based constraints (and design of possible actions to address these)
- ii) Formulating gender-based constraints and assessing the consequences of gender-based constraints
- iii) Taking actions to remove gender-based constraints

⁸Ministry of Agriculture, Livestock and Fisheries and County Governments. *Agricultural Sector Strategy for Transformation and Growth. 2019-2029.*

4.1 Activity Mapping and the Identification of Gender-Based Constraints

Interventions in VCD target a variety of actors, e.g. agro-input supply, producers, transporters, traders, processors organisations and enterprises. These actors are typically composed of men, women and youth who play different roles and have different responsibilities in the activities involved in the value chain. They face different constraints in accessing and controlling the resources needed to carry out their activities. These constraints have an impact on the value chain, because they can affect volumes and quality of the produce or product. By gaining insight in these different constraints, this tool helps to address these constraints and to contribute to a successful value chain-upgrading intervention. Activity mapping can be done in a participatory way together with VCAs and it involves the following five (5) steps:

- Step 1:** Identify the actors in the different nodes of the value chain (e.g. women, men and youth)
- Step 2:** Activity mapping and degree of responsibility of activities (see table 2 & Tool 8.2 Gender Sensitive VC Mapping)
- Step 3:** Identify constraints per activity (see example table 3 and relate this to the 4 outcome areas)
- Step 4:** Analyze the constraints
- Step 5:** Formulate actions to address the constraints (see example table 4)

Table 2: Gender-Based Constraints per Actor and Activity in the Sweet Potato Value Chain

VC Actor	Description of Actors' activities under each node of the market chain	Responsibility/Roles		Constraints to Resources	
		F	M	Female	Male
Input Supply					
Small scale	Multiplication of improved sweet potato vines	X	XX	Inadequate capital Poor access to land	Inadequate capital
Small scale producers	Site selection	X	XX	Access to land	
	Land preparation	XX	X		
	Planting	XXX		Access to manure	
	Weeding	XXX			
	Harvesting	XX			
Processing					
Processors and street vendors	Bake and sell Bread, crisps, donuts sweet potato paste, flour to the market	XXX		1. Low literacy levels Face challenges in purchasing fresh roots of the desired varieties high prices linked to inconsistent supply 2. Accessing adequate & affordable equipment to prepare the donuts	
Baker (private business)	Mills chips into flour and uses it to bake bread	X	XXX		Faces challenges in obtaining sufficient supply of fresh roots
Transportation					
Medium scale	Bulk SP and hire transportation means to various destination e.g. Nyamira, Nakuru, Nairobi, Mombasa and even Tanzania	X	XXX	Lack of own transport Payment of multiple cess Post-harvest losses Bulkiness of the produce	Lack of own transport Payment of multiple cess Post-harvest losses Bulkiness of the produce

Key:
X – Slightly involved
XX – Moderately involved
XXX – Heavily involved

Table 3: Potential Actions to Address Gender-based Constraints in the Sweet Potatoes VC

Gender Based Constraints	Consequence	Cause/Factor leading to Gender based constraint	Actions to address
<p>Input Supply</p> <p>Accessing land and manure Inadequate basic seed (vines)</p>	<p>Low production Low supply to the production node</p>	<p>Because of cultural norms, men are the main decisions makers over the use of resources such as land Men prefer to use land for what they consider as commercial crops, such as coffee or pineapple. There is competition over use of manure for food/cash crops. Men usually decide on use of manure. When it is not available at household level, manure needs to be purchased and women do not necessarily have the financial resources to acquire it.</p>	<ol style="list-style-type: none"> 1. Conduct sensitization/communication for behavioral change to bring men on board and recognize OFSP as commercial crop 2. Organise women in groups to facilitate access to basic seed 3. Capacity build SP vine multipliers on disease and pest management
Production			
<p>Women fresh root producers face challenges in:</p> <ol style="list-style-type: none"> 1. Accessing land 2. Accessing manure 	<p>Low production and inadequate supply to other actors along the chain</p>	<p>Because of cultural norms, men are the main decisions makers over the use of resources such as land Men prefer to use land for what they consider as commercial crops, such as coffee or pineapple. There is competition over use of manure for food/cash crops. Men usually decide on use of manure. When it is not available at household level, manure needs to be purchased and women do not necessarily have the financial resources to acquire it.</p>	<ol style="list-style-type: none"> 1. Conduct sensitization/communication for behavioral change to bring men on board and recognize OFSP as commercial crop 2. Build capacity of women in record keeping and link them to no up women processors with financial institutions offering Gender responsive products and services 3. Organise women in producer groups to facilitate collective access to land and

Table 3: Potential Actions to Address Gender-based Constraints in the Sweet Potatoes VC cont....

Gender Based Constraints	Consequence	Cause/Factor leading to Gender based constraint	Actions to address
Processing Women processors/street vendors face challenges in: 1. Purchasing fresh roots because of high prices linked to inconsistent supply 2. Accessing adequate and affordable equipment to prepare the donuts	1. They cannot produce enough to meet demand and are limited to 'petty trading'. 2. Inadequate equipment to process fresh roots affects quality of flour/donuts Unable to value add and get the price benefit of value added products	1. Inconsistent supply linked to constraints at production level Women processors' limited capacity to access responsive financial service and products through financial institutions	1. Link processors with (female) fresh root producer groups for consistent supply 2. Build capacity in record keeping and facilitate Linkages of women processors with financial institutions offering gender responsive products and services
Transportation Post-harvest losses Lack of own transport Bulkiness of produce High transportation cost	Unreliable supply of SP in the market Challenging for women to venture in this node		Linkages to financial institutions Capacity building on post-harvest handling Fact track and domesticate legislation on marketing of SPs

Source: Adopted from Agri-ProFocus Gender in value chains. Practical toolkit to integrate a gender perspective in agricultural VCD

4.2 Formulating Gender-Based Constraints and the Consequences

This tool helps to distinguish the areas of inequality that are relevant to the efficient operation of the value chain. It identifies measurable conditions of gender inequality and subsequently the factors that cause gender disparities. The Gender-based Constraints (GbC) statement formulates the causal relationship between these factors and conditions. The GbC statements can serve as foundation for the formulation of actions to build a value chain with equal gender opportunities. After having identified GbCs, this tool provides insights into how these GbCs can work against achieving the goals of your development project or program. Hypotheses are formulated on the consequences of GbCs on both the value chain efficiency and competitiveness, and women's economic empowerment which helps to prioritize and address.

The following are five steps to formulating gender based constraints in a project/programme

- **Step 1:** Identifying measurable conditions of inequality by sex-disaggregated data collection i.e. Women are constrained from full membership in a horticulture association.
- **Step 2:** Identify the factors that cause conditions of gender disparities: Try to find clear factors that can be addressed to change the inequality i.e. women are not registered landowners therefore they cannot attain full membership in the horticulture association.
- **Step 3:** Formulate a Gender-based Constraint (GbC) Statement i.e. i) Women are often constrained from improving the overall quality and quantity of horticultural crops because they lack access to services provided by producer associations (ii) because of membership requirements for land ownership; iii) Women are often constrained from improving on-farm productivity because of time-poverty linked to their household labor responsibilities. It is important to prioritize the factors and to determine which factors are most important to address within the framework of the intervention
- **Step 4: Hypothesizing the consequences of GbCs:** Answer the following questions (see table 5):
 - i. What are the consequences of the gender – based constraints?
 - ii. Achieving project objectives
 - iii. Supporting women's economic advancement
 - iv. Building efficient and competitive value chain
- **Step 5 Prioritizing constraints;** the prioritization is dependent on a range of factors, such as project timeline, budget, short-term and long-term goals. It is advisable to concentrate on a small selection of constraints, because GbCs often have several causes; a bunch of strategies are then needed to address these constraints. The following are the most critical issue identified in gender based constraints (GbCs) ranked according to the programme priorities (see table 4 column 5):
 - i) ***Women are often constrained from improving the overall quality and quantity of horticultural crops, because they lack access to services provided by producer associations as a result of membership requirements for land ownership*** – Ranked first the project can ensure that both men and women have access to the services that could improve the quantity and quality of their crops. The long-term gains in addressing this GbC would strengthen both horizontal and vertical linkages and might result in a stronger relationship between the buyer and the producer association

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- ii) **Women are often constrained from improving on-farm productivity because of time-poverty linked to their household labor responsibilities** – Considers women's lack of time and identifying ways of reducing women's time burden in the household would contribute to their economic advancement by freeing them for productive activities and potentially increase on-farm productivity.
 - iii) **Women are often constrained from filling senior management and technical positions in processing firms because of discriminatory social attitudes toward women employment and ability to manage men.** Support women's professional achievement in the sector through affirmative measures of recruitment and placement.
 - iv) **Women are often constrained from accessing financial capital because they lack ownership of assets that can serve as collateral** – Facilitate linkages with buyers who could embed credit and other services in contracts with producer associations. The project considered addressing facilitating market linkages with buyers to be the least critical

Table 4: Gender Based Constraints Consequences and Prioritising (Step 4 and 5)

Gender Based Constraint	What are the consequences of this constraints on:			Prioritising Constraints Ranking
	Project objectives	Women's Economic Advancement	Building Efficient/Competitive VC	
<p>Women are often constrained from improving the overall quality and quantity of horticultural crops because they lack access to services provided by producer associations as a result of membership requirements for land ownership.</p>	<p>Increasing productivity of targeted horticulture commodities: If women are not receiving appropriate guidance on crop production, the project will miss opportunities to increase productivity.</p> <p>Strengthening producer associations: As strong associations are built on principles of democracy, producer associations built on criteria that exclude capable producers create vested interests in the community.</p>	<p>The constraints maintain women's status quo as resource poor producers, missing opportunities for them to benefit from efforts to pool resources and to share information, services, and inputs.</p> <p>It also overlooks opportunities to support women's empowerment by increasing their social and political capital.</p>	<p>Women's lack of access to support services and information that can improve the quantity and quality of crops reduces efforts to upgrade production. It also hampers efforts to support the production of quality crops to buyers, thereby reducing the strength of vertical linkages built along the chain.</p> <p>Associations designed to include members on the basis of their assets, as opposed to their ability to cooperate to meet buyer demands, are less strong and overlook the potential for different types of producers to contribute to effective VCs</p>	1

Table 5: Gender Based Constraints Consequences and Prioritising (Step 4 and 5) Cont'd

Gender Based Constraint	What are the consequences of this constraints on:			Prioritising Constraints Ranking
	Project objectives	Project objectives	Project objectives	
Women are often constrained from improving on-farm productivity because of time-poverty linked to their household labor responsibilities.	Time constraint will affect time available for work on farms, training, or producer affairs, reducing opportunity to participate in and benefit from many project activities.	As demands on women's on-farm labor increases, women may suffer even greater in terms of increased time poverty.	Time constraints that take away from women's on-farm labor or create increased health risks that reduce their productivity, may reduce the flow of goods in the VC.	2
Women are often constrained from accessing financial capital because they lack ownership of assets that conserve as collateral		Women will find it harder to engage in economic activities that require new capital (e.g., start businesses, purchase additional land or heavy machinery, hire employees).	Value chains are often capital-constrained, which reduces upgrading efforts.	4
Women are often constrained from filling senior management and technical positions in processing firms because of discriminatory social attitudes toward women's employment and ability to management.	To increase employment in horticultural production and processing: Gains in employment through the project activity, when disaggregated by sex and occupation, will show no change in the relative status of men and women.	Persistent discriminatory attitudes about women restrict their employment opportunities and are barriers to realizing economic empowerment	Occupational segmentation reduces overall efficiency and competitiveness of value chains by not taking full advantage of the potential of qualified women.	

4.3. Taking Actions to Remove Gender-Based Constraints

This process will help programme implementers brainstorm and prioritize on possible actions to remove Gender-based Constraints (GbC) to build a competitive and efficient value chain with equal gender opportunities. Tips for identifying action: i) Be creative and think innovatively; ii) Aim for strategic and market-driven solutions; iii) Seek mutually supportive and transformative strategies and; iv) Engage men, women and youth. The following two (2) steps) are used to identify actions.

Step 1 Take stock of Gender-based Constraints

Gender based Constraints are often the result of multiple (sometimes cascading) factors. The constraints analysis tree (figure 2) helps to spell out these different factors and how these are related. It is important to separate the factors, because they refer to different dimensions of the gender constraint and therefore may require different areas of action to address.

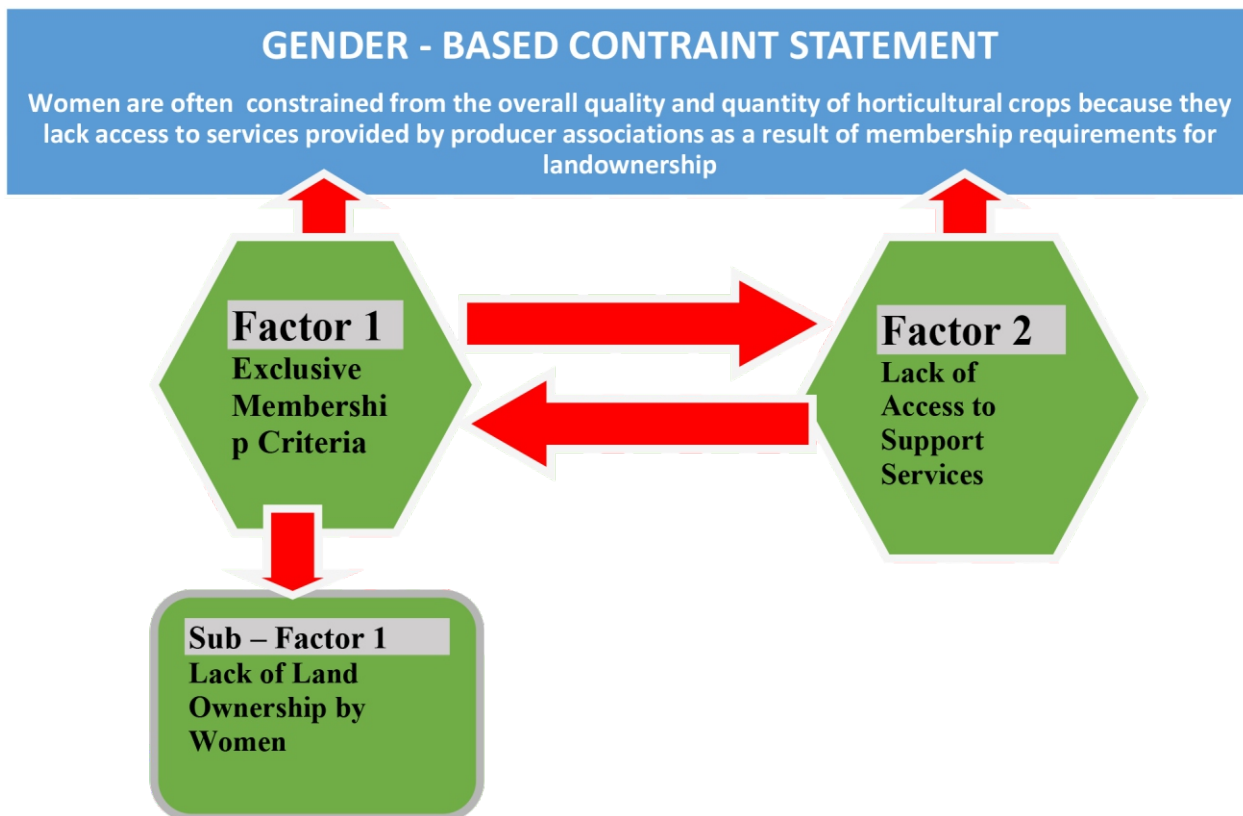


Figure 2: Identifying Different Areas of Action

Step 2: Identifying actions

To prioritise and design value chain interventions, the gender continuum can be used (see figure 3) for explanation. The continuum is made up of three broad categories of gender integration strategies: Gender-Exploitative; Gender-Accommodating, and Gender-Transformative. The aim is to identify strategies that move toward gender-transformative strategies.



Figure 3: Categories of Gender Integration Strategies

Gender Exploitative: Gender Exploitative refers to projects/programmes that intentionally manipulate or misuse knowledge of existing gender inequalities and stereotypes in pursuit of economic outcomes. The approach reinforces unequal power in the relations between women and men and potentially deepens existing inequalities.

Gender Accommodative refers to projects/programmes that acknowledge inequities in gender relations and seek to develop actions that adjust to and often compensate for gender differences and inequities without addressing the underlying structures that perpetuate gender inequalities. While this approach considers the different roles and identities of women and men in the design of programs, it does not deliberately challenge unequal relations of power. In the process of achieving desired development objects, projects/programmes following this approach may miss opportunities for improving gender equality.

Gender Transformative refers to an approach that explicitly engages both women and men to examine, question, and change those institutions and norms that reinforce gender inequalities and, through that process, achieve both economic growth and gender equality objectives.

Table 5 provides examples of some possible actions to address the Gender-based Constraint in the horticulture value chain. As one of the objectives of this program is to strengthen trade and producer associations, pursuing a strategy that enhances productivity through an association that better represents all producers may be the most appropriate course of action (the first Gender-Based Constraint in the table 4). This strategy also contributes to building youth and women's agency and voice through participation in the association. Another approach may consider strategies to alleviate the GbC through the private sector. A rural sales agent model might overcome the challenges women face in accessing goods and services through producer associations, by shifting the responsibility for bulking and delivering orders to input suppliers through sales agents. Where sales agents are trained to target women as customers, this could help women gain access to inputs.

Table 6: Formulate the Actions to Address Gender Based Constraints

List the most important gender-based constraints for the program	Factors contributing to constraint	What actions might address the Constraints to achieve more equitable outcomes?
Women are often constrained from improving the overall quality and quantity of horticultural crops because they lack access to services provided by producer associations as a result of membership requirements for land ownership	Exclusive membership criteria	Encourage a change in membership criteria, e.g., graduated membership based on increased quality and quantity of product delivered to association
	Lack of access to support services	Design alternative service delivery scheme for non-producer association members (e.g. Rural sales agent).
		Change association rules to allow non-producer members to attend trainings and access benefits.
	Lack of land ownership by women	Raise awareness on land ownership rights.
Advocate for equitable land distribution		
Support better enforcement of existing legislative		
Women are often constrained from improving on-farm productivity because of time-poverty linked to their household labor responsibilities	Women's household responsibilities	Identify labor-saving technologies to reduce women's time on household responsibilities
	Social perceptions that link household responsibilities with women's work	Apply family as a farming business approach
		Address time/task allocation of household labor in family business workshops
Women are often constrained from accessing financial capital because they lack ownership of assets that can serve as collateral	Collateral-based loan policies	Work with lending institutions to design women- and pro-poor- friendly business loan instruments
	Social perceptions about Women's capabilities	Advocate for legislative framework for use of non-land assets in lending
		Design awareness raising campaigns to promote women's leadership in business
Women are often constrained from filling senior management and technical positions in processing firms because of discriminatory social attitudes towards women's employment and ability to manage men.		Encourage firms to adopt gender-sensitive practices and policies (e.g., nondiscriminatory employment, gender-sensitive labor relations trainings).

Source: USAID, 2009, Promoting Gender Equitable Opportunities in Agricultural Value Chains: a handbook.

5.0 STRATEGIES FOR MONITORING AND EVALUATION

ASDSP II recommends⁹ Full integration of Gender and social inclusion action plans (GSIAPs) into the overall Strategic integrated value chain action plan (SIVCAP) with rigorous follow up of its implementation.

Since baseline report has desegregated information; men, women, youth, it will be used to assess impact of these gender groups and hence critical to assessing implementation of GSI¹⁰. Monitoring and evaluation is crucial in providing dependable and well-timed information to implementers, decision-makers and the public on progress, results and shortcomings in gender and social inclusion in ASDSP. Information collected during the baseline survey (Baseline survey, 2019) will be critical in assessing the routine monitoring the Mid and End Term Evaluations¹¹. The primary tool to be used in monitoring is the SIVCAP. Assessment will be made on the extent and progress of implementation, the challenges being met and success stories from the value chain actors and other beneficiaries. The M&E system in ASDSP I on social inclusion will be revised and adopted in ASDSP II. The key salient components to be integrated in the M&E system are:

- i) Programme indicators to be monitored as captured in the log frame in all the components/ outcome/output areas.
- ii) The Management information system (MIS), to be used for budgeting, monitoring, reporting, and evaluation.
- iii) Sex-disaggregated data in the MIS.

Additionally, ASDSP II puts in place value chain monitoring and evaluation centred on:

- Measuring integration of GSI across all the nodes of priority value chains.
- Identifying and continuous monitor barriers to GSI concerns and propose remedial measures to increase gains for women and youth during prioritized value chain development.
- Participatory GSI in planning, implementation and reporting on outputs and outcome activities.
- The NPS and the CPS to ensure gender responsive information is collected monthly and reported quarterly to NPS

5.1 Monitoring Mechanisms

Suggested monitoring mechanisms to be employed include:

- **Participatory Monitoring:** This process will ensure participation of all stakeholders including service receivers (beneficiaries) in the monitoring process. This monitoring process can be conducted through meetings, workshops, and focus group discussions. This can be used as a regular process and/or be done periodically. A tool will be provided for standardization of participatory monitoring process
- **Progress Monitoring through Reporting:** This process will require submitting quarterly, semi-annual and annual progress reports to concerned management levels.

⁹Ministry of Agriculture, Livestock and Fisheries and County Governments. ASDSP II PD 2017

¹⁰See ASDSP II Baseline report, 2019

¹¹See ASDSP II Baseline report, 2019

- **Beneficiaries Contact Monitoring:** Beneficiary contact monitoring (BCM) is considered as the successful process of and main yardstick for overall programme monitoring. It embraces a demand-driven process. Monitoring is achieved based on beneficiaries' perspectives on effectiveness and use of GSI and GSIAP. Random samples from the VCOs are collected through interviews (i.e. rapid assessment method applied) and responses are monitored and evaluated. This can be conducted on a yearly basis and adjustments made accordingly.
- **Monthly, tri-monthly/quarterly and annual review meetings:** These are meetings organised to discuss various programme reports and field visit findings including identified opportunities; innovations; and challenges/complaints. These meetings present the opportunity to evaluate the experience and learning from year round programme implementation.

5.2 Evaluation Mechanisms

This is a systematic and objective examination of the relevance, effectiveness, efficiency and impact of activities in light of specified objectives.

The major evaluations will be performed at Mid Term Review (MTR) in 2020 and at the end of the programme in 2022. The MTR will assess whether the Programme is on track and is achieving its objectives as set in the programme log-frame and the baselines. In particular, it will assess at each result area how women, young women and young men have been impacted by the programme. The measurement will be based on the existing baseline or compared with similar programmes. Counties will be encouraged to develop missing gender-based baselines.

The evaluation will also assess the relevance, effectiveness and efficiency of programme approaches, strategies organisational set-up and partnership arrangements. The review will assess the technical aspects, value chain development, integration of women and youth in VCD, environmental resilience and capacity building for VCD. Process-related aspects like the Programme's approaches towards creating an enabling environment for Sector consultation and coordination, operational partnerships and engagement of VCD stakeholders especially the private sector agents will also be assessed. The review will also make recommendations for the remaining part of the programme period including reallocation of resources from slow moving activities to the more promising activities that have greater potential for desired impacts.

Other evaluations involving targeted surveys, topical studies and client-based impact tracking will be used where necessary. The end of Programme evaluation will be conducted about 6 months before closure of the programme.

5.3 Focused M&E- Approaches

The following are suggested focused monitoring mechanisms of integration of GSI in PVCs:

- i) Costs and benefits analysis of VC-upgrading strategy for youth (f/m), women and men
- ii) Gender and Value Chain Empowerment Diamond
- iii) Documenting Best Practices and Learning Experiences

5.3.1 Costs and benefits Analysis of VC-upgrading strategy for Youth (f/m), women and men¹²

The selected PVC sometimes bear the risk of having negative impact on some targeted groups, especially those who are hardly visible or have no voice. The cost and benefit analysis of VC is a participatory multi-actor analysis

to be used in workshops that bring together different chain actors; adult men, women and youth – input supplier, producers, transporter, processors, and retailers. The process involves the use of a participatory assessment tool to quickly determine how PVC is affecting women, the youth and men in the context of social inclusion and the different actors in the VC. It also captures planned actions to overcome negative impact and increase benefits.

The attributes in the design matrix for analysis are the following:

- **Time and work:** This refers to changes in workload and work quality, tasks and skills required (skilled versus unskilled, formal education, training) and labor capacity (do people need to be hired or can members of the household or the actual business do it?)
- **Income and control of resources:** This refers to changes in income and control over resources, such as land, animals, and credit.
- **Social position:** This refers to changes in social position and gender relations as a result of the value chain upgrading intervention.
- **Market position:** This refers to changes in economic power position between value chain actors as a result of chain-upgrading strategy.

The guiding questions for the value chain upgrading strategy are summarized in the table 6;

Table 7: Monitoring and Evaluation guiding questions

Questions for discussions:

1. How did the upgrading of the value chain change your work, income and control of resources, social and gender relationship?
2. Who is benefitting and who is losing due to chain upgrading?
3. Do we notice differences between changes in the lives of youth, men and women? What are the causes?
4. To what degree are these changes desired?
5. How can the negative impact be minimized?
6. How can obstacles or negative factors be dealt with?
7. What actions can be taken to overcome negative

5.3.2 Gender and Value Chain Empowerment Diamond

This is a strategy for monitoring the gender impact of a value chain development intervention. In this tool, impact is measured on progress in gender equality by: (i) agency; (ii) structure and on the other hand on progress on (gender mainstreaming in) VCD; (iii) value chain activities and; (iv) value chain governance. A gender and inclusive sensitive value chain intervention has to make progress on VCD, promote gender equality and social inclusion. In practice, staff involved in the intervention is asked to score the following 4 aspects of the extent to which gender equality is achieved (see table 7 example):

- Women and youth in the PVC are empowered, skilled and self-conscious (Agency)

¹²By Lindo and Vanderschaeghe Based on the Gender Analysis Matrix from UNIFEM

- Structures at family, community and societal level become more favorable for gender/youth equality (**Structure**)
- Activities of women/youth add value, through e.g. increased productivity and/ or higher quality of the product (**Value chain activities**)
- Women and youth are involved in the management of the PVC (**Value chain governance**)

Table 7 indicates how the gender and value chain empowerment diamond mechanism is analyzed in a livestock market in Samburu.

Table 8: A Livestock Market Empowers Women in Samburu Kenya

The pastoralist women in Samburu already took care of the livestock, but their contribution to the livestock chain was not recognized. Change began when SIDEP trained women groups and built their skills (**agency**). The women gained the confidence to get loans and become visible in the chain. But without access to a market no big change could be expected. Because the women were not allowed to travel, the market was brought to them. That allowed them to start trading (**activities**).

They became involved in decision-making on different levels (**governance**); the community decided to establish an association to manage the market, in which most of the buyers and sellers are women. were brought closer to the women, avoiding the need for them to travel to market. Eventually, men started to appreciate the women's contribution to family income and were willing to take over some traditional women's tasks (**structure**). The market attracted other buyers and services. The quality of animals improved and prices for cattle increased.

Agency was seen as the smallest change: the women's mobility did not change as the markets were brought closer to women, avoiding the need for them to travel to the market. It may be that men will gradually realize the benefits that women bring to their families and the community so will allow them to travel outside their villages. These more structural changes often take time.

Source: KIT, Agri-ProFocus and IIRR. 2012, p. 69-72

Using a schematic diagram, figure 4 illustrates the outcome of how the livestock market empowers women according to the gender and value chain empowerment diamond

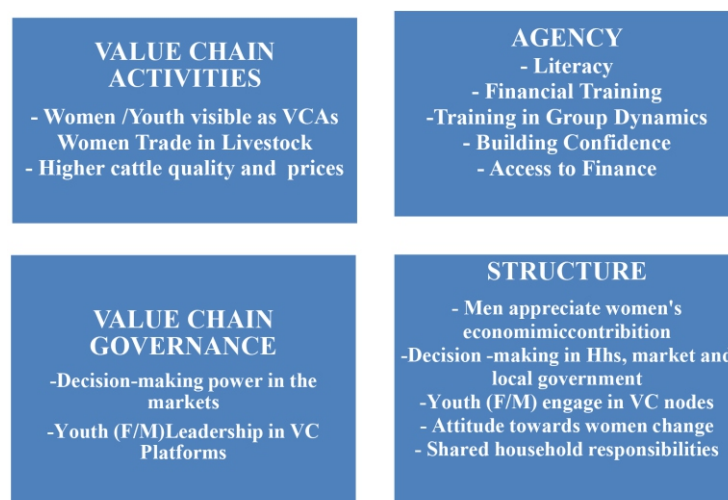


Figure 4: Schematic outcome presentation of the value chain intervention

For the more quantitative analysis, two moments in time (e.g. the present situation with the situation at the start of the project) are compared. The two situations are scored on each aspect which results in a diamond visualizing (scored in excel) the differences in scores on the four above aspects. The scoring is done in an excel sheet (provided) which contains sub questions for each aspect. The average scores per aspect result in a diamond with two axes: a value chain axe and a gender axe (figure 5).

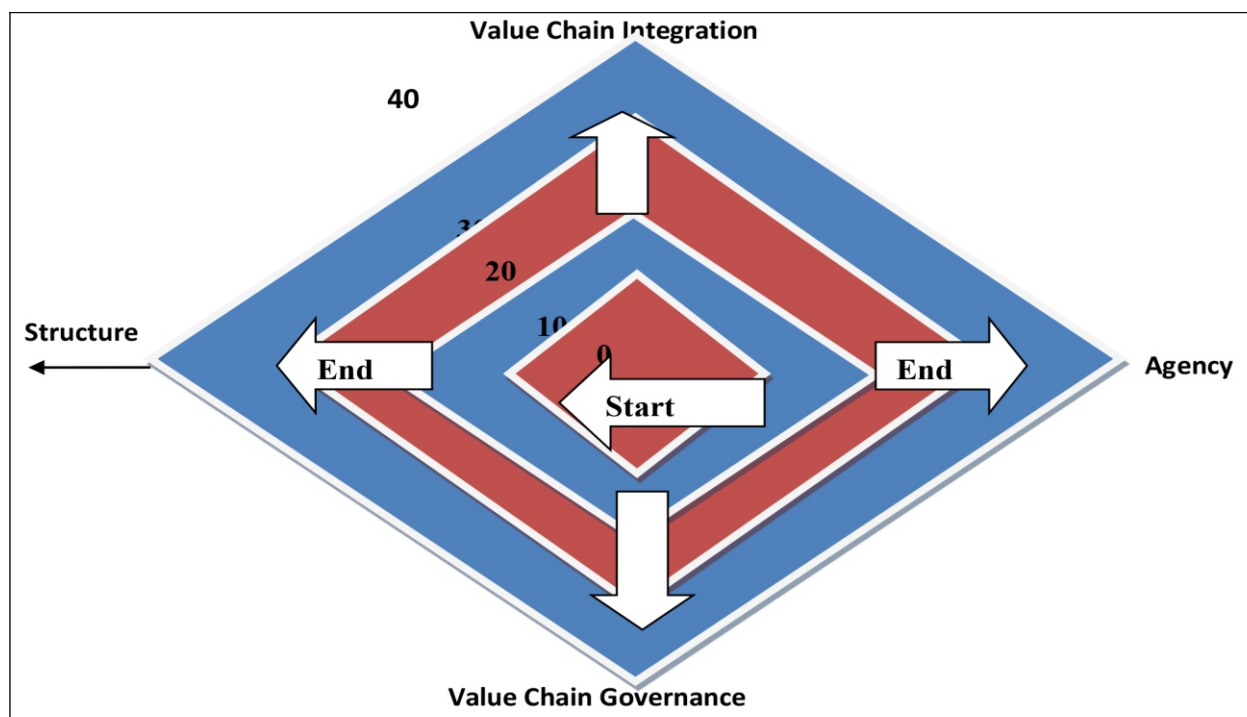


Figure 5: Gender and Value Chain Empowerment Diamond

5.3.3 Documenting Best Practices and Learning Experiences

This strategy builds on programme memory to avoid 're-inventing the wheel'. It ensures effectiveness and efficiency, visibility of the programme performance, outreach and impact by identifying as well as capturing innovative and effective approaches. Each county should document at least one (1) best practice per year. Disseminate and share experiences with like-minded organisations to stimulate acceptance and adoption of innovations, strategies and practices for replication or up-scaling purposes.

The suggested outline for the case study should include the following 5 key components:

- **Introduction** – This explains the rationale for documenting this intervention and why you have chosen this story keeping in mind ASDSP programme outcome areas.
- **Describing the context** - Define the context and the relevance of the intervention: what is the problem?
- **Describing strategies/interventions** - The process: How was it carried out? What was done? By who, when?
- **Describing results/outcomes** - The results/ outcomes following your interventions and analyse the change based on the ASDSP II log frame indicators.
- **Drawing lessons learned** - What learning would you like to draw from this intervention and share?

6.0 GSIAP PRECEPTS

The purpose of the guidelines is to help organise plan and control gender and social inclusion in ASDSP II. Given that the programme is facilitative in nature, the guidelines provide the what, why, who, when and how partners and stakeholders are involved for the successful implementation of the programme.

6.1 Sector-Wide Learning

ASDSP II will continue to work towards supporting the coordination structure and strengthening their capacities in order to play their role effectively. Towards this, it is therefore in order to establish a platform for sharing lessons learned on GSI, enable discussion, replication and scaling up of best practices, and how best to address challenges.

6.2 National Programme Secretariat

ASDSP II is a nation-wide programme in the Ministry of Agriculture, Livestock, Fisheries, and Cooperative steered by JASSCOM. The programme operates at national level and is fully anchored under the devolved system of governance in all the 47 counties. At the national level, the main functions of NPS will be:

- Liaison and linkages,
- Programme management, implementation and quality assurance,
- Participation in programme specialist networks
- Coordination of national VCD initiatives.

To facilitate this, the programme secretariat will convene regular key stakeholders' meetings to review progress on implementation of GSI interventions as well as act as need arises to improve coordination and implementation. It will also address any emerging challenges and establish national GSI responsive monitoring and evaluation system.

6.3 County Programme Secretariat

The CPS will be responsible for coordination, networking and liaison with PVC support agents steered by CASSCOM. County Programme Secretariat will enter into operational partnership agreements through an MOU with like-minded stakeholders to address specific GSI gaps in PVC. The CPS will facilitate the review of the Gender and social inclusion thematic working group at the county level and pursue social inclusion concerns in VCD.

CPS will deepen this work by facilitating the implementation of the gender and social inclusion action plans (GSIAPs) and also facilitate the integration of GSIAPs into the SIVCAPs to ensure women and youth are included in all the nodes of the priority value chain.

6.4 Partner Agreements

ASDSP II will enter into operational partnerships with a wide range of government agencies, Semi-Autonomous Government Agencies (SAGAs), development partners (international and bilateral agencies) academia, farmer organisations, research and extension institutions, private sector organisations and individual private sector and business agents, Non-government Organisations (NGOs) and existing development programmes for implementation of agreed GSI interventions.

The partners will engage through Memorandums of Understanding as a sign of their commitment. Term of Reference for private sector partners should include agreements on social equity criteria and processes to help include the target groups in value chain development. Part of the collaboration modality should involve ways of sharing experiences and learning as well as hand over protocols.

6.5 Institutionalising GSI by Partners

ASDSP II will encourage and facilitate institutionalisation of GSI by like-minded stakeholders working in VCD– government departments, civil society, private sector institutions, research/academia institutions and development agencies. Commitments to gender equity issues will be reflected in programme goals and actualized through placement of GSI specialist staff and integration of GSIAP into the SIVCAP. The CASSCOM will approve the workplans and budgets.

6.6 VC Analysis and Strategy Development

All value chain analysis should be disaggregated by gender and age youth to identify existing roles, constraints and opportunities along the value chain. On this basis, strategies can be developed to maximize opportunities, overcome constraints, and develop entry points along each value chain.

This will call for targeted approaches with stringent guidelines and conditions for women and youth VCAs to benefit from the initiatives targeting them. For example, ASDSP II has to purposefully ensure women and youth get access to innovation fund as an incentive for their participation and to catalyse the gains made by them in the PVCs nodes.

6.7 Financial packages for target groups

Agricultural lending is high risk and thus high cost. Due to the collateral required, the target groups typically have difficulty in accessing the financial products they need (which they can rarely afford to access) or demands for group guarantee approaches (table top banking etc) which often do not suit entrepreneurs. To deal with lack of start-up and up-scaling capital, the table banking model has been identified as an innovative approach of mobilising financial resources among low-income women and youth. Above all, women and youth groups need to move beyond micro-credit schemes to obtain significant amounts of working and investment capital for their entrepreneurship. Only this will enable them to step outside the vicious circle of low-investment “low productivity” low investment that typifies so many businesses.

ASDSP finds it useful to convene a meeting with Government agencies providing affirmative fund targeting women and youth i.e. WEF, YEDF and NGAAF to develop differential ‘model financial products’ to assist the target groups to invest in VCD without undue risk. These model financial products could then be discussed with financial providers with a view to their adoption..

6.8 Market Linkages

This will include exploration of economic blocks markets at county/inter-county, national, regional or at international level. The types of markets could include contracts or MOUs and formation of marketing associations and apex bodies. Niche markets cut out for women and youth and promotion of aggregation

centres at village level will ensure markets access for women and youth. Business parks will also create marketing opportunities for women and youth. Opportunities exist in establishing women and youth business associations at the county level and connecting them with top VC bodies to champion their issues in agri-business and links to markets.

6.9 Harnessing the Youth Bulge to Revolutionise the Sector

The youth are very instrumental in uptake of technologies and innovations and therefore, the programme should seize this opportunity and harness their strength to revolutionise the sector at large. In additions, mentorship and coaching programmes for young people by existing institutions and service providers is crucial for programmes to ensure that youth are gainfully engaged in VCD for economic empowerment. The youth would also be attracted to providing ICT services and digitisation as a support service in VCD operations.

Further, to motivate youth to participate in VCD, service providers should develop packages that generate income within the shortest time possible such as production of high value short season enterprises.

6.10 Address Declining Agricultural Staff

The declining number of technical staff in agricultural sector may require that the practitioners change the outreach strategy from individual to group approach and working with partners among value chain organisations for effective and efficient service delivery. Instead of routine extension service delivery models, service providers should embrace cutting edge, and innovative methodologies that are market driven and transformative for the actors and the sector at large.

7.0 STRATEGIC GSI ACTIVITIES FOR ASDSP II

1. Align the GSI Documents to ASDSP II Objectives

- Review ASDSP I GSIS, GSIAP and county specific GSIAP to align them to ASDSP II aims and objectives.
- Develop Guidelines for the roll out of revised GSIS and SGSIAP
- Build capacities/train on GSI - the GSI-TWG; NPS and CPS to facilitate the roll out and implementation of the revised GSIS, SGSIAP and county specific GSIAP.
- Train 47 County Teams on the reviewed GSIS and GSIAP
- Support and launch county specific GSIAP.

2. Strengthen Institutional Framework and Budgeting for GSI in the Programme and the Sector

- Sensitize structures within the agricultural sector (e.g. JASSCOM; CASSCOM; JAS-TWGs; GSI-TWG) to mainstream GSI issues addressed in ASTGS
- Train all relevant staff (i.e. NPS/Country Programme Secretariat, Thematic Working Groups, including relevant decision makers in the sector, implementers, planners and budget officers) on GSI analysis and application of gender responsive planning and budgeting.
- Strengthen/Establish the Gender and Social Inclusion Thematic Working Group (GSI-TWG) where they are still in place or where they are non-existent.
- Incorporate accountability for gender in staff annual performance assessment

3. Integrating GSIAP into SIVCAP

- ASDSP Programme management to send an 'addendum' on gender and social inclusion to CASSCOM.
- Train 47 County Teams on integrating county specific GSIAP into SIVCAP,
- Promote essential links between GSIAP and Annual Work Plans and budgets to ensure adequate gender responsiveness to AWPBs.

4. Sector Wide Sensitizations on GSI in VCD

- Roll out sector-wide programme to intensify sensitization on GSI in VCD at all levels
- JASSCOM, CASSCOM
- National/County Planning Units
- VCAs; VC- Platforms' Value Chain Organisations and Service Providers;
- Relevant implementing agencies private sector working in VCD.
- Sensitisation and integration of women/youth in all the nodes of PVC

5. Developing Capacities – Training on GSI

- Develop a Training Manual on GSI in VCD
- Conduct TOTs on GSI for 47 Counties - Country Programme Secretariat and GSI Thematic Working Groups
- TOTs to train:

- Priority VC Platforms
- Training by VC Nodes
- Service Providers
- Relevant stakeholders agencies and partners

6. Intensifying Capacity for Economic Empowerment

- Rapid mapping of women and youth (M/F) already active in VCs; and those not active but have potential to participate in PVCs,
- Make an inventory of PVC by node and to identify women and youth businesses and most active (i.e. agro-vets, input suppliers, farmers, livestock producers, market managers, traders, transporters, food processors (including grain storage), marketing agents who exporters.
- Develop Profiles of Business Development Services their outreach and targets
- Map GSI responsive Financial Services and Products and create linkages with VCA,
- Facilitate GSI responsive and market led value chain analysis in PVCs,
- Enhance entrepreneurial skills of women and youth (M/F) VCAs through training, mentoring and coaching programmes,
- Facilitate rapid market assessment for PVCs, Sensitize service providers (i.e. public and private) to incorporate GSI into their business plans.

7. Support the Establishment of GSI Responsive M&E Information System

- Facilitate regular (semi-annual) participatory assessment of VC activities and incorporate feedback from GSI Focal Persons and institutions to drive improvement by:
 - Collecting and recording GSI sex disaggregated data and maintain a data-base of different categories of programme activities,
 - Designing and analysing VC baseline study which includes GSI dimension,
 - Developing priority VC related information (i.e. local languages, pictures, audio-visuals etc.)
- Document Best Practices and Learning Experiences (i.e. at least 2 case studies per country per year)
- Facilitate GSI annual audits and awards

8. Coordination, Collaboration and Synergy Building on GSI

- Facilitating forum with like-minded partners to identify issues for collaboration to enhance capacities of women and youth in VCD.
 - Facilitate regular issue-based GSI interaction fora for ASDP staff and partners (i.e. GSI audits, gender budgeting exercises) to promote coordination and learning for effective GSI mainstreaming.
- Supporting the development of knowledge products on GSI on social empowerment initiatives

8.0 GSITOOLS

8.1 GSI Responsive VC Analysis¹³

Data Collection

Analyzing the chain with a gender perspective consists of facilitating the collection of sex disaggregated quantitative and qualitative data at the macro-, meso- and micro-levels using both a gender and a VCD perspective. The purpose is to identify and facilitate discussions on gaps, discriminations and key gender issues, keeping in mind the multiple dimensions and levels on which gender inequalities and opportunities operate. Dimensions and levels are presented in table a).

Table a) Multiple Dimensions and Levels of Gender Inequality

Dimensions	Levels
Economic	Individual
Psychological	Household
Social	Community
Political	Market
	Institutional
	National
	International

Such analysis provides an overview presented in figure (i) grid:

Figure i)



Macro Level
Meso Level
Micro Level

Macro Level Analysis: First assess cultural setting, the values and norms and the institutional environment before heading towards a gendered value chain analysis on macro-level. Second, examine the regulations and legislations around key issues such as labor, access to resources (inheritance law, etc.), market demand (local, national, international).

The macro-level deals with the overall institutional environment and interrelations between actors throughout the chain and analyses whether these are conducive to the development of pro-poor, equitable, inclusive and responsive value chains. The gender grid helps to identify key gender issues in relation to the cultural setting and the institutional and regulatory framework in which the value chains operate.

¹³Terrillon, Jacqueline, 2010, *Gender Mainstreaming in value chain development. Practical Guidelines and Tools Cooperate Network Agriculture. SNV 2010*

Meso-analysis - deals with the Gender Sensitivity of specific local structures; it focuses on institutions and organisations and their delivery systems. It investigates whether they reflect gender equality principles in their structure, in their culture, in the services they provide and in the way these services are provided (producer groups, BDS, etc.)

Micro Gender and Value Chain Analysis - deal with outreach and impacts and helps to identify major constraints faced by women at the household level, which will have repercussions on the meso- and macro-levels. Table (b) presents gender grid analysis at the 3 levels.

Table (b): Macro, Meso & Micro Gender Grid Analysis

Macro Analysis Gender Grid	Meso Analysis Gender Grid	Micro Gender Grid	Checklist Micro Analysis
<p>Gender roles Looks at sexual division of labor within the chain: where in the chain are women and men</p>	<p>Gender roles Analysis of women's positioning within organisations (producers, users, processors) of VC (internal governance)</p>	Gender Roles	<p>What is the sexual division of labour within the household (e.g. socially determined gender roles) What are women's and men's reproductive roles? What tasks are performed by women and men. How much time and energy are spent of these tasks How does it relate to women's and men's other roles (reproductive, community roles) How does the work they perform in VC add to their work burden?</p>
<p>Gendered access to resources Looks at how resources are shared/ distributed according to laws/ regulations and norms and values</p>	<p>Gendered access to resources Wants to understand Women's specific needs terms of access to resources</p>	Gendered Access to Resources	<p>What resources do women and men need to perform tasks? Are there any specific challenges faced by women in particular? Are there any specific challenges faced by youth (female/male)?</p>
<p>Gendered control over benefits Looks at women's and men's roles in the management of the chain power dynamics (horizontal and vertical) and the power dynamics</p>	<p>Gendered control over benefits Looks at power relations within groups/ associations, whether they are inclusive and how costs and benefits are shared</p>	Gendered Control Over Benefits	<p>Do women, men benefit equally at the HH Level? Who earns income? Who decides on the use of income? Who decides on family budget allocation? What is women's decision – making power on spending on the household budget? Are other types of benefits generated by women? (i.e. financial visibility, credibility, better access to information and social networks)?</p>
<p>Gendered influence on enabling factors Wants to determine how women/ men leaders can influence policy-making and legislations to promote their economic rights and make the overall environment more conducive to gender equality</p>	<p>Gendered influence on enabling factors Looks at the empowerment side of groups and associations in terms of access to arenas where decisions are made</p>	Gendered influence on power dynamics within the household	<p>How is women's contribution to VC perceived at the HH level? Are the gender roles changing? If yes, is a women's changing role increased income valued at HH level? Within the Community? How does this impact on her decision-making and negotiation power? Do women attend/participate in more meetings at community meetings? Do they speak up? For what purpose is additional income generated by the intervention spent? What are the changes in men's behavior/attitude? Do men still take their responsibilities within the household? Do they get involved in household chores and child rearing and to help their wives?</p>

8.2 Gender Sensitive Value Chain Mapping

Making a Gender-Sensitive Value Chain Map

Gender mapping focuses on making women visible in a value chain. Although women are participating in most of agricultural value chains, women tend to be invisible. First questions to ask: Where are the women in this value chain? What do they do? Next stage is to do 'Actor's Mapping' using the following questions illustrated in figure (i):

- What are the main processes involved in the chain?
- What are the main actors in the chains? Try to differentiate actors according to different typologies, such as:
 - i) Ownership or Legal Status (i.e. individual, household business, registered enterprise, cooperative, government)
 - ii) Size or scale (e.g. how many people involved, micro-small-medium sized enterprise)
- How many actors are women and how many men?
- How many men and women are members of collective actors (producer organisation, collective processing unit)?
- How many men and how many women are employed as workers at the different stages of the value chain?
- What are important factors outside the chain (e.g. business service providers, financial service providers, chain facilitators etc.)?
- What are important factors and actors influencing the value chain?

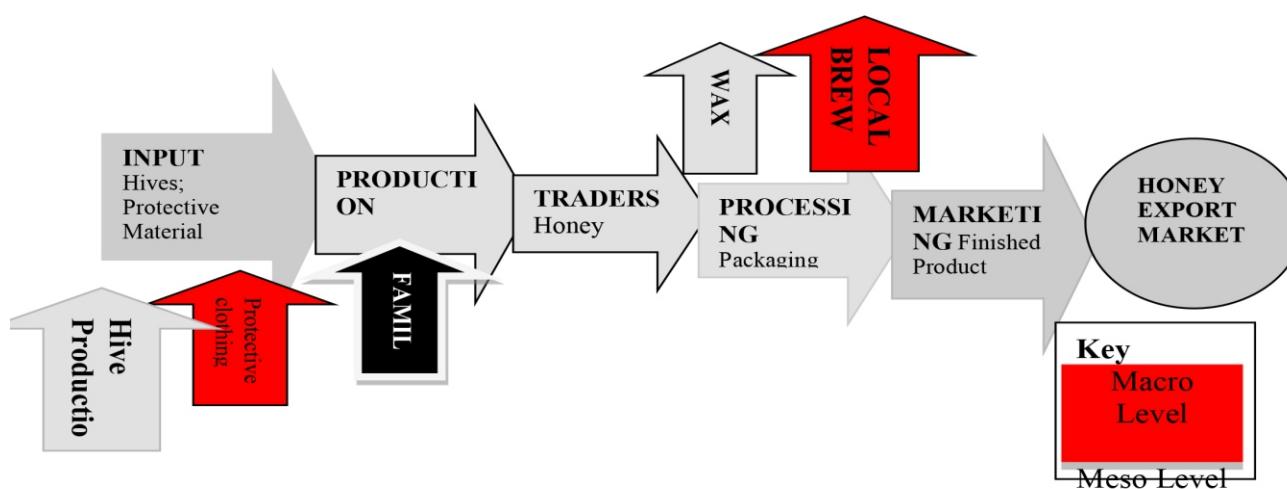


Figure (i): Honey Value Chain

Make invisible women stakeholders visible

In figure (i) women are not visible. In figure (ii) the women are made visible. These women are for example the wives or daughters in the family/ farm business, and laborers; they are not owners of the business.

Figure (ii): Invisible Women in Honey Value Chain

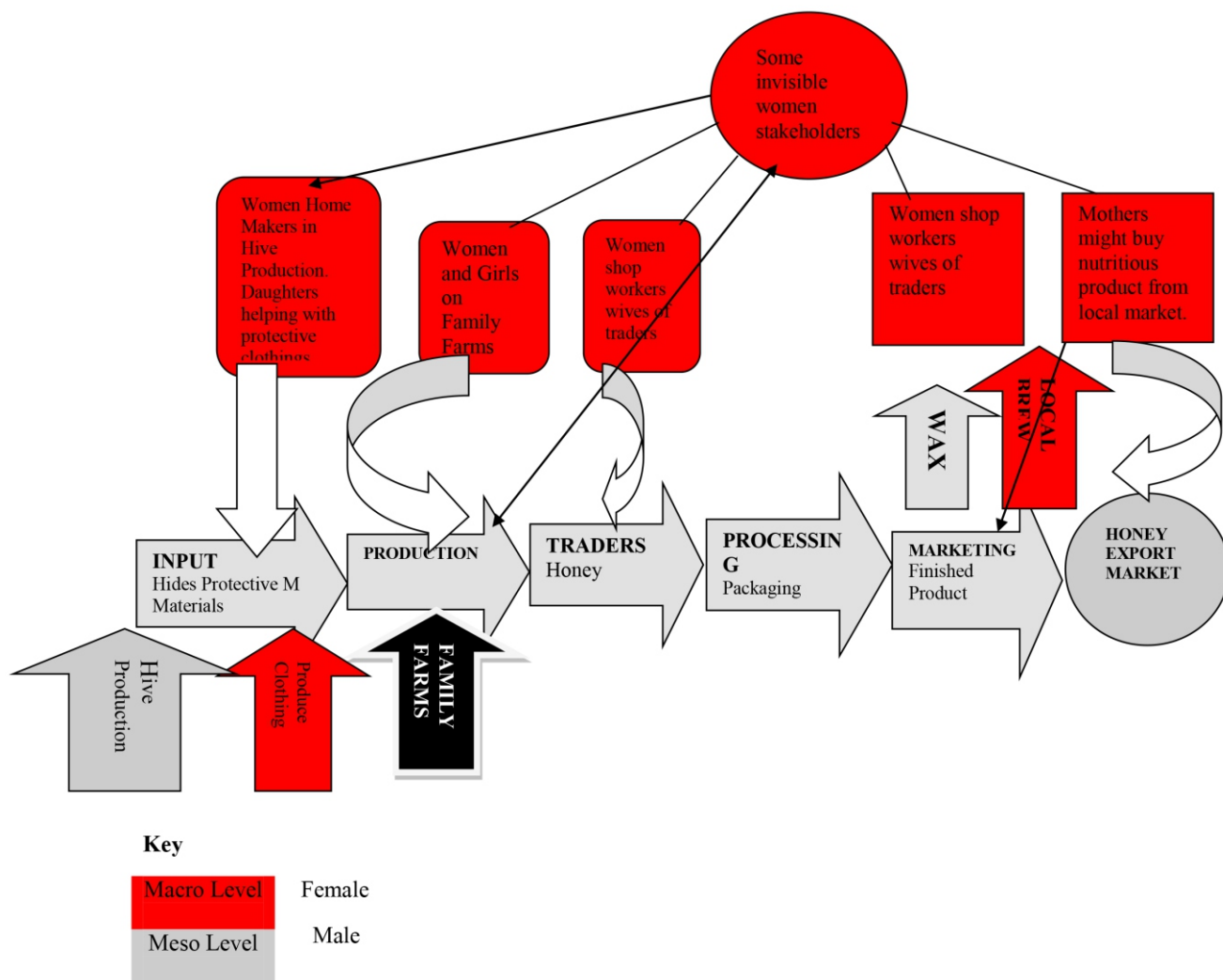


Figure (ii): Invisible Women in Honey Value Chain

8.3 Creating Opportunity in Male Dominated VC¹⁴

Strategy 1: Mitigating Resistance by Building on Tradition

This strategy builds on women's traditional roles in value chains. Women's visibility in value chains is increased by professionalising their traditional tasks, which increases the benefits that accrue to women. This strategy is particularly applicable in:

- Traditional (conservative) environments: women face less opposition when engaging in typically female economic activities.
- Pastoralist societies where women traditionally take care of livestock.
- Climate change affected areas – arid and semi-arid lands (e.g. flood or drought areas) where women face constraints in rebuilding their livelihoods.
- Religious societies where women face a lot of constraints.

The following examples will be useful:

- From traditional responsibilities to new opportunities (e.g. livestock)
- Transforming systems through new roles for women (e.g. dairy)
- Improving women's participation (e.g. green agriculture)

i) From traditional responsibilities to new opportunities in Livestock VC

Removing barriers that prevent women from turning traditional responsibilities into new (business) opportunities is crucial. Women traditionally take care of livestock, but various barriers – including limited mobility and a lack of individual capacity – stop them from benefiting economically. Building their capacity and linking them to markets allows them to turn their family responsibilities into businesses. This approach stays close to traditional roles and is cautious about removing firmly rooted traditions, so it can be expected to meet with little resistance from men and women. This is the way to do it:

- Reducing distance to markets (both physical and mental).
- Building capacity, including developing entrepreneurial skills and leadership.
- Strengthening the organisational capacity of women's groups
- Ensuring access to finance.

Conditions of success will depend on: Trading livestock which belong to women; Involvement of local authorities and support services; Establishing market linkages through facilitation and; the support of men.

ii) Transforming systems through new roles for women in Dairy VC

The entry will be transforming the traditionally female task of taking care of animals into professional economic activities. Many small-scale female farmers feed, care for and milk dairy animals. Most sell milk at relatively low prices to collectors. By organising and marketing as a group, they can take on new roles in the value chain and in society. With training and support, they can provide services to other (women) actors in the dairy sector. In pastoralist societies, dairying is one of the few sectors that offer economic opportunities for women. There are types of interventions to support women in changing traditional roles in the dairy sector. These are:

- Organisation in groups: women-led cooperatives, collective marketing and knowledge exchange.
- Capacity-building: developing (entrepreneurial skills and leadership)

Conditions for success include: A gender-sensitive value chain analysis as point of departure; Embedding activities and services in the local community and with the private sector; Sensitization of men and women and their involvement in building capacity and Ownership of milk animals.

iii) Improving Women's position through green agriculture

The entry point will mean, reframing the traditional role of rural women as a household caretaker to one as caretaker of business and the environment: becoming an environmental manager. Farming in

¹⁴Laven et al. (2012) *Mitigating resistance by building on tradition. In: challenging chains to change. Gender equity in agricultural value chain development' Agri-ProFocus, and IIRR (eds), page 53-66. KIT publishers, Amsterdam.*

an environmentally-friendly way offers three types of benefits: (1) it conserves the environment; (2) It can improve farmer's incomes by reducing the cost of production and improving product quality; (3) coupled with a gender program, it can promote gender equity (4) Help women boost their economic activities expands their horizons in other aspects of society.

Intervention must take women's situation into account (e.g. respecting the restrictions placed on them) and move slowly and step-by-step. Distinguish three types of interventions to support women in re-framing traditional roles are:

- Organising groups: women's, men and mixed groups
- Building capacity to raise awareness, knowledge, entrepreneurial skills and leadership.
- Better organised markets.

Conditions for success

- Demand for organic or natural products.
- Working closely with the local community and the private sector, and sensitizing men to provide a clear vision of how the community will benefit.
- A focus on improving the situation of women and the value chain, rather than on green agriculture per se.
- Women's access to land
- Consideration of different entry points (economic and environmental), as starting with gender may be too sensitive.
- Green agriculture seen not as the goal, but rather a means for improving the situation of women and the value chain.

Strategy 2: Creating space for women

This strategy: Positions women in male-dominated value chains to increase their visibility and economic decision-making power and; Stimulates women entrepreneurship (new enterprises as well as upgrading existing enterprises).

The positioning of women in male dominated value chains' strategy is particularly easy to apply:

- When land ownership is not affected and when high value inputs or other barriers that can constrain women are not required.
- Where activities can easily be carried out by women and do not increase their overall work burden (bearing in mind women's many other responsibilities).

The women entrepreneurship strategy is particularly suitable:

- When women already take up business initiatives, but could improve them or scale them up.
- When there is a clear market opportunity that women can exploit.
When business opportunities fit the other demands on women's time and situation. This might mean that they do not require many assets or own land, that the business is close to home, and so on.
- When there is not too much resistance from men and from the rest of the community

i) Positioning and engaging women in male-dominated chains¹⁵

The entry point is of positioning women in better in male-dominated chains is to make sure that they are visible and have economic decision-making power. Women already do much of the work in many male-dominated value chains. By making their contributions explicit, women gain opportunities and are able to improve their abilities and practices, which in turn allow both socio-economic emancipation of these women and improvements in chain activities. When more actors are economically viable and are able to improve their business in the chain, a chain becomes more robust. The involvement of women adds a new dynamic and diversity to the organisations and businesses affected.

Therefore, it will be important to distinguish several types of interventions to support women working in male-dominated value chains. These interventions often reinforce one another:

- Recognize the contributions of women in a value chain. A value chain analysis can aid discussion about the participation, or possible future participation, of women with all stakeholders, and make that participation visible.
- Sensitize men, women, communities, governments, companies etc. and facilitate joint effort among these actors.
- Involve women in cooperatives or producer groups and build women's' capacities in business literacy, technology, leadership, finance and so on.
- Introduce new services and technologies that are women-friendly to upgrade chain activities.

Conditions for success include: Making women's contributions to the chain visible and building women's confidence for joint decision-making on chain activities and spending; Changing laws, rules, statutes, etc. to allow women to take-up certain positions within a value chain or cooperative and in some cases this may include land ownership and; Sensitizing men and communities on the benefits of women's participation and the risk of excluding them.

ii) Female entrepreneurship

The entry point is to position women (and women's groups) and rural entrepreneurs to start new businesses, or helping women to expand and strengthen their business by providing the right services and training. Rural women entrepreneurs are under-acknowledged, although their numbers are growing. Compared to men, women tend to face extra challenges in up-scaling or upgrading their business. Interventions to support female entrepreneurs bring economic prosperity, reduce poverty and improve the economic and societal position of women and their activities in the chain.

- In cases, where women already have businesses and creative, innovative ideas for adding value to products, they need assistance to make their businesses stronger and to transform creative and innovative ideas into profits.
- In cases where women or women groups need to start a new businesses, this requires:
 - Strengthening forms of association and encouraging women to participate in cooperatives or other (women) groups.
 - Encouraging businesses in new or existing chains and identifying markets and formulating profitable business ideas.

¹⁵Senders et al. (2012) *Creating space for women in. Challenging chains to change. Gender equity in agricultural value chain development kit, Agri-ProFocus, and IIRR (eds), page 113-154. KIT publishers, Amsterdam*

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- Ensuring women have access to business development services (like credit, information and ability to buy land) as well as technical support (business skills, literacy, technology leadership skills, financial skills, etc.)
 - Joint decision-making.

These strategies are particularly suitable: When women already take up business initiatives, but could improve them or scale them up; When there is a clear market opportunity that women can exploit; When business opportunities fit the other demands on women's time and situation (e.g. might mean that they do not require many assets or own land, that the business is close to home etc.) and; When there is not too much resistance from men and from the rest of the community.

Conditions for success include: Women have access to credit, other services and assets needed for their business; Women are the owners of the enterprise and; It is possible to prevent men from taking over chain activities when the initiative is successful.

Strategy 3: Organising for change¹⁶

In order to move from mitigating resistance at the producer level towards women's empowerment further up the chain and within households, women and men need to organise for change. Due to structural constraints, women have limited access to technical assistance and extension services. Since women carry out a lot of the tasks also for cash crops, this creates inefficiencies in productivity. This entails interventions throughout the chain, targeted at breaking down structural constraints, as well as building human agency (confidence, self-esteem, skills, and capacities). Strategies include:

- Capacity building
- Collective action
- Sensitization of men
- Access to finance

i) Capacity building

Capacity building is a good choice when there is a clear understanding of the problem and knowledge gap. Women must already have access to markets, or capacity building must help them access more profitable or stable markets. Capacity building needs to be completed with policy support and a supportive infrastructure and environment. That may require multi – interventions.

Capacity building for women is an essential step towards changing value chains to benefit women more, while at the same time serving the need to make profit. Capacity building increases women's skills and confidence in taking up chain activities and leadership roles within value chains and their communities. Capacity development helps women access markets and services and improves chain performance.

Moreover, it can provide the foundation that allows women to make independent decisions in the chain, the household and the community

¹⁶ Mudege et al. (2012) Organising change. In 'Challenging Chains to Change. Gender equity in agricultural value chain development' KIT, Agri-ProFocus, and IIRR (eds), page 155-208. KIT publishers, Amsterdam.

Different kinds of capacity building play a role. It is important to equip women with a variety of skills and to combine strategies, so they can compete in the value chain and make their own choices. Examples include functional literacy, business literacy, market and financial management, soil and crop management, storage and processing management, leadership training and other kinds of capacity building as requested by the group.

Conditions for success include:

- Target training to a group: collectives provide women with a platform to discuss issues with peers, set priorities, and decide on a line of action.
- Analyze capacity and training needs
- Link women to service providers
- Ensure that a supportive policy environment is in place
- Involve men and the community

ii) Collective action

Collective action is applicable in many cases, for women as well as for men. Sometimes, it makes sense to organise women-only groups, while other situations require mixed groups. Collective action makes sense where power is dispersed and where people doing the work do not benefit from it. By organising collectively, women can leverage a larger share of product's value chain.

Jointly, smallholders can aggregate production, negotiate for better services and prices, facilitate access to services and inputs, share experiences, and build a peer network. Reasons for producers to act collectively include:

- **To access credit:** The group takes responsibility for paying back loans
- **Marketing:** Bulking produce to get better prices and sell to bigger buyers
- **Access to services:** Women can get training and services as a group

For service providers and actors further along in the value chain (buyers, processors), doing business with organised producers is more efficient. Self-Help Groups are an example of this strategy; these can be women-only or mixed.

iii) Sensitizing men

The strategy is especially applicable where resistance from men and communities is likely to be high, for example:

- In case of affirmative action, favoring women over men.
- The introduction of women-only chains which include men's active participation
- Interventions in chains where women depend on men to access markets.
- Involvement of organisations where there is a clear gender imbalance, and consequently women's needs are not well presented.

Sensitizing men targets societal structures by challenging norms and behaviors at household, community and national levels. Sensitizing men (and other community households and community members) is crucial to provide women a supportive environment, and to enable them to take up other roles, responsibilities and leadership positions. Interventions that aim to change social relationships and to improve the position of women must also address men's concerns in order to avoid resistance and get the required support from and the community

In most cases, sensitization is key to creating an environment that supports change and to mitigate negative effects of interventions aiming at women's empowerment (such as conflicts within households) Ways to involve men and increase their awareness include:

- Use a participatory approach, including both men and women, to develop joint visions.
- Show the link between women's access and positive spin-off on households, community and chain performance.
- Identify key entry points to allow organisations to address resistance at individual, household, community and institutional level.
- Sensitize men in leadership positions (e.g. within producer organisations).

iv) Financing value chains for women

Most applicable is microfinance and saving schemes are usual starting points. As groups and businesses prosper, they can apply for bigger loans to make larger investments. Microfinance can increase women's economic power but it requires political will and enabling policy environment and strong advocates within the financial institution. Microfinance has to go beyond credit: non-financial services include capacity building, business development services and various forms of insurance.

Access to finance can benefit women, enabling them to grow their businesses, empowering them and giving them a voice in decision-making. Women are known to be credit-worthy and efficient in undertaking business deals when they have support. Despite this, it is difficult for women to access finance.

Details vary, but in general: help women organise as a group to apply for a loan from a financial institution. The group then lends small amounts to individual members, collects their payments, and repays the loan. Social pressure in the group ensures that member repay. Give the women the financial and literacy skills they need to plan, apply for and manage the loan.

Conditions for success

- Clear family and societal support are needed to ensure that women can benefit from financial services.
- Financial institutions must be sensitive to gender issues and the need to tailor-make financial products for women (such as combining credit with training).
- Continued support requires a local financial infrastructure that is close to the women clients and able to maintain a long-term relationship with them.

Annex 9.1: Analysis of Value Chain Constraints, Opportunities and Lessons Learnt

Challenges	Opportunities	Lessons Learnt
<ul style="list-style-type: none"> - Culture barriers to women and youth in owning, accessing and benefiting from resources, - Limited access to financial resources such as grants, credit, loans and capital for investments in value chains development. - High levels of poverty and marginalization affecting the participation of women and youth investment in value chain development - Poor infrastructure such as road networks, markets, storage and processing facilities, energy, water and electricity - Weak market linkages and market infrastructure - Low participation of youth and women in membership and leadership in value chain organisations. - Weak Implementation and domestication of policies, enforcement of laws and regulations - High dependency syndrome amongst the youth to quick and easy money making, unsustainable and unproductive activities such as betting , involvement in criminal gangs and in drug and substance abuse - Low levels access to information on available services, products and opportunities. - Weak collaboration between public and private service providers. 	<ul style="list-style-type: none"> - National and county and development partners are supporting some priority value chains development initiatives in the counties. - There is improved access to financial services provided by national and county governments and development partners targeting youth and women value chain actors - Availability of training institutions/center spread across all counties equipped and providing training for short term courses. - Development Agencies supported programs which integrate gender and social inclusion in their policy/objective/component. - The Government procurement act in place: Access to Government Procurement Opportunities (AGPO)- which requires that 30% of all government procurement should be awarded to women, youth and vulnerable groups. - Underutilized infrastructures in the counties. - High ICT Capacity in Kenya - High knowledgeable and experienced Women and youth at production, marketing level and financial management. 	<ul style="list-style-type: none"> i) Group approach is important in enhancing services to address coverage and the government staff. ii) The ASDSP structures formed a good information and experiences sharing linkages to access products and services. iii) The youth are very instrumental in uptake in the agricultural sector and hence people by existing institutions is commercialization of value chains. iv) Advocacy by gender practitioners government institutions is fundamental gaps and enhance access to products women and youths. v) Harmonization of program/projects mainstreaming objectives and similar a common planning and implementation levels, will result in effectiveness in delivery products. vi) Promotion of contract farming and essential in attracting women and youth value chains development. vii) Establishment and strengthening of league/platforms at the county cooperatives to champion, lobby and women and youth.

Annex 9.2: Differentiating Target Groups for Strategy Development

Category	Women	Youth
Gender	Women	Female/Male
Engagement with Value Chains	<ul style="list-style-type: none"> Often strongly active in value chains, particularly at production level /some processing activities. Limited involvement at higher levels inc. aggregating, marketing. 	Limited involvement in value chains.
Value Chain Opportunities	<ul style="list-style-type: none"> Women are often highly knowledgeable, particularly at production level. Strong incentive to earn own account income to meet responsibilities and expand business. 	Strong incentive to earn own account income. Can be well educated.
Value Chain Constraints	<ul style="list-style-type: none"> Women in male-headed households (MHH) are often hard to reach for development agents/women often experience weak decision-making power hampering their effectiveness as economic actors. Women in female-headed households may experience strong decision-making autonomy but often have weak productive asset base. <p>Limited, typically indirect access (often via male kin) to key value chain assets, services and markets:</p> <ul style="list-style-type: none"> Land, labour, fertilizer, seed <i>etc</i>; Extension/ training/BDS; Financial services particularly for larger investments; Markets; production contracts. Weak formal social capital/ participate largely in informal networks. Restricted benefits: Women in MHH may not experience returns to their work commensurate to their input – because male heads may take a large share. Can discourage investment in VC development. 	<p>Strongly gendered differences in:</p> <ul style="list-style-type: none"> Access to/ ownership over key productive assets; Livelihood strategies; Future prospects. <p>Limited, typically indirect access (often via male kin) to key value chain assets, services and markets:</p> <ul style="list-style-type: none"> Land, labour, fertilizer, seed <i>etc</i>; Extension/ training/BDS; Financial services particularly for larger investments; Markets; production contracts. Weak formal social capital/ participate largely in informal networks.
Vulnerability Characteristics	<p>Gender gap in assets typically remains over lifetime:</p> <ul style="list-style-type: none"> Majority of women access land through male kin; Women may lose access to assets on widowhood or divorce. Female-headed households form a large percentage of farming households, yet often have very weak access to and control over productive assets. 	<ul style="list-style-type: none"> Gap in assets starts to close for men as they grow older and inherit land (etc). Women may obtain access to assets through marriage (in some cases fathers) but women rarely inherit land.

Annex 9.3: Categories of Target Groups

Categories of Target Groups	Characteristics
Adult women	<ul style="list-style-type: none"> • Often strongly active in value chains, particularly at production level /some processing activities. • Small scale trading in most value chains but mostly in fish and indigenousvegetables trading • Limited involvement at higher levels nodes • Limited education level • Weak decision making power in men headed households • Have weak productive asset base • Limited direct access (often via male kin) to factors of production • Widowed or Women in female-headed households may experience strong decision-making autonomy • Women may lose access to assets on widowhood or divorce.
5. Single Female youth	<ul style="list-style-type: none"> • Limited involvement at all levels (nodes) of the value chains development levels • Mainly not members of value chain groups • Educated • Those heading households may experience strong decision-making autonomy but often have weak productive asset base • Mostly not in agricultural value chain groups • Stigmatized by the older married women (branded as husband snatcher)
6. Married Female Youth	<ul style="list-style-type: none"> • Often strongly active in value chains, particularly at production level as main sources of labour • Small scale trading in most value chains • Limited involvement at higher levels • Educated • Women in male-headed households often experience weak decision-making power hampering their effectiveness as economic actors • Women may lose access to assets on widowhood or divorce.
7. Male Youth	<ul style="list-style-type: none"> • Often strongly active at transport level activities • Lack ownership/access to family resources i.e. land • If not employed – is a dependent on parents • Limited involvement in value chains • Well educated • Interested in making quick money • Limited involvement at the production node • Limited capital to start value chain operation • Often susceptible to drug abuse, criminal tendencies and idling

Annex 9.4: List of National Gender Team (Authors)

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COUNTY GOVERNMENTS