



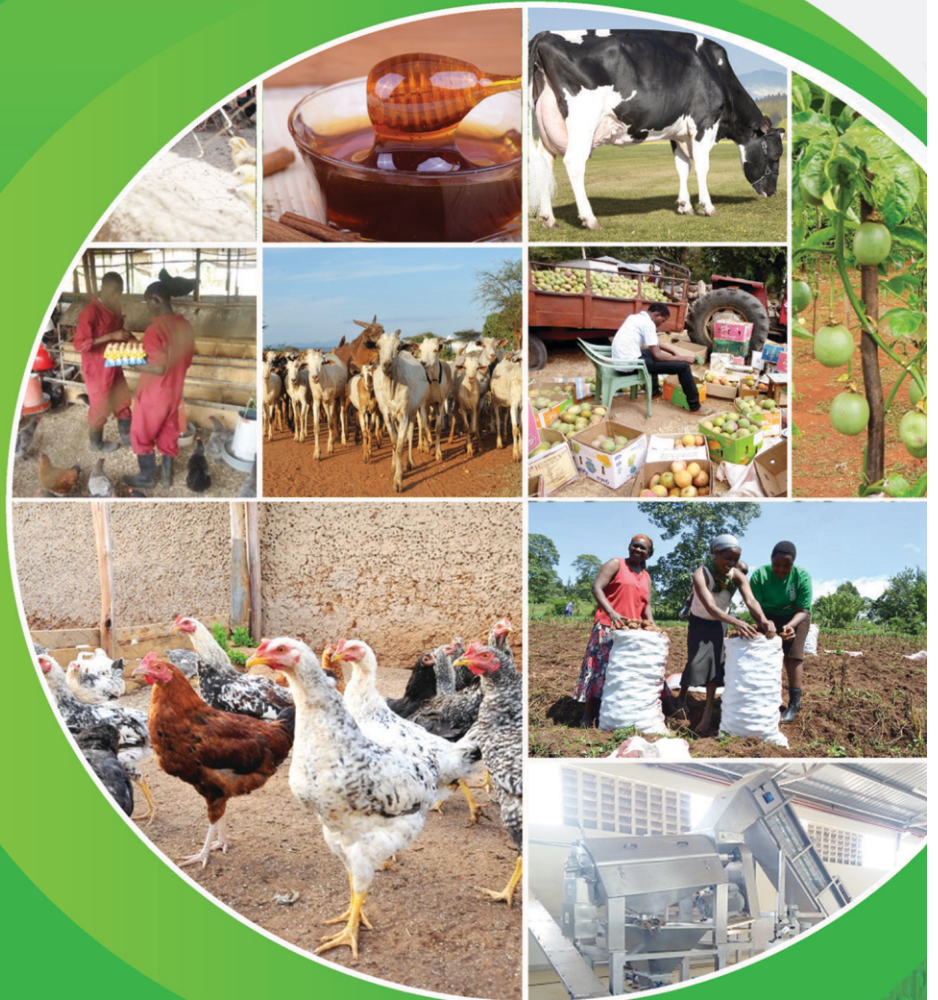
**MINISTRY OF AGRICULTURE, LIVESTOCK,
FISHERIES AND COOPERATIVES
AND
COUNTY GOVERNMENTS**



AGRICULTURAL SECTOR DEVELOPMENT SUPPORT PROGRAMME II

**STRATEGIC ACTION PLAN GENDER AND SOCIAL
INCLUSION IN VALUE CHAIN DEVELOPMENT**

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	Agriculture Sector Development Support Programme
ASTGS	Agriculture Sector Transformation and Growth Strategy
CASSCOM	County Agriculture Sector Steering Committee
CC	County Coordinator
CGT	County Gender Team
CPS	County Programme Secretariat
CSOs	Civil Society Organisations
F/M	Female and Male
FBOs	Faith Based Organisations
FGD	Focus Group Discussion
GRB	Gender Responsive Budgeting
GSI	Gender and Social Inclusion
GSIAP	Gender and Social Inclusion Action Plan
GSIS	Gender and Social Inclusion Strategy
GSI-TWG	Gender and Social Inclusion Thematic Working Group
ICT	Information, Communication and Technology
IGRCT	Intergovernmental relations Technical Committee
IGRTC	Intergovernmental relations Technical Committee
JASSCOM	Joint Agriculture Sector Steering Committee
KII	Key Informant Interview
LF	Log Frame
M&E	Monitoring and Evaluation
MDA	Ministries, Departments and Agencies
MOALF.&I	Ministry of Agriculture, Livestock and Irrigation
MOU	Memorandum of understanding
NGAAF	National Government Affirmative Action Fund
NGOs	Non-Governmental Organisations
NGT	National Gender Team
NPS	National Programme Secretariat
PAS	Annual Performance Assessment
PD	Programme document
PICDO	Policy and Institutional Capacity Development Officer

PMT	Programme Management Team
PRA	Participatory Rural Appraisal
PVC	Priority Value Chain
PVCPs	Prioritized Value Chain Platforms
SGSIAP	Strategic Gender and Social Inclusion Action Plan
SIVCAP	Strategic and Integrated Value Chain Action Plan
TOTs	Training of Trainers
TWG	Technical Working Group
VC	Value Chain
VCA	Value Chain Actor
VCD	Value Chain Development
VCDO	Value Chain Development Officer
VCG	Value Chain Group
VCO	Value Chain Organization
VCPs	Value Chain Platforms
VCWGs	Value Chain Working Groups
W/Y	Women and Youth
WEF	Women Enterprise Fund
YEDF	Youth Development Enterprise Fund

FOREWORD

The agricultural sector is the backbone of Kenya's economy and the means of livelihood for majority of the rural population. Agriculture Sector Gender Policy acknowledges gender equality as key to the sector for enhanced and equitable productivity, food security, growth and national development. Agriculture Sector Development Strategy (ASDS) 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 which is intended to increase efficiency, sustainability, empowerment and equity at all levels in the sector. The youth on the other hand will be attracted to perceive agriculture as a business and commercially viable by sensitizing them to lucrative ventures, offering incentives and motivation to engage in farming.

Agricultural Sector Transformation and Growth Strategy (ASTGS) recognises the unique challenges preventing many women and youth from being fully active and productive members of these groups driving agricultural transformation. It gives case in point that agriculture employs 75% of Kenya's women (compared to 50% of Kenyan men), but only half of these women own their farms. This lower level of ownership limits the ability of these women to join cooperatives and other farmer-based organizations 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.

The overall goal of Agricultural Sector Development Programme phase two (ASDSP 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 purpose is *"To Develop Sustainable Priority Value Chains for Improved Income, Food and Nutrition Security"*. The Programme is one of the major programmes in the agricultural sector aimed at implementing the 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.

Therefore, the Strategic Gender and Social Inclusion Action Plan (SGSIAP) is a key tool for: Gender mainstreaming to operationalize the Gender and Social Inclusion Strategy. This will be and integrate gender in each ASDSP II outcome; Guiding programme partners on how to identify strategic entry points for women and youth in priority value chains (PVCs). It will also be instrumental in effective allocation of resources, services and opportunities by ASDSP and other partners to increase production and productivity of PVCs and to improve incomes of women and youth in Value chain development (VCD).

I recommend use of Strategic GSIAP by the National Programme Secretariat, County Programme Secretariat to ensure full integration of GSIAP into SIVCAP while together with partners to implement the action plan and/or identify activities partners inclusion of women and youth activities in their work plans. The Ministry of Agriculture Livestock, Fisheries and Cooperatives (MoALF&C) restate its commitment to creating a conducive environment that promotes and supports gender and social inclusion in the value chain development initiatives.



Professor Hamadi Boga,
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PREFACE

The Agricultural Sector Development Support Programme phase two (ASDP II) has revised the Gender and Social Inclusion Action Plan that was instrumental in revision of the Strategic Gender and Social Inclusion Action Plan (SGSIAP) developed in ASDSP I. This was done with a view to increasing participation of women and youth in the value chain development and 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) was not well addressed hence the need for the development of Gender and social Inclusion Action plan. This strategic GSIAP is responsive to the four outcome areas of ASDSP II and therefore will be implemented through the following four (4) result outcome areas namely; Productivity of priority value chains (PVCs) increased; Entrepreneurship skills of PVCs enhanced; Access to markets of PVCs improved and Structures and capacities for consultation and cooperation in the sector strengthened. Capacities of service providers will be enhanced through identified existing opportunities; Value chain innovations with high prospects for women and youth empowerment will be supported and; climate smart agriculture will be promoted by use of practices and technologies for value chain development (VCD).

The strategic GSIAP is a key tool for gender mainstreaming to operationalise and integrate gender in each ASDSP II outcome; guiding programme partners on how to identify strategic entry points for women and youth in PVCs and; for effective allocation of resources, services and opportunities by ASDSP and other partners to increase production and productivity of PVCs and to improve incomes of women and youth in VCD. The action plan emphasises on strengthening value chain nodes with high prospects for women and youth empowerment and at the same time, creating more opportunities for them to engage and participate in value chain nodes where they are less visible. This will enable full integration of GSI in overall SIVCAP. It recommends allocation of resources, services and exploring of opportunities by ASDSP and partners. The action plan outlines the GSI strategic action plans for the ASDSP log frame by activity. There is therefore necessity for partners to own and internalize the action plan for the purpose of design, implementation and monitoring.

ASDSP II therefore commits to support the implementation of activities outlined in the strategic GSIAP and achieve the desired outputs 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 study report and revising the Gender and Social Inclusion Strategy (GSIS) and eventually the strategic Gender and Social Inclusion Action Plan (SGSIAP). I am immensely grateful to Technical Assistants led by Michael Seggeros who tirelessly provided the guidance in undertaking the crafting of the strategic Gender and Social Inclusion Action Plan. I wish to express my appreciation to National Programme Secretariat (NPS) and County Programme Secretariat (CPS) respondents who provided insights and experiences in mainstreaming of gender and social inclusion in the ASDSP, and possible areas of inclusion in ASDSP II.

I also recognise and appreciate the coordination provided by County Gender Team (CGT) during data collection by the NGT. This data provided input into the study that guided the revision of GSIS and eventually development of the strategic GSIAP. I also wish to acknowledge the assistance provided by the County Executives and County Programme Secretariat (CPS). It would not have been possible to revise the Strategy and Action Plan without the input of the value chain organisations and individual actors who provided valuable information. I am also grateful to the ASDSP value chain service providers who gave critical information on gender related issues.



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1.0 INTRODUCTION

Gender and Social Inclusive Study has been conducted to review the implementation of Gender and Social Inclusion Strategy (GSIS), national Strategic Gender and Social Inclusion Action Plan (SGSIAP) and county-specific Gender and Social Inclusion Action Plan (GSIAP) in ASDSP phase one in order to incorporate lessons learned and to boost women and youth engagement and benefits in ASDSP II. The study findings inform and guide the revision of the GSIS, the national strategic GSIAP and country specific GSIAPs.

Agricultural Sector Development Support Programme II is a partnership programme between the national and 47 counties with most of the VCD activities to be carried out in the respective counties. The Strategic Gender and Social Inclusion Action Plan (SGSIAP) maps out broad activities to be planned for and implemented during ASDSP II which ends in 2022. It is a continuing plan and flexible enough for modification as required during the programme period. Guidelines are herein provided for the development of the County-specific GSIAP and, once developed, will be validated at County level and thereafter submitted to NPS in Nairobi for information. Essentially, the GSIAP will fully be integrated into the Strategic Integrated Value Chain Action Plan (SIVCAP) to ensure women and youth are included in all the nodes of the priority value chains.

County Annual Work Plans, which are regularly developed, should draw on the County-specific GSIAPs. The County Annual Work Plans should be more detailed with activities, which over time will lead to the fulfilment of the integrated GSIAP into SIVCAP.

1.1. The Context

The purpose of Agricultural Sector Development Support Programme phase two (ASDSP II) is *"to Develop Sustainable Priority Value Chains for Improved Income, Food and Nutrition Security"*

The overall goal of Agricultural Sector Development Support Programme phase two (ASDSP II) is *"to contribute to the transformation of crop, livestock and fisheries production into commercially oriented enterprises that ensure sustainable food and nutrition security"*. ASDSP II aims to address the following problems that hinder commercialization of agriculture:

- Low productivity along the entire value chain;
- Inadequate entrepreneurial skills among the value chain actors (VCAs) along the entire VC including service providers;
- Low access to markets by VCAs and;
- Weak and inadequate structures and capacities for consultation and coordination within the Sector.

This strategic GSIAP is responsive to the four outcome areas of ASDSP II and therefore will be implemented through the following four (4) result outcome pathways presented in Figure 1:

- i) Productivity of priority value chains (PVCs) increased;
- ii) Entrepreneurship skills of PVCs enhanced;
- iii) Access to markets of PVCs improved;
- iv) Structures and capacities for consultation and cooperation in the sector strengthened.

In order to achieve the four outcomes: Capacity of service providers will be enhanced through identified existing opportunities; Value chain innovations with high prospects for women and youth empowerment will be supported and; climate smart agriculture will be promoted by use of practices and technologies for value chain development (VCD). Furthermore, entrepreneurship skills of priority VCAs will be enhanced while their market access and financial services are improved. Capacities of established structures for consultation and cooperation shall be strengthened and supported.

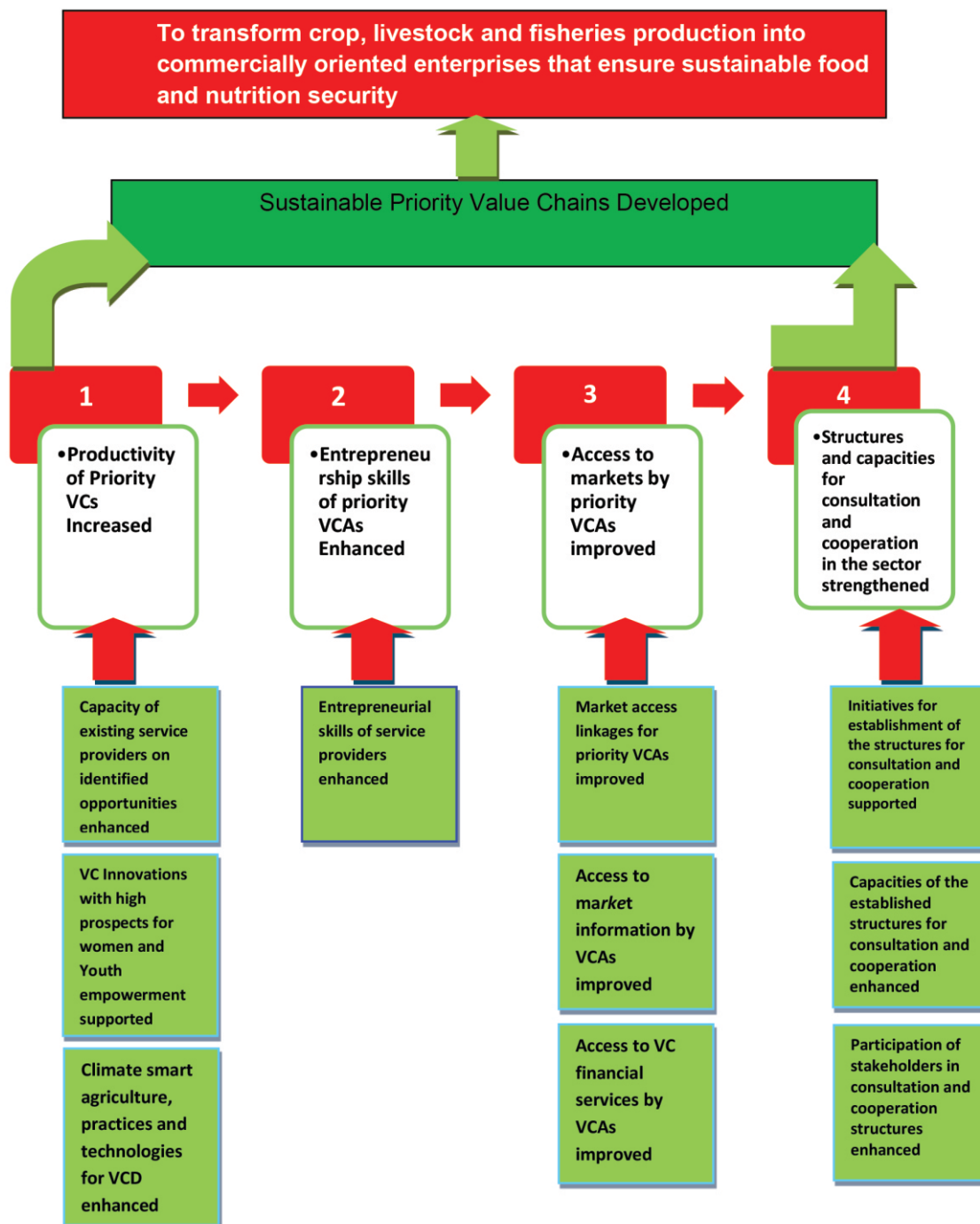


Figure 1: ASDSP II Outcome Areas for Commercialization of Kenya's Agricultural Sector

ASDSP II promotes gender equality and social inclusion through various complementary strategies, including:

- i) Bringing value chain actors together into gender responsive value chain groups (VCGs) and value chain organizations (VCOs) to address common value chain constraints leading to efficiency across the entire chain,
- ii) Targeted grants to women and youth to build their entrepreneurship & business management capacity and to support their entry and engagement in priority value chains (PVCs),
- iii) Capacity development of women and youth to accelerate their participation in value chain development through enhanced entrepreneurship and increased access to financial services and markets.
- iv) Enhance participation and decision making by women and youth in VCGs and VCOs and coordination structures

2.0 RATIONALE FOR GSIAP

Although agriculture is the mainstay of Kenya's economy due to its contribution to GDP through provision of food, employment, raw materials for rural industries and foreign exchange earnings, the gender gap persists.¹ *Agriculture Sector Gender Policy* acknowledges gender equality as key to the sector for enhanced and equitable productivity, food security, growth and national development. *Agriculture Sector Development Strategy*² (ASDS) 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 which is intended to increase efficiency, sustainability, empowerment and equity at all levels in the sector. The youth on the other hand will be attracted to perceive agriculture as a business and commercially viable by sensitizing them to lucrative ventures, offering incentives and motivation to engage in farming.³

*Agricultural Sector Transformation and Growth Strategy*⁴ (ASTGS) recognises the unique challenges preventing many women and youth from being fully active and productive members of these groups driving agricultural transformation. It gives case in point that agriculture employs 75% of Kenya's women (compared to 50% of Kenyan men), but only half of these women own their farms. This lower level of ownership limits the ability of these women to join cooperatives and other farmer-based organizations 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.

On the other hand, a large share of youth in Kenya live in rural areas, with the majority being poor, unemployed or underemployed in vulnerable, low-quality jobs in the informal sector. Lack of viable livelihood opportunities in the rural areas, and cultural norms limit youth capacity to participate in decision-making processes. The ASTGS approach and resulting interventions are fully mindful of these challenges facing women and youth and incorporates tailored opportunities for these groups as part of the strategy (i.e. ensure minimum participation of 33% women and 30% youth in SMEs benefitting from this programme). Thus, understanding and addressing youth's needs is key to achieving rural transformation – 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.

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.

¹ *Gender Mainstreaming Strategy for the Ministry of Agriculture*

² *GoK 2010. Agriculture Sector Development Strategy 2010 – 2020,*

³ *Ibid.*

⁴ *Agricultural Sector Transformation and Growth Strategy Towards Sustainable Agricultural Transformation and Food and Nutrition Security in Kenya – 2019-2029*

2.1 Gender and Social Inclusion Study Findings

Some of the key findings from the GSI Study include:

- i) Value chain actors clearly understand the importance of putting in place management and leadership systems for the effective functioning of the value chain groups.
- ii) The table banking component is highly functional since it firms up members' commitment and helps them engage in economic activities.
- iii) Women and youth continue to face value chain related constraints for effective engagement in value chain nodes activities beyond production. For instance, a majority of PVCAs in particular women and youth lack start-up capital and skills to engage effectively in value chain development.
- iv) Women and youth voices, opinions and engagement are particularly evident in value chains that require low investment and lower, less profitable nodes particularly production and trade while majority of the youth are generally poorly engaged except in transportation.
- v) The engagement of women and youth in VCD is significantly influenced by their ability to access key resources such as; capital, land, skills, technologies and markets. Women and youth continue to face value chain related constraints for example, lack of start and scale up capital and inadequate skills limit their effective engagement in value chain nodes activities.
- vi) Inadequate gender capacity within partner institutions lack gender designated staff and gender-responsive budgets remain a challenge for effective facilitation/implementation of gender responsive and social inclusive value chain development.
- vii) Responsibility for mainstreaming gender in several institutions is left to gender units while other programme staffs are not made to account for gender
- viii) Some successes were noted where VCAs and some partners went to great lengths to ensure there is the inclusion of women and youth tailor-made products and services addressing their needs in the VCD.

Most of these key findings concur with assessment made in ASDSP I before the development of the GSIS and strategic GSIAP, which revealed that: Few institutions in the agricultural sector have strategies for mainstreaming gender; Gender units/staff are mostly headed by women and are placed at lower level management and not at decision-making positions; Responsibility for mainstreaming gender in several institutions are left to gender units while other programme staffs are not made to account for gender; Gender capacity/awareness is low; Gender activities are rarely budgeted for, (e.g. designated gender budgets) except for bilaterally supported programmes; and Culture continue to play a big role in how gender issues are perceived and addressed and most often, these are projected in the institutions and programmes supporting the sector.

3.0 PURPOSE AND OBJECTIVES OF THE GSIAP

The purpose and objectives of the GSIAP is based on ASDSP II recommendations as stated:⁵

- i) Full integration of gender and social inclusion action plans into the overall strategic integrated value chain action plan (SIVCAP), with rigorous follow up of its implementation,
- ii) Continued sensitization and actions to integrate women and youth in all the nodes of the value chain,
- iii) Address obstacles faced by women and youth especially through innovative funding mechanisms to improve their access to resources,
- iv) Strengthening value chain nodes with high prospects for women and youth empowerment and creating more opportunities for them to effectively participate in VCD.

Therefore, the Strategic Gender and Social Inclusion Action Plan (SGSIAP) is a key tool for: Gender mainstreaming to operationalise and integrate gender in each ASDSP II outcome; Guiding programme partners on how to identify strategic entry points for women and youth in PVCs and; for Effective allocation of resources, services and opportunities by ASDSP and other partners to increase production and productivity of PVCs and to improve incomes of women and youth in VCD.

Specifically, the strategic GSIAP aims to:

- Translate ASDSP II four (4) outcome pathways into a set of concrete actions to be taken to mainstream gender and address inclusion of women and youth with time-bound indicators to monitor performance;
- Identify, collaborate and network with partners responsible for each gender and social inclusion activity at national and county level;
- Foster collaboration, synergy, ownership, commitment and accountability among partners and stakeholders ensuring gender and social inclusion mainstreaming in ASDSP II;
- Support implementation and progress monitoring of ASDSP II on gender and social inclusion commitments;
- Develop and support gender and social inclusion sensitive sector-wide M&E information systems.

⁵Ministry of Agriculture, Livestock and Fisheries and County Governments. ASDSP II PD 2017

4.0 EXPECTED OUTPUT

The following are the expected outputs:

- Strategic GSIAP owned and internalized by partners and their abilities to design, implement and monitor gender-focused inclusive interventions enhanced;
- An integrated GSIAP into SIVCAP;
- ASDSP resources, services and opportunities are equitably and effectively allocated and properly mobilized to increase agricultural productivity; enhance entrepreneurship skills; improve access to markets; strengthen structures and capacities for consultation and cooperation and; improve incomes of women, and the youth from VCD;
- Leadership and decision-making capacities of women and female/male youth are improved and their economic and social status uplifted.

5.0 SUMMARY GSI ACTIVITIES FOR ASDSP II

1. Align the GSI Documents to ASDSP II Objectives

- Review the ASDSP phase one GSIS and SGSIAP to align them to ASDSP II aims and objectives.
- Develop Guideline to guide the review of County, specific GSIAPs
- Facilitate validation of revised GSIS and SGSIAP
- Train 47 County gender Teams on how to review ASDSP phase one County specific GSIAPs to align them to ASDSP II aims and objectives
- Carry out Rapid Assessment of Country Specific GSI Issues (i.e. Literature review by 47 Counties) for the Revision of County GSIAPs
- Review ASDSP phase one County specific GSIAPs (47 Counties)
- Validate revised County specific GSIAPs (47 Counties)
- Support launch of GSIS and SGSIAP and County specific GSIAPs at national and county level
- Carry out Training of Trainers (e.g. Training of trainers TOTs) for GSI-designated persons/platform/champions (GSI- GSI TWG and CPS) to facilitate the roll out and implementation of the revised GSIS, SGSIAP and County specific GSIAPs

2. Mainstream GSIAP into SIVCAP

- Develop and send/share an “addendum” on gender and social inclusion to CASSCOM (Contractual agreement between GOK and Government of Sweden).
- Train 47 Counties on mainstreaming county specific GSIAP into SIVCAP
- Conduct TOTs for County Teams/GSI designated persons on mainstreaming GSIAP into SIVCAP Support/Facilitate the Mainstreaming GSIAP into SIVCAP in the 47 Counties
- Support gender analysis PVCs to identify women and youth constraints
- Value Chain Mapping
- Facilitate targeting opportunities that have high prospect for women and youth along the PVCs
- Identify interventions (innovations & technologies) to address women and youth constraints in the 4 outcome areas
- Promote essential links between GSIAP and Annual Work Plans to ensure adequate work programming and budgeting
- Mainstreamed prioritized activities in national and county specific GSIAP into annual work-plan and budgeting process g for GSI

3. Increase Productivity in PVC; Support VCI with high prospects for women and youth empowerment and; CSA practices & technologies for VC

- Carry out a mapping exercise of women and youth (F/M) already active in VCs; and those not active but have potential to participate in PVCs
- Conduct activity mapping identify the actors in the different nodes of the PVC & constraints (e.g. faced by women, men, youth) per activity and formulate actions to address them
- Support identification of opportunities and innovations that enhance women and youth participation in the PVC
- Identify and map existing service providers and establish linkages for W/Y
- Support women already active in PVC – multi-level interventions i.e. (see strategy 4.1.1.1 & table 1)
- Support Youth to be active in PVCs i.e. Identify entry points for young women and men in PVC (see strategy 4.1.1.2 & table 1)
- Support interventions that increase access to productive resources (i.e. Improved Farm Inputs and Mechanized Farming Equipment)
- Support PVC initiatives for CSA and green growth to involve women and youth

Note: Use GSI Strategy

4a) Intensify Capacity for Economic Empowerment

- Make an inventory of PVCs by node, to identify women and youth businesses. (i.e., input suppliers, producers, traders, transporters, processors),
- Develop Profiles of Business Development Service providers, their outreach and targets
- Sensitise service providers (i.e. public and private) to incorporate GSI into their business development services
- Facilitate capacity building and Linkage of W/Y to public and private funding institutions (Women Enterprise Fund (WEF), Youth Enterprise Development Fund (YEDF), National Government Affirmative Action Fund (NGAAF)
- Enhance entrepreneurial skills of women and youth (M/F) VCAs through training, mentoring and coaching programmes
- Facilitate investment along various nodes of the chain to improve productivity
- Facilitate GSI responsive and market led value chain analysis in PVCs.
- Facilitate rapid market assessment for PVCs,
- Build capacity of women and youth on investment opportunities that maximize benefits along the value chain
- Provision of Innovative Grants to women & youth for specific activities in PVC.
- Leverage on and collaborate with partners that are engaged in rehabilitating marketing infrastructure in counties.
- Develop capacities of W/Y to ensure their active participation in VC decision-making forums at all levels i.e. Common Interest Groups, Agribusiness Platforms, and Forums up to the National VC forums.

b) Strengthen Market Linkages, Access to Information and Improve Infrastructure

- Conduct GSI responsive and market led value chain analysis in PVCs
- Enhance marketing skills of women and Youth and build their capacities on market intelligence, information & knowledge
- Develop clear and gender responsive models for PVC competitiveness. (e.g. Hub, Commercial villages, aggregation.)
- Support product development and certification regimes as ways of exploiting local, regional and international markets
- Facilitate market linkages for women/youth to increase economic benefits in PVCs i.e. through B2B forums, cooperatives; bigger markets
- Support product development and certification regimes as ways of exploiting local, regional and international markets
- Enhance institutional and VCAs capacity on market intelligence, information & knowledge and use of ICT for marketing i.e. ICT enabled innovation/entrepreneurship for/by youth; ICT hubs for information services, input supply, producer markets & agribusiness.
- Train women and youth on investment opportunities that maximize benefits along the value chain e.g. value addition technologies, efficient production and post-harvest technologies
- Facilitate investment in processing equipment
- Leverage on, and collaborate with partners that are engaged in rehabilitating marketing infrastructure in counties.

4c) Improve Access to Financial Services

- Map GSI responsive financial and insurance services and products and create linkages with VCAs,
- Profile and disseminate information on financial products that meet women's and youth VCD requirements.
- Facilitate business-oriented, numeracy financial literacy trainings as pre-requisite to effective VC engagement
- Profile women and youth who have accessed loans and grown their businesses into Micro, Small, Medium enterprises.
- Sensitize and link women and youth to affirmative funds to access finances for value chain development
- Support initiatives that encourage fund mobilization and savings among women and youth groups i.e. table banking
- Initiate partnerships with financial service providers for leveraging on inclusive financing in VCD e.g. earmarking loans for women and youth only to strengthen their participation in VCD. Identify promising businesses (of women and youth) and link them to BDS to enable them to access loans
- Facilitate ICT initiatives/innovations that will enhance access to financial and insurance services.
- Support transformative financial innovations for W/Y to increase their access to productive resources

5a) Strengthen Institutional Framework for GSI & GSI Responsive Budgeting in the Agricultural Sector Programmers and projects.

- Sensitise/Build Capacities of 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 in Value Chain Development & application of gender responsive planning and budgeting.
- Cascade the signed specific program agreement (GOK/SIDA) as it relates to GSIAP commitment to all sector departments at national and county levels
- Strengthen/Establish the Gender and Social Inclusion Thematic Working Group (GSI-TWG) by linking it to the in-puts and projects SWAG under JASSCOM, and develop a TOR for the TWG in tandem with ASDSP II indicators
- Facilitate semi-annual (consider quarterly meetings for counties) forums, issue-based GSI interaction workshops for ASDP staff and partners to share best practices and recommendations on GSI audits and gender budgeting exercises)
- Incorporate accountability for GSI in departmental performance contracts
- Sensitise and create awareness on the Constitution, National Land Policy and Land Legislations, Agricultural Policies and Sector Strategies addressing women and youth concerns
- Promote domestication of national land policies, agricultural policies and legislations in counties and their enforcement

5b) Sector-wide Sensitisations on GSI in VCD

- Roll out sector-wide sensitization programme 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

5c) Develop Training Manual and Conduct Trainings on GSI

- Develop a Training Manual on GSI in VCD
- Develop a Training Manual on application of gender responsive budgeting tools at national and county levels.
- Conduct TOTs on GSI for 47 Counties - Country Programme Secretariat and GSI Thematic Working Groups
- Conduct Trainings of Value Chain Groups
- VC Platforms
- VC Service Provider
- Relevant stakeholders agencies and partners

5d) Coordinate, Collaborate and Build Synergy on GSI

- Facilitate forums 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 ASDSP staff and partners (e.g. GSI audits, gender budgeting exercises) to promote coordination and learning for effective GSI mainstreaming.
- Support the development of knowledge products on GSI on social empowerment initiatives
- Incentivisation of rehabilitated youth to participate in agribusiness.
- Agricultural Sports based initiatives with agricultural orientation and creative arts through youth clubs
- Service providers to package technologies and design projects with high and quick returns along VC nodes.

6. Establish 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.)
- Carry out additional in-depth studies to fill the gaps identified from national baseline, trends and changes in operational environment.
- Develop joint tools with partners for collecting and analyzing gender information. i.e. indicators, M&E frame work.
- Facilitate GSI annual audit and awards; facilitate regular (semi-annual) participatory assessment of VC activities and incorporate feedback mechanisms from GSI Focal Persons and institutions to drive improvement on GSI mainstreaming.
- Document Best Practices and Learning Experiences (i.e. at least 2 case studies per country per year)

6.0 SUMMARY OF INSTITUTIONAL ARRANGEMENTS (National/County Levels)

6.1 GSI Institutional Arrangements and Associated Responsibilities

Table 1 provides a summary of the institutions that ASDSP works with. Each institution requires capacity development and strengthening in GSI in VCD. Each has its unique responsibilities.;

Table 1: GSI Institutional Arrangements and Associated Responsibilities

Institutional Arrangements	Responsibilities
	NATIONAL LEVEL
1. JASSCOM	<ul style="list-style-type: none"> • Endorse Strategic GSI Action Plan • Ensure adoption and implementation of Strategic GSI Action Plan • Approve work plans, projects and budgets to ensure that they are GSI-responsive • Periodic review of progress against GSI targets and assess its effectiveness in achieving gender and social inclusion goals • Guide, direct and review NPS activities according to Strategic GSI Action Plan • Facilitate the development of ASDSP II Workplace Gender and Social Inclusion Guidelines • Ensure adherence of the national/county governments to the bi-lateral Cooperation Agreement of GOK-SIDA commitment on Gender and Social Inclusion.
2. Joint Agricultural Sector – Technical/Sectoral Working Groups (JAS-SWAGs)	<ul style="list-style-type: none"> • Together with the Gender and Social Inclusion Thematic Working Group (GSITWG), monitor and evaluate GSIAP integrated plans and policies. • Provide capacity building on GSI to counties. • Formulate joint implementation plans integrated GSI as well as GSIAP.
3. Gender Thematic Working Groups	<ul style="list-style-type: none"> • Work closely with SWAGs to identify technical issues on GSI. • Provide overall coordination and collaboration among partners/actors for cross-sectoral sharing of GSI experiences • Provide support to partners, technical advice and backstopping for GSI initiatives • Advance GSI issues in all Programme structures • Identify GSI thematic areas for discussion bi-annually • Assess submitted GSI best practices from counties and give awards. (Annually) • Explore opportunities for networking and collaboration in GSI issues with other public and private sector stakeholders • Meet six times a year
4. National Programme Secretariat	<ul style="list-style-type: none"> • Coordination, liaison and linkages: NPS will liaise with relevant technical sector stakeholders on GSI in a coordinated and efficient manner. • Programme management: NPS will be responsible for the development and review of the GSIS and GSIAP in programme planning, budgeting, financial management, implementation, reporting and M&E frameworks. This will be done in consultation with the county governments and relevant Sector stakeholders at all levels.

Institutional Arrangements	Responsibilities
	<p>NATIONAL LEVEL</p> <ul style="list-style-type: none"> • Implementation support and quality assurance: NPS, Research and GSI Specialist, supported by Technical Advisors will provide direct advisory support to CPSs and other actors engaged in implementation of ASDSP II supported activities. This will include preparation of technical guidelines for GSIS and County specific GSIAP; establish mechanisms for capacity building CPSs on GSI in VCD; • The Gender and research specialist will continue to work with Gender thematic working groups in strengthening the institutional framework on GSI AND Gender Responsive Budgeting. These Gender Thematic Working Groups will act as platforms for: capacity building of members; exchange of experiences and technical information and as regards programme result areas, pursuit of specific GSI concerns • Convene half yearly regular key stakeholders meetings to review progress on implementation of GSI interventions, act as need arises to improve coordination and implementation, address any emerging challenges and establish national GSI responsive monitoring and evaluation system.
COUNTY LEVEL	
<p>5. County Agricultural Sector Steering Committee (CASSCOM)</p>	<ul style="list-style-type: none"> • Provide GSI policy direction and oversee implementation of GSIAP in respective counties. • Review and approve the integrated GSIAP into SIVCAP annual work plans, budgets and financial reports. • Provide guidelines on the management of programme resources for successful implementation of the integrated GSIAP into SIVCAP. • Co-ordinate regular joint monitoring and evaluation of GSI activities. • Ensure that the composition of CASSCOM incorporates a Gender and Social Inclusion expert/specialist. • Jointly with CPS approve the integrated GSIAPs annual work plans and budgets
<p>6. County Gender Thematic Working Group</p>	<ul style="list-style-type: none"> • Work closely with CASSCOM to identify technical issues on GSI. • Identify GSI thematic areas for discussion on quarterly basis • Assess GSI best practices to be submitted to the national Gender Thematic Working Groups for awards. (Annually) • Advance GSI issues in all programme structures and among all stakeholders. • Meet six times a year.

Institutional Arrangements	Responsibilities
<p>7. County Programme Secretariat (CPS)</p>	<p>COUNTY LEVEL</p> <ul style="list-style-type: none"> • Networking, liaison and coordination: CPSs will ensure GSI concerns are addressed in line with their mandate in coordinating and convening of government agencies, existing programmes, NGOs and national level VCD support agents. • Operational partnerships: Forge partnership agreements (eg memorandum of understanding (MOU's) GSI stakeholders working in VCD to incorporate GSIS and GSIAP in their programmes. • ASDSP II management and coordination: GSI specialist will be responsible for county-level planning on the integrated GSIAP into SIVCAP implementation supervision, reporting and M&E on GSI. He/she will further provide management oversight of operational partnership agreements that involve technical or financial support for ASDSP II on GSI. • Support to local PVC stakeholders: Support GSI concerns in prioritized Value Chain Platforms (PVCPs, VCGs and VCF) by strengthening local PVC stakeholder groups in collaboration with partners ensuring inclusion of women and youth. • CPSs will also support local PVC stakeholder forums to address challenges and opportunities in PVC in order to promote economic empowerment and entrepreneurship in women and youth. • Deepen this work by facilitating the full integration of GSIAP into SIVCAP to ensure women and youth are included in all the nodes of the priority value chain. • Continuous sensitization on GSI across the sector and among the stakeholders in VCD. • Facilitating regular County/inter-County fora for GSI for feedback and learning
<p>8. Value Chain Stakeholder Platform</p>	<ul style="list-style-type: none"> • For the implementation of GSIS and GSIAP National Value Chain Forum; County based Value Chain Forums; County based Value Chain Platforms; Commodity Cooperatives; Companies and Common Interest Groups will ensure that women and youth nodes of the value chain actors are proportionately represented in these forums and their voices and concerns are featuring in the forums • For GSI, the reviewed County specific GSIAP under ASDSP II be the starting point for engaging with VCPs. • Play a pivotal role in the identification of efficiency gaps along the PVC and definition of common goals and strategies for PVC development. • Conduct VCP workshops between stakeholders affected by specific PVC gaps. • Engage with the reviewed County specific GSIAP under ASDSP II • Develop GSI training modules/ a curriculum in partnership with other service providers to undertake capacity-building in areas of GSI weaknesses. • Package information and devise mechanisms of transferring it to relevant audiences. • Document best practices and success stories and giving annual awards to the best value chain actor in PVCs.

Institutional Arrangements	Responsibilities
	COUNTY LEVEL
9. County Value Chain Forums	<ul style="list-style-type: none"> • County Value Chain Forums (CVCF) hold a wide range of membership and the forums held annually provide suitable avenues for engagement of government and private sector agencies, NGOs and other non-state actors on matters of VCD. • The GSI concerns will be incorporated in this forum
10. Value Chain Groups (VCGs)	<ul style="list-style-type: none"> • They are ad hoc bodies formed across counties depending on emerging issues and comprise of PVC officers from counties with similar VC priorities as well as other county and national level resource persons. • GSI emerging issues will be addressed in VCG's • Conduct PVC gap gender analysis • Advocate ensuring that the interests of women are reflected in local planning and service delivery. • Linking women and youth VCA producers with processors, exporters or large marketing outlets within or outside the county; to their peers in other counties and to service and support providers such as extension service providers, training providers, development programmes or Civil Society Organisation (CSO) agents.
<p>NOTE: The following activities should be directed at each of the above institutions:</p> <ol style="list-style-type: none"> Strengthening Institutional Framework for GSI & GSI Responsive Budgeting in the Agricultural Sector programmes and projects. Sector-wide Sensitisations on GSI in VCD Developing Capacities and Conducting Training on GSI Coordinating, collaboration and synergy building on GSI 	

6.2 GSI Strategic Action Plan (ASDSP II Log-Frame by Activity)

The GSI strategic plan identifies strategic issues and activities. These activities are aligned to the ASDSP II objectives, outcomes and outputs as shown in Table 2.

Table 2: Strategic Action Plan - ASDSP II Log - Frame by Activity

Issue	Objectives	Activity	Time-Line	Responsible	Outcome/Output Indicators	Activity Indicator
1. Aligning the GSI Documents to ASDSP II Objectives	4.2 Capacities of the established structures for consultation and coordination enhanced	<ul style="list-style-type: none"> Review the ASDSP phase one GSIS and SGSIAP to align them to ASDSP II aims and objectives. 	2 nd Q 19/20	NPS	4.2 Number of structures with operational instruments / GSIAP/work plans	No of revised ASDSP II GSIS and SGSIAP
		<ul style="list-style-type: none"> Develop Guideline to guide the review of County,specific GSIAPs 	2 nd Q 19/20	NPS		Guideline for Review of County GSIAP
		<ul style="list-style-type: none"> Facilitate validation of revised GSIS and SGSIAP 	3 rd Q 19/20	NPS		No. of Counties revised GSIS and SGSIAP validated
		<ul style="list-style-type: none"> Train 47 County gender Teams on how to review ASDSP phase one County specific GSIAPs to align them to ASDSP II aims and objectives 	3 rd Q 19/20	NPS/CPS		No. of County Gender Teams trained Training plan Training materials
		<ul style="list-style-type: none"> Carry out Rapid Assessment of Country Specific GSI Issues for the Revision of County GSIAPs 	3 rd Q 19/20	NPS/CPS		No of Rapid Assessment Reports
		<ul style="list-style-type: none"> Review ASDSP phase one County specific GSIAPs (47 Counties) 	3 rd Q 19/20	NPS/CPS		No. of ASDSP II county specific GSIAP reviewed
		<ul style="list-style-type: none"> Validate revised County specific GSIAPs (47 Counties) 	3 rd Q 19/20	NPS/CPS		2 County specific GSIA validated
		<ul style="list-style-type: none"> Support launch of GSIS and SGSIAP and County specific GSIAPs at national and county level 	3 rd Q 19/20	NPS/CPS		No. of launch fora held
		<ul style="list-style-type: none"> Carry out Training of Trainers (e.g. TOTs) for GSI- designated as persons/ platform/champions (GSI- GSI TWG and CPS) to facilitate the roll out and implementation of the revised GSIS, SGSIAP and County specific GSIAPs 	3 rd Q 19/20	NPS/CPS		No. of TOTs Training plan Training materials

Issue	Objectives	Activity	Time-Line	Responsible	Outcome/Output Indicators	Activity Indicator
2. Integrating GSIAP into SIVCAP	GSIAP mainstreamed into SIVCAP	<ul style="list-style-type: none"> Develop and send/share an "addendum" on gender and society inclusion to CASSCOM (Contractual agreement between GOK and Government of Sweden). 	3rd Q 19/20	NPS	1.2 Value chain innovations with high prospects with women and youth supported	Addendum on GSI developed and shared with CASSCOM on GSI
		Train 47 County Gender Teams on mainstreaming county specific GSIAP into SIVCAP <ul style="list-style-type: none"> Support gender analysis PVCs to identify women and youth constraints Value Chain Mapping Facilitate targeting opportunities that have high prospect for women and youth along the PVCs Identify interventions (innovations & technologies) to address women and youth constraints in the 4 outcome areas 	3rd Q 19/20	NPS CPS/ GSI-TWG	GSIAP into SIVCAP	Annual Work Plans and Budgets reflects SGSIAP integrated into SIVCAPs No. of County Gender Teams on VC mapping No. of reports on gender analysis of PVC No. of opportunity identified with high prospect for women and youth along the PVCs No. of innovations and technology identified
		<ul style="list-style-type: none"> Promote essential links between GSIAP and Annual Work Plans to ensure adequate work programming and budgeting <ul style="list-style-type: none"> Mainstreamed prioritized activities in national and county specific GSIAP into annual work-plan and budgeting process for GSI 	Annually	NPS/CPS		No of GSI activities captured and funded in the AWP&B at both National and County levels

Table 2: Strategic Action Plan - ASDSP II Log - Frame by Activity (cont...)

Issue	Objectives	Activity	Time-Line	Responsible	Outcome/Output Indicators	Activity Indicator
3. Low productivity along the entire value chain	Outcome 1: Productivity of priority value chains increased	<ul style="list-style-type: none"> Carry out a mapping exercise of women and youth (F/M) already active in VCs; and those not active but have potential to participate in PVCs Conduct activity mapping identify the actors in the different nodes of the PVC & constraints (e.g. faced by women, men, youth) per activity and formulate actions to address them (see strategy 4.2) Support identification of opportunities and innovations that enhance women and youth participation in the PVC Identify and map existing service providers and establish linkages for W/Y; Support interventions that increase access to productive resources (i.e. Improved Farm Inputs and Mechanized Farming Equipment) Support women already active in PVC – multi-level interventions i.e. (see strategy 4.1.1 & Table 1) Support Youth to be active in PVCs i.e. Identify entry points for young women and men in PVC (see strategy 4.1.1.2 & table 1) Support interventions that increase women and youth access to productive resources 	3rd Quarter 2019 2019-2020/ 2022	County governments, NPS, CPS and partners, relevant VCAs and VCOs	<p>No. of VC innovations promoted per VC</p> <p>No of VC innovations implemented</p> <p>No of VC actors to take up innovations</p>	<ul style="list-style-type: none"> No of innovations in identified opportunities promoted disaggregated by sex/ age No of innovations on identified opportunities for women and youth implemented
	1.2: Value Chain Innovations with high prospects for women and youth empowerment supported	<ul style="list-style-type: none"> Support women already active in PVC – multi-level interventions i.e. (see strategy 4.1.1 & Table 1) Support Youth to be active in PVCs i.e. Identify entry points for young women and men in PVC (see strategy 4.1.1.2 & table 1) Support interventions that increase women and youth access to productive resources 	3rd Quarter 2019 -2 020/ 2022	County governments, NPS, CPS and partners, relevant VCAs and VCOs	<p>No. of already active supported in PVC and levels of intervention</p> <p>No of VC innovations taking up by the youth Type of interventions increasing women/ youth access to productive resources</p>	<ul style="list-style-type: none"> No of innovations in identified opportunities promoted disaggregated by sex/age No of innovations on identified opportunities for women and youth implemented

Issue	Objectives	Activity	Time-Line	Responsible	Outcome/Output Indicators	Activity Indicator
	1.3 Climate smart agriculture, practices and technologies for VCD	<ul style="list-style-type: none"> Support PVC initiatives for CSA and green growth to involve women and youth 	3rd Quarter 2019 2019-2020/ 2022	County governments, NPS, CPS and partners, relevant VCAs and VCOs	<ul style="list-style-type: none"> No. of CSA technologies promoted No. and type of CSA technologies in use per VC No. of VC actors using CSA technologies 	<ul style="list-style-type: none"> No and type of CSA activities supported by sex/age Number of VCAs using climate smart technologies by sex/age disaggregated
4. Inadequate entrepreneurial skill among the VCAs along the entire VC including service providers	Outcome 2: Entrepreneurship of priority VCAs strengthened/enhanced	<p>Intensify Capacity for Economic Empowerment</p> <ul style="list-style-type: none"> Make an inventory of PVC by node to identify women and youth businesses and most active (i.e. agro-vets, input suppliers, farmers, livestock producers, market managers, traders, transporters, food processors. Develop Profiles of Business Development Services their outreach and targets. Sensitise service providers (i.e. public and private) to incorporate GSI into their business development services Facilitate capacity building and Linkage of W/Y to public and private funding institutions (WEF, YEDF, NGAAF) 	2019/20 - 2022	CPS, Business Development Service (BDS) providers, Affirmative action funds, Financial institutions (Cooperative, equity, KCB) Fund raising platform, ASEK, Other programmes	<ul style="list-style-type: none"> No. of service providers trained on entrepreneurial skills No. of VCA with viable business plans No. of business plan implemented 	<ul style="list-style-type: none"> Database of women/youth owned PVCs business by sex and age Database of BD service providers No. of service providers trained on entrepreneurial skills disaggregated by sex and age No of VCAs implementing viable Business Plans by sex and age No of MSMEs created along PVCs disaggregated by sex/age Number of partnerships established with institutions that are rehabilitating market infrastructure

Issue	Objectives	Activity	Time-Line	Responsible	Outcome/Output Indicators	Activity Indicator
	2.1 Entrepreneurial skills VCAs including service providers enhanced	<ul style="list-style-type: none"> Enhance entrepreneurial skills of women and youth (M/F) VCAs through training, mentoring and coaching programmes Facilitate investment along various nodes of the chain to improve productivity Facilitate GSI responsive and market led value chain analysis in PVCs. Facilitate rapid market assessment for PVCs, Build capacity of women and youth on investment opportunities that maximize benefits along the value chain 	2019/20 - 2022		PVC upgraded and their Entrepreneurial skills including those of service providers enhanced	<ul style="list-style-type: none"> No and Types of skills to women and youth Types of investments by Node targeting women and youth
		<ul style="list-style-type: none"> Provision of innovative Grants to women & youth for specific activities in PVC. Leverage on and collaborate with partners that are engaged in rehabilitating marketing infrastructure in counties. Develop capacities of W/Y to ensure their active participation in VC decision-making forums at all levels i.e. Common Interest Groups, Agribusiness Platforms, and Forums up to the National 	2020/2022	NPS/CPS, GSI County Teams VCAs, Service Providers, Common Interest Groups, Agribusiness Platforms and Partners	Innovative Funds enhances women/youth entrepreneurship in PVC	<ul style="list-style-type: none"> No of beneficiaries disaggregated by sex/age Types of innovations by age sex Partnership established in market infrastructure Percent increase of SMEs in PVC No of women and youth in decision making forums

Issue	Objectives	Activity	Time-Line	Responsible	Outcome/Output Indicators	Activity Indicator
<p>5. Low access to markets by VCAs</p>	<p>3.1 Market access linkage for priority VCAs improved</p> <p>3.2. Access to market information by VCAs improved</p>	<p>Strengthen market linkages, Access to Markets and Improve Infrastructure</p> <ul style="list-style-type: none"> Conduct GSI responsive and market led value chain analysis in PVCs Enhance marketing skills of women and Youth and build their capacities on market intelligence, information & knowledge Develop a clear and gender responsive models for PVC competitiveness. (e.g. Hub, Commercial villages, aggregation) Support product development and certification regimes as ways of exploiting local regional and international markets Facilitate investment in processing equipment Enhance institutional and VCAs capacity market intelligence, information & knowledge and use of ICT for marketing i.e. ICT enabled innovation/ entrepreneurship for/ by youth; ICT hubs for information services, input supply, producer markets & agribusiness. Facilitate market linkages for women/youth to increase economic benefits in PVCs i.e. cooperatives, bulking, bigger markets etc. Train women and youth on investment opportunities that maximize benefits along the value chain e.g. value addition technologies, efficient production and post-harvest technologies. Revamp and rehabilitate marketing infrastructure in the counties through collaborative efforts. 		<p>CPS County governments, ASDSP II Partners, GSI Teams, VCAs, VCOs, VC-Service Providers & relevant MIDAs e.g. Cooperative Programmes/project NARGIP, KCSAP, KCEP, KIRDI Certification bodies e.g KENYA GAP, Global gap, Africert, Halal, 4C certification HAACCP, Sauti-Africa, Eco harvest, Shamba digital, Digital farm</p>	<p>Marketing skills and market information for women and youth improved.</p> <p>Market linkages established, use of ICTs for marketing increased and incomes raised for women and youth in PVC</p>	<ul style="list-style-type: none"> Rapid market assessment of VCAs women/youth groups aggregated No. of market linkage instruments signed by women/youth VCAs and operational Database of women/youth owned PVCs business by sex and age Database of BD service providers No. of service providers trained on entrepreneurial skills disaggregated by sex and age No of VCAs implemented viable Business Plans by sex and age No of MSMEs created along PVC Number of partnerships established with institutions that are rehabilitating market infrastructure No. of market information providers supported No and type of information provided No of VCAs using market information by sex and age

Issue	Objectives	Activity	Time-Line	Responsible	Outcome/Output Indicators	Activity Indicator
						<ul style="list-style-type: none"> No of women/youth by levels of entrepreneurship- and incomes ICT use by type of information No of Youth ICT service providers Collaboration agencies on marketing infrastructure
	<p>3.3. Access to VC financial services by VCAs improved</p>	<p>Improve access to financial services</p> <ul style="list-style-type: none"> Map GSI responsive Financial Services and Products and create linkages with VCAs, Profile and disseminate information on financial products that meet women's and youth VCD from financial institutions. Facilitate business-oriented, financial literacy trainings as pre-requisite to effective VC engagement Sensitize and link women and youth to affirmative funds to access finances for value chain development Identify and profile promising businesses (of women and youth) link them to BDS to enable them access loans Profile women and youth who have accessed loans and grown their businesses into Micro, Small, Medium enterprises. Support initiatives that encourage fund mobilization and savings among women and youth groups i.e. table banking 	2020 /2022	NPS, CPS and partners, VCAs and VCOs	<p>Women/Youth are accessing more loans for business growth in VCD</p> <p>Financial Services develop inclusive products targeting women and youth in VCD</p>	<ul style="list-style-type: none"> Volume of financial services accessed by VCA Profiles of financial product and disseminated No. of VCAs accessing financial services by type by sex/age Volume of financial services assessed by type - sex/age disaggregated No of VCAs trained No of groups doing table banking Banks offering improved credit to women and youth only inn VCD No.of women and youth owned promising business linked to BDS No. of partnerships leveraging on affirmative action initiatives Profile of No of W/Y who have accessed loans (MSME).

Issue	Objectives	Activity	Time-Line	Responsible	Outcome/Output Indicators	Activity Indicator
<p>6. Weak and inadequate structures and capacities for consultation and coordination within the Sector.</p>	<p>Outcome 4: Structures and capacities for consultation and cooperation in the sector strengthened</p> <p>4.1. Initiatives for establishment of the structures for consultation and coordination supported</p> <p>4.2. Capacities of the established structures for consultation and coordination enhanced</p> <p>4.3. Participation of stakeholders in consultation and coordination structures enhanced</p>	<ul style="list-style-type: none"> Initiate partnerships with financial service providers for leveraging on inclusive financing in VCD e.g. earmarking loans for women and youth only to strengthen their participation in VCD. Facilitate ICT initiatives/innovations that will enhance access to financial/insurance services. <p>Strengthen Institutional Framework for GSI & GSI Responsive Budgeting in the Agricultural Sector programmes /projects.</p> <ul style="list-style-type: none"> Sensitise/Build Capacities of 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. NPU/Country Programme Secretariat, Thematic Working Groups, including relevant decision makers in the sector, implementers, planners and budget officers) on GSI analysis & 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. Facilitate regular forums, issue-based GSI interaction workshops for ASDP staff and partners (i.e. GSI audits, gender budgeting exercises) Cascade the signed specific program agreement (i.e. GSI Addendum) to all sector departments at national and county levels 	<p>Q1,2,3,4 2020-22</p>	<p>NPS, CPS, GSI, Partners technical group, County Steering Committee, JASSCOM, CASSCOM, JAS-TWG,</p>	<p>Institutional capacity for consultation and coordination of the Sector, Partners at National and County Levels supported and enhanced</p> <p>Enhanced commercialization of agricultural VCs, with more women and youth investing in VCD as a result of domesticated and enforcement of land and sector policies and legislations.</p>	<ul style="list-style-type: none"> No of Programmes with GSI strategies, tools formulated/reviewed and implemented No of staff trained No of GSI-TWG established, trained and active Designated and gender mainstreamed budgets Number and types of forums on GSI Number of structures with operational GSI instruments e.g. GSIAP work plans) and guidelines No. and type of stakeholders participating in coordination and consultation structures disaggregated by sex and age GSI Performance Staff Contracts GSI Addendum

Issue	Objectives	Activity	Time-Line	Responsible	Outcome/Output Indicators	Activity Indicator
	4.4 Sector policies, strategies, regulations and plans prepared and launched	<ul style="list-style-type: none"> Incorporate accountability for GSI in departmental performance contracts and staff annual performance assessment Sensitise and create awareness on the Constitution, National Land Policy and Land Legislations, Agricultural Policies and Sector Strategies addressing women and youth concerns Promote domestication of national land policies, agricultural policies and legislations in counties and their enforcement 	<ul style="list-style-type: none"> No of GSI policies & legislations domesticated and enforced by counties 	<ul style="list-style-type: none"> No of GSI policies & legislations domesticated and enforced by counties 	<ul style="list-style-type: none"> No of GSI policies & legislations domesticated and enforced by counties 	<ul style="list-style-type: none"> No of GSI policies & legislations domesticated and enforced by counties
	As above	<p>Sector-wide Sensitisations on GSI in VCD</p> <ul style="list-style-type: none"> Roll out sector-wide sensitisation programme to intensify sensitization on GSI in VCD at all levels <ul style="list-style-type: none"> - 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 	2020-2022 Q1,2,3,4	NPS, CPS, GSI, Partners technical group, County Steering Committee,, JASSCOM CASSCOM, JAS-TWG, JAS-TWG; VCOs, VCAs, VC-Platforms	<p>Agriculture Sector</p> <p>Incorporates and Mainstream GSI in Programmes and Projects</p>	<ul style="list-style-type: none"> Stakeholders participating in coordination and consultation structures disaggregated by sex and age No of Sensitisations held Level of satisfaction (sector wide coordination) of stakeholders i.e. Monkey Survey
	As above	<p>Develop Capacities - Train on GSI</p> <ul style="list-style-type: none"> Develop a Training Manual on GSI in VCD Conduct trainings and application of gender responsive budgeting tools at national and county levels. Conduct TOTs on GSI for 47 Counties - Country Programme Secretariat and GSI Thematic Working Groups 	2020-2022 Q1,2,3,4	NPS, CPS, GSI County Teams, County Steering Committee, CASSCOM, JAS-TWG, VC- Platforms and ASDSP Partners	GSI responsive planning and budgeting in agriculture sector programmes and projects	<ul style="list-style-type: none"> Training manual on GSI in VCD No of trainings and attendance by sex/age No of Trainers on GSI No of Gender Responsive Budgets at National and Counties.

Issue	Objectives	Activity	Time-Line	Responsible	Outcome/Output Indicators	Activity Indicator
		<ul style="list-style-type: none"> TOTs to train: <ul style="list-style-type: none"> - Priority VC Platforms - Training by VC Nodes - Service Providers - Relevant stakeholders agencies and partners 				
	As above	<p>Coordinate, collaborate and Build Synergy on GSI</p> <ul style="list-style-type: none"> Facilitate 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 (e.g. 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 <ul style="list-style-type: none"> - Incentivization of rehabilitated youth to participate in agribusiness. - Agricultural Sports based initiatives and creative arts through youth clubs - Service providers package technologies and design projects with high and quick returns along value chain nodes. 	2020-2022 Q1,2,3,4	County governments, NPS, CPS and partners, relevant MDAs VCAs and VCOs	collaboration and synergy on GSI in VCD with Partners enhanced	<ul style="list-style-type: none"> No and topical forums on GSI held Type of knowledge product generated Type of social empowerment initiatives targeting the youth

Issue	Objectives	Activity	Time-Line	Responsible	Outcome/Output Indicators	Activity Indicator
<p>7. Supporting the Establishment of GSI Responsive M&E Information System</p>		<ul style="list-style-type: none"> Facilitate regular (semi-annual) participatory assessment of VC activities and incorporate feedback from GSI Focal Persons and institutions to drive improvement by: <ul style="list-style-type: none"> Collecting and recording GSI sex disaggregated data and maintain a database 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.) Develop joint tools with partners for collecting and analyzing gender information. i.e. indicators, M&E frame work. Facilitate GSI annual audit and awards 	<p>Q2 & Q4 2020-22</p>	<p>County governments, NPS, CPS and partners, relevant MIDAs VCAs and VCOs</p>	<ul style="list-style-type: none"> Number and type of stakeholders participating in coordination, cooperation and consultation structures, 	<ul style="list-style-type: none"> Programme M&E system No of stakeholder trained on M&E system Joint planning and M&E tools No of assessments Sex disaggregated data base Baseline for GSI GSI audits

6.2 Institutional Arrangements and Associated Responsibilities

ASDSP II, unlike ASDSP I, is fully anchored under the devolved system of governance. It is a partnership programme between the national and 47 counties funded by county and national governments. This called for alignment of Strategic GSI Action Plan to the new structures in the institutional set up at the two levels of government. This Action Plan therefore adopts the following institutional arrangement to implement Social Inclusion Activities both at the national and county levels:

Joint Agriculture Sector Steering Committee (JASSCOM)⁷ is an apex technical committee at the National Level with a mandated role of effective horizontal coordination among national ministries and other agencies contributing towards agricultural and rural development. It steers regular sector meetings between high-level national and county decision-makers linking national and county offices; provides overall policy and strategic direction to ASDSP II; approves its budgets, work plans, other operational instruments and disbursement of funds; links the Programme to other programmes and the wider Sector and; oversee ASDSP II implementation and ensure adherence of the national/county governments the bi- lateral Cooperation Agreement of GOK-SIDA. ASDSP II NPS jointly together with other coordination partners support JASSCOM and follow up activities in accordance with the approved annual workplans as guided by the 5 year Strategic Plan.

Joint Agricultural Sector – Technical/Sectoral Working Groups (JAS-SWAGs)⁸ facilitates coordination on identified themes including identification of technical issues of concern; monitor and evaluate sectoral plans and policies; develop intergovernmental reports; provide capacity building to counties; and formulate joint implementation plans on thematic areas. Four JAS- SWAGs have been established by JASSCOM in the following areas:

- Policy, legislation and standards
- Monitoring, evaluation and communication
- Research, extension and capacity building
- Inputs, joint programmes and projects.

County Agricultural Sector Steering Committee (CASSCOM)⁹ oversee governance of the Programme at the county level, providing policy direction and oversee its implementation in respective counties; coordinate monitoring and evaluation of activities and where necessary, suggest corrective interventions towards realization of the Programme's goals on regular basis. Additionally, it provides guidance on integration of Sector programmes in realization of ASDSP II objectives and enables linkage between the Programme at the county level and national level on the one hand and among counties on the other hand. Operationally CASSCOM review and approve Programme annual work plans, budgets and financial reports and provide guidance on the management of Programme resources.

National Programme Secretariat (NPS) headed by a Coordinator is the top-most coordination structure of ASDSP II at the national level and responsible for management of the Programme taking cognizance of the Ministry of Agriculture, Livestock and Irrigation (MOALF&I) context but also reaching out to other Sector stakeholders. NPS works in close liaison with JAS-TWGs/SWAGs; the Sector Departments, research, training and extension agencies; other Sector programmes and a wide range of partners including NGOs; the private sector and cooperatives; CSOs, CBOs and FBOs. The main functions of NPS are: liaison and linkages, programme

⁷JASSCOM composed of the executives from the national and county governments including the five Principal Secretaries of MoALF&I State Departments, the Chair Council of Governors (CoG), Agriculture and Lands Committee, the Chair and Secretary of the County Executive Committee (CEC). The co-chairs of JAS Sectoral Working Groups (JAS-SWAGs) attend the meetings on ad hoc basis.

⁸JAS-SWAGs comprise of 5 executive members from either levels of government are technical groupings appointed by JASSCOM to work on concurrent themes identified by both levels of government.

⁹CASSCOM is composed of county sector directors or their duly appointed representatives; heads of relevant county-based parastatal organizations; private sector representatives including chairmen of county VC Platforms and county-based training and research institutions and representatives of sector special interest groups and other specialized civil society organizations and PVC stakeholder and agents whenever the agenda of the day so demand).

management, implementation and quality assurance; participation in Programme Specialist Networks and; Coordination of national VCD initiatives. NPS convenes regular key stakeholders' meetings to review progress on implementation of GSI interventions, act as need arises to improve coordination and implementation, address any emerging challenges and establish national GSI responsive monitoring and evaluation system.

County Programme Secretariat (CPS) is responsible for coordination, networking and liaison with PVC support agents. Gender and social inclusion thematic working groups at the County Level will pursue social inclusion concerns in VCD. ASDSP II will deepen this work by facilitating the implementation of the gender and social inclusion action plans (GSIAP). Besides, sensitization will be continued with GSIAP fully integrated into SIVCAM to ensure women and youth are included in all the nodes of the priority value chain. CPS will enter into operational partnership agreements through an MOU with like-minded stakeholders to address specific GSI gaps in PVC. CPSs will support Prioritized Value Chain Platforms (PVCPs) in the strengthening of local PVC stakeholder groups in collaboration with partners. CPSs will apply inclusive and consultative approach that ensures broad consensus among relevant stakeholders. In particular, the consultative process will be with respect to the mandates, incorporation, operational procedures and membership of the county level PVC stakeholder forums.

Other inter-governmental structures that will be involved in GSI issues are the Intergovernmental Relations Technical Committee (IGRTC) and the State Departments for Gender and Youth.

Value Chain Stakeholder Forums

At the operational level, ASDSP II will feature a number of value chain stakeholder forums including the National Value Chain Forum; County based Value Chain Forums; County based Value Chain Platforms; Commodity Cooperatives; Companies and Common Interest Groups. The GSI Strategy and the County specific GSIAP will ensure that women and youth nodes of the value chain actors are proportionately represented in these forums and their voices and concerns are featuring in the forums.

County Value Chain Forums

County Value Chain Forums (CVCF) hold a wide range of membership¹⁰ and the forums held annually provide suitable avenues for engagement of government and private sector agencies, NGOs and other non-state actors on matters of VCD.

Value Chain Platforms (VCPs)¹¹ play a pivotal role in the identification of efficiency gaps along the PVC and definition of common goals and strategies for PVC development. This may be achieved through conducting of facilitated VCP workshops and more focused consultations between stakeholders affected by specific PVC gaps. For GSI, the reviewed County specific GSIAP under ASDSP II be the starting point for engaging with VCPs.

Value Chain Groups (VCGs) are horizontal PVC stakeholder bodies with a common interest in one or more nodes of the specific value chain i.e. input providers, producers, traders, processing entities and consumers. They may choose to join others to form a bigger group along the chain and therefore strengthen their

¹⁰CVCF are county stakeholder meetings where different VC are represented by a wide spectrum of VCAs and VCD support agents. Membership of the forum comprise of county leadership responsible for agricultural matters, service providers, organisations working with women and youth, civil society, the media, academia, VCP representatives and VCP representatives.

¹¹VCP are stakeholder bodies which bring together Value Chain Groups with a similar commodity focus at the county level. Thus, there will be three (3) VCPs in every county, one for each value chain. Different stakeholders along the value chain will be represented in the platforms.

collective capacities as regards aggregation of produce and joint sales; joint marketing at better costs and better advocacy on matters of their interest. VCGs are important platforms for engaging CIGs belonging to youth and women to participate in value chain activities.

The core functions of VCGs include:

- **PVC gap analysis:** VCGs play an important role as a platform in assessing the challenges of commercializing the VC at all levels of the node; identification of opportunities and innovations that respective node actors will undertake to commercialize the VC and; assessing the technical and other capacities of member CIGs and individual members to be entrepreneurs. This will inform the channeling of interventions identified in the GSIAP targeting women and youth in PVC.
- **Representation of VCG member interests:** Building on their collective strength, VCGs may engage in bargaining on their members' behalf with other nodes in the value chains and other actors whose actions affect their economic and other interests. The GSIAP recommends advocacy at the county level to ensure that the interests of women are reflected in local planning and service delivery.
- **Linking of members to other actors in the value chain and support providers:** GSIAP recommends linking women and youth VCA producers with processors, exporters or large marketing outlets within or outside the county; linking members to their peers in other counties and linking members to service and support providers such as extension service providers, training providers, development programmes or CSO agents.
- **Knowledge transfer and member capacity building:** Based on the above gap analysis, GSIAP recommends development of GSI training modules in partnership with other service providers to develop a curriculum and undertake capacity-building in areas of weaknesses. They may also package information and devise mechanisms of transferring it to relevant audiences.
- **Monitor and report progress** of individual VCAs achievements: Considering that VCGs are composed of members belonging to a VC node, they are the best suited to keep data of all members' undertakings on VC business, documenting and reporting progress to CPS through VCPs, the VCGs and evaluating their successes. The GSIAP recommends documenting best practices and success stories and giving annual awards to the best value chain actor.

Value Chain Working Groups (VC-WGs) are ad hoc bodies formed across counties depending on emerging issues and comprise of PVC officers from counties with similar VC priorities as well as other county and national level resource persons. ASDSP II support existing PVC stakeholder bodies where such bodies already exist and cooperate with existing VCD programmes and support agents who provide assistance to the bodies.

The following GSIAP activities should be directed at each of the above institutions:

- i) Strengthening Institutional Framework for GSI & GSI Responsive Budgeting in the Agricultural Sector Programmes and Projects.
- ii) Sector-wide Sensitisations on GSI in VCD
- iii) Developing Capacities and Conducting Training on GSI
- iv) Coordinating, Collaboration and Synergy Building on GSI

7.0 GUIDELINES FOR DEVELOPING COUNTY GSIAP

Background

This revision of the County GSIAP study team will be conducted under the guidance of the national GSIAP team. The aim of this objective is to ensure that ASDSP II has county specific GSIAPs. The County GSIAPs will be aligned to the GSIS and Strategic GSIAP and ultimately integrated into the Strategic and Integrated Value Chain Action Plans (SIVCAPs).¹²

Methodology

i. Train 47 County Gender Teams by the NGT on Review of County Specific GSIAPS (3 Days)

- Use criteria by NPS to select the 47 (3 pax per team) County Gender Teams (e.g. Team to comprise of an official with at least five years' experience in gender related aspects, have participated in gender and social inclusion in the VCD in ASDSP I and a representative from private sector. The team will also be made of officers with a wide experience in gender and social inclusion agenda, participatory rural appraisals (PRAs), research development and wide knowledge in the agricultural sector. They will also be required to have the capacity to develop and apply data collection tools and checklists, analyze and interpret data, have good oral and written communication skills, especially communication in their counties' local languages.

ii. Desk reviews on GSI issues along the VCs by the 47 Counties (1 Day)

- Baseline Surveys Report
- GSI Study Reports
- ASDSP 1 Mid/End Term Evaluation Reports
- ASDSP Phase 1 Documents: GSIS, Strategic GSIAP and Country Specific County GSIAP
- Other Relevant Reports

iii. Carry out a Participatory Rapid Assessment (PRA) for GSI Study (1 Day) for 24 counties

Primary data sources will be collected as follows;

- Relevant Agricultural Sector Department in the County (7) (Crops, Livestock, Cooperative, Fisheries, Programs/Projects, Social services and Planning) KII
- GSI Thematic Working Groups (5) FGD
- Relevant Partners (3) – CSO/Private KII
- Input Suppliers and Processors (2) KII
- Value Chain Organization FGD (10)
- Value Chain Platforms FGD (3 OR 4)
- NB. Capture some of the respondents' voices verbatim to eliminate external biases.

iv. Data Analysis (2 Days)

- Develop a Ranking and Scoring Matrix Used in PRA
- Develop Analytical Tables – along the GSI Checklist to capture information and discussions

- Capture some of the respondents' voices verbatim to eliminate external biases.
- Conduct data analysis using analytical software (ATLAS-TI, Statistical Package for social science (SPSS), excel spread sheet where applicable).
- Present the findings in form of tables, graphs, sketches, photographs and tables
- Using thematic content analysis to analyze the study data
- Undertake further literature review to validate the findings from the data collected.

v. **Write GSI PRA Report (1 Day)**

- Prepare a study report based on analysed data, findings and recommendations for revision of the gender and social inclusion documents.
- Capture at least one success story, with relevant data, per value chain in the study report
- Present the draft study report to NPS/NGT.
- Validate the study report with stakeholders
- Revise the study report to take into account concerns of stakeholders during validation

vi. **Revision of 47 County specific GSIAP (1Day)**

- Use the ASDSP II GSIS, ASDSP II SGSIAP and national study, national baseline report and/or rapid assessment report to revise the County specific GSIAP
- Submit the draft County specific GSIAP to NPS
- NPS to go through draft GSIAPs and make comments
- CPS to revise the draft County specific GSIAP
- Validate the County specific GSIAP
- Included inputs from stakeholder validation workshop into the revise County specific GSIAP
- Carry out the launch of the County specific GSIAP
- Share County GSIAP with County Programme Chief Officer, NPS, and stakeholders

vii. **Mainstream County specific GSIAP into County SIVCAP (3 Days)**

- Hold 3 Regional Workshops for Mainstreaming County GSIAPS into SIVCAP)

viii. **Schedule: Revision of County GSIAPs & Mainstreaming into SIVCAP (11 Days)**

Table 3: Indicate the activities to be carried out during the revision of GSIAPS in the Counties

		days	(to be inserted)
1.	Train 47 County Gender Teams by the NGT on Review of County Specific GSIAPS	2x 2 groups	
2.	Desk reviews on GSI Issues in the County	1	
3.	PRA of GSI Study	1	
4.	Data analysis	2	
5.	Writing GSI Study Report	1	
6.	Revise County GSIAP	1	
7.	Mainstream GSIAP into SIVCAP	3	
	Total	11	

8.0 MAINSTREAMING GSIAP INTO SIVCAP

What is integrating GSIAP into SIVCAP? Integration entails GSI differences and resulting inequalities pertaining to the agricultural sector identified in the ASTGS and GSI Strategy and addressed in the GSIAP are fixed in the SIVCAP. Integration is the process of addressing GSI issues in the implementation of activities, monitoring, and evaluation of SIVCAP.



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Figure 2: GSIAP into SIVCAP (JIGSAW)

Gender and Social Inclusion (GSI) Mainstreaming

GSIAP mainstreaming in SIVCAP is the process of assessing the implications for women and youth (f/m) of any planned action in the sector, in all areas and at all levels before any decisions are made and throughout the whole process. Gender mainstreaming does not only entail developing separate women's projects within work programmes, or even women's components within existing activities in the work programmes, it requires that attention is given to gender perspectives as an integral part of all activities across all programmes.

It is a strategy for making GSI concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of the sector programmes so that women and both female and male youth inequality is not perpetuated. GSI mainstreaming is not a goal in itself but an approach for promoting gender equality and social inclusion.¹⁴

The mainstreaming strategy does not mean that targeted activities to support women and youth are no longer necessary. Such activities specifically target women's and youth priorities and needs, through for example, legislation, policy development, research and projects on the ground. Women and youth specific projects continue to play an important role in promoting gender equality. It is crucial to understand that these two strategies - gender mainstreaming and women's empowerment - are in no way in competition with each other. The endorsement of gender mainstreaming within an organization/programme does not imply that targeted activities are no longer needed. The two strategies are complementary in a very real sense as gender mainstreaming must be carried out in a manner which is empowering for women.¹⁵

The following are three main approaches for mainstreaming gender and social inclusion and may be implemented separately or in combination:

- **Integration** of gender equality in interventions in general
- **Targeting** specific groups or issues through special interventions
- **Dialogue** with partners on gender sensitive issues and aspects

Preceding the approaches, a **gender analysis** should be conducted prior to any intervention to identify and address inequalities that are experienced by ASDSP II targeted groups which are women and youth to be socially included in the PVC development. Based on the gender analysis identify relevant areas for collaboration, the approach to use and how to reach the expected results in the SIVCAP.

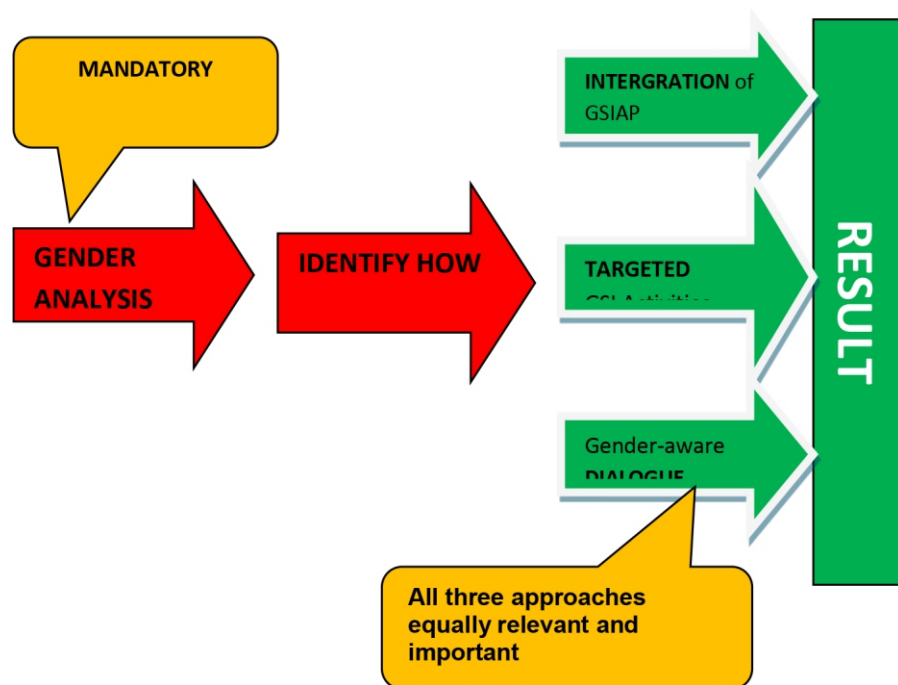


Figure 3: Approaches in GSI Mainstreaming

i) Integrating Gender and Social Inclusion

This approach applies to GSI perspective throughout the intervention of SIVCAP and is often mistaken for being the only mainstreaming approach and not simply one of the approaches. Key aspects of integration are:

- **A formulated objective:** GSI is clearly formulated as one of the goals of the programme intervention, with activities and resources (financial and human) linked to it.
- **Visibility throughout the intervention:** GSI perspective is visible throughout the intervention in all, or most, of its components and activities.

¹³Source: USAID. 2010. Guide to Gender Integration and Analysis.

¹⁴Adopted from SIDA Box Tool

¹⁵UNDP 2013 Gender Mainstreaming Made Easy: Handbook for Programme Staff

- **Link and impact on the overall intervention on the VCD and the Sector:** The GSI components (or the specific activities) are included are clearly related and have an impact on the rest of the intervention and should generate a process and results.

For key steps for integration:

- Step 1: Conduct a GSI analysis to inform program design and implementation
- Step 2: Collect and analyze sex-disaggregated and gender-sensitive data
- Step 3: Identify gender-related gaps and issues and develop changes to test
- Step 4: Implement and monitor GSI changes over time to determine whether desired results are achieved
- Step 5: Scale up effective changes to close gender-related gaps
- Step 6: Document and share learning

ii) Targeted GSI Activities¹⁶

Targeted interventions for GSIAP is recommended in the GSI Strategy as the second approach for mainstreaming GSIAP into SIVCAP. Targeting certain women and youth groups is a method for contributing to the overall goal of the sector programme in VCD. Targeted initiatives focusing specifically on women and youth are important for reducing existing disparities, serving as a catalyst for promotion of gender equality and creating a constituency for changing the mainstream. Women or youth specific initiatives can create an empowering space for them and act as an important incubator for ideas and strategies than can be transferred to mainstream interventions.

Key aspects of targeted activities are:

- **Narrow:** Scope of intervention is narrow and clearly defined.
- **Specific group:** Targeting can be used when there is a need to focus on a specific group i.e. women's group, female/male youth group only to ensure social inclusion.
- **Specific issues:** Targeting is used commonly for addressing specific issues and opportunities for the targeted groups for social inclusion i.e. land rights, inclusive financial services, women's entrepreneurship

Gender-aware

ii) Conducting a GSI-Aware Dialogue

On Collaboration and building synergy on VCD the roles of ASDSP II will include:

- **Advancing** important GOK/Swedish commitment on Gender Equality and Social Inclusion - is crucial and may be very effective
- **Participation** in an on-going dialogue with partners including GSI issues,
- **Strengthening** the capacity of the partners on GSI issues

¹⁶Also see GSI Strategy 2020 on Targeted Strategies

Gender Mainstreaming throughout the Project Cycle (A check list)

Quick Mainstreaming Checklist¹⁷

1. Planning

- Objectives and expected results include GSI mainstreaming issues and have efficient financial and human resources.

2. Implementation

- Appropriate participation of both sexes in project implementation and in decision-making is ensured;
- Measures are being implemented to allow women and men to take advantage of equal opportunities;
- It is ensured that all stakeholders, including men, understand the reason for these measures and support them.
- GSI sensitive language i.e. words like people, population, beneficiaries, farmers, entrepreneurs, service providers, VCAs, often hide the fact that women's and men's needs are different.
- Partners' capacity on gender issues (staff, organizational structure and guidelines/manuals).

3. M&E

- GSI sensitive process and result indicators – quantitative as well as qualitative.
- Sex and age disaggregated data is crucial to address gender inequalities. Look for this both in the analyses and baseline as well as in the result frame work.
- Achievement of gender related objectives, results and different impact the project may have had on women, men and youth is evaluated;
- Follow up gender issues in narrative and financial reporting and agreement conditions.
- Include GSI issues in ToR for reviews, procurements, consultancy teams etc.

Alertness to Transformative Approach

Agricultural Sector Transformation and Growth Strategy¹⁸ (ASTGS) is to drive the sector over the next 10 years and is anchored in three outcomes; increasing small-scale farmer incomes, increasing agricultural output and value-addition, and boosting household food resilience. ASTGS recognizes the unique challenges preventing many women, youth and persons with disabilities (PWDs) from being fully active and productive members of these groups driving agricultural transformation. The path to achieving these outcomes must address the unique challenges and opportunities for women and youth in the sector by incorporating tailored opportunities for these groups as an integral part of delivering the ASTGS.

¹⁷ SIDA Box Tool

¹⁸ Agricultural Sector Transformation and Growth Strategy Towards Sustainable Agricultural Transformation and Food and Nutrition Security in Kenya – 2019-2029

Agricultural Sector Transformation and Growth Strategy identifies transformative approaches that are critical to a successful and inclusive agricultural transformation. In the context of mainstreaming GSIAP into SIVCAP there is a continuum of the types of GSI programming & how programmatic outcomes will be affected (See Figure 3). All programs that take GSI into account fall somewhere on this continuum. On the left is not acceptable; moving to the right is the ideal.

GSI - Neutral Projects: Little or no recognition of how gender norms and unequal power relations affect the achievement of program/policy objectives, or how the objectives impact on gender.

GSI - Aware: Programs/policies deliberately examine and address the anticipated gender-related outcomes during project design and implementation. There are three types of gender aware programs: exploitative, accommodating, and transformative.

Gender-Exploitative: Under no circumstances should programme/project adopt an exploitative approach. This is an approach to program/policy design, implementation, and evaluation that takes advantage of existing gender inequalities, behaviors, and stereotypes. It reinforces unequal power in the relations between women and men, and potentially deepens existing inequalities.

Gender-Accommodating: Project design, implementation, and evaluation that adjust to or compensates for gender differences, norms, and inequities. This approach responds to the different roles and identities of women and men. It does not deliberately challenge unequal relations in power or address underlying structures that perpetuate gender inequalities.

Gender Equality Continuum Tool¹⁹

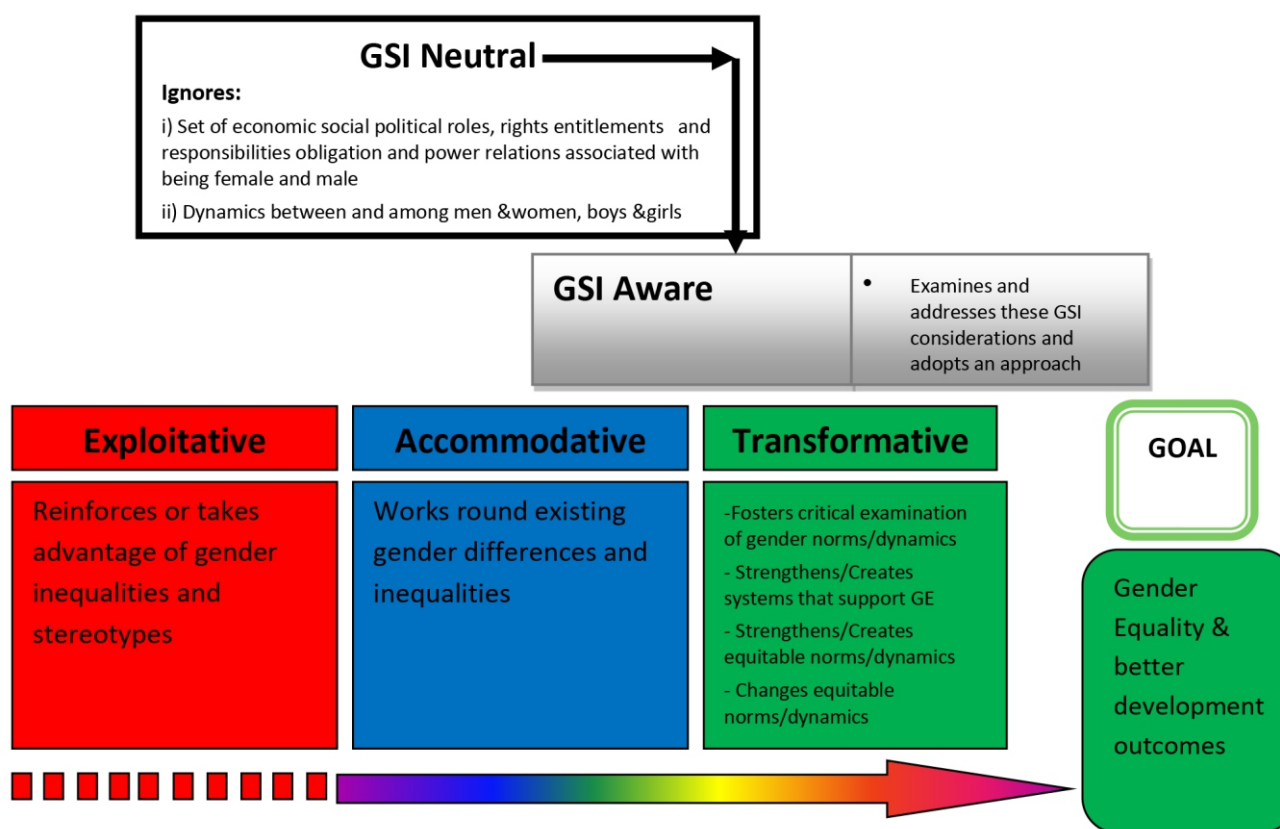


Figure 4: Gender Equality Continuum

Gender-Transformative: The overall objective of gender integration is to move toward gender transformative programs/policies. This approach explicitly engages women and men to examine, question, and change institutions and norms that reinforce gender inequalities, and as a result, achieve both health and gender equality objectives.

¹⁹Source: Caro, D. (2009). *A manual for integrating gender into reproductive health and HIV programs: From commitment to action (2nd Edition)*. Washington, DC, USA: United States Agency for International Development (USAID) and Interagency Gender Working Group (IGWG). Retrieved from <http://www.culturalpractice.com/wp-content/downloads/4-2009-2.pdf>.



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COUNTY GOVERNMENTS