GENDER MAINSTREAMING STRATEGY AND ACTION PLAN FOR THE ENVIRONMENT AND NATURAL RESOURCES IN KENYA

2015 - 2018
GENDER MAINSTREAMING STRATEGY AND ACTION PLAN FOR THE ENVIRONMENT AND NATURAL RESOURCES IN KENYA: 2015–2018
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EXECUTIVE SUMMARY

Kenya is an active member of the United Nations and the international community, and it has ratified and incorporated into national law international agreements and protocols including the Beijing Declaration and Platform for Action and the Millennium Development Goals. It is committed to promoting gender equality, economic development and environmental sustainability, and it is expected that it will do so.

Kenya’s Gender Inequality Index (GII) is high at 0.608 in 2012 reflecting high maternal mortality rate, low share of parliamentary seats held by women (9.8% in 2012), and a relatively low participation of women in university education (43% in 2012). Women are more likely than men to be poor, and they are more vulnerable to adverse shocks with 54% of rural and 63% of urban women estimated to live below the poverty line. Women own only 1% of Kenya’s land and 5-6% is held under joint names, and thus the majority of women have almost no access to land of their own. Women play an important role in agricultural production, contributing up to 80% of all labor in food production and 50% in cash crop production. But they receive only 7% of agricultural extension services/information. In formal employment in the public service, women comprise only 38.2% of the total workforce and only 25.9% of the jobs in the senior management in public service. (2011). Available evidence suggests an increasing trend in the incidence of GBV. One in every three women will be physically and/or sexually abused during their lifetime. Almost half (45%) of women and girls aged 15-49 years report experiencing either physical or sexual violence. The prevalence of other forms of GBV is also high in Kenya with the most recent DHS 2008/2009 putting the prevalence of FGM in girls and women (aged 15-49 years) at 27.1%. Maternal mortality increased from 414 to 488 during 2008-11, compared to the MDG target of 147 per 100,000 births. This is largely attributed to poor access to functional health facilities in rural areas, high malaria prevalence, and high cost of maternal health care.

Climate change, which is a global phenomenon, has direct and indirect impacts on people and environmental health and security across the country. Experts predict that with rising temperatures, increased drought and other disasters related to climate, conflicts of a personal and civil nature are going to rise significantly across the country, in arid and semi-arid regions in particular. Harsh climate conditions means decrease in natural resources like pasture and water for livestock and human consumption. In such a situation, women
and children will be hit hard – displaced, killed and abused – and will even find it harder to fetch water and firewood and support their families. When poor women lose their livelihoods they slip deeper into poverty, and the inequality and marginalization they suffer from gender discrimination increases.

Gender mainstreaming with regard to sustainable management of the environment and natural resources remains imperative as a basis for the achievement of Kenya’s Vision 2030 and compliance with Constitutional requirements. The Government of Kenya has therefore created opportunities for gender mainstreaming and women’s empowerment in its development programmes and plans, including the development of the Gender and Development Policy (2000), the Women’s Enterprise Fund (2006), the Youth Fund (2006) and the Uwezo Funds (2013). Stakeholders from the general public, civil society organizations, the private sector and development partners and other donors provided input in the development of the Government’s policy.

Despite government efforts to promote gender equality, several challenges were identified, which this strategy and the associated action plan aim at addressing. These challenges include the following, among others:

This gender mainstreaming strategy was developed in response to such challenges. The purpose of the strategy is to enhance gender mainstreaming and promote the equal participation of women and men in protecting the environment and natural resources; and enhancing decision-making including equal access to and benefits from natural resources and economic development programmes and projects at the national and subnational levels.

The strategy is in line with the Kenya Constitution, the Gender and National Development Policy (2000), the National Environment Policy (2012) and the Second Medium-Term Plan (2013–2017) of Vision 2030. This strategic plan is anchored in the Ministry of Environment, Water and Natural Resources Vision and Mission, which is

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Limited understanding of the links between environment, gender and poverty eradication;

Limited comprehension and understanding of the concept of gender and gender mainstreaming and how they relate to development in general and poverty eradication and environmental management and protection in particular;

Inadequate financial and human resources, including limited technical capacity including access to knowledge of tools for gender analysis and mainstreaming in ministries, Semi-Autonomous Government agencies, as well as programs and projects by partner non-state actors

Weak coordination, harmonization and networking among actors and poor enforcement of gender mainstreaming and efforts at all levels in all sectors;

Inadequate sensitization on gender mainstreaming in existing environment and natural resources programmes and projects across the country.
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“A clean, healthy, safe and sustainably managed environment, water and natural resources”

This strategic plan is organized into 4 Chapters. Chapter 1 gives the context and rationale, Chapter 2 is presents a situation analysis of environment, gender and development issues and challenges, Chapter 3 presents the strategic model, objectives and the implementation plan, Chapter 4 presents the M&E framework.
Strategic focus area and Performance Objectives

Based on situation and SWOT analysis, the Ministry identified five strategic issues and objectives for the planning period 2014-2018. To achieve these strategic objectives, appropriate activities, outputs and indicators were identified. In addition, the expected outputs, the performance indicators, timeframe and actors were also determined. These are outlined in the Implementation.

<table>
<thead>
<tr>
<th>Strategic Issues</th>
<th>Performance Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Weak and Limited Institutional and Human Resource Capacities for gender mainstreaming</td>
<td>Enhance capacity-building and knowledge management in access to and use of the environment and natural resources</td>
</tr>
<tr>
<td>2. Knowledge gap on linking the environment, gender equality and sustainable development, and gender mainstreaming in natural resources management and poverty reduction programmes</td>
<td>Enhance gender responsiveness in environmental conservation, management of natural resources and poverty reduction programmes.</td>
</tr>
<tr>
<td>3. Limited/Insufficient gender responsive and gender disaggregated data and effective use of what is available.</td>
<td>Strengthen policy analysis and genderresponsive research, data management and monitoring and evaluation systems</td>
</tr>
<tr>
<td>4. Limited and infective partnerships and coordination for gender mainstreaming in development sectors in the public, private and CSOs</td>
<td>Promote partnerships, linkages and sharing of best practices on gender mainstreaming in the management and use of the environment and natural resources nationally, regionally and internationally</td>
</tr>
<tr>
<td>5. Limited financial resources for gender mainstreaming in the management of environment and natural resources.</td>
<td>Set up and adapt financial mechanisms for gender mainstreaming programmes and innovations in the use and protection of the environment and natural resources.</td>
</tr>
</tbody>
</table>
1 INTRODUCTION

1.1 Overview

Kenya is an active member of the United Nations and the international community, and it has ratified and incorporated into national law the international agreements and protocols including Millennium Development Goals (MDGs) and the Rio conventions, along with others that touch on gender equality, economic development and environmental sustainability. The Kenya government’s efforts to address gender equality and women’s empowerment in sustainable development are clearly illustrated in various national legal and policy frameworks and national development programs. These include Vision 2030, the Constitution 2010 (Chapter 2 on Bill of Rights and 5 on Land), UNDAF 2014-2018, and the launch of funds for women and youth economic empowerment. Kenya’s development agenda as articulated in Vision 2030 is to be a newly industrializing “middle income country providing high quality life for all its citizens by year 2030” (Republic of Kenya, 2007). They Vision is based on three “pillars” namely; the economic pillar, the social pillar and the political pillar. The Vision 2030 was crafted and aligned to the achievement of MDGs (Table 1).

Kenya Vision 2030 is a long-term national policy framework and is implemented through a 5 year medium term plans (MTP). The implementation of the Vision is now guided by the Second MTP (2013-2017) that articulates what is to be achieved during the implementation period. As shown in Table 1.1, there is linkage between Vision 2030 and MDGs/SDGs:

Table 1 shows the linkage between MDGs (SDGs) and Vision 2030.

<table>
<thead>
<tr>
<th>Pillar</th>
<th>Aim/ Objective</th>
<th>Millennium Development Goals (MDGs)</th>
<th>Sustainable Development Goals (SDGs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Political Pillar</td>
<td>To strengthen rule of law and ensure good governance in the country.</td>
<td>Millennium Declaration that Developing countries will spare no effort to promote democracy and strengthen the rule of law, respect internationally recognized human rights and fundamental freedoms, including right to development.</td>
<td>Peaceful co-existence, democratic governance; rule of law; human rights/freedom&lt;br&gt; : Leave no one behind&lt;br&gt; : Equity Prosperity&lt;br&gt; : Invest in future capital/</td>
</tr>
</tbody>
</table>

The Millennium Declaration (A/RES/55/2) highlights six fundamental values necessary for sustainable human development and poverty eradication. They include: equality, solidarity, freedom, shared responsibility, tolerance and respect for nature. The international community, led by the United Nations agencies, is committed to supporting the realization of these values around the world.

This is because the Millennium Development Goals cannot be achieved in isolation. It is not possible, for example, to achieve environmental sustainability (goal 7) while poverty (goal 1) and inequities between men and women (goals 2 and 3) continue to exist. Gender equality is both a goal in itself (goal 3) and a condition for the achievement of the other goals.

Kenya has made tremendous efforts in implementing the MDGs since the process started in September 2002. While the country has achieved universal primary education due to introduction of free public primary education in 2003, other MDGs still lags behind (Republic of Kenya, 2013).

For example, the proportion of people living below poverty line reduced from 50% in 2000 to 46% in 2014. The proportion of female was MP 9.8% in 2013 compared to 9.9 per cent in 2011 up from 4.1% in 1998.

For Goal 7: Ensure Environmental Sustainability: At the end of 2011, the proportion of rural and urban population with access to clean drinking water were 48% and 75% respectively (KNBS, 2011). While proportion of household with access to improved sanitation was 22.6% in 2008/09 in 2008/2009 (KDHS 2008/09) having increased from 198.4% in 2003 (KDHS, 2003). Kenya’s area under forest cover is estimated at 6.99% (FAO classification) from 6.6% in 2011, far below the 10 per cent required for sustainable development. There is increased investment in green energy e.g. commissioning of Olkaria Geothermal plant.

The Ministry of Environment, Water and Natural Resources (MoEW & NR), established in 2013, is mandated to facilitate/implement enabling policies, legal and regulatory reforms for promoting sustainability of the environment, water and natural resources while at the same time mitigating the effects of climate change. The Ministry is guided by key Government policies as envisioned in the Constitution of Kenya 2010, the Jubilee Manifesto, and the Second Medium Term Plan - MTP II (2013-2017) of the Kenya Vision 2030. These policies emphasize the need for gender equality and women’s empowerment as a strategy to promote sustainable development.

In its Strategic Plan 2013-2017, the MoEW&NR identifies, as one of the major challenges that needs to be tackled, gender mainstreaming and women’s empowerment for efficient and better management...
of environment and natural resources to enable the Government to achieve its strategic objectives of growth, productivity, efficiency, and improvement in service delivery (Ministry of Environment, Water and Natural Resources, 2014).

The Gender Mainstreaming Strategic Plan for Environment and Natural Resources (2014-2018) builds on the achievement of the ministry in gender mainstreaming and responds to the gaps and priorities identified in the Ministry's Strategic Plan (2013-2017) and is in line with the issues and priorities articulated in the Second Medium Term Plan 2013-2018 of Vision 2030.

It is against this backdrop that the Ministry of Environment, Water and Natural Resources has developed this Gender Mainstreaming Strategy and Action Plan.

Its purpose is to ensure that gender is mainstreamed with regard to access to and utilization and management of Kenya’s environment and natural resources for sustainable development while ensuring that at the institutional level, gender is articulated in all processes of procurement, employment, progression of employees in their respective fields of expertise.

1.2 Rationale for the Strategic Plan Development

The development of this Strategic Plan is informed by:

i. The Constitution of Kenya has identified the right to clean and secure environment, clean and safe water in adequate quantities as an obligation of the state. It also articulates issues of gender equity and principles of land policy;

ii. The need to address the gaps and challenges the country has faced in achieving MDG 3 and 7; and is thus in line with SDGs specifically those addressing the environment, natural resources and biodiversity;

iii. Emerging challenges facing the environment, water and natural resources sector in rural and urban areas

iv. The need to address the emerging gender issues in the environment, water and natural resources in line with the SDGs. In particular addressing: access to and benefits sharing on natural resources and financial credit, and equity issues from a gender dimension and Bill of Rights as required by the Kenyan Constitution of 2010.

1.3 Process of preparing the strategy

In preparation of this Strategic Plan, the Ministry adopted consultative and participatory process with key stakeholders at national and nomadic county levels. The process involves the following:

i. Review of relevant government reports, polies and documents including Vision 2030, Constitution (2010), Second Medium Term Plan (MTP) 2013-2018 of Vision 2030; and other relevant documents;

ii. An analysis of external environment (PESTEL) and internal operating environment (SWOT);

iii. Interview with key policy and technical people in the MoEW&NR, and other key stakeholders;

iv. Consultative meetings and workshops with various stakeholders including representatives of Government and other key stakeholders namely:

- Ministry of Devolution and Planning - Gender Focal points
- National Assembly: Committee on Natural Resources and KEWOPA-MoEW&NR
- UN Agencies: UN Women, UNEP, UN Habitat, FAO, UNDP, ILO, UNESCO among others.
Millennium Development Goals (MDGs, 2000)

1. Eradicate extreme poverty and hunger
2. Achieve universal primary education

3. Promote gender equality and empowerment of women

4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS, Malaria and other diseases

7. Ensure environmental sustainability

8. Develop a Global partnership for development
2.0 SITUATIONAL ANALYSIS: ENVIRONMENT, GENDER AND DEVELOPMENT PROGRAMMES

2.1 Poverty and threats to Sustainable Development

The total population of Kenya is estimated at 44,611,813 (World Population Review, 2014). According to the most recent census, women constitute 52% of the total population. About 80 per cent of Kenyans live in rural areas, where the dominant economic activity is subsistence agriculture. The Human Development Index (HDI) Survey by the United Nations Development Programme (UNDP) 2013 ranked Kenya at 145th out of 187 nations. Available studies indicate that over the last three decades high population growth and increasing socio-economic activities and urbanization have contributed a great deal to degradation of the country’s natural resources such as land, forests, fresh and marine waters and biodiversity. This threatens the livelihoods of the majority of Kenyans, especially those in arid and semi-arid lands. Currently, gazetted forest cover is only slightly above 6 per cent, far below the 10 per cent required for sustainable development. There are indications that Kenyan agriculture, which is the mainstay of the economy, has “low adaptive capacity” because of limited economic resources, heavy reliance on rain, frequent droughts and floods and increased poverty. Water resources in the Rift Valley, Western Kenya, Central and Coastal regions might dry up owing to the destruction of wetlands and water catchment areas. The deposit of heavy solids in water sources in these regions has a negative impact on crop production and food security and thus increases poverty. The five water towers of Cherangani, Mount Kenya, Mount Elgon, the Mau Complex and the Aberdares are a lifeline for Kenyans and for the economic development of the country. These towers are currently under threat, however, because of human activities and destruction. Climate change, which is a global phenomenon, has direct and indirect impacts on people and environmental health and security across the country. Experts predict that with rising temperatures, increased drought and other disasters related to climate, conflicts of a personal and civil nature would increase significantly across the

country, in arid and semi-arid regions in particular. Harsh climate conditions will mean a decrease in natural resources like pasture and water for livestock and human consumption. In such a situation, women and children will be hit hard – displaced, killed and abused – and will find it even harder to fetch water and firewood and support their families. When poor women lose their livelihoods they slip deeper into poverty, and the inequality and marginalization they suffer from gender discrimination increases.

A report by the International Food Policy Research Institute and the Association for Strengthening Agricultural Research in Eastern and Central Africa (ASARECA) 2013, warns that there is a “low adaptive capacity” in Kenya’s agriculture sector (which is the mainstay of the economy) due to limited economic resources, heavy reliance on rain-fed agriculture, frequent droughts, floods and increased poverty. The National Drought Management Authority (NDMA) reports that between 2008 and 2011, drought slowed the country’s Economic Domestic Product (GDP) by 2.8 per cent. During the period, the country lost Kshs 969 billion. The livestock sector was the most affected with the largest share of damages and losses at 72 per cent. Other sectors affected were agriculture at 13 percent, water and sanitation at nine per cent and electricity generation at three per cent.

### 2.2 Gender Gaps and Status of Women in Development

Kenya’s Gender Inequality Index (GII)\(^4\) is high at 0.608 in 2012 reflecting high maternal mortality rate, low share of parliamentary seats held by women (9.8% in 2012), and a relatively low participation of women in university education (43% in 2012). As confirmed by the 2013 GGI, there are significant gender gaps in enrolment in tertiary education (0.70), despite perfect gender parity in primary education enrolment (1.01). Women are more likely than men to be poor, and they are more vulnerable to adverse shocks, with 54% of rural and 63% of urban women and girls estimated to live below the poverty line. Other challenges include cultural practices that limit women’s control over resources including land, and gender-based violence.

**Gender and Governance:** Although women constitute more than half of the Kenyan population, their participation in politics and the electoral process has been very limited. Only 50 women have ever been elected to Parliament between 1963 and 2012.\(^5\) While improvements have been seen since 2007, the proportion of women in the 10th Parliament (2008-2013) was 9.8 per cent. This compares negatively with Rwanda's 56 percent, Tanzania's 36 percent, Uganda's 35 percent, and Burundi’s 30 percent. Overall, Kenya is 10 percent below the EAC’s regional average of 20 percent representation of women in parliament. The figures are even more dismal in relation to executive offices. The first woman minister was appointed only in 1995. On the April 25, 2013, Kenya’s fourth President, Uhuru Kenyatta, made history when he nominated

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six women to the cabinet—the highest number the country has had since independence and a number representing one-third of the total cabinet seats. Out 14.3 million voters for the March 2013 elections, 49% of registered voters were women. According to the IEBC gazette, only 7 women were nominated by political parties to vie for Governor position, no wonder all 47 Governors are men. Only 9.9% of women were elected to parliament in 2013 elections. And women account for only 15% of the key leadership positions in the public service.

**Gender Based Violence:** Available evidence suggests an increasing trend in the incidence of gender-based violence (GBV). Reports from medical sources show that the number of GBV cases has been increasing over the last five years.\(^6\) One in every three women will be physically and/or sexually abused during their lifetime. Almost half \((45\%)\) of women and girls aged 15-49 years report experiencing either physical or sexual violence. 31.9% of females and 17.5% of males experience at least one incidence of sexual violence before the age of 18. The prevalence of other forms of GBV is also high in Kenya with the most recent DHS putting the prevalence of FGM in girls and women \(\text{(aged 15-49 years)}\) at 27.1% \((\text{DHS 2008-09})\).\(^7\) Although the overall rate has shown a decline over the years, there is a worrying trend of the medicalization of FGM in Kenya. With regard to some indicators women have lost ground despite the overall growth and improvements. For instance, maternal mortality increased from 414 to 488 during 2008-11, compared to the MDG target of 147 per 100,000 births. This is largely attributed to poor access to functional health facilities in rural areas, high malaria prevalence, high fertility, and high cost of maternal health care. Women are also disproportionately affected by limited access to basic services, inequality and unemployment.

**Economic Empowerment and Women Status:** Available data indicates that 46 per cent of Kenyans live below poverty line. Women are more likely to be poor more than men. Women own only 1% of Kenya’s land and 5-6% is held under joint names usually with a husband. The majority of women therefore have almost no access to land of their own. However, women play an important role in agricultural production, contributing up to 80% of all labor in food production and 50% in cash crop production. But they receive only 7% of agricultural extension services/information \((\text{RoK, 2014; 2013, 2007; FAO 2000, Kaudia & Obonyo, 2007})\). Further to the disadvantaged status in utilization of agricultural extension and training services, women typically receive only 10% of the credit awarded to small holder farmers and only 1% of the total amount of credit directed to agriculture \((\text{FAO, 2007; 1998})\). Available data shows that agriculture extension services are male dominated and therefore women’s issues/needs may not be fully understood or addressed. Studies conducted by the Ministry of Agriculture and Rural Development \((\text{ASIP, 1998})\) revealed gender disparities/imbalances as key challenges to agricultural production. It was also revealed that smallholders dominate farming, majority of who are women. In formal sector, men account for 70% of wage employment in Kenya and women only 30%.

Studies in various Africa countries, Kenya included, indicates that without proper access to natural resources especially land and water, both rural women and men suffer due to the importance of both in food production which is the base of rural communities’ livelihood in Africa. Lack of secure land rights translates into lack of or limited access to credit, and other

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\(^6\) Gender Forum, Sexual Gender Based Violence Report, Nairobi, 27th February 2014; UN GoK Joint Programme on Gender Equality and Woman’s Empowerment Fact Sheet (2012).

\(^7\) 28 Too Many, Country Profile: FGM in Kenya, May 2013, p. 7
Mainstreaming gender aspects in land policies is therefore essential and should consider equitable access by both men and women to land (FAO, 2002; 2007, Republic of Kenya, 2007; 2013).

2.3 Policy and Development programmes and opportunities for gender Mainstreaming

To accelerate economic development and transform the country, the Government of Kenya in 2008 launched Kenya Vision 2030, a blueprint for development. Vision 2030 aims to transform Kenya into “a newly industrialized, middle-income country providing a high quality of life to all its citizens in a clean and secure environment”. One of Vision 2030’s key goals is the attainment of a “nation living in a clean, secure and sustainable environment” driven by the principles of sustainable development. It is based on the three pillars of political, social and economic advancement and it aims to transform the economy and achieve sustainable growth. It is also the goal of the vision to have “a globally competitive and prosperous country with high quality of life for its citizens (Republic of Kenya, 2007). Gender mainstreaming is a cross cutting issue. in Vision 2030. Gender equity is addressed by proposed fundamental changes in four key areas, namely, opportunity, empowerment, capabilities and vulnerabilities.

The Government’s Second Medium-Term Plan (2013–2017) for the Vision 2030, was launched with the theme “Transforming Kenya: Pathway to devolution, socio-economic development, equity and national unity” (Republic of Kenya, 2013). Gender and environment are crosscutting issues in the plan. Under the social pillar, and priority areas in three of the pillar’s six sectors have targets on gender and environment; an indication that the government has accorded gender issues significance in its strategic development plans.

National Policy on Gender and Development (2000)

The National Policy on Gender and Development adopts gender mainstreaming and empowerment of women as policy and clearly states that it is the right of women, men, girls and boys to participate in and benefit equally from development. The Policy provides a framework for mainstreaming gender in all policies, planning and programming in Kenya and puts in place institutional mechanisms to ensure effective implementation (Republic of Kenya 2000). Gender mainstreaming is now part of public service performance contracting and the Ministry of Devolution and Planning has posted Gender Officers to all 18 Government ministries to ensure that gender mainstreaming and women’s empowerment are implemented as required by the Constitution and as articulated in Vision 2030.

The Kenya Constitution

The current Constitution of Kenya, adopted in 2010, provides that not more than two thirds of the members of elective public bodies and public service employees shall be of the same gender. The Constitution further makes environmental protection an obligation of the Government and citizens. Article 69 obligates the State and every person to protect and conserve the environment to ensure ecological sustainable development and use of natural resources. The Constitution encourages equitable sharing among both men and women of the benefits accruing from the sustainable exploitation, utilization, management and conservation of the environment and natural resources (article 69, para. 1 (a)). For example, paragraph 1 of article 60 lays down principles governing the use of land. It calls not only for the “sustainable and productive management of land resources” but also
for the “elimination of gender discrimination in law, customs and practices related to land and property in land”. Furthermore, under article 42, e, the right to a clean and healthy environment, including the right to have the environment protected for the benefit of present and future generations through legislative and other measures, is emphasized.

As indicated above, gender and environment are crosscutting issues under the Second Medium Term Plan (2013-2017). Under “Gender mainstreaming”, as one of the “flagship” priorities, the Second MTP indicates that the following specific interventions will be undertaken (Republic of Kenya, 2013: 91-92)

**Launch of economic empowerment programmes: Women Enterprise Fund and the Youth Enterprise Development Fund**
The Women Enterprise Fund was established to provide alternative financial services to women who experience challenges associated with lack of collateral while making efforts to access finance from the formal and informal financial sectors. The Fund aims to support wealth and employment creation by providing accessible and affordable credit to women seeking to start or expand businesses. The Fund was conceived by the Government of Kenya in 2006 and officially launched in 2007. As at June 2010 a total of K Sh 1.08 billion had been loaned to approximately 195,000 women, broken down as K Sh 801 million through financial institutions reaching 15,000 clients and K Sh 289 million through other formal arrangements to 6,030 women’s groups.

The Youth Enterprise Development Fund was set up in December 2006 by the government as a strategic move towards arresting unemployment among young people, who account for 75 per cent of unemployed Kenyans. The Government set aside K Sh 1 billion in the 2006/2007 and subsequent fiscal years’ budgets to fast-track this initiative. In 2013, the ministry in charge of youth affairs initiated the Uwezo Fund. The fund was established in collaboration with other ministries and state agencies as a framework for disbursing resources. The Fund, launched in September 2013 with K Sh six billion in accordance with a framework established by the Ministry of Devolution and Planning is to support youth and women’s enterprises.

The United Nations system works in a variety of ways to support the Government of Kenya in implementing the Constitution, the attainment of national objectives as articulated in Vision 2030 and the realization of the Millennium Development Goals. One of the best examples is a joint programme on gender equality and women’s empowerment for 2008–2013. The joint programme represents an important landmark in enhancing the United Nations’ coherence and cohesiveness in Kenya (Government of Kenya/United Nations joint programme, 2009). It brings together 14 United Nations entities under one programmatic framework, which underscores the United Nations commitment to “delivering as one” and provides for a strong platform to better serve Kenya’s needs in the area of gender equality and women’s empowerment. The programme aims to contribute to national objectives in five interrelated strategic priority areas, namely, gender mainstreaming, gender-based violence, gender and governance, economic empowerment and United Nations coordination and “delivering as one” in supporting Kenya’s development programmes.
2.4 Existing gender gaps and challenges in Kenya

During the preparation of this strategy, a strengths, weaknesses, opportunities and threats (SWOT) and gap analysis relating to gender mainstreaming was conducted. The analysis provided insights and direction that will enable the implementation of the strategy to take advantage of existing opportunities, build on existing strengths improve on existing weakness, and avert threats. The gap analysis indicates that despite government commitment and the existing legal and policy frameworks on gender mainstreaming and women’s empowerment, fundamental challenges persist. These challenges that affect the achievement of gender equality across the country and threaten the gains that the country has made during the last decade. Currently, women in Kenya are not only underrepresented in access to education and training, political decision-making and leadership but are also marginalized in decision-making, access and control of the benefits from investment in natural resources in their communities.

In summary, the major challenges facing gender mainstreaming for sustainable development in Kenya include the following:

- **Coordinate monitoring** of gender mainstreaming across MDAs: the subsector will enhance the capacities of the decentralized gender functions in order to effectively push forward the gender mainstreaming agenda;

- **Enactment of national affirmative action policy** and monitoring compliance: The subsector will operationalize and monitor compliance to the Constitution of Kenya 2010 provision of not more than 2/3 of either gender representation in all appointive and elective positions;

- **Development and implementation** of the National Gender and Development Policy: The subsector will develop and implement a National Gender and Development Policy in line with the Constitution of Kenya and international and regional gender related commitments and instruments;

- **Gender disaggregated data** to guide policy decision making: The subsector will collect, analyze and utilize gender disaggregated data to update the gender development index;

- **Establish a Gender Research and Documentation Centre**: The subsector will establish and equip the Centre with requisite resources;

- **Establish of integrated one-stop sexual and gender-based violence response centers** in all health care facilities in Kenya;
Limited comprehension and understanding of the concept of gender and gender mainstreaming and how they relate to development in general, poverty eradication and environmental management and protection in particular;

Inadequate financial and human resources and technical capacities across public ministries, departments and agencies for gender mainstreaming;

Weak coordination, harmonization and networking among actors and poor enforcement of gender mainstreaming strategies and efforts at all levels in all sectors;

Inadequate sensitization on gender mainstreaming in existing environment and natural resources programmes and projects across the country;

Limited knowledge on the impact of investment in natural resources on local communities, especially women

Limited comprehensive research and gender disaggregated data for policy decision-making and planning, especially at subnational levels, resulting in a lack of knowledge management and sharing of effective measures;

Lack of established and comprehensive gender-based monitoring and evaluation systems;

Social and cultural attitudes, values, norms and traditional attitudes that are repugnant and antithetical to gender equality and equity;

Misinterpretation of the concept of gender as referring to “women” only and trivialization of gender issues owing to a strong culture of patriarchy, with its gender bias, myths and practices;

Limited or lack of women’s involvement (being consulted) in negotiations on the use, sharing of benefits that accrue from natural resources

Limited consultation of women in situations of conflict resolution; an indication of demeaned leadership capabilities,

Lack of adequate gender-specific budgetary allocations targeting gender activities at sector levels and in the national and county budgets;

Limited structural linkages at various levels (community to parliament) and horizontally across sectors and line ministries to facilitate translation of commitments to action with sustained momentum.
2.5 Gender mainstreming issues with regard to environment and natural resources in Kenya

Literature review as well consultations with various duty bearers and stakeholders from the public and private sectors, civil society organizations, development partners and gender experts during the preparation of this strategy assessed the status of gender mainstreaming with regard to environment and natural resources in Kenya at the national and county levels and across development sectors.

Several specific issues, highlighted below, emerged during consultations with stakeholders:

1. Socio-cultural factors
   Kenyan societies are still largely traditional and influenced by patriarchal myths, beliefs, attitudes and practices. Generally, women and girls are still accorded lower status compared to men and boys. This is reflected in the way women and girls are socialized and treated. In many societies, women continue to be perceived as inferior to men and thus are discriminated against and are not considered able to be leaders or decision makers. Women are in many cases treated as men’s property and as such can be mistreated, disposed of, even sold, at the whims of their male counterparts.

   Traditional practices such as female genital mutilation, early marriage, wife beating and sexual and other forms of gender-based violence, among other gender-related vices, continue unabated and perpetuate discrimination against women.

   Dismantling repugnant socio-cultural beliefs and practices and empowering both women and men are key to achieving gender equity and women’s empowerment.

2. Women’s disadvantaged position in access, ownership and participation in economic development

   Even though women work and participate actively in the economic and social development of their households and communities, they are not rewarded accordingly compared to men. In fact, women have limited control (ownership) of resources and the benefits accruing from their work.

   Only 1 per cent of Kenyan women have title deeds to land and most have limited access to financial support. Women have limited access to goods and
services in both the public and private sectors.

Women’s disadvantaged position in economics and business is the rationale for the establishment of the Women Enterprise Fund and the Uwezo Fund and the government directive that 30 per of procurement in the public sector should be reserved for women, young people and people with disabilities.

3. Inadequate institutional and human capacities to mainstream gender
The restructuring of Government ministries to 18 in number resulted in the merger of various sectors. Each ministry is expected mainstream gender into its operations and programmes. The Ministry of Devolution and Planning has a Gender Directorate, with a mandate, among other things, to coordinate and supervise gender mainstreaming and women’s empowerment across ministries, departments and agencies. The Directorate has posted gender focal points (officers), most of them economists and planners, to all ministries.

One key challenge, however, is that the ministries have limited or no institutional capacity, including limited financial resources and few qualified professionals with gender skills, to enable mainstream gender in their programmes and institutions. Gender mainstreaming in most cases is understood to be restricted to human resources issues and the call for more women to be employed in leadership and decision-making positions.

It is also true that women are also under-represented in managerial and decision making in all the ministries. Even in the Ministry of Agriculture, there are very few women extension officers to support small-scale women farmers and livestock keepers, and advise them in micro and small enterprises as well as appropriate agricultural practices.

4. Lack of gender/sex disaggregated data
Data disaggregated by sex are critical for decision-making and planning for sustainable development and the empowerment of both women and men. The lack of such data is exacerbated by the fact that there has been little gender-responsive policy research on environment and natural resource use and management. Such research and data would reveal gender concerns, issues and gaps and thus inform gender mainstreaming programmes. In addition, there is little or no information on best practices (knowledge management) for gender management with regard to environment and natural resources.

5. Lack of comprehensive policy and strategic framework on gender, environment/ natural resources and poverty eradication
Currently there are isolated examples of policies, guidelines and strategies that relate gender, environment and natural resources to poverty eradication and sustainable development. Although Kenya’s Constitution recognizes gender equality in the management and enjoyment of the environment, how to translate and actualize that in practice in various production and development sectors like agriculture, mining, energy, manufacturing and construction, among others is a challenge.
Table 1. Summary of SWOT analysis results

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
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<tbody>
<tr>
<td>• Government of Kenya and leadership commitment to gender equality and women’s empowerment</td>
<td>• Few professionals with knowledge and skills in gender and gender mainstreaming</td>
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<tr>
<td>• Existing legal and policy frameworks: Constitution 2010 and National Gender and Development Policy</td>
<td>• Inadequate financial resources</td>
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<tr>
<td>• Kenya Vision 2030 recognition of gender mainstreaming as critical</td>
<td>• Lack of public awareness of the connection between gender, environment and poverty reduction</td>
</tr>
<tr>
<td>• Commitment of the MoEW&amp;NR to mainstreaming gender with regard to environment and natural resources</td>
<td>• Lack of a common platform and coordination for gender mainstreaming in environment programmes and natural resources</td>
</tr>
<tr>
<td>• Strong central development planning and coordination experience</td>
<td>• existing legal and policy frameworks have not been translated into practical interventions that promote gender equality and sustainable development.</td>
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<td></td>
<td>• Women are not consulted or involved in negotiations on the use and sharing of natural resources and conflict resolution.</td>
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<table>
<thead>
<tr>
<th>Opportunities</th>
<th>Threats</th>
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<tbody>
<tr>
<td>• Environmental sustainability, land management and human security are identified as key priorities in second medium-term plan and Kenya’s United Nations development assistance framework.</td>
<td>• Socio-cultural myths, attitudes and practices that perpetuate gender bias and women’s subordination</td>
</tr>
<tr>
<td>• Development partners and donors are willing to support gender mainstreaming in environment and natural resource programmes and projects.</td>
<td>• Resistance to change for fear of losing power or changing the status quo in a patriarchal society</td>
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<tr>
<td>• Gender focal points are posted to all 18 Government ministries.</td>
<td>• Lack of commitment and cooperation by some leaders and stakeholders at both national and county levels.</td>
</tr>
<tr>
<td>• Vibrant civil society organizations on environment and natural resources</td>
<td>• Support for gender mainstreaming waning owing to competing issues seen to have a higher priority</td>
</tr>
<tr>
<td>• Establishment of CountyGovernments and development agenda in them.</td>
<td>• Bribery and lack of transparency by some firms investing in natural resources</td>
</tr>
<tr>
<td>• Local and international platforms for partnerships and exchange of knowledge</td>
<td></td>
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<tr>
<td>• Gender mainstreaming is part of public service performance contracting.</td>
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</table>
6. Lack of or limited interest in gender issues and gender mainstreaming

Consultations indicate that most stakeholders, especially those in the counties, do not see gender equality and gender mainstreaming as priorities. In addition, there is no budget item for gender mainstreaming. Most respondents at county level including officials completing and especially men, indicated that “gender issues are for women and they have nothing to do with it,” “We are senior people and busy with other priorities, we also do not discriminate against women,” “Let women fill the questionnaire, the issue concerns them.” Other respondents in the ministries perceive gender mainstreaming to mean human resource issues, i.e. trying to employ more women in the public service to match the number of men in various grades and positions. For people laboring under such misconceptions and lack of knowledge it is difficult to see the links between gender, environment, and poverty reduction sustainable development.

To address the above gender gaps there is need for a comprehensive gender mainstreaming strategy with regard to the environment and natural resources. The following section provides a gender mainstreaming strategy and action plan to address the identified issues and gaps.
3. GENDER MAINSTREAMING STRATEGY FOR ENVIRONMENT AND NATURAL RESOURCES 2015–2018

3.1 Introduction

The present gender mainstreaming strategy and action plan for environment and natural resources in Kenya is grounded on the premise that the empowerment of women and men (gender equality) is at the core of the achievement of Vision 2030 and promoting sustainable development. The empowerment of women and men would promote equality of access, use and benefit from the country’s rich environment and natural resources, thus reducing food insufficiency, poverty and sexual and other forms of gender-based violence and conflict across the country. Indeed, the strategy is informed by Kenya’s Constitution and is fully in keeping with the aspirations articulated in Vision 2030, including in particular the second medium-term plan (2013-2017) for implementation of Vision 2030.

Best practices internationally indicate that in a project context gender mainstreaming commonly includes identifying gaps in equality through the use of sex-disaggregated data, developing strategies and policies to close such gaps, devoting resources and expertise to implementing such strategies and policies, monitoring the results and holding individuals and institutions accountable for outcomes that promote gender equality. Promotion of gender equality does not mean that women and men will become the same, but rather implies equal treatment of women and men in laws and policies and equal access to resources, services and benefits within families, communities and the nation at large. To achieve this goal, a two-pronged approach of gender mainstreaming is often required:

Systematically analyzing and addressing in all initiatives the specific needs of both women and men; and

Targeting interventions to enable women and men to participate in and benefit from development efforts on an equal footing.

3.2 Vision, Mission, Core Values and Principles

Vision:

A country in which men and women work together as equal partners to secure a better quality of life for present and future generations through sustainable management and utilization of the environment and natural resources.

Mission

To provide effective leadership and coordination of gender mainstreaming and women’s empowerment with regard to the environment and natural resources through policy formulation and revision, research, capacity-building, partnerships and tracking of results.

Guiding principles

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The implementation, monitoring and evaluation of this strategy will be guided by the following principles, which have been derived from the Kenya Constitution, the National Environment Policy and Vision 2030) and are informed by the Convention on the Elimination of Discrimination Against Women (CEDAW) and the Beijing Platform for Action.

a) **Right to a clean and healthy environment**: Every person in Kenya, man, woman, boy or girl, has a right to a clean and healthy environment and a duty to safeguard and enhance the environment.

(b) **Right to development**: The right to development will be exercised taking into consideration economic, social and environmental needs.

(c) **Ecosystem approach**: An integrated ecosystem approach to conserving environmental resources will be adopted and enhanced to ensure that all ecosystems are managed in an integrated manner while also providing a range of benefits to people.

(d) **Total economic value**: The benefits that ecosystems generate will be accounted for in the national accounting system and taken into account in programmes and projects.

(e) **Sustainable use**: Environmental resources will be utilized in a manner that does not compromise the quality or value of the resources or decrease the carrying capacity of supporting ecosystems.

(f) **Equity**: The management of the environment and natural resources will seek to secure the best interests of present and future generations.

(g) **Public participation**: A coordinated and participatory approach to environmental protection and management will be enhanced to ensure that relevant government agencies, local authorities, the private sector, civil society and communities are involved in planning, implementation and decision-making processes.

(h) **Subsidiarity**: The management of the environment and natural resources will be accomplished through decentralization and the devolution of authority and responsibilities to the lowest level possible.

(i) **Precautionary principle**: Where there are credible threats of serious or irreversible damage to key environmental resources, lack of full scientific certainty will not be used as a reason for postponing cost-effective measures to prevent environmental degradation.

(j) **Polluter pays principle**: Polluters and users of environmental and natural resources will bear the full environmental and social costs of their activities.
(k) **International cooperation:** Multilateral environmental agreements and regional instruments will be incorporated into national law and implemented cooperatively for better environmental management of shared resources.

(l) **Good governance:** Rule of law, effective institutions, transparency and accountability, respect for human rights and the meaningful participation of citizens will be integrated into environmental management.

### 3.3 Strategic Objectives

This strategy targets strengthening of gender responsive policy and legal frameworks, organizational and institutional capacity to deliver, gender responsive services, strengthening of partnerships for gender mainstreaming, and the monitoring and evaluation of gender mainstreaming in respect of the environment and natural resources.

To achieve these targets the following strategy directions and activities will be supported and undertaken during the strategic period (2014-2017): The strategic objectives are:

**Strategic objective 1:** Enhance capacity-building and knowledge management in respect of access to and use of the environment and natural resources.

**Strategic objective 2:** Enhance gender responsiveness in environmental conservation, natural resource management and poverty reduction programmes.

**Strategic objective 3:** Strengthen policy analysis and gender-responsive research, data management and monitoring and evaluation systems.

**Strategic objective 4:** Promote partnerships, linkages and sharing of best practices on gender mainstreaming in the management and use of the environment and natural resources nationally, regionally and internationally.

**Strategic objective 5:** Establish and adapt financial mechanisms for gender mainstreaming programmes and innovations in the use and protection of the environment and natural resources and promote a green economy.

The Table 3.1 on the next page summarizes the strategic direction including Strategic issues, objectives, outcomes (key results) and activities. The details of implementation are presented in a four-year action plan set out in section 3.5.
<table>
<thead>
<tr>
<th>Strategic Issue</th>
<th>Strategic Objectives</th>
<th>Outcome (Key Result)</th>
<th>Strategic Activities</th>
</tr>
</thead>
</table>
| 1. Weak & Limited Institutional and Human Resource Capacities for gender mainstreaming | 1: Enhance capacity-building and knowledge management in access to and use of the environment and natural resources | 1.1 Increased number of institutions in the public and private sectors at the national and country levels that effectively mainstream gender and women’s and youth’s empowerment in their policies, development plans and corresponding strategies to promote gender equality and equity in the management and use of environment and natural resources. | 1.i. Conduct gender analysis and advocate for and support incorporation of gender mainstreaming targets in Laws and policies that are under review.  
ii. Develop a gender mainstreaming toolkit for effective gender mainstreaming in respect of the environment and natural resources management and use.  
iii. Undertake training and capacity needs assessments among gender focal points and planners in line ministries, various authorities and in all counties and develop appropriate training programmes.  
iv. Develop and implement a gender mainstreaming capacity building program at national and sub national levels in collaboration with strategic partners  
v. Strengthen the capacity of the Ministry of Environment, Water and Natural Resources to mainstream gender in environmental conservation and sustainable development programmes and projects at the national, county and institutional levels.  
vi. Lobby for and support the training and hiring of additional women extension officers in agriculture and medium-sized enterprises;  
vii. Strengthen the capacities of county structures to mainstream gender in environmental management, conservation and land management. |
| | | 1.2 Increased number of staff knowledgeable and skilled the use of frameworks/tools for gender mainstreaming and women’s empowerment | |
| 2. Knowledge gap on linking the environment, gender equality and sustainable development, and gender mainstreaming in natural resources management and poverty reduction programmes | 2: Enhance gender responsiveness in environmental conservation, management of natural resources and poverty reduction programmes. | 2:1 Increased number of women and men equitably accessing the environment and natural resources and benefits there-of at the national and sub-national levels across various development sectors.  
2.2. Gender mainstreamed in all poverty eradication programmes at national and county levels. | 2.1. Conduct public education, sensitization and training on the causal link between gender, the environment and poverty reduction.  
2.ii. Promote gender equality and mainstream environmental issues in existing economic empowerment programmes (e.g., Women Enterprise Fund, Youth Fund and Uwezo Fund), through sensitization and training.  
iii. Fund and support innovative gender-responsive projects at the constituency and community levels aiming for sustainable development, land management and conflict resolution at the county level;  
iv. Empower communities and civil society organizations to demand equality and equity in natural resource exploitation and use (lobby to legalize and promote free prior informed consent (FPIC).  
v. Develop in a participatory and inclusive manner guidelines and a toolkit for effective free prior informed consent and empower the public, women in particular, to demand for fairness and equality.  
vi. Initiate and support training programmes for constituency- and county-based organizations on gender responsive sustainable development, land management, managing fragile environments and enhancing community security and resilience. |
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<tr>
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<th>Strategic Objectives</th>
<th>Outcome (Key Result)</th>
<th>Strategic Activities</th>
</tr>
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<tbody>
<tr>
<td>3. Limited/Insufficient gender responsive and gender disaggregated data and effective use of what is available.</td>
<td>3. Strengthen policy analysis and gender-responsive research, data management and monitoring and evaluation systems</td>
<td>3.1 Credible sex/gender disaggregated data available and used by the public and private sectors, civil society organizations and academic institutions for policy, decision-making, planning and programming at all levels and across sectors.</td>
<td>3.i. Work with the national integrated monitoring and evaluation strategy to make it responsive to environment and natural resources issues and concerns;</td>
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<td>3.2 Increased number of donors and development organizations funding gender responsive research and dissemination of the same.</td>
<td>3.ii. Develop and enhance internal monitoring and evaluation systems at the Ministry of Environment, Water and Natural Resources and in counties and promote its use to track gender mainstreaming with regard to the environment and natural resources;</td>
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<td></td>
<td></td>
<td>iii. Build the capacity of county officers and community-based organizations working on gender responsive monitoring and evaluation to track gender equality in the use of natural resources and sustainable development programmes and projects;</td>
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<td></td>
<td>iv. Initiate and support policy research on gender, environment and poverty reduction and building a sex/gender disaggregated data bank at the national and county levels;</td>
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<td>v. Establish and support research centers on gender and sustainable development and the green Economy together with the private sector and institutions of higher learning;</td>
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<td>vi. Set up a database and repository on gender, environment and poverty reduction and the green economy;</td>
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<td>vii. Conduct a mid-tem and final (at the end of 4 years) evaluation of the implementation of the strategy.</td>
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<td>4. Limited and infective partnerships and coordination for gender mainstreaming in development sectors in the public, private and CSOs.</td>
<td>4: Promote partnerships, linkages and sharing of best practices on gender mainstreaming in the management and use of the environment and natural resources nationally, regionally and internationally</td>
<td>Outcome 4: Partnerships and linkages established and functioning to support gender-responsive access to and use of the environment and natural resources at the national and subnational levels</td>
<td>4.1 Identify and develop partnerships with donors, development partners and the private sector for training, capacity-building, and research activities;</td>
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<td></td>
<td>4.ii Develop and support coordination and linkages strategy and mechanism;</td>
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<td>iii. Work with the Kenyan Women’s Parliamentary Association and the Parliamentary Committee on Environment to push for gender-sensitive laws and policies and gender-responsive budgeting;</td>
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<td></td>
<td></td>
<td>iv. Work with national and county-level civil society organizations, non-governmental organizations and research institutions on gender mainstreaming with regard to the environment and sustainable development;</td>
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</tbody>
</table>
| | | | v. Launch and support a community of practice on gender mainstreaming with regard to the environment and natural resources and promote the sharing of best lessons on gender, climate change and the green economy.
<table>
<thead>
<tr>
<th>Strategic Issue</th>
<th>Strategic Objectives</th>
<th>Outcome (Key Result)</th>
<th>Strategic Activities</th>
</tr>
</thead>
</table>
| 5. Limited financial resources for gender mainstreaming in the management of environment and natural resources. | 5: Set up and adapt financial mechanisms for gender mainstreaming programmes and innovations in the use and protection of the environment and natural resources. | 5: Adequate financial resources mobilized and made available to ministries, departments and agencies, civil society organizations and women and men for gender mainstreaming activities in respect of the environment and natural resources. | 5.i Lobbying for each national Government ministry and county governments to have a separate gender mainstreaming budget line.  
5.ii Lobbying and work with United Nations agencies, donors and the private sector to set up a fund for gender mainstreaming programmes and projects on the environment, land management, poverty reduction and sustainable development (green economy);  
iii. Setting up gender-responsive guidelines for access, use and reporting on the funds for gender mainstreaming in respect of the environment and natural resources;  
iv. Allocating and using the fund for capacity-building and gender responsive research at national and county levels;  
v. Allocating and using the fund to support gender-responsive innovations among young people (women and men);  
vi. Allocating and using the funds for participatory appraisal, monitoring and evaluation and knowledge management and sharing at the national and county levels. |
Joyce Nteka, 48

»Women have more responsibilities now than ever before. We are now combining our traditional roles and also fending for our families financially. Our men are becoming less involved the more we become empowered. «

Mzee Shee Abdallah, 69

»According to my religion a woman comes second to a man, any decision to be made in the family has to have a man’s final say. I believe that education is the answer to gender equity, if you educate one woman you educate a whole community «
3.5 Implementation of the Strategy

3.5.1 Coordination management mechanism

The implementation of the strategy will be coordinated and supervised by the Directorate of Environment the Ministry of Environment Water and Natural Resources. Full implementation, however, will require the effective involvement, effort, commitment and leadership of various stakeholders from other Government ministries, civil society organizations and the private sector. Both national and county government officials, including those in the Directorate of Gender and Environment and natural resources committees in particular, will be involved in the implementation of the strategy in one way or another. The ministry will also work closely and consult with international agencies and development partners regarding resource mobilization and technical assistance to ensure that the strategy is implemented.

The achievement of the strategy’s planned outcomes will therefore rely on effective collaboration with strategic partners. The Ministry of Environment, Water and Natural Resources will not implement or micro manage activities under this strategy, but rather will support partnerships and networking of all partners at both the national and district levels. High-leverage and results-oriented strategic partnerships will be vital to the implementation of the strategy.

The Environment Secretariat will work in consultation with other directorates in the Ministry, namely:

- Directorate of Multilateral Agreements
- Directorate of Policy Formulation Interpretation and Implementation
- Directorate of Programmes, Projects and Strategic Initiatives
- Directorate of Urban Rivers Restoration
- Kenya Meteorological Directorate
- Natural Resource Secretariat (Conservation Secretariat)
- Directorate of Forestry
- Directorate of Wildlife
- Directorate of Regional Development Authorities

3.5.2 Supervisory and implementation structure

The supervision, management and implementation of the strategy will use existing structures in the country. The top organ remains the Summit, which was established after the promulgation of the Constitution.
GENDER MAINSTREAMING STRATEGY AND ACTION PLAN FOR THE ENVIRONMENT AND NATURAL RESOURCES IN KENYA: 2015 - 2018

of Kenya 2010 and establishment of 47 county governments. The summit is chaired by the President and brings together all 47 Governors to deliberate on the development progress, gaps and challenges at the national and county government levels.

The proposed supervisory and implementation structure for the strategy is shown in figure 1 below.

Regional and international commitments on the environment.

The membership of each structure is in line with the multi-sectoral approach to the implementation of the strategy and consists of the following:

a. **The National Summit:** Chaired by H.E. the President, its members are all 47 county governors. Reviews national and county development and builds consensus on sharing of national resources and how to achieve Vision 2030 goals and objectives.

b. **Inter-Ministerial Gender Committee:** Brings together all Government ministers. It is responsible for giving strategic direction on gender mainstreaming at the national and subnational levels.

c. **Gender Policy Committee:** Brings together all principal secretaries in the Government ministries and county executive committee chairs on environment and natural resources.

d. **Inter-Ministerial Gender Mainstreaming Technical Committee:** This is the technical wing for the implementation of the Strategy. It is chaired by the Environment Secretary and brings together all gender focal points (officers) from all government ministries. It will also utilize technical people from various departments, civil society organizations and the private sector.

e. **Thematic working groups:** This brings together groups and individuals with common interest in the various the strategic objectives. Their focus and work are similar and thus come together to build synergy and avoid duplication and wastage. The thematic groups will be formed after consultations and consensus building.

3.5.3 **Staff establishment and requirements**

The Environment Secretary will need committed and focused staff with the right knowledge and skills to implement, coordinate, monitor and evaluate the implementation of the strategy. A major strategic focus of this plan is to build capacity on gender and gender mainstreaming and provide a framework for gender responsive budgeting, gender analysis, women’s empowerment, men’s role in promoting gender equality, and gender responsive monitoring and evaluation. A major gap in this regard is a shortage of staff with gender mainstreaming knowledge and skills in all ministries.

As a starting point, capacity needs assessment will be done, and then comprehensive gender sensitization and training for staff in all ministries and county governments will be conducted. Meanwhile, it will be prudent for the Environment Secretariat to negotiate for a gender expert from development partners and donors for at least 18 months. Such a person will provide technical assistance and support and supervise the capacity-building and research activities under the strategy.

3.5.4 **Stakeholders and partners in the implementation of the strategy**

The Ministry of Environment, Water and Natural Resources will work in collaboration with diverse stakeholders and partners. These will come from the public and private sectors, civil society organizations, international agencies and donors. They will include the following:
Public sector
- Directorate of Gender, Ministry of Devolution and Planning
- Gender focal officers in all government ministries
- County government representatives: county executive committee chairs on environment and natural resources
- Parliamentary (National Assembly and Senate) committees on environment and natural resources

Civil society organizations and the private sector
- Friends of Lake Turkana
- Friends of Lake Naivasha
- Friends of Nairobi
- Kenya Forest Working Group
- Kenya Wetlands Forum
- Laikipia Wildlife Forums
- KEPSA
- KAM
- Banking and financial institutions, e.g., KWFT, Equity, K-Rep, CAPNET

United Nations bodies
- UN Women
- United Nations Development Programme
- United Nations Environment Programme
- United Nations Children’s Fund
- United Nations Educational, Scientific and Cultural Organization
- United Nations Human Settlements Programme (UN-Habitat)
- United Nations Industrial Development Organization
- Food and Agriculture Organization of the United Nations
- International Labor Organization
- United Nations Population Fund
- World Food Programme

Donors
- Norwegian Agency for Development Cooperation
- Canadian International Development Agency
- United States Agency for International Development
- Danish International Development Agency
- Swedish International Development Agency
- World Bank
- Japan International Cooperation Agency
- German Agency for International Cooperation (GIZ)
- HB Foundation
- African Development Bank, among others

3.5.5 Risk analysis

During the preparation of the strategy a risk analysis was conducted. Table 2 summarizes the type and magnitude of risk that the Ministry anticipates during the implementation of the strategy and how to mitigate it.
4. MONITORING AND EVALUATION FRAMEWORK

Monitoring and evaluation will form a critical component of the successful implementation of the strategy. Thus the strategy has an in-built monitoring and evaluation framework to provide feedback necessary for monitoring progress and evaluating achievements in respect of gender mainstreaming. We have identified relevant indicators for each strategic activity. Elaboration of those indicators, including the establishment of baselines, targets and data sources will be done in a participatory manner and will become part of the monitoring and evaluation framework.

The Environment Secretariat in consultation with other stakeholders in the public and private sectors, civil society organizations and development partners will closely monitor and evaluate the implementation of the strategy.

The Directorate of Environment will seek external support to enable it:

To elaborate the strategy’s monitoring and evaluation framework;

To organize a stakeholders’ consultative forum to develop and build consensus on monitoring and evaluation responsibilities, indicators and modalities. The forum will also afford an opportunity to agree on reporting and feedback channels and responsibilities.
5. GENDER MAINSTREAMING ACTION PLAN

The gender mainstreaming strategy has been developed to align with the Second Medium-term Plan (2013–2017) of Kenya Vision 2030. The action plan for implementing the strategy described in the present section therefore provides for implementation of the strategy over the last four years of the five-year period of the second medium-term plan. The action plan forms part of the efforts by the Government of Kenya, including the Ministry of Environment, Water and Natural Resources, to promote gender equality across sectors and achieve gender equality in the management, use and protection of the environment and natural resources. This is essential to the achievement of sustainable development in post-2015 post-Millennium Development Goals world.

The action plan provides for the implementation of the five strategic objectives of the gender mainstreaming strategy through the following four channels for action:

**Consolidation of gender** mainstreaming policies, strategies and action plans, including with regard to financial resources, and continued partnership dialogue;

**Enhancement of institutional** and human capacities to mainstream gender at the national and county levels;

**Support for innovative programmes** and projects on gender mainstreaming, environmental conservation, natural resource management and use and poverty reduction programmes and projects;

**Strengthening of gender** responsive policy research, monitoring and evaluation and sharing of knowledge and best practices in respect of gender mainstreaming.

The action plan, including timelines, actions and performance indicators, is set out in the table below.
<table>
<thead>
<tr>
<th>STRATEGIC OBJECTIVES</th>
<th>TIMELINE 2015–2018</th>
<th>PERFORMANCE INDICATORS</th>
<th>RESPONSIBILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic objective 1: Enhance capacity-building and knowledge management in respect of access to and use of the environment and natural resources</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outcome 1.1: Increased number of institutions in the public and private sectors at national and subnational levels that effectively mainstream gender and women’s and youth’s empowerment in their policies, development plans and corresponding strategies to promote gender equality and equity.</td>
<td></td>
<td>• Gender mainstreaming measures in place and funded Proxy: Action plan on gender mainstreaming. • Number of staff trained, knowledgeable and effectively using the frameworks and tools.</td>
<td></td>
</tr>
<tr>
<td>Outcome 1.2: Increased number of staff knowledgeable and skilled the use of frameworks/tools for gender mainstreaming and women’s empowerment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1 Print, launch and disseminate the gender strategy</td>
<td>March 2015</td>
<td>• Gender mainstreaming strategy launched and disseminated</td>
<td>MoEW&amp;NR</td>
</tr>
<tr>
<td>1.2 Conduct gender analysis and realign existing laws, policies, strategies and action plans to effectively inform gender mainstreaming in respect of the environment and natural resources.</td>
<td>March 2015</td>
<td>• Consolidated policy and guidelines on gender mainstreaming in respect of the environment and natural resources in place</td>
<td>MoEW&amp;NR, in consultation with Gender Directorate and ministries, departments and agencies</td>
</tr>
<tr>
<td>1.3 Discuss with development partners on technical assistance to support the implementation of the gender mainstreaming strategy and associated lead and coordinate capacity-building efforts.</td>
<td>March 2015</td>
<td>• Gender advisor hired and on board</td>
<td>MoEW&amp;NR Development partners</td>
</tr>
</tbody>
</table>
### Table 2: Risks, magnitude and mitigation mechanisms

<table>
<thead>
<tr>
<th>Risk</th>
<th>Magnitude</th>
<th>Mitigation mechanism</th>
<th>Risk owner</th>
</tr>
</thead>
<tbody>
<tr>
<td>Limited/Lack of adequate Funding</td>
<td>High</td>
<td>Resource mobilization</td>
<td>MoEW&amp;NR, Treasury, Development partners/Donors</td>
</tr>
<tr>
<td>Lack of enforcement or Implementation</td>
<td>High</td>
<td>Strengthen ability of stakeholders to enforce and implement Use carrot and stick strategy</td>
<td>MoEW&amp;NR, County governments, Civil society organizations</td>
</tr>
<tr>
<td>Inadequate capacity in ministries, departments, agencies and counties</td>
<td>High</td>
<td>Comprehensive Capacity-building/training</td>
<td>MoEW&amp;NR, Counties, Civil society organizations, Development partners</td>
</tr>
<tr>
<td>Lack of awareness and cooperation, unresponsiveness by ministries, departments, agencies and counties</td>
<td>High</td>
<td>Increase sensitization efforts</td>
<td>MoEW&amp;NR,</td>
</tr>
<tr>
<td>Lack of coordination and ineffective monitoring and evaluation</td>
<td>High</td>
<td>Enhance joint planning, implementation, monitoring and evaluation</td>
<td>MoEW&amp;NR, Civil society organizations, County governments</td>
</tr>
<tr>
<td>Competing tasks, stress and burnout</td>
<td>Medium</td>
<td>Sensitization, support and carrot and stick strategy</td>
<td>MoEW&amp;NR, Civil society organizations, County governments</td>
</tr>
<tr>
<td>STRATEGIC OBJECTIVES</td>
<td>TIMELINE 2015–2018</td>
<td>PERFORMANCE INDICATORS</td>
<td>RESPONSIBILITY</td>
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</tr>
<tr>
<td>1.4 Undertake training and capacity needs assessments among gender focal points and planners in line ministries and counties. Develop appropriate training programmes and capacity strengthening programmes.</td>
<td>March 2015</td>
<td>• Gender mainstreaming sensitization and training programme developed</td>
<td>MoEW&amp;NR, in consultation with Gender Directorate, ministries, departments, agencies, counties and gender experts</td>
</tr>
<tr>
<td>1.5 Develop a gender-responsive tool kit for effective gender mainstreaming in respect of the environment and natural resource management and use.</td>
<td>March 2015</td>
<td>• Tool kit for gender mainstreaming in environment and natural resources developed</td>
<td>MoEW&amp;NR, in consultation with Gender Directorate and ministries, departments and agencies</td>
</tr>
<tr>
<td>1.6 Sensitize and train all county executive committees, heads of department, gender focal persons and planners in ministries, departments, agencies and counties on gender and gender mainstreaming as they relate to the environment, land management and use and poverty reduction.</td>
<td>March 2015 onwards</td>
<td>• Number of gender focal points sensitized and trained</td>
<td>MoEW&amp;NR County governments Gender experts</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Number of county environment and gender officers sensitized and trained</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Number of counties organizing gender mainstreaming meetings</td>
<td></td>
</tr>
<tr>
<td>1.7 Lobby and support training and hiring of additional women extension officers in agriculture and medium-sized enterprises.</td>
<td>April 2015 onwards</td>
<td>• Number of additional female extension officers employed and deployed</td>
<td>MoEW&amp;NR MoAgri National Treasury Public Service Commission</td>
</tr>
<tr>
<td>1.8 Strengthen capacities of county structures to mainstream gender in respect of environmental management, conservation and land management.</td>
<td>May 2015 onwards</td>
<td>• Capacity assessment report</td>
<td>MoEW&amp;NR Gender Directorate Gender experts</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Capacity and training plan for counties</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>• Number of training workshops done by counties</td>
<td></td>
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<tr>
<td>STRATEGIC OBJECTIVES</td>
<td>TIMELINE 2015–2018</td>
<td>PERFORMANCE INDICATORS</td>
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<tr>
<td>1.9 Develop and implement women Parliamentarians – grassroots partnership initiated on gender, empowerment and natural resource management</td>
<td>April 2015 onwards</td>
<td>• Grassroots partnership</td>
<td>MoEW&amp;NR omen Parliamentarians County</td>
</tr>
<tr>
<td>Strategic objective 2: Enhance gender responsiveness in environmental conservation, natural resource management and poverty reduction programmes.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outcome 2: Increased number of women and men with equitable access to the environment and natural resources and their benefits at the national and subnational levels across various development sectors.</td>
<td></td>
<td>• Percentage of women and men above poverty line in rural and urban areas</td>
<td></td>
</tr>
<tr>
<td>Outcome 2.2. Gender mainstreamed in all poverty eradication programmes at national and county levels</td>
<td></td>
<td>• Proportion of women and men benefiting from use of natural resources Proxy:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Percentage of women accessing financial support and other services.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• % of women and men (the youth) reporting satisfaction of access to poverty eradication programmes.</td>
<td></td>
</tr>
<tr>
<td>2.1 Conduct public education/sensitization and training on gender, the environment, poverty reduction and the green economy</td>
<td>March 2015 onwards</td>
<td>• Number of consultative meetings held with government ministries and the private sector, including micro, small and medium-sized enterprises</td>
<td>MoEW&amp;NR Government ministries Gender experts</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Number of entrepreneurs trained</td>
<td></td>
</tr>
<tr>
<td>STRATEGIC OBJECTIVES</td>
<td>TIMELINE 2015–2018</td>
<td>PERFORMANCE INDICATORS</td>
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</tbody>
</table>
| 2.2 Promote gender equality and mainstream environmental issues in existing economic empowerment programmes (e.g., Women Enterprise Fund, Youth Fund & Uwezo Fund) through sensitization and training. | June 2014–2016      | • Gender analysis report  
• Number of consultative meetings held with women and youth benefiting from Uwezo fund  
• Number of gender mainstreaming training done,  
• Number of profitable nature-based enterprises by women and the youth post training  
• Gender-based data on women and youth nature-based enterprises | MoEW&NR Government ministries Gender experts |
| 2.3 Support innovative gender-responsive projects for sustainable development, land management and conflict resolution at the county level. | From March 2015     | • Number of project funded  
• Reports of the projects disseminated | MoEW&NR Non-governmental and social benefit organizations |
| 2.4 Develop in participatory and inclusive manner guidelines (toolkit) for effective free prior informed consent and lobby for effective implementation of the consent agreement. | From April 2015      | • Free prior informed consent Toolkit developed and launched | MoENR Investors Experts |
| 2.5 Develop and implement environment-related disaster risk reduction act programs with a focus on women and children within a framework of the integrated county development strategies. | June 2015           | DRR programme developed.                                                                 | MoEW&NR |


<table>
<thead>
<tr>
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<th>PERFORMANCE INDICATORS</th>
<th>RESPONSIBILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Empower communities and civil society organizations to demand equality and equity in natural resource exploitation and use (lobby to legalize and promote free prior informed consent and demand fairness and equality).</td>
<td>June 2015</td>
<td>• Training reports&lt;br&gt;• Evidence of use of the tool kit&lt;br&gt;• Number of agreements on collaborative natural resources management signed and applied</td>
<td>MoENR Experts in free prior informed consent Gender expert</td>
</tr>
<tr>
<td>2.6 Initiate and support training programmes for county-based organizations on gender-responsive sustainable development, land management, management of fragile environments and enhancement of community security and resilience.</td>
<td>March 2015</td>
<td>• Number of fragile ecosystems safeguarded from public misuse through intervention by communities</td>
<td>MoEW&amp;NR Ministry of Devolution and Planning Gender Directorate County-based civil society organizations</td>
</tr>
<tr>
<td>Strategic objective 3: Strengthen policy analysis and gender-responsive research, data management and monitoring and evaluation systems.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outcome 3.1: Credible sex/gender disaggregated data available and used by the public and private sectors, civil society organizations sectors and academic institutions for policy, decision-making, planning and programming at all levels and across sectors.</td>
<td></td>
<td>• Available and accessible sex/gender disaggregated data&lt;br&gt;• Quantity of policy research undertaken and disseminated.&lt;br&gt;• Amount (%) of additional resources going to gender sensitive research.</td>
<td></td>
</tr>
<tr>
<td>3.2 Increased number of donors and development organizations funding gender responsive research and dissemination of the same.</td>
<td></td>
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</tbody>
</table>
# Four-year action plan for the implementation of the gender mainstreaming strategy for environment and natural resources 2015 – 2017

The purpose of the strategy is:

- To enhance gender mainstreaming and promote equal participation of women, men, boys and girls in protecting the environment and natural resources;
- To enhance decision-making and equal access to and benefits from natural resources and economic development programmes and projects at the national and subnational levels.

<table>
<thead>
<tr>
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<th>TIMELINE 2015–2018</th>
<th>PERFORMANCE INDICATORS</th>
<th>RESPONSIBILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1 Work with the national integrated monitoring and evaluation strategy to ensure that it is responsive to gender equality, environmental and natural resource issues and concerns.</td>
<td>March 2015 onwards</td>
<td>• Consultative and technical meeting held with Monitoring and Evaluation Directorate</td>
<td>MoEW&amp;NR MED</td>
</tr>
<tr>
<td>3.2 Develop and enhance internal monitoring and evaluation system in MoEW&amp;NR and counties and promote its use to track gender mainstreaming in respect of the environment and natural resources.</td>
<td>June 2015</td>
<td>• Monitoring and evaluation framework developed</td>
<td>MoEW&amp;NR Development partners Civil society organizations</td>
</tr>
</tbody>
</table>
| 3.3 Build the capacity of county officers and community-based organizations regarding gender-responsive monitoring and evaluation to track gender equality in the use of natural resources and sustainable development programmes and projects. | July 2015 onwards                                                                 | • Number of training events on gender-responsive monitoring and evaluation held with counties  
• Monitoring and evaluation reports from counties  
Gender monitoring and evaluation tool developed  
Status of use of gender monitoring and evaluation tool by national and sub-national governments | MoEW&NR Monitoring and Evaluation Directorate Civil society organizations Gender and monitoring and evaluation experts. |
<table>
<thead>
<tr>
<th>STRATEGIC OBJECTIVES</th>
<th>TIMELINE 2015–2018</th>
<th>PERFORMANCE INDICATORS</th>
<th>RESPONSIBILITY</th>
</tr>
</thead>
</table>
| 3.4 Initiate and support policy research on gender, environment and poverty reduction and building of a sex/gender disaggregated databank at the national and county levels. | July 2015 – 2018 | • Research reports produced  
• Databank of sex/gender disaggregated data at MoEW&N and county headquarters | MoEW&NR  
County governments  
Civil society organizations  
Research, gender and monitoring and evaluation experts |
| 3.5 Establish and support research Centers on gender, sustainable development and the green economy together with the private sector and institutions of higher learning. | June 2015–2018 | • Number of research laboratories established  
• Number of male and female interns working in the laboratories  
Number of research projects developed and implemented  
Number of research articles in refereed Journals  
• Reports produced by the laboratories. | MoEW&NR  
Development partners/Donors  
Private sector  
Researchers |
| 3.6 Establish a database and repository on gender, environment, poverty and sustainable development and disseminate knowledge. | June 2015–2018 | • Number of knowledge management workshops held  
• Number of dissemination workshops held  
• Research reports  
• Repository/database established | MoEW&NR  
Experts/Researchers  
Civil society organizations  
Investing companies/Private sector |
| 3.7 Conduct a mid-term and final evaluation of the implementation of the strategy | End of 2015  
End of 2018 | • Mid-term evaluation report  
• Final evaluation report | MoEW&NR  
Development partners/donors  
External experts |
<table>
<thead>
<tr>
<th>STRATEGIC OBJECTIVES</th>
<th>TIMELINE 2015–2018</th>
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<th>RESPONSIBILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic objective 4: Promote partnerships, linkages and sharing of best practices on gender mainstreaming in the management and use of the environment and natural resources nationally, regionally and internationally.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Outcome 4: Partnerships and linkages are formed and functioning to support gender-responsive access to and use of the environment and natural resources at the national and subnational levels. | | • Joint planning and appraisal meetings held  
• Joint programmes and projects implemented | |
| 4.2 Develop and implement a partnership and linkages guidelines and mechanism. | March 2015 | Partnership guidelines and mechanisms developed and implemented | MOEW&NR Development partners/donors  
Civil society organizations |
| 4.3 Work with the Parliamentary Committee on Environment and Natural Resources and KEWOPA and Budget appropriations committee to push for gender-sensitive laws and policies and gender-responsive budgeting at National and County level. | March 2015 onwards | • Number of meetings held  
• Gender-responsive budgeting adopted by national and county governments  
• Gender budget line in national and county budgets  
• Evidence of increase in budget allocation from 2014 as base year | MoEW&NR Parliamentary Committee on Environment  
KEWOPA  
County environmental committees |
| 4.4 Work with national and county-level civil society organizations, non-governmental organizations and research institutions on gender mainstreaming in respect of the environment and sustainable development. | May 2015 onwards | • Number of joint meetings held  
• Number of joint projects implemented  
• Number of research reports produced | MoEW&NR Institutions of higher learning  
Civil society organizations  
Non-governmental organizations |
<table>
<thead>
<tr>
<th>STRATEGIC OBJECTIVES</th>
<th>TIMELINE 2015–2018</th>
<th>PERFORMANCE INDICATORS</th>
<th>RESPONSIBILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>4.5 Work with international, regional and national agencies and institutions to mobilize resources.</strong></td>
<td>March 2015 onwards</td>
<td>Amount of resources mobilized for gender mainstreaming</td>
<td>MoEW&amp;NR Development partners and Donors</td>
</tr>
<tr>
<td><strong>4.6 Launch and support a community of practice on gender mainstreaming in respect of the environment and natural resources and share best lessons on gender, climate change and the green economy.</strong></td>
<td>March 2015</td>
<td>Community of practice on gender mainstreaming launched</td>
<td>Civil society organizations Development partners Public and private sectors</td>
</tr>
<tr>
<td><strong>Strategic objective 5:</strong> Establish and adapt financial mechanisms for gender mainstreaming programmes and innovations in the use and protection of the environment and natural resources and promote a green economy.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Outcome 5:</strong> Adequate financial resources are mobilized and made available to ministries, departments, agencies, civil society organizations, women and men for gender mainstreaming activities in respect of the environment and natural resources.</td>
<td></td>
<td>Amount of resources mobilized and earmarked for gender mainstreaming activities. Level of satisfaction of beneficiaries as to how funds are utilized (used). Proxy: Number of donors contributing financial resources for gender research and Development</td>
<td></td>
</tr>
<tr>
<td><strong>5.1 Lobby for each national Government ministry and county government to have a separate gender mainstreaming budget line in its budget.</strong></td>
<td>March 2015 onwards</td>
<td>Item for gender mainstreaming in respect of the environment and natural resources in budgets</td>
<td>MoEW&amp;NR Parliamentary and county committees on environment KEWOPA Civil society organizations</td>
</tr>
<tr>
<td>STRATEGIC OBJECTIVES</td>
<td>TIMELINE 2015–2018</td>
<td>PERFORMANCE INDICATORS</td>
<td>RESPONSIBILITY</td>
</tr>
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<td>-------------------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>Lobby and work with development partners, donors and the private sector to establish a fund for gender mainstreaming programmes and projects on the environment, land management, poverty reduction, sustainable development and the green economy.</td>
<td>March 2015</td>
<td>• Fund for gender mainstreaming set up and being used.</td>
<td>MoEW&amp;NR Parliamentary and county committees on environment KEWOPA Civil society organizations</td>
</tr>
<tr>
<td>Develop gender-responsive guidelines on access to, use of and reporting on funds for gender mainstreaming in respect of the environment and natural resources.</td>
<td>June 2015</td>
<td>• Guidelines developed and disseminated</td>
<td>MoEW&amp;NR Parliamentary and county committees on environment KEWOPA Civil society organizations</td>
</tr>
<tr>
<td>5.4 Allocate and use funds to support capacity-building and gender-responsive research on the environment and natural resources at the national and county levels.</td>
<td>March 2015 onwards</td>
<td>• Annual budget</td>
<td>MoEW&amp;NR Civil society organizations Development partners and donors</td>
</tr>
<tr>
<td>5.5. Allocate and use funds for participatory appraisal, monitoring and evaluation and knowledge management and sharing at the national and county levels.</td>
<td>March 2015 onwards</td>
<td>• Annual budget</td>
<td>MoEW&amp;NR Civil society organizations Development partners and donors</td>
</tr>
<tr>
<td>5.6 Create and operationalise gender and environment Trust fund for competitive access to resources for enterprising gender projects at county, sub county and lower levels.</td>
<td>June 2015</td>
<td>• Trust fund Create</td>
<td>MoEW&amp;NR</td>
</tr>
</tbody>
</table>
ANNEXES

Annex I: References


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• UN GoK Joint Programme on Gender Equality and Woman’s Empowerment Fact Sheet (2012).

• World Bank, (2008), Progress on Gender Mainstreaming in the World Bank’s Work: FY02-FY07, Washington, DC.


Annex II: List of Respondents and Participants during validation

During the development of this strategy various people and institutions were consulted and gave inputs that were used to craft this document. Besides, such stakeholders also participated in a two-day validation workshop where the draft strategy was presented, discussed and consensus build on its content and format.

Below is a list of groups that were represented and gave their inputs to the strategy:

**Government ministries**
- Ministry of Environment, Water & Natural Resources
- Ministry of Agriculture, Livestock and Fisheries
- Ministry of Mining
- Ministry of Energy
- Ministry of Education
- Ministry Health
- Ministry of Labor

**Civil society organizations**
- Resource Conflict Institute (RECONCILE)
- Nakuru County Natural Resource Forum
- Sustainable Integrated Landscape Development (SIDO)
- Community Initiative Action Group-Kenya
- Lake Basin Development Authority
- Sustainability Watch-Kenya
- ECO-FINDER KENYA
- Tembea Youth Centre for Sustainable Development, Trans Nzoia, Baringo
- UHAI-LAKE FORUM

**Development partners and donors**
- United Nations Environment Programme
- Food and Agriculture Organization of the United Nations
- United Nations Human Settlements Programme (UN-Habitat)
- UN Women
- United Nations Children’s Fund
- United Nations Educational, Scientific and Cultural Organization
- World Bank
- European Commission.
Annex III: Glossary

Access to resources and benefits
Access to resources and benefits implies that women, men boys and girls are able to use and benefit from specific resources, including material, financial, human, social and political ones.

Control of resources and benefits
Control over resources implies that women and men can obtain access to a resource and can also make decisions about the use of that resource. For example, control over land means that women can access land (use it), can own land (can be the legal title-holders) and can make decisions about whether to sell or rent the land.

Empowerment
Empowerment implies people –women and men, boys and girls – taking control over their lives by setting their own agendas, gaining skills (or having their own skills and knowledge recognized), increasing their self-confidence, solving problems and developing self-reliance. It is both a process and an outcome. Empowerment implies an expansion in women’s ability to make strategic life choices in a context where this ability was previously denied to them.

Gender
Gender refers to socially constructed roles, behavior, activities and attributes that a particular society considers appropriate and ascribes to men and women. Gender refers to both women and men and the relations between them. Gender roles are learned or acquired during socialization of individuals as members of a given community. Because these attributes are learned behavior, they can and do change over time and vary across cultures and contexts. The concept of gender is not interchangeable with women. Gender and sex are not the same either. Unlike the sex of males and females or women, which is biologically determined, the gender roles of women and men are socially constructed.

Gender analysis
Gender analysis is the collection and analysis of sex-disaggregated data and information about men, women, boys and girls. Men and women perform different roles. This leads to women and men having different experience, knowledge, talents and needs. Gender analysis explores such differences and gaps that could be targeted and addressed in policies, programmes and projects to promote gender equality. Gender analysis provides credible data to inform decision-making and planning.

Gender-blind
An approach, strategy, framework or programme may be defined as gender-blind when the gender dimension (i.e., how it takes care of women and men’s concerns and needs) is not considered although the opportunity of doing so is there and it is a good practice to do so.

Gender equality
Gender equality is a situation in which all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles or prejudices. Gender equality means that the different behaviors, aspirations and needs of women and men are considered, valued and favored equally. It does not mean that women and men must become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender equity
Gender equity means fairness of treatment (justice) for women and men according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. In
the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women.

**Gender mainstreaming**
Gender mainstreaming involves ensuring that attention to gender (men and women) equality is a central part of policies, laws, development programmes and budgeting and the planning, implementation, monitoring and evaluation of programmes and projects. Gender mainstreaming is defined in the Economic and Social Council Agreed Conclusions 1997/2 of 18 July 1997 as “a strategy for making women’s, as well as men’s, concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

**Affirmative action**
Affirmative action describes a deliberate policy or action that targets one gender (women or men) that has hitherto been disadvantaged or neglected. The aim is to bridge the gaps that exist between the genders and uplift the disadvantaged or neglected gender. Such action is a stopgap measure and should be implemented with other gender-responsive policies or actions to promote gender equality.

**Women’s (girls’) empowerment**
A process that aims to improve the situation, participation and access of women (girls) in respect of resources, decision-making and development.

**Men’s (boys’) empowerment**
A process that aims to improve the situation, participation and access of men (boys) in respect of resources, decision-making and development.
### Annex IV: Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
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<tbody>
<tr>
<td>AfDB</td>
<td>African Development Bank</td>
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<tr>
<td>AIDS</td>
<td>Acquired immunodeficiency syndrome</td>
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<tr>
<td>GEF</td>
<td>Global Environment Facility</td>
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<tr>
<td>GEO</td>
<td>Global Environment Outlook</td>
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<tr>
<td>HIV</td>
<td>Human immunodeficiency virus</td>
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<tr>
<td>KEPSA</td>
<td>Kenya Private Sector Alliance</td>
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<tr>
<td>KEWOPA</td>
<td>Kenya Women Parliamentarian Association</td>
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<tr>
<td>KFS</td>
<td>Kenya Forestry Services</td>
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<tr>
<td>KNBS</td>
<td>Kenya National Bureau of Statistics</td>
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<tr>
<td>KNUT</td>
<td>Kenya National Union of Teachers</td>
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<tr>
<td>KRA</td>
<td>Kenya Review Authority</td>
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<tr>
<td>MED</td>
<td>Monitoring and Evaluation Directorate</td>
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<tr>
<td>MoEW&amp;NR</td>
<td>Ministry of Environment, Water and Natural Resources</td>
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<tr>
<td>NCAPD</td>
<td>National Coordinating Agency for Population and Development</td>
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<tr>
<td>NEMA</td>
<td>National Environment Management Authority</td>
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<tr>
<td>UNDP</td>
<td>United Nations Development Programme</td>
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<tr>
<td>UNESCO</td>
<td>United Nations Education Scientific and Cultural Organization</td>
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<tr>
<td>UNFCCC</td>
<td>United Nations Framework Convention on Climate Change</td>
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<tr>
<td>UNICEF</td>
<td>United Nation’s Children and Education Fund</td>
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<tr>
<td>UN-WCSD</td>
<td>United Nations World Conference on Social Development</td>
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<tr>
<td>UN-WSSD</td>
<td>United Nation World Summit on Sustainable Development</td>
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<tr>
<td>USAID</td>
<td>United States Agency for International Development</td>
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<tr>
<td>WARMA</td>
<td>Water Resource Management Authority</td>
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<tr>
<td>WASH</td>
<td>Water Sanitation and Hygiene</td>
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<tr>
<td>WASSIP</td>
<td>Water and Sanitation Service Improvement Project</td>
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<tr>
<td>WB</td>
<td>World Bank</td>
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<tr>
<td>WHO</td>
<td>World Health Organization</td>
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<tr>
<td>WKIEMP</td>
<td>Western Kenya Integrated Ecosystems Management Project</td>
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</table>
GENDER MAINSTREAMING STRATEGY AND ACTION PLAN FOR THE ENVIRONMENT AND NATURAL RESOURCES IN KENYA 2015 - 2018

REPUBLIC OF KENYA
The Ministry of Environment, and Natural Resources