

Final Report

Gender Assessment conducted
for the Kenya RAPID Program

May – July 2021

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Aurelia Munene
Nascent Research and Development Organisation.

Abbreviations and Acronyms

ARI	Aggregated Reference Indicators
ASAL	Arid, Semi-Arid Land
ATM	Automated Teller Machine
CCBF	County Capacity Building Fund
CCU	County Coordination Unit
CEC	County Executive Committee
CIDP	Country Integrated Development Plan
CLTS	Community Led Total Sanitation
CPSC	County Program Steering Committee
COVID 19	Corona Virus Disease
FDG	Focus Group Discussions
FGM	Female Genital Mutilation
GARUWASCO	Garissa Rural Water and Sewerage Corporation
GAWASCO	Garissa Water and Sewerage Company
GBV	Gender Based Violence
GEF	Gender Equality Framework
GEWE	Gender Equality and Women Empowerment
IWASCO	Isiolo Water and Sewerage Corporation
KCB	Kenya Commercial Bank
RAPID	Resilient Arid Lands Partnership Integrated Development
KII	Key Informant Interviews
KIWASH	Kenya Integrated Water Sanitation and Hygiene Project
KPI	Key Performance Indicators
KWFT	Kenya Women Finance Trust
LCCA	Life Cycle Cost Approach
LOWASCO	Lodwar Water and Sewerage Company
MAWASCO	Marsabit Water and Sewerage Company

MCA	Member of County Assembly
MWA	Millennium Water Alliance
Nascent RDO	Nascent Research and Development Organization
NCA	National Construction Authority
NEMA	National Environment Management Authority
NGO	Non-Governmental Organization
PIFA	Program Implementation Facilitative Approach
PPP	Public-Private Partnerships
PRM	Participatory Rangeland Management
PSE	Private Sector Engagements
PWD	People with Disability
RMC	Rangeland Management Committee
SDC	Swiss Agency for Development Cooperation
SDGs	Sustainable Development Goals
SGBV	Sexual Gender Based Violence
SO	Strategic Objective
TRI	Thematic Reference Indicators
TVET	Technical and Vocational Education and Training
UN	United Nations
UNICEF	United Nations International Children's Emergency Fund
USAID	United States Agency for International Development
WASH	Water Hygiene and Sanitation
WFP	World Food Programme
WMC	Water Management Committee
WUA	Water User Association

Executive Summary

The Gender Assessment for the Kenya Resilient Arid Lands Partnership for Integrated Development (RAPID) Program (2015-2020) was commissioned by Millennium Water Alliance (MWA). The program was funded by US Agency for International Development (USAID), Swiss Agency for Development Cooperation (SDC), private sector partners and MWA members. The goal of the Gender assessment was to provide an in-depth analysis of how gender dynamics shape access to and control over water and rangeland management and services in five ASAL regions, namely: Garissa, Isiolo, Turkana, Marsabit and Wajir. Specifically, the analysis focused on these objectives:

Objective 1: Conduct gender assessment using a standard gender analysis toolkit (acceptable to and approved by key stakeholders). Assess the gender roles and division of labour for men and women in use, involvement, participation and management of water and rangeland resources. Analyse existing gender constraints (physical, financial, knowledge) and opportunities towards achieving increased access to, and control over sustainable water services and improved rangeland management for women and girls. Assess the level of participation, representation, voice and leadership of women and men in water services and rangelands management and any inhibiting/supporting gender and social norms. Assess human resources competencies related to gender in water and rangelands management for MWA and its implementing agencies. Assess levels, needs, and gaps in financial allocations and resourcing of gender activities within the program.

Objective 2: Effective integration of gender issues into the proposed Kenya RAPID phase 2: Identify the existing women's and men's differentiated needs, interests, and incentives in terms of water and rangelands services. Develop a transformative gender responsive intervention for Kenya RAPID phase 2, in line with the program theory of change, to respond better to the needs and interests of the target groups and ensure gender equity. Develop key gender indicators for each of the intervention areas and integrate into RAPID phase 2 monitoring plan. The consultants are guided by the SDC's Aggregated Reference Indicators (ARI) and Thematic Reference Indicators (TRI) (gender, water) of the International Cooperation Strategy 2021-24 where feasible. Develop concrete recommendations for the program's human resource gender capacity support, continuous development, and financial allocations.

To achieve the above objectives, the gender analysis team applied a gender transformative approach in the analysis and analysed gender on three levels, namely: macro (global and local policy, legal, and institutional framework, and practices) meso (market, community and service delivery) and micro level (household). The team further blended, four analytical lenses namely: Gender Equality and Women Empowerment (GEWE); Gender Equality Continuum Tool, intersectionality lens and Social Relations Approach. A qualitative study was preferred for the gender analysis since it would generate nuanced information from the study context. A total of 304 study participants took part in the study either through focus group discussions and key informant interviews. The study team consisted of five gender researchers and five research assistants and a data analyst. A detailed desk review preceded the primary data collection phase.

The key findings are as follows:

Gender Analysis of the Kenya RAPID Program and Gender Integration status: The Kenya RAPID Phase 1 program approaches and activities had important gains for gender equality in water and rangeland management and services and gender was a crosscutting thematic. The development of Water Acts in the counties, strengthening institutions and operational frameworks, increasing water access, inclusion of women in the decision-making spaces in water management lay a foundation where gender transformative approaches can be appropriately embedded in the next phase of the program. However, examined against the gender equality continuum tool, the program interventions fall between gender blind and gender accommodating and not gender transformative. Gender blind intervention means that gender considerations in the program were not informed by a systematic gender analysis to understand gendered needs, resources, risks, and access to and control over resources as well as gendered barriers in water and rangeland management. As such, some of the approaches particularly in-service delivery (meso) tended to be gender neutral. This was also evidenced in the program indicators. Gender accommodating means that there were no interventions to address the pervasive gender norms that drive gender inequality at macro, meso and micro levels in water and rangeland management. Rather, the program worked within these norms and did not monitor how gender relations were changing as well as how women and men interacted with Kenya RAPID activities and what this meant in terms of risks, access to and control over resources, gender roles, and decision making. The program did not have a gender focal human resource to provide guidance and insights on to how to monitor these factors. The consulting team has provided important suggestions on to how the program could have and should embed a gender transformative lens in its activities at macro, meso and micro levels, by continuously addressing issues related to agency, structure, and gender relations.

Macro level findings indicate that while the Kenya RAPID Program supported development of water actors and other institutional policies, there are institutional gaps that weaken gender mainstreaming in water and rangeland management. For example, gender departments and water and rangeland departments, together are responsible for ensuring gender mainstreaming in the sector. However, lack of gender policies in the counties, gender strategy, gender assessment, audits, and inadequate understanding of how to integrate gender in water in rangeland is a major constraint. The State Department of Gender and the National Gender Equality Commission has provided guidelines and policies to support counties with gender integration within a transformative approach. However, low financing and prioritisation of gender at the county level has hindered implementation. There is an opportunity for Kenya RAPID 2 to support strengthening of gender departments and water and rangeland gender integration processes, while guided by the existing policies and guidelines. Gender integration in rangeland management is still weak and all the counties are working on rangeland policies, there is an opportunity to ensure gender is integrated in a transformative manner quite early now that the process is in its initial stages.

Meso level findings indicate that service delivery and private sector practices are still gender blind where different actors reported that lack of clarity on how to identify and integrate gender in service delivery beyond just disaggregating data. The dominant perception of gender as a women issue has resulted in weak engagement on norms that promote gender inequality. Weak laws and institutional limitations at the macro level have affected meaningful gender integration in water and rangeland service delivery. There is opportunity to enhance inclusive market system development with women empowerment consideration, as a pathway towards gender transformation. Women and men are keen to start and control viable enterprises in water and rangeland. However, exposure to shocks like floods, lack of constant water supply in some areas, weakly adapted financial and information systems remain a barrier. Kenya recently launched the Women Economic Empowerment Strategy 2020-2025 and will provide counties with a guideline on how to develop gender transformative economic empowerment processes. Women and youth association are important spaces for leading advocacy on issues like inclusion, inclusive decision making and equitable labour distribution.

Micro level findings indicate that at the project sites, women and girls bear the brunt of reproductive burden including responsibility for securing water that affects their well-being. Despite changes brought about by education, increased income for women and project interventions including Kenya Rapid, gender relations have not changed much. Access and control over resources like water, land, livestock, information, skills, financial services and association is hampered by multiple factors like Gender norms that marginalize women voices, gender blind services that are not tailored to the gendered needs of women and men and these needs affect women disproportionately. Other factors include gender blind service delivery. There are multiple practical and gender needs at macro, meso and micro levels that remain unaddressed as mapped in the study. Women decision making capabilities are improving with inclusion in decision making spaces like committees. However, productive, reproductive and community labour burdens hinder active participation. Gender Based Violence, as an outcome of increased position of women in project sites, and as a key fact of patriarchal study contexts, is often a normalized in the study sites. There is however a growing recognition of the effects of GBV, and some response mechanisms are in place but need strengthening. The study finds out that young women, young men and women voices are still marginalized in rangeland management.

Recommendations

The recommendations are guided by a gender transformative approach informed by the Gender Equality Framework (GEF). The framework recognises that underlying gender inequality are power inequalities that need to be challenged and addressed. The framework therefore provides an opportunity for continuous learning and leverages on the existing institutional capacities-built overtime in Kenya RAPID Phase 1 Program. GEF approach also encapsulates a systematic approach to gender integration and identifies three key areas of changes change in relations which include addressing: Discriminatory social norms, customs, values and exclusionary practices (non-formal sphere) and laws, policies, procedures and services (formal sphere). Building agency which includes enhancing consciousness, confidence, self-esteem, and aspirations (Non-Formal

Sphere) Knowledge, skills and capabilities (Formal Sphere) and Transforming Structures which includes addressing the power relations through which people live their lives through intimate relations and social networks (non-formal sphere), and group membership and activism, and citizen and market negotiations (formal sphere).

Drawing on the frameworks the consultants identified five key domains that can be prioritized for Kenya RAPID 2, which can contribute to the transformation and building agency, changing gender and social relations, and transforming structures. They include Gender Mainstreaming and Integration in water and rangeland management and strengthening gender departments in each county. Promote and monitor equitable gender division of labour in water and rangeland management at household, community, and county level. Enhance Access to, and control over water and rangeland resources and assets by women and other marginalized groups. Enhance Gender Based Violence Prevention and Response Mechanisms and address risks in public and private spheres in water and rangelands. Promote processes that enhance Decision making and participation at household, county, community in water and rangeland for women and marginalized groups. Core gender indicators have been developed under each of the domain.

1. Introduction

Millennium Water Alliance (MWA) has been implementing the Kenya RAPID Phase 1 program (2015 -2020) funded by multiple donors namely, US Agency for International Development (USAID), Swiss Agency for Development Cooperation (SDC), private sector partners and MWA members. The program's focus has broadly been on applying a multiple actor approach (public and private institutions) to mobilize and provide resources, assets, investments, innovation, and access to markets. The rationale of the project is to ensure sustainable and resilient livelihoods by addressing Water Hygiene and Sanitation (WASH) intersecting problems like access and weak governance and enhancing access to water service delivery, water availability and improve rangelands in the Arid, Semi-Arid Lands (ASALs). Gender transformative programming is critical in water and rangeland management and services particularly in the ASALs where intersection of social cultural, political, economic and environmental factors exacerbates gender inequalities.

1.1. Goal of the Gender Assessment

The broad goal of the gender assessment is to enhance a deeper understanding of how gender dynamics/trajectories influence access, control and ownership to water, rangeland resources and services in target (ASAL) areas of Garissa, Wajir, Isiolo, Turkana and Marsabit, so as to ensure implementation of an engendered intervention. The gender assessment explores, identifies and analyses unequal power relations between men and women and how these are linked to unequal access to resources and opportunities. In addition, the study examines gender gaps, needs and constraints of women and men including differently located boys and girls and youth. Moreover, the analysis also focuses on the gender system level support, gaps, opportunities, and challenges that support water and rangelands management, including market level, private sector models, government systems, stakeholder engagement and sustainability models. The analysis proposes gender transformative actions and indicators that will be integrated into program of Kenya RAPID Phase 2 program.

1.2. Specific Objectives

Objective 1: Conduct gender assessment using a standard gender analysis toolkit (acceptable to and approved by key stakeholders) .

- Asses the gender roles and division of labour for men and women in use, involvement, participation and management of Water and rangeland resources.
- Analyse existing gender constraints (physical, financial, knowledge) and opportunities towards achieving increased access to, and control over sustainable water services and improved rangeland management for women and girls.
- Assess the level of participation, representation, voice and leadership of women and men in water services and rangelands management and any inhibiting/ supporting gender and social norms

- Assess human resources competencies related to gender in water and rangelands management for MWA and its implementing agencies.
- Assess levels, needs and gaps in financial allocations and resourcing of gender activities within the program.

Objective 2: Effective integration of gender issues into the proposed Kenya RAPID phase 2.

- Identify the existing women's and men's differentiated needs, interests and incentives in terms of water and rangelands services.
- Develop a transformative gender responsive intervention for Kenya RAPID phase 2, in line with the program theory of change, to respond better to the needs and interests of the target groups and ensure equity in terms of gender.
- Develop key gender indicators for each of the intervention areas and integrate into RAPID phase 2 monitoring plan. The consultants are guided by the SDC's Aggregated Reference Indicators and Thematic Reference Indicators -ARI/TRI (gender, water) of the International Cooperation Strategy 2021-24 where feasible.
- Develop concrete recommendations for the program's human resource gender capacity support, continuous development, and financial allocations.

1.2.1. Deliverables

- The consultant was expected to submit an inception report, with detailed methodology including a work plan for the both Primary and secondary data collection and review including desk review, field-based data collection and analysis and writing for the assignment as well as the tools to be utilized for data collection.
- Gender Assessment Report (of max. 30 pages, excluding executive summary and annexes) with concrete recommendations
- Summary note highlighting the recommended interventions and monitoring indicators for Kenya RAPID phase 2, with validation with key stakeholders.

1.3. Scope of the Gender Assessment

In response to the findings of the gender component of the End of the Term Evaluation of the project, MWA would like to mainstream a gender transformative approach along the various program cycles of the Kenya RAPID Phase 2. This gender analysis therefore precedes the program inception and was aimed at assessing the gender dynamics in the thematic areas of water and rangeland services. It is expected that Kenya RAPID Phase 2 will be funded by SDC together with matching funds from the Private Sector partners and MWA members/implementing/facilitating partners, with additional leverage from the county government. The focus will remain the five ASAL counties, namely, Garissa, Isiolo, Turkana, Wajir and Marsabit. The program's desired

impact will be ‘Communities have long-term access and sustainably utilize their water and rangeland resources in the ASALs of Kenya’.

1.4. Gender Analysis Analytical Lens

1.4.1. Gender Transformative Approach

A blend of the various gender analysis frameworks and lens were suitable for the study to ensure a contextual understanding of the gender dynamics in water, range management and services and integration of gender into the Kenya RAPID Phase 2 program. The approaches are informed by a Gender Transformative Approach that considers the need for understanding the root causes of gender inequalities and the interlinkages with norms, barriers to access, and control of resources. This also includes not only obtaining a broader perspective of the gender dynamics, but also examining changes over time as they emerge, and their impact or consequences. We acknowledged that women, men, and young people experience, and are affected by these changes differently. We also examined the factors responsible for these changes and shifting power relations, examining what enhances or affects bargaining and women’s agency. The gender transformative frameworks we selected and utilised for this gender analysis include Gender Equality and Women Empowerment Framework, Social Relations Approach, Gender Continuum Tool, and intersectionality. These frameworks have informed the desk review, data collection tools, data analysis and recommendations.

1.4.2. Gender Equality and Women Empowerment

This focuses on examining the interrelationships in the following domains: i) Laws, Policies, Regulations, and Institutional Practices; ii) Gender Roles; Responsibilities and Time Use; iii) Cultural Norms and Beliefs iv) Patterns of Power and Decision-making v) Access to and control over assets and resources. The tool has been applied to generate evidence on descriptive gender statistics and qualitative data on gender dynamics in the targeted ASAL regions in the desk review. The desk review is attached in Annex 1. The framework guides the analysis of gender dynamics in each of the domains including the role of cultural beliefs, and how this affects MWA’s gender integration goals at organisational and programming level, and possible opportunities for further integrating gender concerns in water and rangeland management.

1.4.3. Gender Equality Continuum Tool

This focuses on analysis of gender integration knowledge/awareness and practices at MWA’s organizational and programming level. Specifically, it examines the extent to which gender is mainstreamed in the previous phase of the program, to determine where along the gender equality continuum MWA’s programming and strategy lies (and could lie) for it to be more transformative. Such an analysis was important in identifying key steps and entry points for a more gender transformative approach. The review of program documents (submitted as a separate document), gender human resource capacities, gender financial allocation and resourcing, quarterly and annual reports, work plans, monitoring and evaluation frameworks were undertaken using this tool, that was also embedded in the study tools. The outcomes of the analysis using this tool have also been used to design indicators for a gender transformative approach in the recommendation section. The tool also offers a potential trajectory of moving the project interventions along the desired continuum, defining the required support and input at different stages.

1.4.4. Intersectionality

This is an important lens that recognizes the intersectional nature of gender needs and constraints, by recognizing that women and men are not homogenous categories. Their gendered experiences should be understood by examining how gender intersects with other axes of difference like class, education, social economic status, geographical, location, disability, marital status, ethnicity, livelihood strategy, space etc. In addition to understanding these differences, the framework also provided information on how MWA can take these intersectional differences (both as vulnerabilities and capabilities) into consideration, by planning around the needs of differentially located men, women, boys and girls, in its approaches, strategies and programming around water and rangeland management. This lens has been applied throughout the analysis.

1.4.5. Social relations Approach

Focuses on the relations between the state, market, community, and family. The approach has been used to analyse the macro, meso and micro findings in the report. The approach recognizes that gender relations are complex, institutions are gendered, and that gender inequality is reproduced through a range of institutions which include the household, market, state, and factors at the macro level. We applied the approach to tease out the immediate, underlying, and structural causes of gender inequality and how they affect women, men, boys, and girls. We expose how the five GEWE domains intersect and reproduce inequalities in relation to water, rangeland, and services. They include: i) Laws, Policies, Regulations, and Institutional Practices; ii) Gender Roles; Responsibilities and Time Use; iii) Cultural Norms and Beliefs iv) Patterns of Power and Decision-making v) Access to, and control over assets and resources. What happens at the macro level, and for instance the types of policy formulated and gender assumptions that inform policy, have a bearing on intra-household dynamics and service delivery. For example, weak national and county institutional capacities, in connecting inter linkages between gender, water and rangeland management services; weakly developed gender responsive data and budgeting; weak understanding of how multi-sectoral gender mainstreaming takes place, has implications on household's decision making, access to and control over natural resource management. This may in turn exacerbate intra-household conflict and community level resource use and management of conflict and enhance inequality. This would then manifest through community/ ethnic tensions over resource use and control.

2. Methodology

2.1. Study Design

The gender analysis adopted a qualitative blended approach utilizing various gender analysis guides to inform the gender analysis while embedded with the earlier identified analytical lens. The narratives from the community members were triangulated with those of relevant project implementers and stakeholders and the quantitative information gathered from the project documents. The study targeted five ASAL counties in Kenya namely Turkana, Marsabit, Isiolo, Garissa and Wajir. Purposive sampling was applied to identify the participants for the gender analysis. As such, all researchers and research assistants and mobilisers were required to understand, sign and adhere to the appropriate policies and Code of Conduct. Participants signed informed consent forms or gave verbal consent. Sensitivity and respect for the social-cultural, political and the material context of the study sites were prioritized.

2.2. Data Collection Team and Pretesting

Desk review, Focus Group Discussions (FDGs), Key informant interviews and testimonials were the main data collection methods. The data collection team consisted of a team of ten (6 females, 4 males). These were, five county researchers from the contracted organization and five research assistants (who live in the counties). Each of the five counties was assigned one county researcher and one research assistant. All the researchers who are gender experts were also trained on the various gender analysis tools.

Prior to the actual data collection, a pre-test was conducted before the tools were finalised. The primary data collection took three days in each of the counties and five days for online interviews. The two main consultants identified, trained, supervised, and supported the researchers in charge in each county. Mobilisation for the research was carried out by the MWA County Coordinators and the tools were checked prior for translation needs and administered in Kiswahili and local languages.

2.3. Data Collection Tools and Methods

Data collection tools were developed to guide the gender analysis data collection process. See Annex 2. A total of 304 people participated in the study. Participants signed consent forms. (See Annex 3). A total of 30 FDGs were held for the study. Six FDGs were carried out in each of the five counties, each lasting approximately one and half hours. The FDG's consisted of carefully selected program participants and representatives of the various water and rangeland management committees and communities. Each included women and men consisting of eight members in each. Efforts were made to reach especially young female mothers and male youth. Other factors considered for participation in FGD included livelihood diversity, age, marital status, education level, disability, parenting status, leadership roles, residency in the specific county and participation in/awareness of MWA/Kenya RAPID project. Adherence to COVID 19 regulations of social distancing, handwashing, masking and limited physical engagement were observed, including carrying out the FDGs in spaces with good air circulation. A note taker and facilitator were present in the FDGs which were audio recorded after obtaining necessary permission from

participants. Key Informant Interviews (KIIs) and in-depth interviews were also held. A total of 54 KIIs were held with county officials, MWA partners and private actors and 10 in-depth interviews. See Annex 4 for a breakdown of study participants.

2.4. Data Analysis and Validation

Qualitative data from the focus group discussions, key informant interviews and observations were analysed using the NVIVO programme. Data was recorded, transcribed, cleaned, coded, and organized according to common themes. The consultants consolidated the findings to provide the critical content and trends, triangulating the perspectives by age and gender and where possible by county.

Validation: A workshop was held to validate the study findings where county officials and MWA partners in the five counties and private sector actors who participated in the study were present.

2.5. Study Limitations

The research team faced various challenges during the study. For example, in Turkana County, there was poor road network and the distances between the FGD venues were far. This created delays in the starting time for data collection and the locals had little time to participate in the FGDs and the discussions were not as robust. In Wajir, the communities are sparsely populated, and the research team spent most of the time travelling from one location to another for the FGDs. Such distances should be considered in commissioning future studies. In one location, the study participants expected monetary compensation for their time and initially declined to participate in the study. They, however, agreed to take part after being persuaded that the information as would aid in the development of their community. In another location, some participants were reluctant to share information claiming research fatigue and argued that they were being used by organizations with no benefits, but later understood the need for the information that would aid in development of their community. Future mobilization for research should therefore be cognizant of the fact that such communities are time poor, and enough time is required to engage them to participate in such activities including dialogue on need for such research. In Isiolo, the gender director or anyone from the office was not available to provide information about the Isiolo gender department during the gender analysis. Due to time limitations, we did not seek alternatives views from other officials.

3. Kenya RAPID Program and Integration of Gender

The Kenya RAPID Program has been addressing the following strategic objectives (SO) towards management of water and rangelands¹:

- SO 1: A responsive and accountable governance framework is operational at county government level to ensure sustainable access to water and pasture.
- SO2: Replicable and scalable business models for sustainable WASH and livestock service delivery have been developed and operationalized.
- SO3: Communities have increased access to sustainable WASH services and improved rangeland management.

One of the goals of the gender analysis was to develop transformative gender responsive propositions for Kenya RAPID phase 2. To achieve this, the gender analysis focused on examining to what extent gender was integrated in the Kenya RAPID Phase 1 Program and identify important gender transformative areas that could be embedded in the second phase. The gender continuum tool has been applied in the analysis to examine the program. Below are the main components of the tool:

Table 1: Gender Equality Continuum Tool

Gender Blind: Gender blind policies and programs are designed without a prior analysis of the culturally defined set of economic, social, and political roles, responsibilities, rights, entitlements, obligations, and power relations associated with being female and male and the dynamics between and among men and women, boys, and girls. The project ignores gender considerations altogether.

Gender Aware: Gender aware policies and programs examine and address the set of economic, social, and political roles, responsibilities, rights, entitlements, obligations, and power relations associated with being female and male and the dynamics between and among men and women, boys and girls.

Exploitative Gender Programming: Gender exploitative policies and programs intentionally or unintentionally reinforce or take advantage of gender inequalities and stereotypes in pursuit of project outcome, or whose approach exacerbates inequalities. This approach is harmful and can undermine the objectives of the program in the long run.

Accommodating Gender Program: These are policies and programs that acknowledge but work around gender differences and inequalities to achieve project objectives. Although this approach may result in short-term benefits and realization of outcomes, it does not attempt to reduce gender inequality or address the gender systems that contribute to the differences and inequalities.

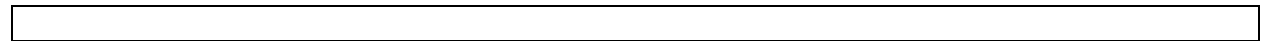
Transformative Gender Programming: Transformative policies and programs seek to transform gender relations to promote equality and achieve program objectives. This approach attempts to promote gender equality by:

- 1) fostering critical examination of inequalities and gender roles, norms, and dynamics
- 2) recognizing and strengthening positive norms that support equality and an enabling environment
- 3) promoting the relative position of women, girls, and marginalized groups
- 4) transforming the underlying social structures, policies, and broadly held social norms that perpetuate gender inequalities.

Source: The Gender Integration Continuum Training Session User's Guide ²

¹ End-term Performance Evaluation of the Kenya Resilient Arid Lands Partnership for Integrated Development Activity
October 2020

² Population Reference Bureau, 2017. The Gender Integration Continuum Training Session User's Guide



The two main questions that guided the analysis were:

i) How was gender conceptualised and integrated in the design, implementation, monitoring and evaluation of Kenya RAPID program. ii) To what extent was a gender transformative lens applied throughout the program cycle? In order to answer these questions, Step 1 was to analyse the program reports and tease out the core approaches and activities that the Kenya RAPID Phase I Program had implemented and group them according to macro, meso and micro level interventions. Step 2 was to apply the gender continuum tool and categorise these activities and approaches along the gender continuum and provide evaluation on gaps on their gender transformative potential.

Below are findings from the analysis of the approaches and activities of the Kenya RAPID Program against the gender continuum tool. The analysis is based on review of the project documents.

Table 2: *Kenya RAPID Phase 1 Program Analysis with the Gender Equality Continuum Tool*

Kenya RAPID Programs Approaches and Activities	Gender Continuum level and rationale	Gender Transformative Recommendations
<p>Macro Level</p> <ul style="list-style-type: none"> Kenya RAPID Program was engaged in supporting counties in the development of Water Policies and Legislation around water and rangeland management. For example: county level policies, legislation, implementation frameworks Ensuring policy and laws for water and rangeland management govern water, land, and livestock are gender intentional and involve women and PWDs in drafting Adoption of Program Implementation Facilitative Approach (PIFA) that allows joint planning, priority setting, and coordination Institutionalizing water governance and management through operational frameworks Designing a coordination approach that promotes a multi-partner and multilevel programming Promote women's participation in all activity-related meetings, "that is the one-third gender rule as stipulated in Kenya's Gender Policy Republic of Kenya, 2019 Cascaded approach to programming from the Program Coordination, County Coordination Unit, County Program Steering Committees Multi-layered Capacity Needs assessment on water, livestock and rangeland management 	<p>A Majority of the macro level activities fall within gender blind and gender accommodating. This means that the interventions are working around existing gender inequalities rather than addressing the norms that produce these inequalities and are not informed by an analysis of norms and inequalities.</p> <p>Rationale: Gender Blind: The program was not informed by a gender analysis of the five counties.</p> <p>Gender Accommodating There were efforts to enhance inclusion of women in decision making spaces which is placing them on the pathway to gender equality.</p> <p>There were efforts to enhance gender inclusion within formal institutions through legislation, policy, implementation frameworks and capacity support, however, informal norms that produce and sustain inequalities are not systematically addressed and the changes may not be sustainable</p> <p>Participation of youth and women is not interrogated beyond inclusion in decision making spaces. For example: How they participate, risks they may face in the private and public sphere, how the design values the cost of their participation, shifting norms to include and value women leadership beyond legislation, addressing reproductive labour burden that prevent women's active participation.</p> <p>Capacity building funding is critical but needs to be allocated to support gender specific activities that strengthen institutions and work around changing norms and gender transformation.</p>	<p>- Conduct a gender analysis to assess and address drivers of gender inequalities in general and in water and rangeland management.</p> <p>-Assess gender norms and how they affect decision making, access, control, gender roles at the macro level and how they are reflected and framed in policy and practices. Include assessment of gendered assumptions and gender norms implicitly embedded in policy.</p> <p>-Assess and address of institutional formal and informal norms and how they shape gender integration.</p> <p>-Institutional strengthening through capacity development and supportive framework for gendered integration.</p> <p>-Assess and address root causes of gender inequality in water and rangeland management, how they affect women/men and how they are addressed in policies and laws.</p> <p>-Maintaining gendered approach throughout decentralized programming and interdepartmental gender mainstreaming.</p> <p>-Embedding an intersectionality lens in gender, water and rangeland management, across diversities of age, social economic status, livelihood diversity, geographical location among others.</p> <p>-Capacity strengthening of policy makers, programmers and implementers to work towards gender transformative approaches.</p> <p>-Systematically enhance women and young people's agency through formal (laws, policies) and informal processes interventions like confidence building, presentations etc.</p>

<p>to inform evidence based and grounded programming</p> <ul style="list-style-type: none"> ○ County Capacity Building Fund (CCBF) to support capacity building efforts 		<p>-Enhance downward and upward accountability practices to track weaknesses in governance, that may hinder participation of women, men and youth</p> <p>- Adopt gender responsive funding approaches that cater to the gendered capacity needs at the county levels.</p>
<p>Meso Level Activities</p> <ul style="list-style-type: none"> ○ Establishment of Automated Teller Machines (ATMs) and training communities to use them. ○ Plans to develop a Rural Water Company. ○ Private sector engagement through Public Private Initiatives ○ Training, Registration and Development of Digitized grazing maps. ○ Establish and strengthen resource governance in the community, for example the Water User Associations (WUAs) including in rural areas. Water Management Committees, and Rangeland Management Committees. ○ Setting up of the community complaints and feedback mechanism for water services. ○ Support farmers groups, water user's associations, SMEs and women groups to receive food security related organizational development assistance ○ Water Management Committees exist on a smaller scale (i.e., one water point). ○ Insurance scheme for water system repair and maintenance promoted by Kenya RAPID. 	<p>A Majority of the Meso level interventions fall within Gender blind and gender accommodating because they are not informed by an analysis of the gendered norms and dynamics in the markets and community interactions, and they do not systematically address root causes of inequalities.</p> <p>Rationale Gender Blind: there are persistent gender inequalities that hinder women and men from effectively participating and thriving in the market space and benefiting from services. Since there was no systematic understanding of these gaps in how they may have been exclusionary or how they exacerbate inequalities. For example, most of the indicators were gender neutral because they did not actively target women and youth specific issues and interests.</p> <p>New technologies were important in enhancing service delivery like ATMs. However, there was minimal documentation on how these technologies considered gender inequalities in water and rangeland management, how they addressed them, including the emerging risks, and outcomes for gender equality</p> <p>Gender Accommodating: There were efforts to provide labour saving equipment and support kitchen gardens, which lessen the labour burden for women within the households but no notable efforts to address norms that reinforce unequal labour distribution, that hinder women from participating in the productive sector.</p> <p>Adapting training material was an important action however, there is no clear documentation of how the</p>	<p>-Assessing gender dynamics and the marketplace, recognize and address drivers of gender inequalities water and rangeland management systems.</p> <p>-Examining and address gender norms about women and men participation in the marketplace. For example, examine norms on types of livelihood options for women in relation to water and rangeland management.</p> <p>Capacity development programs that recognize the different ways women and men access resources, assets, services, opportunities, and control resources. For example, finances, information, technology among others.</p> <p>-Examine barriers and needs of women and men in the marketplace across different periods through an intersectionality lens. Periods of shocks and non-shocks. Assess shifting gender relations in private and public sphere as women and men participate in the marketplace (in relation to water and rangeland management).</p> <p>Identify and address new market norms that enable and disable participation of women and men and that may enhance risk of GBV.</p> <p>-Continually assessing the cost of participation of different women and men in water and rangeland management programs.</p> <p>- Risk assessment for Gender Based Violence to identify potential risk factors, planning, prevention and mitigation measures.</p> <p>Addressing childcare and care work arrangement to enable women participate in their business and in committees</p>

<ul style="list-style-type: none"> ○ Embed in the County Integrated Development Plan (CIPD), grazing and land restoration to build resilience, pastureland production, reseedling to increase to improve amount of pasture available. ○ Adapted training material to fit cultural and gender context. ○ Promote economic opportunities for women, youth, and the disabled through strengthening women's cooperatives and savings and lending committees ○ Initiation of Community Led Total Sanitation (CLTS) supports water safety, education hygiene with an aim to promote optimal health care. 	<p>various training catered for gender needs of women and men to ensure active participation and their effects in enabling or disabling gender inequalities</p> <p>Services like complaints mechanism were important but gender natural. For example, there was disaggregation of data in terms of how many males and females reported but no further analysis of the gendered nature of the complains, what was the impact of these complains on gender relations and gender inequalities and how they were addressed.</p> <p>Initiatives like CLTS, food security, promoting economic activities, enhancing community governance, private sector engagement have important outcomes for gender equality, however there was no clear interrogation of the different gender dynamics, how they enable or disenable gender equality in terms of access to, and control over assets, agency, gender roles, decision making, gender-based violence and risks</p> <p>Lack of a clear strategy of how private sector should integrate gender in its initiatives and interventions.</p>	<p>-Leverage partnerships with institutions that support vibrant women and men participation in the marketplace for example financing institutions, accessible licensing processes, adapting services to address gendered barriers to market participation.</p> <p>-Information on access, control of resources and leveraging on bargaining strategies to control resources.</p> <p>-Strengthening women voice through networking and alliance building to allow a more unified voice / agenda on water and rangeland management.</p> <p>- Assess positive gender impacts of technologies on gender, especially on the roles women play and effect on gender role and efficiency in service delivery</p>
<ul style="list-style-type: none"> ○ Training households on different aspects relating to wellbeing (e.g., nutrition, hygiene, and how to treat drinking water) ○ Introduction of labour-saving technologies 	<p>The Kenya RAPID Program had some interventions targeted directly at household levels. The interventions were gender blind and accommodating</p> <p>Rationale Gender Blind: intrahousehold gender assessment was missing for example on intrahousehold decision making patterns, access and control over assets and resources, how control is negotiated, gender-based violence, the intersectional needs and capabilities of different men, women and youth, intrahousehold labour distribution and norms, strategic and practical gender needs.</p> <p>Gender accommodating: consideration of some gendered needs like training, labour saving technologies was undertaken. However, there was limited interventions to address gender and social norms that promote gender inequalities.</p>	<p>- Examine shifts in intra-household gender relations and how they affect access and control of resources. Assess gendered costs of programs in terms of time use.</p> <p>-Assess changes in gender norms in the household due to program interventions.</p> <p>-Assess shifts in intra-household decision making as women access and control resources.</p> <p>-Assess strategies different women use to negotiate for control and potential level points or risks.</p> <p>Assess shifts in inter-household water and rangeland needs/ interests both practical and strategic levels.</p>

Table 3: *Kenya RAPID Program Documents Reviewed*

Document Reviewed
Progress Operational and Financial Report for the Period between 1st Oct' 2017 – 31st March' 2018
Indicator Performance Matrix
Final Performance Progress Report 25 th September 2015- 25 th September 2020
Progress Operational and Financial Report for the Period between 1st October 2019 – 30th September 2020
Final Program Evaluation of Kenya RAPID April 2021
Do No Harm and Gender Assessment in Garissa, Isiolo, Marsabit, Turkana and Wajir Counties of Kenya, 2016 Rapid assessment report
End-term Performance Evaluation of the Kenya Resilient Arid Lands Partnership for Integrated Development (Kenya RAPID) Activity October 2020)

In sum, following the analysis using the Gender Continuum Tool, it has become evident that Kenya RAPID programs design, planning, implementation and monitoring and evaluation was within gender blind and gender accommodating range. This means the program may have unintended consequences in terms of gender inclusion either enabling or disabling. Gender was predominantly conceptualised as inclusion of women and men especially in the program activities. For example, inclusion of women in water user committees by adhering to the two thirds majority rule, or women and men receiving services through the different program activities. The root causes of gender inequalities in rangeland and water management remained under-examined in the program interventions. For example, the Kenya RAPID program was not preceded by a gender analysis from its onset. The Do no Harm and Gender Assessment which was conducted in 2016 provided gender insights, for example on the lower social positioning of women, the heavy reproductive labour burden on women in relation to water and rangeland management, multiple forms of gender-based violence and the limited representation of women in leadership and decision making in the public sphere. However, the study findings were not adequately utilised to ensure that the program was integrating gender. For example, putting up measures to monitor and address GBV even through referral of survivors to other programs would have been steps in response to GBV. In addition, a critical interrogation of gender issues along all the macro, meso and micro levels is missing including how these three levels are connected. The effect of the program interventions on gender relations between women and men at multiple levels were unaddressed since gender was mostly conceptualised as being about women.

The Kenya RAPID program was not informed by a gender policy or strategy and any other gender measurement tools like the gender markers that guides meaningful gender integration. The indicators were largely gender natural. For example, only the number of individuals receiving nutrition related professional training through Kenya RAPID supported programs. Although in the program reports, data was disaggregated by male and female, these two categories were treated as homogenous. The differences between differently located women and men in terms of age, disability and other intersections were not highlighted. There was also no gender adequate capacity within the program to enable mainstreaming of gender issues in programmes.

Whilst the project goal did not address gender issues in a targeted way, the achievement of objectives covered aspects that have effects on important gendered elements like agency, gender relations, decision making, addressing gendered norms, resource access and control. The Kenya RAPID program focus targeted macro, meso and micro levels thereby adopting a systemic approach to addressing water and rangeland management issues. In addition, the program aligned its focus on the overall national agenda of Ending Drought Emergencies Common Program Framework. This multi-layered approach not only had important potential outcomes for gender but provides a framework on how to embed gender transformative mainstreaming and integration in the Kenya RAPID phase 2. The gender transformative propositions provided by the consulting team are important road maps for the program and for developing indicators. Kenya RAPID Phase 2 Program may not implement all at once but progressively.

3.1. Gender Human Resources Competencies In RAPID

Discussion with study participants indicated that MWA staff and implementing agencies had demonstrated competencies in program management and in facilitating coordination activities through PIFA. However, there was recognition that competencies in gender integration in water and rangeland management, were missing both for core coordination staff and those in the counties. For example, review of program reports showed that gender was perceived as including women and therefore the program reports did not include important gender dynamics like access and control, decision making, gender-based violence, gender relations, agency and unpaid care work which are critical in water and rangeland management and service delivery. The focal contact for gender in the program had a background in Nutrition and not in gender. In terms of designing indicators, they were mainly gender neutral. This meant that monitoring, evaluation and learning processes missed out of important gender information that could have contributed to richer gender integration. There is opportunity to have a dedicated organization like CARE, provide technical support in terms of gender, in the next program phase. Staff both core and those in the counties will need training on: gender transformative approaches, gender responsive budgeting, gender advocacy, gender mainstreaming, gender capacity assessment, gender-based violence, gender analysis and audits, developing gender indicators and engendering a theory of change, gender monitoring and evaluation. The capacity support can be provided by CARE or by external personnel.

4. Macro Level Analysis of Gender and Water and Rangeland Management

This section highlights findings from desk review and county level discussions on legislations, policies, institutional frameworks, practices, implementation status, capacities and gaps in gender, water and rangeland county departments. Moreover, the analysis also focused on assessing if there are gender policies; the gender norms; how a gendered lens has been embedded, assumptions and how they are likely to influence the lives of women and men in ASAL regions; how gender is integrated in water and rangeland; institutional arrangement to support gender policy implementation. This part of the analysis also draws on narratives from MWA coordinators and different organisations with insights into the status of MWA Kenya RAPID and County coordination capacities to integrate gender in the next phase of the program and alignment with the international, regional, and national policy and legislative frameworks in Kenya. It also includes propositions for meaningful gender integration at different levels and the outcome of the macro level analysis is to identify entry points for Kenya RAPID phase 2 in terms of embedding a gender transformative approach at the macro level in relation to water and rangeland management. The county gender directors and deputies were the main respondents on specific gender actions at the county level, except for Isiolo where the director was unavailable at the time of the study.

4.1. International, Regional and National Policies and Frameworks on Water and Rangeland Management

At a global level, states have developed environmental laws to govern management of environmental resources. For example, the 1992 Rio Declaration required that states take steps to ensure sustainable environmental management and provides that right to development must consider inter-generational equity and poverty reductions as important for sustainable development. It also provides that citizens including indigenous communities need to participate in decision making on environmental management. Agenda 21 of Rio declaration takes note of the important role of women in agriculture and rural development. The Sustainable Development Goals include women's land ownership and secure tenure rights as indicators for poverty eradication (Goal 1), ending hunger (Goal 2), and gender equality (Goal 5).

At the macro level, gender is often framed as inclusion of women and not gender relations between women and men and women relationship with these resources. This critique was levelled on the water resources management (WRM) policy mainly World Bank, 1993 and United Nations Conference on Environment and Development (UNCED, 1992) and is still important when examining existing and developing policy and legislative processes.³ Current water policies, rangeland policies and key frameworks however still frame women as vulnerable, without consideration of their intersecting marginalities and how this shapes their diverse experiences in water and rangeland management. This universalising of women experiences in water and

³ Green C. and Baden. S., 1994., Water resources management: a macro-level analysis from a gender perspective Swedish International Development Cooperation Agency (SIDA)

rangeland management makes invisible the nuances brought about by context and women's agency as they navigate environments where dominant patriarchal norms persist.

At the Regional level, The African Water Vision (2025) provides for equitable and sustainable use and management of water resources for poverty alleviation, socioeconomic development, regional cooperation, and the environment (and recommends gender mainstreaming in water resources management and participation of both men and women and youth in decision making⁴. Article 24 of the African Charter for Human and Peoples' Rights provides that 'all people shall have the right to a general satisfactory environment favourable to their development'.

At the National level, Kenya has a host of laws and policies that embed issues of gender governance and with a specific focus on gender issues in water and rangeland management in the country and here we only touch on a few. For example, the Sessional Paper No. 2 of 2019 on National Policy on Gender and Development recognizes issues of access to natural resources including land and water and makes provisions that: women need to be represented in decision-making processes over the environment and natural resources, involve women in climate change adaptation and mitigation strategies; enhance capacity of women on effects of deforestation; reduce gender disparity in access to natural resources; provide affordable clean water to reduce health risks; and provide gender-disaggregated data on the impacts of environmental and natural resources' degradation and climate change. The Kenya National Adaptation Plan: 2015-2030,⁵ is another provision for addressing gender equity on issues of climate change adaptation, which are more pronounced in the ASAL areas. Among others, it makes a provision for strengthening adaptive capacity for vulnerable populations where women and other vulnerable children are directly addressed. The plan also commits towards gender equity in populations living in ASAL areas as well as ensuring access to, and control of resources like capital and land to enable them to cope with climate shocks, through provisions of diverse social protection measures.

Other legislations that have a bearing on gender issues in ASAL areas include: The Community Land Act in Kenya of 2016;⁶ which embeds equality among gender in terms of compensation for compulsory acquired land and equal right to land for both men and women. Land Group Representatives Act cap 287, 2010, group ranches in ASAL Areas. Section 15 of the Act provides for meetings of a group ranch: This law does however not provide for incorporation of women in the committee or as group representatives. In many groups land including ranches- women (apart from widows) are not registered as members or elected to leadership positions. Men therefore tend to dominate in these group ranch committee meetings to the exclusion of women and youth. The Menstrual Hygiene Management Policy 2019-2030 acknowledges women and girls need to secure good menstrual hygiene and need adequate supply of water. Other relevant policies are, National Policy on Prevention and Response to gender-based violence passed in 2014 and Protection Against Domestic Violence. The Kenya RAPID Phase 1 Program implemented some of the Water Act recommendations for example: setting up the Water Resources Users Associations.

⁴ UN water 2010

⁵ Kenya National Adaptation Plan: 2015-2030, Government of Kenya, July 2016

⁶ Will, A. 2018; The Community Land Act in Kenya Opportunities and Challenges for Communities. *Land*

4.2. Absent Policy, Limited Capacity, and Inadequate Institutional Frameworks County Gender Integration

The Sessional Paper No.2 of 2019 on National Policy on Gender and Development, stipulates the roles, responsibilities and function of the county in respect to promoting gender equality. These functions include:

- Role of County Assemblies: Enact relevant laws to promote gender equality and non-discrimination principles. Enhance compliance to the 'not more than 2/3 gender principle' in all sectors at all levels; Ensure national and county budgetary processes are gender responsive; Undertake investigations and report on non-compliance to the equality and non-discrimination principles; and ensure compliance to equality and non-discrimination principles in approving development projects.
- Role of County Governments: Integrate national standards and gender indicators in County Integrated Development Plans (CIDPs); Formulate and ensure implementation of county specific gender policies; develop and implement County Gender Action Plans; Ensure allocation of adequate resources for implementation of gender equality and women's empowerment programs; Ensure gender responsive budgeting is adopted in the budget cycle; Identify and implement programmes targeting gender equality and women's empowerment; Collect, collate and disseminate county gender data; Report on policy implementation and county gender activities.
- Role of County Department: Develop, review and implement sector specific policies to integrate gender in their budget processes, plans and programmes; Coordinate implementation of the policy components in their respective counties; Enforce compliance with the National Gender Equality guidelines and standards; Mainstream gender in training curricula at all levels and institute gender sector specific capacity building programmes.

Discussions with different county level officials with regards to policy, legislation and institutional practices in gender, water and rangeland management and services, revealed a mix of constraints that hinder their functions and capabilities in addressing gender issues. In the five counties, gender policies are not in place, including gender strategies. The gender department rely on different agencies for financing and technical support to co-develop and address gender issues in the county. Multiple factors seem to contribute to the current situation. For example, The National Gender Policy was only recently officially launched in April 2021, this may have prevented counties from developing county level gender policies because they rely on National policies to develop their own. Another contributing factor to these institutional gaps, is the low prioritization of gender the county level. This is manifested through limited or lack of budgetary allocation beyond recurrent expenditure. Limited budgetary allocations mean gender assessments are not conducted and capacity support to the staff is also hampered. Without a gender policy, the county government cannot allocate financial resources to a department.

Findings also indicate that staff from the gender department are not deployed to sub-counties like the water and rangeland technical personnel because of limited budgets. This weakens gender integration and monitoring in the lower levels of government, hampers bottom accountability processes because communities who are right holders, are not able to access gender state personnel and receive support when needed. This also minimises opportunities for gender mainstreaming in water and rangeland management. Narrations from gender directors indicate that there are knowledge gaps about how to mainstream gender and they often rely on the different donor funded projects to access training. Such training is often on specific thematic like gender-based violence and not on mainstreaming, gender responsive budgeting, gender

audits among other topics. There is also inadequate human, finance; training to support meaningful gender integration and mainstreaming. In terms of gender mainstreaming, the water departments noted that they consider inclusion of women and men in the design of services. However, gender transformative lens is missing in the county's approaches to gender and in water and rangeland policies and legislation specifically. Issues of agency, transforming structures and gender relations are not addressed. There is an opportunity for the Kenya RAPID 2 Program to strengthen gender policy, legal and institutional frameworks and practices at county level. The county specific findings are annexed in Annex 5.

4.3. Viable entry points for Gender Integration in Water and Rangeland in the Counties

In spite of Kenya being at the frontline of developing gender policy and frameworks to support gender equality, lack of political will, low awareness on gender responsive budgeting amidst limited resources and limitations in generating and utilising data for gender equality are some of the core factors that hamper policy implementation at the county level. For example, budget allocation to gender departments and gender institutional strengthening and activities, are critical indicators of the county commitment and prioritisation of gender mainstreaming. Without budgetary allocation, it will be difficult for any meaningful county level gender mainstreaming interventions to take place. Gender Responsive Budgeting (GRB) will be an important process for counties to ensure sustainable gender equality actions and transformative processes. Kenya RAPID Program Phase 2 as part of the institutional strengthening initiatives, will need to work with the county to develop and strengthen GRB. Another important action will be engaging in Gender Advocacy to ensure gender mainstreaming and inclusion is prioritised in the counties. The county assemblies and policy makers in gender, water and rangeland are important entry points for advocacy. There is also need to strengthen gender data generation, assessment, reporting, and utilisation. Challenges with gender statistics in Kenya include lack of data or limited data; limited disaggregated data; lack of metadata; lack of timely data; underutilisation of data; data is not consistently aligned to other data sources according to the Gender Sector Statistic Plan 2020. Gender statistics can be used for advocacy and can provide private sector actors with useful information to consider as they develop products and services for the market. The table below provides important policies and guidelines that can guide MWA partners in strengthening gender integration in the counties.

Table 4: *Policies and Guideline to Support Gender Integration.*

Document	Author	Utility for Kenya RAPID Program Phase 2
Sessional Paper No.2 of 2019 on National Policy on Gender and Development	State Department of Gender in the Ministry of Public Service, Youth and Gender.	-Provides information on the role of Ministry of Gender which include supporting the county to develop Gender Action plans and reporting mechanisms and provide technical support. Provides role of National treasury, Attorney General and Kenya Law reform commission. Role of development actors, agencies, and counties. -
Women Economic Empowerment Strategy 2020-2025	State Department of Gender	-Provide a framework for addressing gender inequalities in women economic empowerment, and role of counties.
Guidelines for Gender Responsive Budgeting In Kenya 2014	National Gender and Equality Commission	-Provides information on the national budget making process in Kenya -Outlines functions of Key Ministries involved in the budget processes: Presidency- Ministry of Devolution and Planning, National Treasury, County Treasury and Controller of Budget. County Treasury develops and implements financial and economic policies in the county, prepares annual budgets, manage county debt. -Provides stages of budget making processes at national and county level to ensure gender is integrated in each stage. Key components include: Budget stage process, timelines when this needs to take place in the year, mentions who are the key actors and provides a check list for what gender issues need to be considered for example: macro level gender inequalities, targeted goals and objectives, resources allocation among others
Gender Sector Statistics Plan 2020	Kenya National Bureau of Statistic and UN Women	Aligned to Vision 2030, Medium Term Plan (III), Gender Sector Plan 2018-2022 and Kenya Strategy for Development of Statistics (2019-2030) -Provides information on how gender can be integrated in different assessments, like surveys, census, administrative data for counties, departments, strategies CIPD, agencies. -Provide information on how data analysis can be improved and presented in a way that is easy for policy makers and other stakeholders to understand so as to increase data use. - Provides information on Institutional arrangement and coordination of Gender Sector Statistics Plan.
Model County government Policy on Sexual and Gender Based violence 2017	National Gender and Equality Commission	-Aims to model to counties a Policy on Sexual and Gender Based Violence which can be used to develop their own. -Provides strategies to facilitate implementation of national SGBV laws at county levels

		<ul style="list-style-type: none"> - Provides key objectives the county can prioritise in relation to GBV. For example: Prevention Strategies, Response Strategies and how to develop coordination, monitoring systems and data collection - Provides analysis of the challenges of gender statistics production and use in Kenya
A Guide for County Government Leadership: Integration of Gender Equality and Inclusion in the County 2013	National Gender and Equality Commission	-Provides information on how gender can be integrated at the county level. This is useful guiding gender integration in water and rangeland integration.

5. Meso Level Analysis of Gender and Water and Rangeland Management

The meso level analysis is critical in examining and exposing processes and institutions that influence agency building, structure transformation and changes in gender relations which are important for gender transformation. The meso level connects the macro and micro levels. For example, at this level, laws and policies are implemented and services delivered to the communities. How needs are conceptualized, the structures and systems of services delivery, the nature of sustainability, models, innovations, and the social norms in a particular context, have an implication on who and how resources, opportunities and assets are accessed, controlled and distributed among women, men and youth. As such, multiple actors of varying power, interests, capabilities, capacities and needs interact and transact at the meso level. They include state actors, private for profit and non-profit actors, namely, markets actors, communities, civil society, development actors, large and small, medium entrepreneurs.

The practices and actions of meso level actors are governed by formal norms like laws, policies and broader principles adopted by the state, and informal norms that emerge as different actors interact or are embedded in the social cultural fabric of the communities. For example, equality and inclusive services delivery for all population categories is the underlying principle of the Kenya Constitution 2010 and it is expected that different actors embody these principles in their work. Further, the National Policy on Gender 2019 mentions explicitly that the role of private sector and civil society is to ensure gender is mainstreamed in their approaches and policies and that they provide resources that address and champion gender mainstreaming and equality. In addition, there are other important normative frameworks that have emerged over time to influence how institutions should engender their approaches. For the example the Women Empowerment Principles encompass seven principles that businesses can adopt to gender is integrated in the workplace, markets and community. These principles include: establish high level corporate leadership for gender equality; treat all women and men fairly at work- respect and support human rights and non-discrimination; ensure health and safety wellbeing of all women and men workers; promote education, training and professional development for women; implement enterprise development, supply chain and marketing practices to empower women; promote equality through community initiatives and advocacy; measure and publicly report on progress to achieve gender equality⁷.

In the gender analysis, various actors who were engaged in water and rangeland management in the Kenya RAPID Program in the five counties were consulted. For example, private companies providing innovations on water service delivery like ATM and sensors; capacity building organizations offering training services on health, nutrition, enterprise development; water user committees and rangeland and water management committees, financial service providers like banks, private companies mandated in the water acts to delivery water services like GAWASCO, MAWASCO, GARUWASCO, IWASCO, MARWASCO and LOWASCO. The gender analysis focused on examining: the role these actors play in water and rangeland management and the impact their work has had on gender integration and transformation; the type of water and rangeland enterprises available for women and men; marketplace, needs, barriers, risk, benefits

⁷ https://www.un.org/en/ecosoc/newfunct/pdf/wep_booklet_final_ver.pdf

of participation; models and actions that are best suited to support water and rangeland enterprises and management in these counties.

5.1. Enhancing Services Delivery in Water and Rangeland Management

Kenya RAPID Program made significant investments in enhancing access to water and rangeland management. For example, enhancing knowledge of county staff on WASH and livestock policy laws; setting up community complaints mechanisms which was utilised by 287, 090 community members. There was an 8 percent annual budget allocation on WASH sector against a target of 12 percent; 68 per cent of households reported satisfaction with water and livestock service against a target of 75 percent. Others were installation of E- maji systems, development of viable livestock and WASH service delivery models and Small Medium Enterprises (SMEs) to expand product range to support WASH service delivery; increased number of household accessing drinking water between 21- 50 litres per day; individuals applying sustainable agricultural practices; nutrition outcomes for children below two years; reduction in open defaecation; improved use of water treatment practices; identification and appropriate use of grazing land; registered and trained rangeland committees; holding of conflict and pasture management forums; support of households with basic services on livestock management⁸.

5.2. Missed Opportunities for Gender Integration: Perspectives of Services Providers

In spite of the progress in enhancing water and rangeland management, we observed that at times gender integration was missed in the delivery and design of some of the services as explained by the study participants. They reflected on missed opportunities to engender their approaches because they were not aware of how to integrate gender while others had not considered their services to have anything to do with gender issues. Some of the reported missed opportunities included the construction of latrines through the CLTS did not consider the gender needs of females like menstrual hygiene where they may need a bathroom or different facilities and hence the latrines were constructed the same for males and females. See the excerpt below.

Our structures were not very gender sensitive because if we were to be very gender sensitive, we had to ensure that some girls had a bathroom to change or wash during their menstrual cycle, and that design was missing (MWA Official)

In some instances, there was a criterion in the composition of water committee requiring basic education qualification for committee members. This requirement was put in place so that when committees' members attend trainings, they can follow the sessions. This requirement disadvantaged some of the women who had not attended any formal schooling but have rich and valued information about how water and rangeland management can be improved. See excerpt below.

⁸ Kenya RAPID Program Evaluation Report April 2021 indicate the project met a number of its objectives and targets as per the indicators.

One of the challenges we have done is put everything with qualifications, even in Water Management Committees we need to have somebody who went to primary school, but most women are disadvantaged as they might not have gone to school. With emphasis on qualifications, a specific gender section is excluded because of the threshold (Garissa Official).

However, there lies opportunities to adapt training and training pedagogies within the program interventions to suit the different needs of participants. There are also opportunities to put in place bridging services like literacy and numeracy classes that support members who would like to catch up on some skills to continue building their agency. This also means ensuring improved girls' and boys' access, retention, completion and transition in education and addressing factors that lead to early child marriage which is a driver of school dropout among girls and that contributes to systemic inequalities. Another missed opportunity was in enhancing structured engagement in rangeland management where women voices are largely missing and dismissed. The Kenya RAPID program needed to go beyond fulfilling gender balance representation and also focus on meaningful contributions that women bring into discussions on rangeland enterprises development and positive images of women as rangeland/ water entrepreneurs and leaders. They also need to support improved market, communication and planning skills and diversification and resilience building. Some of these new enterprises that women find suitable are in sisal farming, bee farming, growing raisins among others. Also, there is a need to explore how to enhance equitable control over productive assets and income opportunities in water and rangelands, mobility and access to information and services.

5.3. Inadequate Knowledge and Skills on Gender Mainstreaming and Transformation Among Water and Rangeland Service Providers.

Various actors at meso level acknowledged limited knowledge and skills on how to integrate or mainstream gender. This was most common in private for-profit service providers and the Kenya RAPID coordination team. The situation was further aggravated because Kenya RAPID Program did not facilitate gender focused training to build the capacity of different actors on how to integrate gender in their services; See excerpt below.

In the first year, one training was conducted for all staff on how to implementation the project and not specific to gender. This was not a major focus for the project; therefore, no gender related trainings were undertaken (MWA County Coordination)

The dominant view of gender was that it is about women and this perception led a narrow approach to gender integration which only focused on fulfilling the two thirds' rule and in some instances offering training for women and men. For many providers, to show you are working on gender issues, means including women and men and producing sex disaggregated data. See excerpt below.

Gender is very easy to confuse to mean just men and women, and disaggregating data. I think there is need for people to understand what gender is and this is not just at the documentation level (MWA Official).

The danger of gender being relegated to a woman only issue, is that often women issues tend to be relegated to the margins and under prioritized, due to the subordinate positioning of women in

most cultures. This translates into limited budgets, limited capacity support to mainstreaming gender and limited resources allocated to meeting the diverse gendered needs of different women and men. This could explain why perspectives by various actors reveal that there is limited systematic investment in gender mainstreaming in most of the five counties. This has affected meso actors who are charged with service delivery and must work with lean resources. The results are likely to aggravate gender inequalities. There is need for the project to focus on building the agency of women & marginalized groups holistically so as achieve aspirations and develop and capabilities in the water & rangeland management context. This would also include building their knowledge of available laws and opportunities to improve their capacity to claim rights, enhance their power to negotiate their pathway towards leadership, influence and meaningful participation.

5.4. Dominant Perspectives of Gender as Women Issues only: Dangers and Risks

In contexts where there are still dominant pervasive gender norms that disadvantage women, and where there is widespread poverty and systematic inequality, perceptions of gender as being about women issues only and their empowerment may pose a danger and risks for them. Discussions with community members confirmed the prevalent view of gender as woman issue because they had interacted with a number of projects and interventions in the ASAL regions which mainly targeted women and girls. For example, some of these perspectives included that some of the men felt left out and mentioned that only women issues are addressed and their experiences as men are not considered. The danger of this view is that women empowerment processes may be viewed as challenging male power or destabilizing households, and this may lead to sabotaging women or use of violence to constrain them.

There was also the dominant assumption that women are always aware of how to solve women related disadvantages and can represent women or have answers to gender inequality. The result of this view is designing interventions that focus on building women's individual agency without addressing systems and structures that reproduce inequality. It also leads to interventions where as long as women are included in meetings and committees then women's disadvantages are perceived as solved. Discussions and observations with different women revealed that there are times they have also bought into the dominant inhibiting norms and this constrains how they articulate or not articulate their voice in private and public spheres or exacerbate gender inequalities themselves. For example, some women normalize gender-based violence, others relegate decision making to men even when invited to speak. As such, promoting gender equality awareness needs to also be accompanied by dismantling pervasive gender and social norms through formal and non-formal processes, so that women are free to participate without fear of backlash or violence. Engagement of male change agents and collectives to challenge social norms is also key. For example, having legislation, social sanctions in place and working with men to prevent and respond to inequalities. There is need to build awareness about what gender is about, the role of men, women and youth in addressing inequalities and the importance of adapting new norms that promote diversity, inclusion and inequality. For women to participate substantively, it is critical to facilitate building of relations that are fair and non-threatening decision-making and negotiation processes.

5.5. Services, Sustainability, Constraints, and Implications on Gender Transformation

Services provided by Kenya RAPID minimized some of the gender inequalities by ensuring water and rangeland management is decentralized to communities and by leveraging on technology and institutional strengthening to ensure sustainable access. However, narrations from various actors indicate that sustainable service delivery is faced with multiple constraints which may exacerbate gender inequalities if not addressed. These constraints are as follows: Delayed repairs or lack of repair of broken-down water systems hinders continued access of water in the communities. While it is expected that the revenue collected by water management committees would be utilized to pay for repairs, sometimes, the cost of repairs is expensive for communities to afford, other times there is an expectation that it is the role of the county to repair broken water systems and not the communities. These tensions lead to prolonged period of lack of water and women and girls bear the consequences. The situation is further aggravated by the limited technical skills within the community on managing water systems. See excerpt below:

When the borehole equipment are broken, it takes time to look for an expert and in the process people and animals suffer due to lack of water (Female FGD Turkana).

Sustainability is also hampered by limited or fragmented evidence generated about the needs, capabilities and resources within different population categories by the service provider or at county level. For example, discussion with GAWASCO in Garissa, revealed the challenges of ensuring access to water in Garissa town without evidence in terms of data on demand of water in a rapidly expanding town. See the excerpt below:

In terms of data statistics, there is a gap because we don't have accurate figures on population, but we only have estimation. It is very difficult and it's also a challenge and especially when you plan to design a system you need to know your demand. So, for us to get those statistics, it's really a bit of a challenge. The estimates we use are normally way off (GAWASCO official).

The scenario above means that it is likely that women who are charged with fetching water for the household have to spend more time searching for water when there is rationing, and this has implication on their participation in markets and there could be risks on their security and high exposure to GBV, lack of access to extension services, market structures to address women's needs and interests. This point to a clear need to undertake context related risk analysis, planning and mitigation (Including GBV risk analysis, training, and stakeholder support).

Enhancing Inclusive Market System Development as a Pathway to Gender Transformation is critical in ensuring economic sustainability. Market system development is a pro poor approach to adapting markets to serve the employment and enterprise the needs of women and men living in poverty. A combination of market system development with women economic empowerment approach are critical in ensuring transformative formal and informal norms in the marketplace. Women economic empowerment includes aspects of economic growth, access to opportunities and, access to assets and services, capability to make decision and articulate voice and

managing workload and considering unpaid care work⁹. Market systems in Kenya have been described as gender blind because they are often not invested in designing gender responsive inventions that enable women and men to participate fully and meaningfully in the markets¹⁰. Discussions with the different community members yielded information on desired and ongoing business enterprises for women and men in the five counties. Women tended to engage in home-based businesses and farming related businesses. For example, in Isiolo, women were shopkeepers or selling vegetables and farm products. The rationale was that they had to also take care of household chores, therefore being near home made this possible. Without legislation and institutional support, unpaid care work maybe limited women's enterprise development. Men engaged in farming business, motorcycle and livestock trade.

Access to affordable water supply is important in the five counties particularly because a number have adopted farming as a livelihood option and water is needed to ensure good harvests. There are situations where women or men have to buy water to water their crops/plants and when they cannot afford, they give up farming. See excerpts below

I am growing Sukuma and watermelons as part of my business so if I got water this would be helpful. For example, I was given a small piece of land by someone to grow my vegetables so I could get some income from the sales, I planted but had to buy water for watering them and when I don't have money to buy water they dry up (Female, FGD, Isiolo)

We do poultry farming and without water, nothing can be done. Chicken need water. For example, we have been thinking of keeping the pigs but we cannot due to lack of water in that village (Female, FGD, Turkana).

As such, if agriculture-based businesses have to thrive in ASAL areas, water supply needs to be available, accessible and affordable.

Gender blind and non-market system development with a women empowerment lens in enterprise financing, has resulted in limited options for borrow funds to start or grow businesses for women and men in ASAL regions. In other scenarios, those unable to pay have lost their assets thereby setting them back financially. Limited financial literacy and constraints brought about by COVID 19 have affected businesses in the region, For example,

People fail to pay loans because the livestock sale is poor due to COVID-19 and business is slow. Therefore, it is hard to repay back the loans. (Bank Official)

People also lack financial literacy and understanding of the terms and conditions of the loan. The people in groups are in a better position to get loans compared to individuals (Bank Official).

I had to sell my goats to repay the KWTF money and forget about them forever (FGD Women in Garissa)

⁹ <https://www.enterprise-development.org/wp-content/uploads/SDCWEEinMSD.pdf>

¹⁰ Hyun, Mia – Senior Gender Expert; Okolo, Wendy – Senior Gender Expert; Munene, Aurelia – Gender Expert. USAID/Kenya Gender Analysis Report. Prepared by Banyan Global. 2020.

Financial institutions could also design financing products for different youth that are adapted to their needs and realities, including the fact that this category has limited assets for collateral. Training women in non-traditional sectors in rangeland enterprises is part of inclusive market systems and women economic empowerment, because it enables diversified livelihood options and opportunities for women. This is critical for example, in rangeland enterprises which are often dominated by men. Other studies in ASAL region reveal similar findings, where men dominate in livestock enterprises or women's contribution in livestock is invisible and not supported¹¹. Supporting women to participate in rangeland enterprises, helps to dismantle gender norms that constrain women in specific trades that are risky or saturated and where they face constant competition. Such an example is offered by a group of women in Turkana received training on irrigation and on how to grow fodder for sale and this has boosted their economic well-being.

Market system development where gender transformation is prioritized needs to embed mechanisms to identify and address some of the gendered barriers that hinder women run enterprises. For example, unpaid care work hinders women active participation in their enterprises and affects girls schooling as well. One of the Female FGDs expressed the following:

Fetching water affects our businesses and at times the schoolgirls get to school late. They have to assist in fetching water so that there is water for lunch preparation or else they will be back for lunch and the mothers will be away fetching water (FGD Female Marsabit).

Thus, the multiple demands of water and the link to sustainable livelihoods means that service delivery needs to be sustainable.

The meso level is a crucial level of engagement for Kenya RAPID Program. Views by private sector actors indicate some sustainable models the project could unpack further and consider in the next phase. The consulting team did not go in-depth in analyzing each of the models due to time limitations, but they can be interrogated further in the consultative session in the next phase. They include: Local knowledges inclusion, use of hybrid and low-cost technology, PIFA model, Life Cycle Cost approach, Enterprise Capacity Development programs, Inclusion of Traditional Governance Systems, Mechanization and Youth engagement.

¹¹ Kenya Livestock Market Systems Activity, Gender and Youth Analysis Report, March 2019

6. Micro Level Analysis of Gender and Water and Rangeland Management

The analysis at this level focuses on inter and intrahousehold gender dynamics within the context of livelihoods, rangeland management and access to water in the research contexts as well as gendered needs and interests. We also explore gendered decision making, gender norms and relations and how these influence access to, and control over resources. At the micro level, we also explore how differently located women and men exercise agency and bargain within the context of these norms and the implications of such negotiations for access to and control over resources. In the specific research contexts, we also examine the specific ways in which access to and control over rangeland and water resources (including access to secure livelihoods) at the household level influences and/or interacts with dominant gendered norms to influence gender-based violence. This level of analysis also exposes how macro and meso level formal and informal norms and practices shape gender dynamics at the household level. We end by presenting suggestion on how through a gender a transformative approach, the Kenya RAPID Phase 2 Program can keep track of how interventions at the county and market level are both the enabling and/or disabling gender equality at the household level, including the different ways in which these norms can be identified and addressed.

6.1. Gender Roles and Division of Labour in Water and Rangeland Management:

Based on the gender analysis findings, gender roles (in both private and public spheres) in water and rangeland management in the five ASAL regions are dynamic. Perspectives by participants indicate that multiple factors are contributing to these changing roles. These include education, adaptation to volatile climatic and environmental conditions, adoption of multiple livelihood options, migration, technology, multicultural exchanges, policy and legislative regulations. These factors are on one hand contributing to more equitable reproductive labour distribution hence gender equality, on the other hand there are those that exacerbating risks and unequal access to and control over resources, thereby worsening gender inequalities with adverse repercussions for women in particular. Therefore, shifts and changes in gender roles need to be monitored in Kenya RAPID which is addressing water and rangeland management and service delivery so as to ensure that the journey towards gender transformation is on course.

In the research sites, gender roles related to water, use and availability, like fetching water for domestic use remains a quintessentially women's role. Owing to limited piped water within households, women source water from rivers, boreholes, community taps, water bowsers and are charged with managing its use within the household. Such roles are also time, energy and money intensive due to multiple water demands household like cooking, drinking, cleaning and for livestock. For example, discussions in FGD's in Garissa with men in sites that are not benefiting from Kenya RAPID programmes indicated that women spent an approximated 1- 2 hours in fetching a 20 litre jerrican of water and they fetch water this way from a river in as many as four times a day. In Marsabit, women reported that it can take as many as six hours to come back home after going to look for water.

Such tasks are also seen as dangerous as the following discussions with men in sites that have not benefitted from RAPID programme in Garissa revealed 'the women have to walk through a forest and so you will be wondering if they will come back safe and the crocodile can bite them'.

A daily task activity by women in an FGD in Garissa revealed that women often wake up at 4 am to do other roles including: cooking, feeding the small livestock, collecting grass for feeding livestock that have not migrated with the husband, collecting firewood, washing clothes, bathing children and milking cows. Women called such activities 'moving up and down till night hours', to show the labour and time intensity of these tasks. Such tasks according to women also affected their other aspects of their wellbeing including what they termed as 'lack of time for prayer'. The demands are higher for women who live in areas where water sources are far, or where there is inconsistent water service delivery. For example, in urban areas of Garissa there is constant water rationing or lack of water, this means increased burden for women.

Even when water is obtained from wells or other improved water sources, women still bear a burden of reproductive work as the following discussion with women in Wajir revealed 'we get our water from a town called giriftu a long distance from our town, or trucks that bring water to our communities. These trucks however sell the water at a higher price than the wells. Getting water from the wells and boreholes is hectic and time consuming and it takes us 4-5 hours'

Women's role in livestock is often in taking care of young livestock while men often take care of mature livestock including milking while men took other livestock to look for pasture further from home. In Garissa the research team were informed of a taken for granted role of women being in charge of what in one FGD was called 'milk business' while men were seen as in charge of 'meat businesses. In Isiolo, the burden of milking cows is more pronounced during the rainy season when livestock graze near the home but also when cows produce a lot of milk. Such division of roles are not benign but also have implications for access to income. For example, informal norms drawing from culture put breaks on women's participation in selling of livestock and participating in other business that take them away from their traditionally assigned space of the home. Limited sources of animal feed within the households or market implies an added demand on women's time who have to look for animal feed. Men also take livestock to water points because it is believed that they have strength and can secure animals from theft.

We also sought to find out the intersectionality in both the roles as well as observed shifts in these gendered roles and reproductive labour burden. Our analysis reveals that women in rural areas are more burdened than those in towns, middle-aged women and their daughters were more involved in these tasks, but some older women were said to lack strength to work this way. In some sites, even though there are shifts in gender roles as influenced by education for girls, to a larger extent, these shifts have not been accompanied by a corresponding reduction in burden for girls, with girls still bearing the burden of reproductive tasks like their mothers. In some sites, girls reported that they had to fetch water early in the morning before they went to school because they wanted to find their mothers at home when they came for school lunch. This implies that access to water would not only lead to improvements in quality of learning for girls, but also a need to focus on the multifaceted needs of girls and boys in research contexts including consideration for provision of school lunch in the immediate.

It was notable in some sites like Garissa town and other towns where women are more educated, social and economic class played a role in influencing the differential reproductive burden for differently located men and women. In such cases, girls and young men in towns were reportedly leaving these tasks to their mothers in the pretext of being a 'digital generation' (progressive). One FGD by Men in Isiolo confirmed this, 'It is more the married women who take on these roles of feeding the livestock, fetching water. You cannot tell such a young girl [pointing at some young women sat at a corner] to go and give livestock water. She will leave it there; you know these

days they are called 'digital'. These perspectives reveal a need to locate the differential impact on lack of water by asking constantly, which women and which men are affected? There is also a need to constantly monitor how such burdening triple roles of reproduction, production and community labours influence vulnerability to poor health and how they affect other aspects of their well-being including their mental health.

Risky recreational activities like drugs and khat were reported as some of the reasons for men abandoning their responsibilities in the household and women having to bear all costs of supporting the household.

Women with care duties for small children bear further burden since they often go with their small children to fetch water or look for feed. In some cases, men reported that they helped their wives in these tasks when they were expectant or sick, but they mostly used the donkey's or cart not like women who often carry on their backs or water roll jerricans with their feet. In some cases, men stay with the young children when their wives go to fetch water and have taken in roles that were seen as traditionally female like fetching water and especially when their wives are participating in other roles like economic activities in the public sphere. However, the analysis also reveals a need to constantly interrogate the dominant gender norms. Such norm slight the masculinity of such men who take care of young babies or who carry out domestic work, with some men reporting that their friends looked down upon them or were seen as effeminate for playing such roles. The analysis also reveals that both men and women participate in construction these dominant patriarchal, masculine norms around role division, with some women reportedly telling their husbands to leave the housework for women.

The Kenya RAPID Program intervention has also enhanced shifts in gender roles and a reduction of the gender burden, by reducing the time women spent sourcing for water and ensuring water availability and proximity to households. For example, in some parts in Wajir, since water points are closer, the time spent on sourcing water has reduced and, in such cases, amount of time spent looking for water was measured in terms of 'minutes only' and or depending on the 'speed of water from the pump' but not the distance to the water source. In Garissa also, an FGD with women supported by the project revealed that this burden had lessened 'we have water and its available, we are not like other villages, we give it to livestock, we use water for drinking, and washing of clothes at home'. Such benefits were not only seen in terms of accessibility, but also cleanliness of the water, a valued aspect of quality of water by most research participants we interacted with. This 'easing of water related reproductive burden' and thereby improving quality of life for women including safety, was corroborated by a key staff in Kenya RAPID program who noted: 'in some communities they [women] would leave at dawn and come back in the afternoon while carrying only one jerry can of water. Equipping boreholes and piping the water to kiosks near the villages contributed significantly to minimize the risk of SGBV. Now women could access water by walking for a few kilometres and not for long distances while risking their lives and sexual abuse along the way'.

Even with these shifts in reduction of reproductive work burden occasioned by the project-initiated changes, gender relations are still in most cases intact and in some cases, we noted what was just a 'change in form' of the reproductive burden. For example, where in some cases women now buy the water from the tanks or pumps, the burden of securing water still falls disproportionately on women with few men providing money for purchase of water. For example, women in Garissa reported the following 'the men do not pay any cent, it's us who pay the 300-monthly contribution per household'. In Isiolo, discussions with women revealed that 'if the man paid for the piping for water into their house and installing the taps, they do not follow up they leave it to the women to figure out if water of water comes or not. The long queues in the pumps also mean that women spent considerable amount of time looking for water. These complexly

changing gender roles reveal a need to nuance gender beyond nominal inclusion and/or focus on men and women in programme interventions, but also a focus on interlinked needs.

6.2. Gender Based Violence

We were also interested in understanding how Gender Based Violence (GBV) is positioned within these changing gender roles and relations and on women's role in management of water and rangelands, as well as project interventions. We categorized GBV in the analysis in four levels: physical, emotional, economic and sexual. There were reported cases of risk of sexual exploitation, especially when women get water from deep wells in the rivers and men who assist in fetching are asking for sexual favors. Women in some cases also reported leaving at 2 am to fetch water risking abuse. In urban poor areas like Garissa women are exposed to potential violence when they fetch water from the water bowzers at night by the roadside. In cases where water is not easily accessible, women wake up very early and come back late at night to and from the market or from fetching water, thereby being exposed to risks such as theft and rape. An FGD in Isiolo with women revealed that women who fetch water from the rivers are at a higher risk of sexual violence....in Isiolo when the water level in the well is low and the woman cannot get it, she requests a man, telling him [Please help me get water from there]. The man will then ask for sexual favors in return'

While there are some NGOs that were reported to be playing an important role in shifting dominant masculinities that lead to GBV and enhancing dialogue in family, there were still cases of GBV reported in the research sites. The influence of education on reduced cases of gender-based violence was evident where women were now reporting perpetrators. Religion also was seen as enabling men to respect their women.

We found out that domestic violence is often underplayed in some cases and verbal abuse of women seen as normal in any relationships for example in Garissa. Lack of secure livelihoods in these contexts exacerbates the existing gender inequalities whereby men were reportedly resorting to violence against women to vent their frustrations around their inability to play the socially sanctioned bread winner roles. These unequal norms also play out in contexts where women are afraid of participating in meetings that often end late and who also reported intimate partner violence. Women reported that they not only have to struggle to make water available for everyday duties, but they also had to struggle to fulfil their subservient role of serving the men's water needs. This included demands that the women secure water for cooking men's food, washing husband's clothes and husband's bathing. When this water was not provided, this became a contentious issue.

Other sources of disagreements include when men sell women resources like crops as revealed through FGDs in Isiolo, or excessive drinking as it was reported in FGDs with women in Marsabit, or when women could not provide men with Miraa. Failure by men to sell livestock to meet the needs of women and children was also seen as a form of violence.

The masculine patriarchal justice seeking institutions were perceived to, interact with male gender power, to deny justice to women who face intimate partner violence. For example, in Isiolo, perpetrators were reportedly let free, or victims were subsequently forced to marry their perpetrators in line with cultural decisions at a community level. Within the context of these dominant power issues, perspectives reveal that gender violence was in some cases seen as normal part of marital relationship. For example, some participants appealed to one Somali proverb that states that 'No matter how many times the teeth bite the tongue, they still stay together in one mouth'. Attending to GBV would thereby also need to interrogate these other societal institutions including proverbs which are taken for granted in day-to-day discourse.

There are also practical concerns about the ability of these counties to address GBV. Within the context of the marginalization from services in the participating counties, access to GBV hotlines and support is limited owing to lack of information and also need to be enhanced

While it is assumed that increased income by women for example through participation in self-help groups would enhance their bargaining over resources in the household and also enhance control, this was always not the case in the research contexts. For example, some women reported that men made demands on the money obtained by women from these groups and in some cases veiled this as 'borrowing' money from their wives but without paying back. In some cases, men questioned the sources of such funds insinuating that the women were not faithful in their marriage. To leverage control over their income, some women as reported in an FGD in Isiolo would fail to reveal the sources of their funds. This further fed into the GBV loop earlier discussed.

Some women reported fear of being divorced or separated with their husbands when their businesses thrive and are perceived as a threat to the men's status as head of household. Studies have shown that women in such cases may compensate by taking on more reproductive roles at home to prove their commitment to the union hence burdening them further. Discussions with one key informant revealed that there is a need to involve the men in the process to minimize SGBV by enabling men to know how much the women are getting and what they are using it for and especially if this was a loan. While such a move of involving men is important, it may be just a 'balm' in the dominant gender norms, and we argue that there is a need to address other norms around access and control. As we have argued above, being discrete about the sources and amount of their funds is one of the ways in which women bargain with the dominant patriarchal norms about access and control and inclusion of men might interfere with this form of bargaining.

The discussions reveal that appealing to such factors like education for girls as well as role of religion, and also role of dialogue as possible conduits in both short term and long-term solutions to gender based violence, as well as being attentive to how project related benefits can lead to potential backlash against women. Such a context where enhancement in livelihood opportunities trigger violence against women implies that interventions like MWA are aware of these possibilities and work hand in hand with other providers to strengthen referral pathways.

6.3. Gender Needs, Incentives, and Interests

Perspectives from the study participants reveal various needs of men, women, girls, boys and persons living with disabilities (PWDs). We categorized these needs as practical needs and strategic needs and some of the needs can be cross cutting between women and men.

Practical needs

Meeting practical gender needs is the first step in improving the quality of life of men, women, boys and girls, while meeting the strategic gender needs would point towards transformation in the gendered norms and relations identified in the preceding sections and would enable access to sustainable livelihoods. Such needs can be met at the Macro, meso and the micro levels. These needs include water provision, health care provision, opportunities of earning an income to provide for the household, provision of housing and basic services and distribution of food. And while we acknowledge that some of these needs are cross cutting, women as earlier explored are disproportionately affected due to their burden of reproductive work and lack of livelihood options

We focused on the needs at the household, and the markets as well as how these needs were identified in relation to the Kenya RAPID project interventions in relation to water and rangeland management. We summarized these needs in form of the table below as articulated by men and women.

Table 5: *Practical Gender Needs*

Level	Practical Gender Needs	
	Female: Girls, Youth, women and PWDs	Male: Boys, youth and men
Macro level	<ul style="list-style-type: none"> -Water Policies that consider the multiple uses of water and role of women -Water policies and institutions that ensure water is affordable, available and accessible and clean -Rangeland policies and institutions that support diversified livelihoods value chains -Policies and Institutions that protect, prevent and respond to gender-based violence. - Institutions and groups that are closer and accessible to women and girls (subcounty and ward level) so that women can share their ideas and concerns. <p>Data disaggregated by gender, young men, boys and men and PWDs to inform policy and program design</p> <p>Institutions focused on designing systems that help predict and respond effectively to disasters</p> <p>Addressing conflict that burdens women in terms of access to resources: For example, women noted that during intertribal conflicts when men are killed, they become heads of households and combine all roles. This Shows that conflict resolution is not just a security but also a gender issues that affects water and rangeland management.</p>	<ul style="list-style-type: none"> -Policies that promote employment and environments that support viable livelihood opportunities for men to provide for their families - Education systems adapted to pastoralists livelihoods so that boys can continue schooling. -Policies and institutions that provide strategies that mitigate conflict related to scarce resources, men are involved mainly in conflict and preventing it¹². In Isiolo, men reported that due to insecurity, people can't fetch water, or repair broken pipes, and people don't sleep, as they keep watch -Institutions focused on designing systems that help predict and respond effectively to disasters - Data disaggregated by gender, young men, boys and men and PWDs to inform policy and program design
Meso level	-Accessible markets generally but access to markets following closure of markets during COVID 19.	--Food- some of the rangelands are fertile but the communities do not do farming since they lack water. Farming and

¹².

	<ul style="list-style-type: none"> -Service delivery: Alternative solution to solar power in water provision so that water is available past 6 pm or during days with not enough sunlight. -Training on disaster management and preparing for shocks since they reported that many crops are wiped away by floods. -Access to financing that considers women and youth have limited assets and therefore lack of collateral -Good financing options that do not burden beneficiaries leading to excessive debt that affects wellbeing. Participants reported that one microfinance was burdensome and made communities live in fear of being jailed. - Training on how to access finance /startup capital and loans -Develop water enterprises including bottled water. -Training on water conservation, reusing and recycling kitchen water to use in gardens and irrigation practices - Improved fencing around farms to prevent crop damage by domestic animals -Alternative livelihood training (e.g., growing produce on rangeland that can act as buffers when livestock and other rangeland livelihoods fail.) - Promote young women's role in leadership positions - Provision of grass seeds to reduce burden of looking for fodder by women 	<p>irrigation can be supported in such contexts</p> <ul style="list-style-type: none"> -Training on water conservation or recycling water used at home and car washes to minimize water usage -Provision of seedlings to grow hay and reduce burden on women's time -Repair Kenya RAPID installed pipes, clear sand since men are involved in repairs -Desilting the dams -Maintenance of water pipes and systems -Drug rehabilitation and anti-radicalization in pastoralist communities and especially as it affects young men -Address dominant masculine norms that fuel GBV - Incentives for agricultural training in education institutions - Engage with youth in boda boda businesses (largest employer of youth in Isiolo) in water transportation activities to enhance livelihoods - Promote young men as role models in leadership positions
Micro level	<ul style="list-style-type: none"> -Bring water points close to households since women felt burdened -Availability of water: lack of water or rationing makes it difficult for women. Girls have to help mothers in the morning to fetch water hence are late for school. -Accessible dams and boreholes -Affordable water. -Clean, treated water and constant assurance on the safety of water since some community members were not sure if the water in the pipes was still safe for consumption given that some pipes are not new. 	<ul style="list-style-type: none"> - Access to income is the greatest need: 'the greatest issue we have as men is the income and also livestock feeds. we sell goat to buy animal feeds and also food for the whole family and it's not enough (male Garissa). -Security that water is available for water needs- not rationing- 'we need calmness of mind' Marsabit FGD with men Food -Water for livestock -Animal feed for livestock. since they can no longer migrate due to schooling for their children, their cows would die due to lack of fodder

	<p>-Availability of water treatment agents for those fetching water in the rivers like Takal in Garissa they fetch from River Tana and use ash to treat the water.</p> <p>-Food-</p> <p>-Provision of Water storage tanks</p> <p>-Ensure safety when fetching water</p> <p>-Access to health and nutrition services in rural communities</p> <p>Young men and women needed the water for them to be attractive and clean</p> <p>feed- 'Those who can afford can buy the feeds from Wajir and get them through parcel since nobody sells them here.</p> <p>Those who have no money to buy feeds during drought period they will have to watch their animal die one by one'(18-25 years women)</p>	<p>-Engage men and women at a household level and sensitize them on financial management and collective empowerment</p> <p>Assurance that water provided is clean.</p> <p>'We hear that they put chlorine but is it good for us or we need other ways to treat water'(FGD Isiolo men).</p>
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Strategic needs

These are long-term needs related to the relative position or status of women and men in society. Strategic interests/needs include changes in the gender division of labor, equal wages and women's bodily autonomy, legal awareness, an ending gender-based violence.

Table 6: Strategic Gender Needs

Strategic Needs	
Female: Girls, Youth, Women	Male: Boys, Youth, Men
<ul style="list-style-type: none"> -Provide enabling environment for women to participate in decision making at national and county level beyond affirmative action. For example, addressing norms that hinder meaningful participation -Capacity Support for policy makers, program designers, county and sub county level committees on gender transformative approach, e.g., examine root causes of gender inequality that affects women and girls disproportionately. -Develop Social protection policies that provide care arrangement for children and support women to participate in livelihood activities - Policies and institutions that protect and support vulnerable groups (PWDs, sick and elderly) to alleviate pressure on women and girls (primary caregivers) - Mitigating measures for impact of elections on policy approvals and project implementation - Integrated public participation in all policy formulation - Data disaggregated by gender, young women and men and PWDs to inform policy and program design -Partnerships with county governments and ministries of water to ensure better resource coordination, capacity building and mobilization 	<ul style="list-style-type: none"> -Address competitive forms of masculinity that make it hard for men to cede leadership/acknowledge leadership by women -Work with male role models to promote non- violent and inclusive masculinities.
Develop labour saving innovations or equipment that reduces reproductive labour burden for women which could enable women to participate fully in the market: eg use of Tuk tuk or donkeys, storage tanks, early childhood centres.	

6.4. Agency, Leadership and Participation of Women in Water and Rangeland Management

There are no women, young people, and people with disabilities in those committees. Just men. And they move on without caring for the rest of the community (KII with county Gender Official Wajir)

In this section, we explore the agency of women, Men, boys. Girls and youth in water and rangeland management activities.

Intersectional Barriers to Women Participation

We identified various factors that affect participation of men and women including low literacy, income as well as dominant gender and generational norms in the research sites. The analysis reveals that generally, the dominant gender norms that deter women from participation in leadership positions are malleable in the research sites and therefore changing. These shifts are attributed to the series of training and modelling by several organizations working in the rangelands. In some cases, it was attributed to 'being educated' or what was also seen as being 'civilised' and to the two thirds gender rule. This was revealed in a male FGD in Wajir who noted that 'both gender are part of the committee, women can talk and their opinion is seen as important'. Despite the men arguing that they select women to participate in the committees, the burden of reproductive work still hinders women from meaningfully participating as the following perspective in an FGD group comprised of men supported by Rapid program in Wajir reveal:

There are rangeland and water committees that were formed through world vision where they told us that every gender should be represented. We selected women in the committees, but they don't attend because they were busy house chores. Then we dissolved the committees and formed others, but this time around did not involve women.

This was corroborated by FGDs with young women in Wajir who argued that:

We never have meeting to deliberate on matters of rangelands and water as women but sometimes men have such kind of meetings, and we are told of the outcomes. Such committee there are no female representatives because we are very busy at home'.

Expecting women to participate in these meetings without engaging the dominant gender division of labour that burdens women is bound not to succeed. Indeed, the research reveal that participation in meetings and project activities in some cases reinforces the triple roles of women including transfer of burden to other women. For example, women reported that they might request other women to cook and take care of their household responsibilities when participating in committee activities. While such a network of other women provides the much-needed capital to enable women to participate in the public sphere, there is a need to ensure that there is no transfer of burden to other women including their daughters.

In Isiolo, while men argued that all women should be allowed to participate in meetings, leadership was seen as for those women who were mature, of good moral standing and usually above 25 years and own homes. It was not clear from our discussions if such a requirement including the scrutiny on the morality and integrity of participants was also imposed on men. It was reported that such views also draw from the repertoire of the dominant gendered norms that assume that women who are not married, would influence other women not to get married or influence married women to leave their husbands. Other barriers to participation included, requirement that the woman gets permission from the husband to attend such meetings or convincing her father and her husband if she wants to run for a leadership position.

We also sought to understand the role of intersectional identity on who attends these project meetings. For example, in FGD's Marsabit, it was reported that women who can access their own water from their tanks or had a stable income did not attend meetings in water points where women are allowed to attend. In Turkana, one reason cited by men as a barrier to women's participation in meetings was the view that men rarely listen to women, or women are not educated and /or there is political interference where only relatives are invited to such fora. In Turkana, too some of the women involved in water management sometimes reported facing harassment and verbal abuse from men who are bent on controlling women's access to the public space.

Continued absence of women from these leadership positions reinforce norms that women cannot lead. Further, the public sphere of leadership which nurtures values of competition may not augur well for women, who then shun leadership positions. Some women noted that they do not want to participate in the committee meetings because they not felt incapable, when pitted against their more aggressive male counterparts and also because of the dominant gendered norms that favour male decision making. Women perceive that the competitive masculinity in leadership positions is not the place for women and may therefore disengage. It is therefore not enough to encourage women to participate without engaging with the informal norms that marginalize their voice. Indeed, ensuring critical mass in participation by women in such fora would at first instance provide them with the much-required clout and voice to engage.

We also observed a problematic dominant norm where it was assumed that since these positions are open, women should present themselves for them without waiting to be appointed as one discussion with men in Isiolo revealed:

I think that's not men to blame because most of these positions, you have to present yourself in order to be chosen for those positions. Most of those women do not present themselves to those opportunities, they think those positions are preserved. So, it's to some extent, their own position, their own self-belief, and maybe lack of confidence in their own abilities to some extent, including those who are educated.

Such a perspective that associates exclusion with lack of self-confidence is oblivious of the barriers earlier explored where the male public sphere, with all its masculinist symbolisms make women to shun it. Addressing the underlying norms is therefore key.

Gendered roles in Participation

We were also interested in finding out the types of roles that women participate in. Women tend to participate in roles that are seen as quintessentially feminine or that rely on values associated with women. For example, in one of the water committees in Garissa, women collect the monthly fees because they are seen as trusted. Women are account signatories and those in committees participate because they are seen as primary users of water resources. In some cases, other barriers exclude women who are widows, but in some cases, widows were also reported to be more empowered. Groups with disability were also reported to be missing in committees and other community leadership positions as revealed through KII in wajir:

There are no women, young people and the disabled representations in those committees. Just men. And they move on without caring for the rest of the community'. This reveals the need to constantly engage with the ableist discourses that marginalise them (County official).

Youth and Participation and Intersectional Barriers

In most cases, discussions revealed that younger women and men did not participate in these meetings even though in some cases they were invited to support their parents but not to make decisions. While some research participants held the view that youth should attend these meetings to learn from their elders, others felt that young people are expected to ‘wait until they grow up’ for them to be given leadership positions in the groups, and there was also an expectation that they should only form their own groups.

Discussions in Isiolo revealed that youth may attend seminars for different reasons and especially for monetary benefits in form of sitting allowance often offered by the NGO’s supporting these committees. Such an allowance for example in Isiolo was given as 1000 Kenya shillings and some youth reportedly went for the meetings to get money to buy food for the household. Young urban women and men do not see the benefit of engaging in water and farming activities and furthermore, owing to their education, they are likely to pursue formal employment.

Kenya Rapid and Role in Addressing Participation Barriers

The Kenya RAPID program played a key role in ensuring that there is visibility of women in the water and rangeland management committees. However, without attention to the household distribution of labour and burden of reproductive roles, the voices of women were not adequately included.

In addition, there was no explicit focus on engaging the existing gender norms that affect women’s participation and norms that devalue women’s decisions. For example, women are left out when new committees are reconstituted. Even in cases where women participate in such committees, the research reveals that this did not translate into substantive voices since their voices were not respected. However, evidence shows that women’s representation in leadership and decision-making is increasing in Isiolo county for instance

Understanding the important of the dominant gender norms in these committees is also important. For instance, to enhance equal representation, some of the communities in Wajir select a representative from each homestead to be in the committee or barasa. This ensures that different community members are represented. Based on our analysis, we found out that often times the pathway of women or men becoming members of committees is not considered and therefore gender integration is lost along the way. Below is a representation of this pathway, it is important to consider gender integration at each point.

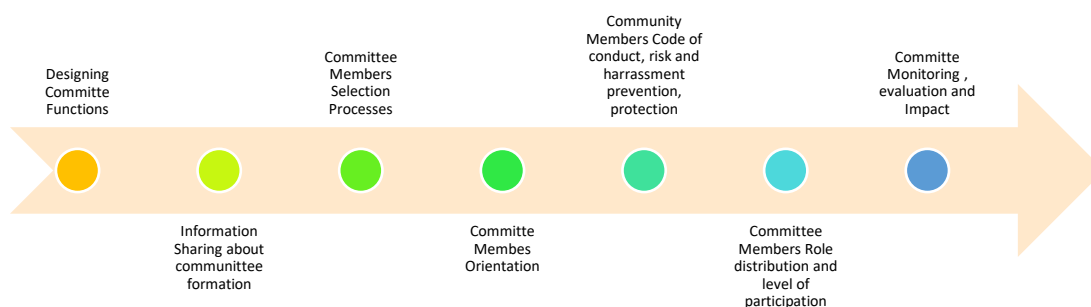


Figure 1: Pathway for participation

Access and Control over Income and Water and Rangeland Resources

In this section, we explore the issues that women and men engage and content within terms of access to and control over resources in including water and rangeland resources. Such an awareness of these factors and observation is important in ensuring that the program is constantly aware of such issues of control affect success and important of the interventions in people's lives.

Water Access and control: Families that cannot afford to pay for water are exempted from paying and they receive water. As earlier argued, on average, across the five counties where water is accessible, women take 30 minutes to 2 hours to fetch water. Piped water is still not widely available. Where water points are far or the water source is surface water like a river, it takes 3 - 5 hours for the women to access water for domestic use. There are some disparities in terms of rural and urban water access. For example, in Wajir, the state is involved in drilling boreholes and wells. However, often times, differential population dynamics are not always considered. For example, in rural areas populations are smaller and people live close together. In urban areas the population may be more spread out and large. Thus, urban areas experience water scarcity and have to pay more. For example, they may pay Ksh 10 per 20 litre Jerrican while in the rural areas it is Ksh 2. Similarly, in Garissa, the growing urban population increases the demand for multiple uses of water (for example, water for building and car wash). A water bowser costs Ksh. 7000 which is only affordable to some families, other families have to contend with water rationing. Since as earlier noted the burden of securing water is on women, sometimes they barely get time to work for money, hence cannot afford water from the water tankers. They are then forced to walk for miles to get affordable water.

Water transportation items access and control: Most often women transport 20 litre jerricans to and from the water source, by rolling them on the ground. Men who participate in fetching water for domestic use do so when there is a Tuk Tuk, or a donkey or they can afford to pay a motor bike. Women do not have access to these options, unless they have a source of income or their husband pays for it. The discussions also revealed that women are in-charge of water usage in the household and in some contexts, they reported that they move (manyattas) closer to the water source. There are different ways the communities are using to ensure that there is no water over use, but this was also reported as the cases, implying a need to enable communities to monitor overuse of water.

Income: Enterprise development in the ASAL areas is difficult due to multiple risks. There are constant efforts to mitigate these risks, for example by enhancing education, diversifying loans to meet the needs of young people who are often not considered for loans, adopting practices that save water (for example, drip irrigation). Women are in groups known as chamas but these groups face issues like unclear communication amongst members; inadequate knowledge on how to manage group dynamics; limited know how on how to start and manage enterprises as well as lack of transparent leadership.

Our analysis reveals that the perspective that women are 'bringing something home' in form of income has increased their bargaining power over control and use of resources and decision making in the household. When men see that some of the household expenditure is taken care of, they accept that women can continue generating income. There is however a continued need to address the gendered dynamics to ensure that men do not renege on their responsibilities of care. For example, key informant interview in Wajir revealed that since 'men tend to sit and share stories', the county government was supporting women to make income.

It was also reported that women tend to control income that is meant for domestic use like buying food paying school fees and they reported that they can leverage control around such income.

Livestock is an asset for men, to the extent that women can sell a farm but cannot sell any livestock without permission. Even when men travel in search of pasture for long periods, and women need some income like a sick child they cannot sell any livestock at home without permission. However, women have more control over money they earn from their shops or kiosks. Women revealed that they are able to access some income by selling milk or participating in other income generating activities and in self-help groups or chamas. For example, in Marsabit; these groups work on proposals to purchase water bowzers and give loans to members to invest in water related activities. Such women led organization need further support with financial education and support to engage in water related business While ownership of livestock is expected to give the women and girls, a larger bargaining position in the household, the discussions revealed that this was contested at various levels and ownership could revert to the family based on their need at hand.

In some counties like Marsabit, women reported that they had to seek permission from husbands to use their income but did not associate this to cultural norms and did not position this as lack of autonomy or control from culture but as a need for transparency in family and modelling the right behaviour to children 'it is not so much of culture but a need to make decisions amicably'.

Women and daughters proceeds from rangeland resources could also be used without negotiation of the man felt like the resources were needed for the family as the following revealed:

it's not about negotiating. Let's say you are my daughter and I've given you 10 goats and as a family, we need those 10 goats right now, you are going to listen to me.

Women negotiated to control income from their livestock by presenting the selling of the livestock as in the interest of the family to soften the man up and those who succeeded in these negotiation skills were seen as models for other women. Others reported that they persuaded and cajoled the husband into relinquishing control. While such bargaining tactics enable women to control income and resources, they leave dominant gender relations intact and there is a need to engage with these skewed gender relations in terms of ownership. The younger women (18-25) years however reported a 'fighting spirit' that enabled them to leverage control over their income as discussions in Wajir revealed: 'Our decision and opinion is usually listened to by men and if they ignore it we will fight to make it to be heard by even forwarding the case to the elders'

Skills and Expertise in water management: there are few women with expertise in water management. Generally, there is lack of expertise in water issues with few men enrolled for training and there are no technical Vocational Education and Training institutions training on water issues.

Information: In spite of the desire of women to participate in country level meetings, often times they do not get the communication when meetings are called. There is an assumption that male leaders who are often invited will pass the information, which they often do not. These assumptions therefore need to be addressed in program activities. Efforts by some of the county governments to pass information through the radio and other forums are therefore commendable and should be enhanced.

Education including all level of schooling: Low education levels is one of the challenges in the counties and women are not able to manage their enterprises profitably due to lack of record keeping skills. It was reported that young people can help in management of enterprises but not in decision making. Efforts to improve water and rangeland management must therefore be accompanied by measures aimed at enhancing education in the counties.

Leadership: Women are generally missing in leadership positions in the counties where the analysis was carried out. For example, Wajir has thirty wards but none of them has a woman leader and so modeling leadership becomes difficult as the following revealed by a gender official in Wajir county.

I have seen very qualified women denied chances just because they are women. The community would rather select an 'an uneducated man instead of a qualified woman' Discussions also as earlier indicated that youth would not be involved in adult committees because they are considered immature.

Land: Land is communal in most cases. However, in urban areas like Garissa town people are buying private land. Men often determine land use and management even when it is communal land. One FGD in Isiolo revealed this:

I can say that here, there is the committee for the water for shambas, where women are part of that committee and they participate fully just like other members and they have their own portion of land, so they are equal members with the rest. But most of the time, because farmers are male, the top positions, especially the officials of such formations may not be composed of women.

In Isiolo, it was reported that the wells that are controlled by the community and therefore the Council of Elders have a larger voice and decide how to use the resources.

Access to financing: Often times commercial banks require collateral for those who are non-salaried. Given the fact that most of the land is communal and if private it is owned by the man, including livestock, then women and youth are unable to qualify for loans. In other cases, loans provided by some of the institutions were very high and leading to what was seen as slavery as the following discussions with youth in Isiolo revealed:

The interest rate is so high. I took a loan of Ksh. 100,000 to buy a bodaboda but they gave me Kshs. 94,000, claiming that the Kshs. 6,000 cover administration fees. Later I repaid Kshs. 189,000, paying each month Kshs. 7,300 for 24 months and paid also deposit of Kshs. 11,000 and registration fee of Kshs. 1000 They [particular organization] are not good people.

Pastoralist communities that move about are less likely to access loans or qualify for loans as revealed in discussion in Isiolo 'Most large livestock are always moving as far as Samburu and Laikipia counties, thus a challenge to access loans as at times some people lose all their animals and begin afresh'. Lack of financial literacy was cited as one of the areas men and women feel they need capacity support particularly because they have vulnerable livelihoods like when floods wash away their produce, or livestock sale is poor, or how to leverage on groups to increase opportunities to receive loans.

In some counties, people borrow from family and friends while in others, they reported that nobody has money to lend. However, borrowing from friends is depended on the network the women and

young people have. Poor women and youth may not have large networks and so they are disadvantaged. Women reported that they can borrow money from their male relatives. Most people and especially women do not have bank accounts which are a requisite for lending from banks, and yet, most people reported that they do not have money to keep in the banks. This has been one of the major constraints for ASAL population and more exacerbated for women and youth. Financing in ASAL takes place in different ways, as shown in the table below.

Table 6: *Sources of financing*

Financial	Who accesses?	Conditions
Friends and Family	Small business owners	<ul style="list-style-type: none"> • Depends on network • Flexibility of borrowing and returning • Limited collateral • Perceived as most reliable and accessible • Women and young people have fewer networks • Some women need to ask their husbands before they borrow
Commercial Banks KCB Cooperative Bank Equity Bank	Salaried Employees	<ul style="list-style-type: none"> • Need collateral therefore are more suitable for salaried employees • Communities are weary about the conditions • KCB has specific funding for women in small medium business enterprises and the stock is used as collateral
Sharia Compliant lending Banks	Employed Those with medium to large business	<ul style="list-style-type: none"> • For example, First Community Bank • Communities believe they still charge an interest even if they say they do not. • Communities are not clear on the bank terms and therefore women and men shy away from borrowing
Selling Assets like livestock to raise capital for a business	Households with livestock	<ul style="list-style-type: none"> • No conditions, sell to willing buyer
Microfinance group Kenya Women Finance Trust (KWTF) give loans and agricultural department sometimes give fertilizers also.	Those who can show collateral Women with assets or access to assets	<ul style="list-style-type: none"> • Need collateral • Perceived negatively because of previous experiences when they auction properties for those who cannot pay • Women need permission from men to put any assets as collateral
Water Committee Revenue	User Farmers and Entrepreneurs	<ul style="list-style-type: none"> • Repay on terms agreed upon
Groups	Women Groups	<ul style="list-style-type: none"> • Group membership

Voluntary Savings and Associations (VSLA)s	Investments groups	<ul style="list-style-type: none"> Adhere to group contribution and repayment rules
Government Financing	Women, and Youth Mainly	<ul style="list-style-type: none"> Registration of Groups, or CBOs

7. Recommendations

7.1. Gender Transformative Approach – next phase of the Program

Gender transformative approach will be embedded in the next phase of the Program. This approach ensures that structural causes as well as symptoms of gender inequality are addressed, with an aim of promoting enduring changes in unequal power relations and expanding women and youth choices and capabilities specifically. The technical oversight for the gender piece will be led by one of the MWA members, CARE who has long term expertise in gender transformative approach drawn from a framework embedded in CARE's theory of change, known as the Gender Equality Framework (GEF)¹³. This will provide an opportunity for continuous learning and leverages on the existing institutional capacities-built overtime. GEF approach also encapsulates a systematic approach to gender integration favored by Swiss Agency for Development and Cooperation (SDC) who form part of the program funders, where gender integration goes beyond household level but addresses macro, meso and micro dimensions including public and private spheres. In addition, the framework also draws on the rights-based approach where the duty bearers are tasked to address right to water, livelihood, food security among others. Right holders are empowered to claim these rights through the participatory spaces embedded in the Constitution 2010 and other legal frameworks.

The GEF is justified based on the final evaluation findings of the Kenya RAPID Program Phase 1 which indicate that substantive efforts were undertaken in the program to ensure community access to water service delivery, as well as some initiatives on rangeland management. However, the gender continuum tool findings indicated the program actions oscillated between gender blind and gender accommodative but were not transformative¹⁴. For example, gender was largely conceptualized as inclusion of women in leadership, decision making spaces like water committees and productive spaces, which is in line with the women, youth and persons with disability inclusion requirements of the Constitution of Kenya 2010. While this approach was instrumental in challenging to some extent norms that hinder women's participation in decision making and natural resource management, gender inequality remained persistent in the five counties at macro, meso and micro levels. Moreover, outcomes of changing gender relations resulting from the various program interventions were not adequately monitored and documented.¹⁵ For example, changes in intra-household gender roles and cost of participation for women participating in committees; changes in individual and collective agency; risks and gender-based violence; changing gender needs and relations in line with the structures that these shifts were happening both formal and informal.

The GEF applied by CARE prioritizes the following components: Building Agency, Change Relations and Transform Structures. Discussed below are descriptions of each of the three

¹³ CARE, 2019. Gender Equality and Women's Voice, Guidance Note, May 2019.

¹⁴ Gender Continuum Tool https://www.igwg.org/wp-content/uploads/2017/05/FG_GendrIntegrContinuum.pdf

¹⁵ Millennium Water Alliance, Kenya RAPID Gender Analysis Report June 2021

components and have informed the gender domains, activities and indicators for next phase of the Program (see Matrix).

Building agency interventions include short- and long-term step by step actions that promote use of voice and decision making, enhance knowledge skills, and capabilities (formal sphere) on rights, working with men and boys to reflect and promote equitable gender power relations and access to and control over resources and productive assets to improve bargaining power. The activities enhance women and youth consciousness, self-esteem, aspirations, confidence (non-formal sphere) and enhance power in four aspects, namely: Power over refers to direct and indirect control by one person or group over another person or group; power within includes self-confidence, a sense of personal strength as related to the gender dynamics in water and rangelands management; power to express relating to decision making and action; power with relating to collective power on changing relations, building and transforming structures.

Changing Relations interventions include those that address both formal and non-formal power relations through which people live in intimate relations and social networks (Non –formal sphere) and group membership, activism, citizen and market negotiations (formal sphere). Challenging discriminatory practices by enhancing gender equitable laws, policies, institutional frameworks, capacities, practices as well as dismantling disabling norms and promoting more enabling ones at family and community relational level. Also involves working with men and boys to be change agents in promoting positive masculinities and enhancing more equitable labor distribution at household and in the public sphere. Includes enhancing associations and collective agency, addressing and preventing gender-based violence.

Transforming Structures these are interventions concerned with collaborative actions of power holders like state, non-state actors (private for profit, private for nonprofit) that support Laws, policies, procedures and services (formal sphere) , and traditional structures and systems that perpetuate/ influence on discriminatory social norms, values and exclusionary practices to challenge in delivering on their obligations/responsibilities in an accountable, gender transformative approach. For example: ensuring equitable land, property, resource laws and practices; extension services, market structures address women's needs and interests; accessible legal support and GBV services; transformation of inequitable social norms. Below is a diagram illustrating the relationships and components of the GEF.

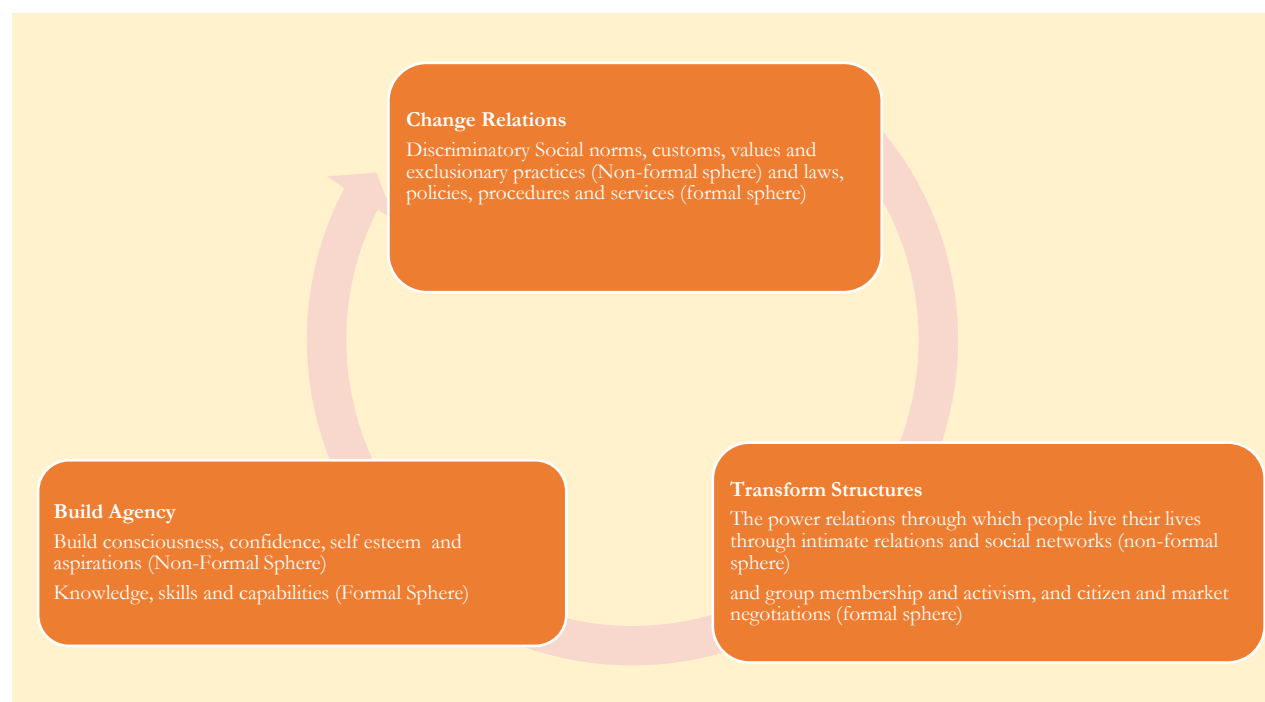


Figure 2: CARE Gender Equality Framework

7.2. Gender Transformative Matrix: Recommendations and Indicators

Gender will be addressed as a crosscutting thematic and not a standalone issue in the next phase of the program. Specifically, a gender transformative approach will be embedded in the proposed program outcomes, outputs, activities and indicators (log frame). Five important gender domains (listed below) will be addressed and enable the program to work towards transform in agency, relations and structures within the context of what is feasible for the proje

Table 7: *Gender Transformative Matrix*

Key Recommendation	Specific Recommendation	Priority Level H- High M- Medium L- Low	Indicators	Lead Responsibility SDC, Counties, Development Actors, Communities, Private Sector
Gender Mainstreaming and Integration in water and rangeland management and strengthening gender departments in each county.	-Provide support for the approval and operationalization of gender transformative County water acts, rangeland policies and gender policies	H	-% of county staff trained on a gender transformative approach and gender mainstreaming in water sector and rangeland.	Gender, Water and Rangeland Counties Department include policy and technical personnel, MWA partners, County assembly officials
	-Conduct trainings for water management structures using a gender transformative lens and partnership strengthening approach. Ensure a detailed human resource capacity assessment for each county to find out specific county level gaps.	H	-% Increase in county budgetary allocation and gender responsive budgeting to/in gender department. -Qualitative evidence of gender transformative approach embedded in county and sub-county policies, regulation frameworks, CIPD, budgets.	
	-Technical support gender responsive budgeting and service delivery at County, sub-county and ward level in water, gender and rangeland departments.	H	-Qualitative and quantitative evidence of changing community level gender norms, GBV, Gender roles and increased women participation. -Qualitative evidence of changes in power relations shaping the agency, relations and structure dimensions towards an empowerment	
	-Technical Support on gender responsive reporting to show patterns of spending distribution from a gender lens and in conducting gender audits and use of the Gender Marker.	H	-Number of gender audits conducted and findings utilised in each of the counties -Evidence of improved gender responsive	

	Facilitate gender advocacy with key stakeholders in the county: county assemblies, governor policy makers in the water,	H	budgeting, gender audit, gender integration in water and rangeland management and service delivery.	
Promote and monitor equitable gender division of labour in water and rangeland management at household, community, and county level.	Specifically, ensure with every intervention gender labour distribution is assessed for example: productive, reproductive and community labour in water and rangeland management and services, who is doing what, time use; changing gender roles; risks	M	-% of women using labour saving equipment to access water. -% of women and a reporting reduction in reproductive labour burdens	Counties, MWA partners, Private Sector, Community
	Private sector engagement to leverage on technology and provide labour saving equipment with inputs from women.	M	% of women reporting more participation in association, committee meetings and enterprises due to reduced or redistributed reproductive labour . -Number of community powerbrokers working towards developing and promoting enabling norms of gender role redistribution	
	Facilitate consultative dialogues with power holders like elderly men, religious leaders, school teacher, health providers to develop enabling gender norms on work redistribution in the household and public sphere. supportive child care arrangement for women to participate in their enterprises and meeting.	H	-Number of community conversations on gender role redistribution -% of men or boys reporting involved in reproductive labour roles	
	Men, women, girls and boys dialogues and engagements on equitable labour distribution in the	M		

	household and public sphere.	H		
Enhance Access to and control over water and rangeland resources and assets by women and other marginalized groups For example: Water, Information; Skills; Innovation; Land; Labour saving tools and equipment and associations	Support training on policies, laws, social cultural norms that promote access and control over assets and resources -Influence design and innovation on products and services delivery	H M	-% of women and adolescents reporting reduction time in accessing water. -% of women and marginalized groups reporting access and use of highly responsive products and services to their needs in water and rangelands.	County, Private sector partners, MWA partners and communities.
Enhance Gender Based Violence Prevention and Response Mechanisms and address risks in public and private spheres in water and rangeland	Monitoring and addressing risks and changing gender relations and dynamics in households and public spaces throughout the program cycle. -Strengthen gender-based violence prevention, mitigation and response mechanisms	H H	-% of women reporting GBV related to access to water and rangeland resources % of women, men, boys and girls, reporting access to services following GBV -% of women, youth reporting GBV in the public and household related to participation in leadership activities -% women, men reporting GBV and risk linked to new technologies, innovations	County, MWA partners, Private sector, Associations, Communities
Promote processes that enhance decision making and participation at household, county, community in water and rangeland for women and marginalized groups. Voice,	Facilitate training and capacity support for women, youth and marginalized groups in leadership, self-confidence, skills and capacities etc. Facilitate conversation with women association	H M	- % of women and marginalized groups participating in water committees report active attendance and involvement in decision making. -% of youth (18-35 years) recruited and participating in water committees with clear/ supporting succession process in place.	Community Groups, Private sector, MWA partners and county.

Risks, Capacity, Capabilities Collective Agency, Access to information	and marginalized groups association to co- design strategies that enhance decision making in public and private sphere.		-% of women and youth in committees trained on presentation, self-confidence etc. -% of women and men involved in decision making on suitable technologies and innovations throughout the project cycle	
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8. Annexes

8.1. Desk Review Findings

Context Analysis

Gender, Water and Rangeland Management

Water and rangelands are critical natural resources which support life and livelihoods. There is increasing global attention on the sustainable use of these resources, and more so, due to increased population growth and human activity. Other issues include weak governance and inefficient use of resources that put pressure on water and rangeland sustainability. This attention is evidenced, for example by, integration of water management in the Sustainable Development Goals (SDGs), i.e., SDG 6 which focuses on Clean Water and Sanitation. There is a recognition that water issues intersect with other SDGs like SDG 5 which addresses Gender Equality. In addition, SDG 12 on Responsible Consumption and Production central to sustainable use of resources is important in emphasizing effective and protective use of natural resources. Moreover, the UN General Assembly in 2010 recognized water and sanitation as a human right¹⁶. Such acknowledgement and visibility of water issues in rights discourses make it imperative to examine and address gender inequality in water and rangeland management. These rights are also embedded in the constitution. For example, the Constitution of Kenya 2010 provides that every person has a right to a clean and healthy environment as well as a right to clean and safe water in adequate quantities. It also provides that both men and women should have equal opportunities in the development of the country, including in diverse governance contexts.¹⁷ In the same regard, there is a provision that, no more than two thirds of the appointive or elective positions should be held by the same gender. Despite this provision and good intentions, the government is yet to implement the legislation required for implementation of this rule. In addition, despite the fact that Kenya's Vision 2030, the country's blueprint for development, recognizes that women play a critical role in the social and economic development of the country, women tend to be underrepresented in decision making spaces including but not limited to water and rangeland management.

Rangelands consist of lands within Arid and semi-arid regions that cannot support viable agriculture but are suited for livestock production, wildlife and are at times sources of minerals¹⁸. Rangelands in the horn of Africa are mainly utilised by pastoralist and agro-pastoralists communities. Rangeland management entails practical decision making towards dealing with rangeland resources in an effective and holistic manner, a process that presents the need for inclusion and gender equality. Moreover, rangeland management is compounded by multiple challenges mainly: weak policy, regulation and governance, environmental degradation, inadequate knowledge on managing

¹⁶ Swiss Agency for Development and Cooperation., 2019. Gender and Water: Gender Guidance Sheet.

¹⁷ Government of Kenya, (2010). *The Constitution of Kenya*. Government Printer, Nairobi.

¹⁸ IGAD, 2020., Regional Strategic Framework: Rangeland Management in Arid and Semi- Arid Lands of the IGAD region.

¹⁸ *ibid.*

rangelands, inadequate investment and volatile climatic conditions among other challenges.¹⁹ These challenges exacerbate vulnerabilities, with a disproportionate impact on women, men, boys and girls. IGAD Regional Rangeland Management strategic framework proposes the following as possible remedies for these aggravated challenges in rangelands management; strengthening policy institutions and rangeland legal framework, to guiding capacity of state and other partners; improve rangeland productivity through reseedling and re-introduction of resilient species; strengthen governance, including local organisation and knowledge; improve land rights and tenure at regional, national and local policies; enhance transborder and cross border resource sharing agreements; enhance approaches to climate adaptation, drought risk management; sustainable approaches that improve rangeland value for private sector investment.²⁰

There is an increasing recognition on the importance of gender in management of natural resources. Over the years, diverse processes and factors have influenced water and rangeland management in The ASAL areas of North Eastern Kenya. These factors among others include climatic volatility, environmental degradation, issues around devolved governance, lack of indigenous water and rangeland management knowledge, ethnic conflicts tied to water resources, development processes, cross border movement, privatized water marketing and livelihood diversity (primarily pastoralism). For example, in terms of water access and utilisation, water sources in these areas are a mix of natural (rivers, waterholes and springs) and those that are constructed (dams, shallow wells, boreholes, ponds subsurface and berkads. These sources are either managed by government institutions, by communities or are privately managed. For example, the man-made ones like dams and boreholes are managed by government institutions and communities, while natural sources like rivers, springs are more loosely managed hence available for all to use, berkads and wells are private.

Water and rangeland management efforts have been a priority in the ASAL region with implications on access, control, ownership and management of water and rangeland resources. For example: Programs like 'Adapted sub catchment management plans' in Garissa County and 'Water for Livestock' in Isiolo and Garissa have utilized multi actor collaborations. The aim has been to improve sustainable water and rangeland governance and management through development of by- laws and in enhancing capacities of local indigenous institutions to improve ownership and integrated water and range land management. These efforts have resulted in formation of water- user associations and natural resource management committees. Thus, there is a growing recognition that water and rangeland resource management in the ASAL regions, is best implemented through consultative contextualized efforts. They include county and indigenous tradition institutions like the Council of Elders in consideration of regional, national and local synergies and interconnections.

Gender, Water and Rangeland Management Nexus

¹⁹ IGAD, 2020., Regional Strategic Framework: Rangeland Management in Arid and Semi- Arid Lands of the IGAD region.

²⁰ *ibid.*

Access, utilisation and management of water and rangeland resources is gendered. This means how women and men's roles, identities and behaviour are constructed, more generally, or within a particular context, influences how they engage with these natural resources. Gender is an important factor in determining how differently located men, women, boys' and girls' and youth access, control, own, negotiate, bargain and use or benefit from water and rangeland resources. Gender norms construct roles and responsibilities of women and men in water and rangeland management and are embedded in institutional processes like water and rangeland management governance, bylaws, laws and policies. This affects water use rights, allocation of resources and service design. Underpinning current gender and water management is the Integrated Water Resources Management (IWRM) approach.²¹ Its principles include recognition of women as central in provision, safeguarding and water management; focus on integrated management of water and not only water provision; developing integrated water policies and regulatory mechanisms and water management at the lowest level. This means that water and rangeland management has to take into consideration a coordinated approach that is cognizant of the unequal power relations that exist among different users, beneficiaries and stakeholders and how these power relations influence access to and control over the resources. In spite of this attention, factors like restrictive gender norms, position women at the periphery of water management at local, transboundary and international contexts²².

Gender analysis of water, rangeland management and services provide an important entry point for inclusive programming because it enables a nuanced understanding of natural resource use, access, control and ownership. For example, examining gender roles helps us to understand; 'who decides on water and rangeland resources and how, who uses water and how, who controls resources and how, including analyzing increased reproductive and productive aspects affecting women. In addition, particularly important for the ASAL regions, where volatile climatic conditions and degradation have influenced water scarcity, understanding how women, boys and girls respond to shocks, and how gender roles are reconfigured by changes in water management and their collective responses is critical in examining how these shifts influence development endeavors. Water and rangeland management has interlinkages with gender inequalities in water, sanitation and hygiene (WASH), which in turn affects women and men's health and wellbeing. Women and girls in particular are disproportionately affected by lack of water, safe and private sanitation and menstrual hygiene management resources²³. This weakens women's participation in natural resources management and intensifies their exclusion. Women too, often have to care for the sick and those affected by ill health due to lack of access to safe water. Increased reproductive roles therefore influence time available for participation in other tasks outside the home including in secure livelihoods. Intersecting identities of age, social status, disability, education, livelihood options among others, positions women and men differently in management of natural resources. For, example studies reveal that women are not always included in decision making spaces

²¹ Gender and Water Alliance, UNDP. 2006, Resource Guide: Mainstreaming Gender in Water Management.

²² Swiss Agency for Development and Cooperation, 2019. Gender and Water: SDC Guidance Sheet.

²³ Pouramin P, Nagabhatla N and Miletto M (2020), A Systematic Review of Water and Gender Interlinkages: Assessing the Intersection with Health. *Front. Water* 2:6. doi: 10.3389/frwa.2020.00006

about water and rangeland management, but within the same category, poor women are hardly considered²⁴. Women are often left out of decision-making spaces, such as community water-management initiatives and community conservancy initiatives²⁵. Lack of voice in management also implies that women's role in livelihood and entrepreneurial activities tends to be limited. This is despite the evidence that in the absence of men through migration or otherwise, women do manage these resources effectively and in their everyday participation.

Such issues further point to a need for an intersectionality lens in the gender analysis with a focus on gender relations between women and men. We explore how differently located women, men, boys, and girls are involved and participate in water and rangeland management.

Different obstacles compound women and men in relation to water and rangeland management and services, and what resources they draw on to negotiate, survive, and seek control. Social relations approach enables the analysis on how gender dynamics are manifested in different institutions, what formal and informal norms exist and how they affect participation of differently located men and women and boys and girls. The assessment will pay attention on these institutions: household community, markets, and the macro level. This approach will provide a layered and in-depth understanding of underlying causes, barriers, needs, resources, capabilities and gender integration entry points for Millennium Water Alliance (MWA). In the analysis, we also recognize that how gender is integrated in water and rangeland management programs can aggravate inequalities for women and men hence lead to undesired results. For example, men who work more in the public sphere, may benefit more from creation of job opportunities through such programmes. In this regard therefore, the findings of the gender analysis will be key and useful for integration into the programme to ensure gender responsive and transformative actions along the Kenya RAPID Phase 2 program cycle. The assessment findings will also inform what gender human capacity and resources need to be mobilized in the program.

Gender, Water and Range land management: ASAL context and the Five Program Counties

In Kenya, as in most parts of the world, women and girls who are largely responsible for gathering water and fuel for their households are disproportionately affected by impacts of water scarcity, climate change, and natural disasters. The Kenya Water Act 2020 recognises the role of communities in the management of water. This is likely to enhance women and men's participation and ownership in decision making on water management issues in their particular contexts. Women's participation in water management is largely recognised even in ASAL regions, albeit sometimes in gendered terms. For example, women are assigned roles of fee collection in the management committees as they are seen as more trustworthy²⁶. However, continuous assessment of how these initiatives are addressing gendered norms, including how participation of women in decision making

²⁴ Gender and Water Alliance, UNDP. 2006, Resource Guide: Mainstreaming Gender in Water Management.

²⁵ Hyun, Mia – Senior Gender Expert; Okolo, Wendy – Senior Gender Expert; Munene, Aurelia – Gender Expert. USAID/Kenya Gender Analysis Report. Prepared by Banyan Global. 2020.

²⁶ Yerian, S., Hennink, M., Greene, L. E., Kiptugen, D., Buri, J., & Freeman, M. C. (2014). The role of women in water management and conflict resolution in Marsabit, Kenya. *Environmental management*, 54(6), 1320-1330.

spaces is availing gains, is important. It is equally important to examine continually any gendered risks including sexual and gender-based violence (SGBV) that may occur in contexts of programmes that are aimed at gender transformation. This should consider the prevention and mitigation to allow adequate GBV transformative support program. There is also an imperative for monitoring any unintended costs of women participation in relation to productive and reproductive roles by ensuring that such interventions do not reinforce negative gendered norms and do not accentuate women marginalisation by burdening them with roles.

The 'Do No Harm' Gender Assessment conducted in Garissa, Isiolo, Marsabit, Turkana and Wajir Counties in 2016 revealed gender inequalities and progressive actions towards gender equality which cut across the five counties. For example: reproductive labour burden including activities related to water and rangelands like fetching water and firewood; women participation in decision making spaces was marginalised; intrahousehold power in balances where men control household income and women have low access to assets; domestic violence is prevalent and normalised; lack of food , water , alcoholism fuel intrahousehold conflict; women in urban areas have increased access and control over some resources, thereby improving bargaining power.

The ASAL areas targeted for the gender analysis have a similar structure of gender dynamics, although we are aware of specific nuances that will emerge during the Gender analysis. Here, we examine a few of the county specific gender issues that we hope to explore further during the study.

Turkana

There are a host of provisions for ensuring equity in water and rangeland resources in Turkana. For example, the County Water, Sanitation Services Sector Strategic Plan 2017-2021 acknowledges that Turkana has high levels of poverty with women and youth overrepresented among those with poor access and control over productive assets. Lack of safe water particularly affects girls and women and is a cause of school absenteeism and deters access to services like health centres which cannot operate when there is no water and/or affects treatment. Lack of proper sanitation in schools also affects school attendance, retention and completion and especially for girls.

The Turkana County Water Act, 2019 No.3 acknowledges the special vulnerabilities of women and young people and people with disabilities in access to water and embeds the need for gender representation in water management issues including water companies. although there are policies and laws, women and youth face challenges in access to water. The gender analysis will analyse draft rangelands policies and legislations for each of the counties once the data collection commences since they can only be accessed at county level.

In Turkana access to new technology information and training related to boreholes management remains highly gendered, with most of the related initiatives targeting men and local elites. And with assumptions by interventions that men would relay information

to women. Local elite women may also be favoured in programmes and therefore it is the poor Turkana women who suffer most from conflicts around water. Women are underrepresented in water bore hole boards, making it difficult for them to access water and especially for domestic use since men use it for livestock. It is therefore important during the gender analysis to examine how these issues of norms, representation, intersectional needs are reflected in the work by different stakeholders in the context where Kenya RAPID is implemented.

Some of the gendered beliefs and practices that are also of importance to the study including examining the role of gendered norms around access to land by youth and women, role of religious beliefs, literacy levels among such possibilities.

Marsabit

Gender issues around governance are reported to be key in Marsabit. Marsabit has the Water Bill 2018. According to the Marsabit Water bill (2018), defined water management processes like setting up water committees, conflict resolution mechanisms over water, is important for example in peace committees. A study conducted in Marsabit on the types and nature of conflicts over water resources and its impact on women and their role in conflict resolution, revealed that gendered dynamics are critical drivers of conflict around water resources. These conflicts included those among livestock herders; between domestic and livestock users; among domestic users and within households. The effect of these conflicts on women is increased costs of water, more time and distance looking for water, diminished household water availability in terms of quantity and quality²⁷.

There are also gendered division of labour in ownership of livestock resources with for example the male head of household owning animals and making the day-to-day related herd management decisions including sale, livestock migration²⁸. The firstborn son is reported to be the one who inherits property while the mother of the first-born son acts as a custodian if the son is younger. Women also control milk and can sell it and use for household use, which is a quintessentially woman's domain. Other women related duties include caring for small stock animals like kids and calves when the man has migrated while children and youth assist in livestock production. Women in this research also reported that they have less control over decisions to sell even though they can convince the husband to sale for household use. This research also revealed that women have less control over property, including those that they legally own. This was evident from a study where women reported that they are denied rights to ownership of property, including cattle that is given to them as bride price or gifts during their weddings. Their husbands go ahead and own these cattle despite the fact the cattle technically belong to the women. However, with increased sensitization, women are now participating in livestock trade as well as in decision making-. These shifts in gender roles and relations need to be further explored. The gender analysis will explore the draft rangelands policies and legislations for each of the counties once the data collection commences.

²⁷ Yerian, S., Hennink, M., Greene, L. E., Kiptugen, D., Buri, J., & Freeman, M. C. (2014). The role of women in water management and conflict resolution in Marsabit, Kenya. *Environmental management*, 54(6), 1320-1330.

²⁸ Understanding the Coping Mechanisms Adopted by Pastoralists in the Context of Recurring Drought. A Case Study of Marsabit County, Kenya. Wainaina Leah Wanjiru September 2018. MA. Development and Emergency Practice, Oxford Brookes University

Wajir

Kenya Rapid Program has supported Wajir County to draft a Water Policy, a Water Bill and a regulation. In accordance with the county Act 2012 the county is developing the GIS county spatial plan. This will enhance a proactive approach to mapping and identifying new water areas and sources.

In Wajir the Kenya Rapid program has applied desalination technology to improve access to fresh water in households, by leveraging on Public Private Partnerships. The result has been improved water affordability and efficiency in use of county resources like water tracking, in addition to creating income generating opportunities for Wajir Water Service Company ²⁹.

A review of water governance revealed that women are rarely consulted during development projects and therefore there is always a presumption among the project implementers that the men will inform women. Challenges compounding water governance in Wajir are important to consider when integrating gender in water management, based on a study conducted collaboratively by the Wajir County government and partners. These challenges include weak technical capacity in water data management and organisational practices; poor devolution of subcounty water officers in lower governance levels; poor social accountability mechanisms, that is accountability of county responsibilities to the communities, poor management of Water User Association (WUAs) in terms of transparent accountability, supervision, and gender norms that marginalise women participation, among other challenges.³⁰

Isiolo

In Isiolo county, there is the Isiolo County Water and Sanitation Services Act, 2020. This act recognises that board formation should not have a representation of more than two thirds of the same gender. In addition, it recognises youth and women engagement in private public partnerships in the county planning. Women, youth and persons with disability are framed as special interest groups and need to have representation in Board of Isiolo Water and Sewerage Services Company. As such, the act lays emphasis on the inclusion of women and youth in the decision-making table, which is an important entry point in terms of gender inclusion in water and rangeland management. The dynamics of Isiolo County are different because there are several tribes (Borana, Turkana, Samburu and Meru); among these tribes there is a variation in how women are able to participate. Among the Borana, cultural and gender norms are stronger hindrances to gender inclusion in leadership and participation in committees and planning.

²⁹ Swiss Agency for Development Cooperation October 19- September 2020, Resilient Arid Lands Partnerships for Integrated Development (Kenya RAPID) Program Progress Operational and Financial Report

³⁰ Bedelian, C. 2019. Water governance and development in the drylands: The case of Wajir County, Kenya. Wajir County Government working paper.

Isiolo has a water and sanitation bill and policy 2020 developed with the support of MWA, the rules and regulations stipulated in this policy to guide gender inclusion are yet to be implemented. These documents are still relatively new, so implementation is at about 40% mainly due to lack of capacity within the county staff and also the lack of the rules and regulations to guide proper implementation. The Gender bill and policy is still under discussion. More support from the county government is needed to enable development of these documents as well as rules and regulations to aid proper implementation.

The proposed rangeland policy has stalled due to opposition of women's inclusion in the Dedha community by male traditional leaders, and lack of political will from leaders to have the policy progress because of perceived conflict with national laws on communal land provisions.

A solution to getting people more knowledgeable on water and rangeland matters especially around participation in policy is the use of local FM stations to allow for a far wider reach as well as training administrative officers from the local level. Communities feel like sensitization carried out through the radio is more likely to reach a large number of people since almost every household owns a radio.

A gender training should be carried out to all MWA implementing partners, which should be continuous throughout the year e.g., a gender week to ensure that it becomes an organisational culture. Have a more robust M&E on gender incorporating disaggregated data. Have an institutional capacity assessment on gender for both partners and county government to reveal gaps and inform the way forward.

There is a Sales Yard Bill which is meant to regulate livestock markets, but it lacks implementation. Its implementation would be instrumental in ensuring women are involved in the livestock value chain especially the selling and buying and having space within market stalls.

Gender based violence is still a rising issue in water and rangeland management in Isiolo County. To address this, conversation needs to move from just sensitization of community members to more service driven by having a robust referral pathway and reporting framework to ensure GBV matters are properly signposted to services. This also means having proper coordination between partners. The gender analysis will examine draft rangelands policies and legislations for each of the counties once the data collection commences. The main aim will be to look into how the policies are addressing gender equality in rangelands and water management, as well as identifying the gaps present.

Garissa

This county has developed the Water Act 2018 which recognises women, youth and persons with disability participation in water management. Gender assessment findings conducted in 2016 revealed that as women and girls in Garissa walk for long distances, they risk wildlife attack and sexual assault³¹. In addition, intrahousehold conflict is fuelled

³¹ The Do No Harm and Gender Assessment conducted in Garissa, Isiolo, Marsabit, Turkana and Wajir Counties in 2016

by pervasive gender norms intersecting with lack of water in the households. Water fetching is predominantly a woman's role and men participation is limited except when the woman is sick or there are no daughters. Men loss of livestock leads to men abandoning their homes due to loss of livelihoods and women are left to take care of households. Men's participation in excessive chewing of khat and spending money especially in urban areas, fuels conflicts in the home. The 'women caucus for gender justice' in Garissa actively supports girls with hygiene products and health education.

The gender analysis will analyse draft rangelands policies and legislations for each of the counties once the data collection commences.

Sexual Gender Based Violence (GBV), Water and Rangelands Management and Interventions

The very existence of GBV creates a sense of insecurity where women and girls may become afraid of venturing into the public sphere where project related activities take place. Failure to assess and attend to how Sexual and Gender based violence affects issues like access and control of resources may negatively affect programmes that are geared towards empowering communities by enhancing and strengthening livelihood options. GBV can therefore be an outcome of perceived power by women and especially if the underlying gender relations in communities are not engaged with. In some cases, project staff may directly or indirectly be affected by GBV when they encounter traumatic violence narratives, or they may lack skills on how to attend to issues of GBV that emerge³². For example, a review of a livelihood programme in Kakuma refugee camp revealed that men sometimes feel threatened by women's participation in livelihood programmes.³³ Cases of early marriage are also rampant in most of the ASAL pastoral contexts and in most cases, girls are married off as a survival strategy in cases where natural resources are depleted e.g., see Nascent RDO and MSF 2018³⁴. An awareness of the drivers of the same would enable the project implementers to establish their entry points in the sexual gender-based violence (S&GBV) referral pathways in their interventions.

There is also an acknowledgement that SGBV augments and maintain societal and cultural gender inequalities and norms, that result into challenges in 'livelihoods, rights, conservation and sustainable development' and that SGBV often used to enforce privileges around natural resources and other power issues that create power inequities in communities and families.³⁵ Struggle for limited natural resources like land, livestock and water can also lead to SGBV and more so within the context of unequal gender power relations. It is therefore important to understand different ways in which SGBV manifests in the project sites, with an aim of suggesting entry points for integration of GBV issues in the project including and not limited to an awareness of how these issues might affect

³² Munene, A. and Ngutuku E. 2019. Gender Analysis of the Skills for Life Project- Promoting Life Skills and Livelihoods in Kakuma Refugee camp. Swiss contact for Development cooperation

³³ *ibid*

³⁴ Nascent RDO 2018. Community Needs assessment for Magadi water Foundation. Nascent RDO.

³⁵ Castañeda Camey, Itza, Laura Sabater, Cate Owren, and A. Emmett Boyer. 2020. Gender-Based Violence and Environment Linkages. Ed. Jamie Wen. Gland: International Union for Conservation of Nature and Natural Resources.

project outcomes and ensure they do not exacerbate in the project sites. It is also important to understand the drivers of SGBV in Management of water and Rangelands resources.

Macro analysis of Gender, Water and Rangeland Management

The macro level analysis encapsulates the analysis of policies, legislation, regulatory, operational frameworks and institutional practices at county level in relation to gender, water and rangeland management. The concern is how a gendered lens has been embedded, assumption and how they are likely to influence the lives of women and men in ASAL regions. In macro level discussion gender is often framed as inclusion of women and not gender relations between women and men and women relationship with these resources. This critique was levelled on the water resources management (WRM) policy mainly World Bank, 1993 and United Nations Conference on Environment and Development (UNCED, 1992) and is still important when examining existing and developing policy and legislative processes.³⁶ Current water policies, rangeland policies and key frameworks however still frame women as vulnerable, without consideration of their intersecting marginalities and how this shape their diverse experiences in water and rangeland management. This universalising of women experiences in water and rangeland management makes invisible the nuances brought about by context and women' agency as they navigate environments with dominant patriarchal norms.

At a global level, states have developed environmental laws to govern management of environmental resources. For example, the 1992 Rio Declaration required that state take steps to ensure sustainable environmental management and provides that right to development must consider inter-generational equity and poverty reductions as important for sustainable development. It also provides that citizens including indigenous communities need to participate in decision making on environmental management. Agenda 21 of Rio declaration takes note of the important role of women in agriculture and rural development. The Sustainable Development Goals-, include women's land ownership and secure tenure rights as indicators for poverty eradication (Goal 1), ending hunger (Goal 2), and gender equality (Goal 5).

At the Regional level, The African Water Vision (2025) provides for equitable and sustainable use and management of water resources for poverty alleviation, socioeconomic development, regional cooperation, and the environment (and recommends gender mainstreaming in water resources management and participation of both men and women and youth in decision making³⁷. Article 24 of the African Charter for Human and Peoples' Rights provides that "all people shall have the right to a general satisfactory environment favourable to their development.

At the National level, Kenya has a host of laws and policies that embed issues of gender governance and with a specific focus on gender issues in water and rangeland

³⁶ Green C. and Baden. S., 1994., Water resources management: a macro-level analysis from a gender perspective Swedish International Development Cooperation Agency (SIDA)

³⁷ UN water 2010

management in the country and here we only touch on a few. For example, the Sessional Paper No. 2 of 2019 on National Policy on Gender and Development recognizes issues of access to natural resources including land and water and makes provisions that: women need to be represented in decision-making processes over the environment and natural resources, involve women in climate change adaptation and mitigation strategies; enhance capacity of women on effects of deforestation; reduce gender disparity in access to natural resources; provide affordable clean water to reduce health risks; and provide gender-disaggregated data on the impacts of environmental and natural resources' degradation and climate change.

The Kenya National Adaptation Plan: 2015-2030,³⁸ is another provision for addressing gender equity on issues of climate change adaptation, which are more pronounced in the ASAL areas. Among others, it makes a provision for strengthening adaptive capacity for vulnerable populations where women and other vulnerable children are directly addressed. The plan also commits towards gender equity in populations living in ASAL areas as well as ensuring access to and control of resources like capital and land to enable them to cope with climate shocks, through provisions of diverse social protection measures.

Other legislations that have a bearing on gender issues in ASAL areas include: The Community Land Act of 2016, in Kenya;³⁹ which embeds equality among gender in terms of compensation for compulsory acquired land and equal right to land for both men and women. Land group representatives act cap 287, 2010, that governs group ranches in ASAL Areas. Section 15 of the Act provides for meetings of a group ranch: This law however does not provide for incorporation of women in the committee or as group representatives. In many groups, land including ranches- women (apart from for widows) are not registered as members or elected to leadership positions. Men therefore tend to dominate in these group ranch committee meetings to the exclusion of women and youth. The Menstrual hygiene management policy 2019-2030 acknowledges women and girls need to secure good menstrual hygiene and adequate supply of water. Other relevant policies are, the National Policy on Prevention and Response to gender-based violence passed in 2014 and Protection Against Domestic Violence Act, 2015.

Although some efforts have been made towards addressing gender issues in Kenya, a gap exists between how men and women access, use and get involved in the management of water resources. This means that the formulation of laws and policies is one step to a longer process of gender inequality. Institutional practices matter, for example, gender norms, political will, organizational culture, behaviours and practices influence how policies are implemented. In some cases, even the official state policy on water has not changed to reflect the changes in perception on gender. Where policies have changed to reflect gender needs, practices at the water user level to mainstream gender practices have lagged behind and this affects women. Understanding gender

³⁸ Kenya National Adaptation Plan: 2015-2030, Government of Kenya, July 2016

³⁹ Will, A. 2018; The Community Land Act in Kenya Opportunities and Challenges for Communities. *Land*

issues at the management of water resources is essential because it is at this level where households are influenced by gender issues of access and use of water.

Meso analysis of Gender, Water and Rangeland Management

The meso level in this analysis encompasses gendered aspects of market, private sector engagements and collaboration in water and rangeland management; innovation, norms, institutions, collectives; community-based approaches to water and rangeland management; stakeholder engagement; risk assessment and human capacity development. Service provision, implementation and access to information/ knowledge management and organizational/ sector capacity in getting to change attitudes and practices.

Gender Blind Market practices and models intensify inequalities for women and men. While there are emerging Livelihood opportunities for women in private sector water management, a study conducted by KIWASH, a USAID funded program on water utilities in nine counties in Kenya revealed that women representation in terms of 30 percent requirement was not met, there is a lack of protective policies and institutional frameworks to address gender based violence, sexual harassment and prevalent non transparent gender blind employment policies created a disabling environment for women participation⁴⁰. These findings highlight the critical need for ensuring gender responsive marketplace practices and systems that enable women to thrive in natural resources management types of enterprises. In addition, linked to access to resources, the study also revealed that practices like demands for women to have title deeds before water connection marginalise single and widowed women because most assets like land are owned by men. Enhancing business models that minimise barriers for women participation ensure that women and their households access water services. Also ensuring women access to identification documents like identification cards opens them up to opportunities for employment, water connection, financing among others.

We are cautioned to examine carefully the hidden costs and inequalities women bear in decentralised community water management programs (in extension rangeland management)⁴¹. For example, when water management is assumed to be women's role or women are framed as better managers since they are honest, women time may be overstretched as they attend meetings or collecting fees from water points, hence some of the hidden costs of participation. Their efforts need to be remunerated so that women participation does not minimise their productive capacities. Unequal gender norms may lead to women's unpaid labour even when similar roles for men were paid. Important to note is that women's time particularly in ASAL areas is overstretched due to the

⁴⁰ Mutai Emily and Waititu Annabell, 2018. Placing Women at the Center of Water Supply Management in Kenya. USAID Global Waters. <https://medium.com/usa-id-global-waters/placing-women-at-the-center-of-water-supply-management-in-kenya-4f8705aef2bc>

⁴¹ Green C. and Baden. S., 1994., Water resources management: a macro-level analysis from a gender perspective Swedish International Development Cooperation Agency (SIDA)

reproductive and productive burden⁴². The way women are framed in these participatory efforts may continue to reinforce gender roles around water and rangeland management.

There is a growing recognition that rangeland management particularly Land degradation neutrality which falls under SDG 15.3 is gendered. This means that women and men experience degradation differently based on how they are located in terms of their different intersecting identities and how they interact with land and resources. Gender responsive entry points for land degradation neutrality are those that address barriers to access and control over resources and decision making; those adopt gender transformative early warning systems; promote allocation of resources to address gender needs and are attentive to enabling gender relations between women and men⁴³.

There have been critiques about some of the approaches applied in water and rangeland management, seen as short term and that do not address the root issues that affect sustainable resource management. These approaches are referred to as ‘technical fixes’ to more complex problems⁴⁴. Some of these include reseeding rangelands, creating peace committees and training on land reclamation among others. Critics of these approaches, propose that at the heart of inequality, conflict and marginalisation in terms of rangeland management, are institutions. These are norms and rules that determine access to and control over benefits and resources including gender norms. In pastoral communities’ elders (often males) are custodians of cultural institution that manage the rangelands. There is therefore a call for better examination of new institutions (like peace committees); interaction with cultural institutions, the state, pastoralist relations and relations in the communities⁴⁵. Development actors need to remain vigilant to how rangeland is managed, by who, how, why, land rights and decision-making process, power and interest before intervening.

Microanalysis of Gender, Water and Rangeland Management

Microanalysis of gender in relation to water and rangeland resources focus more on intrahousehold dynamics. Specifically issues of intrahousehold decision making, power, bargaining, agency and negotiation, access to and control over benefits and resources, opportunities, interhousehold conflict drivers, gender and generational relations within the household, enabling and disabling gender norms.

Women’s disadvantage is better understood by assessing power relations and inequality in access and control among women and men. For example, older women, younger women or women and men are differently affected. Shifts in gender roles in rangeland management also affect men, women and youth differently. For example, migration of young men or their loss of interest in management of rangelands and resources may shift this burden to women. It is also possible that such shifts might lead to more bargaining

⁴² Munene A. and Ngutuku E. 2018, Gender Analysis of the Skills for Life Project in Turkana County, SwissContact.

⁴³ Okpara, U. T., Stringer, L. C., & Akhtar-Schuster, M. (2019). Gender and land degradation neutrality: A cross-country analysis to support more equitable practices. *Land Degradation & Development*, 30(11), 1368-1378.

⁴⁴ Pavanello, S., & Levine, S. (2011). Rules of the range: natural resources management in Kenya–Ethiopia border areas.

⁴⁵ Ibid.

power for women in terms of control of resources, and this might also influence gender relations at the household, with men feeling disempowered. Understanding the role of gender around the shifts in gender relations and other processes will therefore be key in the gender analysis.

Environmental changes and deterioration in rangelands also influence gender roles. For example, in the ASALs, in Kenya, women spend three to five hours a day seeking water, and this is intensified during periods of drought⁴⁶. During such moments, women may be forced to take on more alternative and intensive roles, for example looking for livestock feed and water for animals. It is therefore important to understand how these intersecting issues affect gender roles and reconfigure gender relations inside and outside the household, as well as in the management of the rangelands. Primary data in the study will be used to compliment secondary intrahousehold data.

The analysis will also focus more on examining gender relations between women and men and not on women only. The intersectionality lens in the gender analysis will be used to explore how differently located women and men and boys and girls are involved and participate in water and rangeland management. Women's role in rangeland management has often been invisible, largely due to gender blind studies that often exclude voices of women by relying on the perspectives on the male head household. This is more so because this voice is also affected by land and resource holdings where women are under-represented in such ownership and control of resources. This analysis will be sensitive to pluralities of voices of women and men participants.

⁴⁶ Kenya Ministry of Foreign Affairs. Climate Change Profile. Denmark, April 2018

8.2. Tools

Focus Group Discussion Guidelines

Time taken for each of the FGD: 2 hours

Human Resource: Facilitator: County Researcher and Note taker: Research Assistant

Number of FGD participants: 8

Step 1: Introduction (5 minutes)

Do: Welcome everyone to the group. Create a circle and make sure everyone has place and social distance all participants wear masks.

Facilitator and note-taker should be able to see everyone in the group. Introduce yourself and the note-taker, Millennium Water Alliance as an organization working on water and rangeland issues in the county.

Say: Thank you so much for joining us. The purpose of this conversation is to help us gain a better understanding of the everyday lives of women/men who live in this county. I want to share a few guidelines for our conversation:

- ✓ There are no right or wrong answers, only differing points of view.
- ✓ We are taking notes, so one person should speak at a time.
- ✓ You don't need to agree with others, but you should listen as others speak
- ✓ You are welcome to ask a question or seek clarification if something is not clear.
- ✓ If you experience any discomfort triggered by any of the questions, you may take a break or choose to withdraw from the research.

Step 2: Obtain Consent (8 minutes)

Say: Before we start, I want to make sure you all agree to participate.

Do: Read Consent Form aloud to participants.

FGD Guide

- Type of FGD:
- Location- County and Zone:
- Date of Interview:

Water and Rangeland Activities and Services

1. What are the common activities that take place in this community concerning water and rangeland issues? Facilitator can facilitate this discussion by using a drawing of water and rangelands and participants can respond to questions.

Water	Rangeland

2. What are the services provided in this community in relation to;
 - a. Water

- b. Rangeland?
- c. Who provides what service?
- d. Any timelines/ periods for provision of these services?

3. What services are missing in relation to

- a. water
- b. and rangeland management?

Gender Roles and time use

4. What roles do men and women play in?

- a. Access to water
- b. Control to water use
- c. Livestock value chains?
- d. Conservation activities
- e. Policy and strategy processes
- f. Other rangeland livelihood activities services? (mention them)
- g. Are there shifts in these roles? What has caused these shifts? How have the shifts affected the community?
- h. Do you use the same water sources for household as well as livestock?

5. How much time per day do;?

- a. women and men spend in accessing water
- b. Livestock management
- c. Conservation activities
- d. Strategy meetings
- e. Other rangeland management activities?

Participation and benefit sharing

6. What benefits (material and non-material do women and men derive from water and rangeland management activities?

- a. Can women independently decide what to do with the material benefits they get from water and rangeland management activities? Why?
- b. Can men independently decide what to do with the material benefits they get from water and rangeland management activities? Why?
- c. When women and men cannot decide on what to do with the benefits, what strategies do they use to bargain or negotiate for control?

7. Which types of women and men are;

- a. participating in water and rangeland management activities? Probe based on age, livelihoods, education status, etc.
- b. What types of women do not participate in these activities and why?
- c. What types of men do not participate in these activities and why?

8. What are the experiences of women who are in water committees or participating in water and rangeland groups?

Probe for

Are they able to made decision in the group?
Are their decisions taken seriously?
What type of decision does the committee make? Which ones do women make?
Do women participate in policy making during public participation? How do they participate?
Do women make up the 30% of the members
Do their family members support their role?
Do they face any risks like intimidation, sexual harassment, GBV?
How do they negotiate or bargain for control?
Do they undergo any capacity development support, example, training to undertake their role?

Water and Rangeland Enterprises Participation and Risk

9. What types of enterprises in water and rangeland do women and men take part in this community?
10. What type of barriers do;?
 - a. Women face as they participate in water and rangeland related enterprises? For example: finance, norms, childcare How do women and men address these barriers?
 - b. Men face as they participate in water, and rangeland related enterprises? How do women and men address these barriers?
11. Which organizations support women enterprises in these communities?
12. What financial institutions are available in the county? How do they support men and women in terms of financial support for example loans, enterprise development etc.?
13. What are the barriers to financial constraints: for example, cultural like sharia compliant products?
14. What services need to be in place to support women and men participate fully in enterprises related to water and rangeland management? Probe further on Sharia Compliant product support.
15. Which women are not able to participate fully in enterprises and why?
16. Is there a risk of women participating in water and rangeland management activities in this community? What is the risk in the community and household? How have they been able to address the risk, if any?

Gender Norms, Access, Control and Gender Needs

17. What are the attitudes of the community regarding?
 - a. women 's participation in water and rangeland management activities?
 - b. Men's participation in water and rangeland management activities
18. What are the main barriers to women's and men's access to and control over;?
 - a. Water
 - b. Rangeland

19. Which category of men and women find it most difficult to access and control resources in water and rangeland?

20. How does access to water and sanitation services influence the life of women and men differently?

21. What are women and men's need, interests and incentives in relation to waters and management and services? Probe further on these under men, women, youth, the old and even adolescents.

1. Needs
2. Interests
3. Incentives

Sexual and Gender Based Violence

22. How does S& GBV manifest itself in the community”?

- a. How is this related to issues of access to water and management of other resources like livestock, income etc.
- b. Are there provisions establishing services intended to protect women from S&GBV? (e.g., toll-free hotline service for female victims of violence or abuse, other stakeholders)

Shocks

23. How do the needs of women and men change during times of shocks and crises such as drought, COVID 19 pandemic and floods?

- a. What do women need,
- b. what do men need?

Barriers, Improvements and Opportunities

24. What suggestions do you have on how to improve water and rangeland management and services in this area?

25. Do women and men and young people participate equally in the activities supported by stakeholders like MWA and other partners?

- a. What are some of the factors that make it difficult for women/young people to participate in such activities?
- b. How can such barriers be addressed?
- c. What benefits have accrued as a result of women's/young people's participation in such activities

26. How are women and men involved in the design and implementation of the water and sanitation project? Are they equally represented, and do they have equal power and influence?

In depth Interview Guide

Name of Participant:

Position:

Date of Interview:

Target: female and male who has participated in Kenya RAPID Program

1. Briefly describe who you are, where you live, family and what role you play in water and rangeland management.
2. What are the services provided in this community in relation to water and rangeland? Who provides what service?
3. What services are missing in relation to water and rangeland management?
4. What is the role of women and men in this community in terms of water services and rangeland management?
5. How much time per day do women and men spend in carrying out water and rangeland management activities?
6. What benefits (material and non-material) do women and men derive from water and rangeland management activities? Can women and men independently decide what to do with the material benefits they get from water and rangeland? Why?
7. Which types of women and men are participating in water and rangeland management activities? Probe based on age, livelihoods, education status, etc. What types of women and men do not participate in these activities and why?
How are decisions made about participation of men and women in such activities?

8. What are the attitudes of the community regarding women and men participation in water and rangeland management activities?
9. What are the main barriers to women's and men's access to and control over?
 1. Water resources?
 2. Other Rangeland resources?
10. What types of enterprises do women take up in relation to water and rangelands?
11. What are the barriers of women and men participation in water and rangeland related to employment/ enterprises? How do women and men address these barriers?
12. Is there a risk of women participating in water and rangeland management activities in this community? What is the risk in the community and household?
13. How does access to water and sanitation services affect women and men? What are women's and men's need, interests and incentives in relation to waters and management service

Key Informant Interview Guide

Name of Participant:

Position:

Date of Interview:

County Officials

- County Technical and Policy Officials in Water and Rangeland Management (separate water and rangeland)
- Gender Official

Policy and Legal Frameworks on Water and Rangeland Management.	
What Policies and laws on water do you have in this county?	
What policies and laws on rangeland policies do you have in this county?	
What is role of county technical personal in policy and legislative framework on <ol style="list-style-type: none"> i) water ii) rangeland issues? 	
What is the role of county Policy maker's in? <ol style="list-style-type: none"> iii) water iv) Rangeland issues 	
What is the implementation status of water and rangeland management policies?	
How is gender integrated in <ol style="list-style-type: none"> i) Water policies ii) Rangeland policies 	

Who is responsible for integrating gender in water and rangeland management policies and laws?	
How do they do it?	
What types of Public Private Partnerships (PPP) or Private Sector Engagement do you have in this county in relation to water and rangeland management?	
What are the challenges of implementing PPPs?	
How can the private sector integrate gender sustainably in Water and rangeland resource management?	
How do they address social inclusion and intersectionality (Adolescent girls and youth, disability, ethnicity etc.?)	
For the County Gender Official Only	
<ol style="list-style-type: none"> 1. How is the gender department in the county structured? No of staff, type of staff, reporting lines. 2. Do you have a gender strategy/ implementation framework? When was it drafted, by who and when is it up for review? 3. What is the strategic Goal? 4. What are some of the gender Targets? 5. Are the targets disaggregated to male and female? 6. Are there any in relation to water and rangeland management? 	
<ol style="list-style-type: none"> 7. Do you undertake gender assessments or analysis? What kind of gender assessments do you undertake in the county? 8. Who conducts the gender analysis at county level? 9. How do you use the findings/ recommendations of the gender analysis? 	
<ol style="list-style-type: none"> 10. Who is in charge of mainstreaming gender across departments? 11. How does this happen? 12. How are you involved in example County Planning, budgeting, cycles? Mention specific ones. 13. In your opinion, what is the county's interest in terms of mainstreaming gender across departments? 	

<p>14. Thinking about your work in this Ministry / office / sector, over the past 5-10 years, what progress</p> <p>15. Do you think this has been made in relation to gender and women's empowerment? Can you provide some examples of successes? In your opinion, what were the main reasons for these successes?</p> <p>16. What is the main challenge of mainstreaming gender in water and rangeland management?</p> <p>17. What works well?</p> <p>18. What resources are needed to enable gender transformative approach is mainstreamed in water and rangeland management?</p> <p>19. What are the important indicators that need to be considered when mainstreaming gender in water and rangeland management?</p> <p>20. What other policies that can support gender integration in the county.</p>	
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MWA County Coordination Unit

1. What is your role in water and rangeland management in this county?
2. How do gender issues manifest in your day-to-day work in the Project/management of water and Rangelands?
3. Are both men and women equally involved in project activities? If not, what are the barriers/development?
4. In your view, what are the main gender equality and women's empowerment issues for your programs/community/region?
How do your programs and initiatives address social inclusion and? intersectional needs of men, women, boys and girls?
5. In what ways do you ensure meaningful participation by women in your programs
6. In what ways has your programs enabled men women to access resources like capital and market? Probe for which women and which men?
7. Do you carry out any gender related training to staff implementing the project?
8. What training may be important to make your programmer more gender transformative
9. What types of gendered indicators are important to consider when designing water and rangeland management and activities? At macro level and markets.
10. What are the current capacity needs of policy makers, program planners and implementers in terms of integrating gender in water and rangeland management programs.? Probe for the role of county governments in integrating gender into water and rangeland management. Probe also for the role of MWA in advocating round gender transformation in the counties etc.
11. What need to be in place to enable markets to become more gender transformative in relation to water and rangeland management?

12. How have you encountered issues of S&GBV in Kenya RAPID or your work?
13. Are there any referral pathways for issues of S&GBV in your work? Probe for who else is intervening in S&GBV and how they are linked to the Programmed
14. What are the challenges of integrating gender in water and rangeland management programs?
15. What are the current capacity gaps in integrating gender in water and rangeland?
16. What resources are needed to enable gender integration in water and rangeland management?

Private sector partners

1. What role do you play in water and rangeland management in this county?
2. What has been the impact of your work in general? What has been the impact of your work in relation to gender?
3. What types of enterprises are available for women and men in water and rangeland management in this county?
4. Do women and men and young people participate equally in the activities supported by stakeholders like MWA and other partners?
5. What are some of the factors that make it difficult for women/young people to participate in water and rangeland type of enterprises in these County? How can such barriers be addressed?
6. What benefits have accrued as a result of women's/young people's participation water and rangeland activities.
7. What types of models/ actions are best suited to support water and rangeland enterprise development in this county?
8. What are some of the risks women and men face as they run enterprises in this county?
9. What are some of resources that can support vibrant enterprises in this county in relation to water and rangeland management?
10. What are some of the enterprise sustainability models available for sue in water and rangeland resource management?

Donors

1. What is your role in water and rangeland management in ASAL areas of Kenya?
2. In your view, what are the most critical areas related to gender integration in water and rangeland management?
3. In your opinion, over the past 5-10 years, what have been the biggest advances in gender, water and rangeland management in ASAL areas? Please provide some examples.
4. What are your main program interventions related to gender and women's empowerment?
5. How do they address social inclusion and intersectionality (Adolescent girls and youth, disability, ethnicity etc.?) in funding and programming
6. How are you addressing GBV through your programs? How are you preventing GBV in your programs?
7. What are key successes and achievements in relation to gender, water and rangeland management?
8. What are the biggest challenges of gender integration in water and rangeland management?
9. How do your programs/interventions align with/support national gender priorities as expressed in national gender policies?

10. What are the most strategic / impactful partnerships to promote transformative gender approaches in water and rangeland management (e.g. government donors, CSOs, private sector, etc.)
11. What important indicators need to be included in gender mainstreaming for water and rangeland programming?

Women organisations representative

1. What is your role in relation to gender, water and rangeland management? (if any)
2. Thinking about your work in this county, in the past 5-10 years, what progress do you think has been made in relation to gender and women's empowerment? Can you provide some examples of successes? In your opinion, what were the main reasons for these successes?
3. What is the role of women and men in water and rangeland management?
4. What types of women organizations are in the county (list those you know) involved in water and rangeland resource management?
5. What are their roles?
6. How are they advancing women issues in relation to water and rangeland management?
7. What resources do women need to be able to participate in leadership, policy, enterprises and employment in relation to water and rangeland management?
8. What are the community norms on women leadership and participation in water and rangeland management?
9. Can women who have enterprises, be able to control their income in the home? What strategies do they use to access, control assets and own assets and what are the risks?
10. What do women organizations need to support women in water and rangeland management?

8.3. Consent Forms

Focus Group Discussion Consent and Sign-in Sheet

Gender Assessment Millennium Water Alliance Kenya RAPID Program

My Name is..... I work with Nascent Research and Development Organization. I am conducting a study on “Gender, Water, and rangeland Management in four ASAL counties namely, Isiolo, Marsabit, Garissa, Turkana and Wajir”. The information will be used to generate a deeper understanding of how gender dynamics/trajectories influence access, control and ownership of water, rangeland resources and services in the targeted counties with a view of informing a gender transformative Kenya RAPID Phase 2 program.

Procedures to be followed.

- Participation in this study will require that I ask you some questions related to access, control, and ownership of water and rangeland resources from a gender lens.
- You have the right to refuse participation in this study. You will get the same support whether or not you agree to join the study and your decision will not change the support you receive. Please, remember that participation in the study is voluntary. You may ask questions related to the study at any time.
- You may refuse to respond to any question, and you may stop an interview at any time. You may also stop being in the study at any time without any consequences to the services you receive from any other organizations now or in the future.

Discomforts and Risks: some questions we will ask you are on intimate subject and may be embarrassing or make you uncomfortable. If this happens, you may refuse to answer these questions if you choose so. You may also stop the interview at any time.

Benefits: If you participate in this study, you will help us to learn how gender dynamics/trajectories influence access, control and ownership to water, rangeland resources and services.

Reward: There are no rewards or any payment for participation in the study.

Confidentiality: The interviews will be conducted in a private setting. I will not record your name on the questionnaire. The questionnaire and other study materials will not be disclosed to a third party in line with data protection Act. Information collected will be kept in a secure location.

Contact information: If you have any questions, you may contact Aurelia Munene. (Principal Investigator) on 0708363571.

Participant’s statement: The above information regarding my participation in the study is clear to me. I have been given a chance to ask questions and my questions have been answered to my satisfaction. My participation in this study is entirely voluntary. I understand I will still get the same services and support whether I decide to leave the study or not and my decision will not change the support I am receiving at any other time.

Participants sign the in sheet below:

Focus Group Discussion Sign in the Sheet

Date:

Type of FGD:

S/No	Name of Participant	Consent to proceed with the Interview (please tick)	Signature/ Thumbprint
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			

I, the undersigned, I have explained to the volunteer in a language she/he understands, the procedures to be followed in the study and the risks and benefits involved.

Name of interviewer..... Signature..... Date.....

8.4. Informed Consent Form: KIIs and In-depth Interview

Gender Assessment Millennium Water Alliance Kenya RAPID Program

My Name is..... I work with Nascent Research and Development Organization. I am conducting a study on "Gender, Water, and rangeland Management in four ASAL counties namely, Isiolo, Marsabit, Garissa, Turkana and Wajir". The information will be used to generate a deeper understanding on how gender dynamics/trajectories influence access, control and ownership of water, rangeland resources and services in the targeted counties with a view of informing a gender transformative Kenya RAPID Phase 2 program.

Procedures to be followed.

- Participation in this study will require that I ask you some questions related to access, control, and ownership of water and rangeland resources from a gender lens.
- You have the right to refuse participation in this study. You will get the same support whether you agree to join the study or not and your decision will not change the support you receive. Please remember that participation in the study is voluntary. You may ask questions related to the study at any time.
- You may refuse to respond to any question, and you may stop an interview at any time. You may also stop being in the study at any time without any consequences to the services you receive from any other organizations now or in the future.

Discomforts and Risks: Some of the questions you will be asked are on intimate subject and may be embarrassing or make you uncomfortable. If this happens, you may refuse to answer these questions if you choose so. You may also stop the interview at any time.

Benefits: If you participate in this study, you will help us learn how gender dynamics/trajectories influence access, control and ownership to water, rangeland resources and services.

Reward: There are no rewards or any payment for participation in the study.

Confidentiality: The interviews will be conducted in a private setting. Your name will not be recorded on the questionnaire. The questionnaire and other study materials will not be disclosed to a third party in line with data protection Act. Information collected will be kept in a secure location.

Contact information: If you have any questions, you may contact Aurelia Munene (Principal Investigator) on 0708363571.

Participant's statement: The above information regarding my participation in the study is clear to me. I have been given a chance to ask questions and my questions have been answered to my satisfaction. My participation in this study is entirely voluntary. I understand I will still get the same services and support whether I decide to leave the study or not and my decision will not change the support I am receiving at any other time.

Signature for In-depth Interview and KIIs..... Date.....
Investigator's statement

I, the undersigned, I have explained to the volunteer in a language she/he understands, the procedures to be followed in the study and the risks and benefits involved.

Name of interviewer..... Signature..... Date.....

8.5. Study Participants Breakdown

COUNTY	No. of KIIs	No. of In-depth Interviews	No. of FGDs and Venues
GARISSA 62	12 Team Leader, Care Kenya In charge, Agriculture and Nutrition Component Sub County Water Officer, Mbalambala Sub County Business Banking Officer KCB Garissa Branch Business Banking First Community Bank David and Shritliff Garissa Director, Culture and Gender Garissa County Acting Technical Support Manager, GARUWASCO County Director for Livestock Development Head of Programmes, PGA GAWSCO Technical Lead SRC CEO	2 - Male Respondent - Female Respondent	48 8 Males Beneficiaries Kenya- RAPID 8 male community non- beneficiaries 8 Females Beneficiaries Kenya- RAPID 8 Young Males 18-25 8 Females Community 8 Young Women 18-25 Kenya- Total FGDs participants -48 24 male 24 female
ISIOLO 58	10 Chairperson, Women-led Organization Operations Lead, Isiolo Water and Sewerage Company (IWASCO) KCB Foundation Rangelands (Livestock) Officer, Isiolo County Nasulu Conservancy Representative Technical Head, Davis and Shirliff-Isiolo Branch County WASH Coordinator, Isiolo MWA county coordinator SDC representative SRC representative	2 Male Kenya Rapid Beneficiary (youth member of Attir water committee) Female Kenya Rapid Beneficiary (Mwangaza CBO)	46 8 Males Kenya-RAPID Beneficiaries at Attir, Nangarama Ward 8 Males (18-25 years old) at Attir, Nangarama Ward 6 Males Kenya-RAPID Non- Beneficiaries at Isiolo Youth Innovation Centre, Isiolo Town 8 Females Kenya-RAPID Beneficiaries 8 Females (18-25 years old) 8 Females Kenya-RAPID Non- Beneficiaries Total participants- 46 Male-22 Female- 24

MARSABIT	14	2	39
55	<ul style="list-style-type: none"> - Sub County Nutrition Adviser, Umbrella - Director, ICT and Water Department - Deputy Director, Ministry of Livestock Production (Rangelands) - Director, Maji Milele - Assistant Sales Engineer, Davis and Shirtliff - Regional Director, Sweet Sensors - WASH Manager, FACIDA - Programmes Director, Food for the Hungry - MWA Program Manager (Technical Advisor, Marsabit) - Managing Director, Marsabit Water and Sewage Company (MAWASCO) - Branch Manager, Kenya Commercial Bank - Environment and Natural Resources Management Officer, Department of Water, Environment and Natural Resources - ILRI/AVCD - Director Gender, Ministry of Culture, Gender, Tourism and Social Services 	<ul style="list-style-type: none"> - Female respondent - Male respondent 	<ul style="list-style-type: none"> - Kenya Rapid Female Beneficiary Group (7 Finno Racha Women Group members) at Central Ward, Marsabit - Kenya Rapid Male Beneficiary Group (7 Dirib Gombo Men Group members) at Sagante Ward, Marsabit - Kenya Rapid Male Beneficiary Group (5 Logologo Water Users Association members) at Logologo Ward, Marsabit - Young Males Non-Beneficiary Group (5 Dogogicha Male Youth Group members) at Sagante Jaldesa Ward, Marsabit - Young Females Non-Beneficiary Group (9 Dogogicha Female Youth Group members) at Sagante Jaldesa Ward, Marsabit - Female Community Members (6 Mount Marsabit Dairy Women Group members) at Karare, Marsabit <p>Total participants- 39 Male-17 Female-22</p>

<p>TURKANA</p> <p>60</p>	<p>12</p> <ul style="list-style-type: none"> - Livestock Market Association (LMA) representative - Managing director LOWASCO (utility company) - Women led organization representative (Director, Children of the Kingdom Organization) - Project Coordinator-WASH, Turkana County - County Director in-charge of Water - Livestock & Rangelands Assistant Production Officer - County Deputy Director for Gender - Monitoring Evaluation Accountability and Learning (MEAL) Officer (County Lead - CRS) - Field Coordinator AVCD/ILRI- LVC _Turkana County - Representative Business Development Officer (Co-operative Bank) - Branch Manager, Davis and Shirliff (Lowdar) - Managing Director (Nairobi) Maji Milele Prepaid Water Payment 	<p>2</p> <ul style="list-style-type: none"> -Female who participated in Kenya-RAPID at Nagis, Loima Sub County -Male who participated in Kenya-RAPID at Lodwar town in Turkana Central Sub County 	<p>46</p> <ul style="list-style-type: none"> - 8 Males who participated in Kenya-RAPID at Kapua, Turkana Central Sub County - 8 Male youths at Nakwamikwi, Turkana Central Sub County - 7 Males from community at Kenya Oil, Turkana Central Sub County - 8 Females from community at Kaitese, Loima Sub County - 7 Females who participated in Kenya-RAPID at Napetet, Turkana Central Sub County - 8 Female youths at Nakwamikwi, Turkana Central Sub County <p>Total participants- 46 Male- 23 Female-23</p>
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WAJIR	6	2	61
69	<ul style="list-style-type: none"> - Director of Gender Department - WASH Representative - Davis and Shirliff Branch manager - MWA Coordination Unit (Livelihood Officer-World Vision Kenya) -County gender -County water on the KIIs. 	<ul style="list-style-type: none"> -Assistant Chief -Malaika 	<ul style="list-style-type: none"> - 10 Young females (18-25years) at Griftu Location, Wajir West Sub County - 11 Young males (18- 25 years) at Griftu Location, Wajir West Sub County - 8 Female community Members at Matho Location, Wajir West Sub County - 10 Male community Members at Matho Location, Wajir West Sub County -11 Female Kenya Rapid Program Community Participants at Abdiwako Location, Eldas Sub County -11 Male Kenya Rapid Program Community Participants at Abdiwako Location, Eldas Sub County <p>Total- 61 Male-32 Female -29</p>

8.6. County Gender Dynamics: Gaps and Capacities

According to the National Gender Policy, the county governments, county assembly, county gender department, and sector departments have the responsibility of ensuring gender is mainstreamed across specific sectors. The gender department takes the lead in offering technical support to other sectors in terms of gender mainstreaming. The consulting team consulted with county personnel in the five counties who work in gender and water department and department addressing rangeland issues. The personnel included gender director, technical and policy personnel working in water and on rangeland issues. The aim was to identify the capacities, gaps and opportunities in each of the counties in terms of integrating gender in water and rangeland management and services delivery. An extensive gender capacity assessment could not be undertaken given the limitation of time, because it involves assessing knowledge, competencies and needs of each staff on gender issues, institutional competencies including assessing reports and documentation.⁴⁷ In spite of this limitation, the consulting team was able to identify general capacities, gaps and opportunities in each county that can provide a basis for a detailed capacity assessment as well as provide entry point for gender integration strengthening in the counties. The format of the analysis below is as follows. First is the assessment of the gender department, then assessment of the water and rangeland departments and how gender is integrated.

Wajir County

The county compared to the other counties in the study, has made progressive steps in ensuring some institutional strengthening towards gender equality. The gender department is under the Ministry of Education and also Culture, Heritage and Library Services. The county has a gender strategy framework in place designed by the gender department with support from Mercy Corps. However, the term of the strategy expired in 2020 and by the time of this assessment, there were no plans in place to review it. The strategy focus has been on the thematic of gender and marketing, gender and governance, gender and natural resources and gender-based violence. While these are critical topics to address specifically for water and rangeland management the strategy priorities need to be based on a systematic gender analysis in the county, and robust monitoring, evaluation and learning documented processes. Aspects of changes in gender relations, decision making and access to and control over resources, need to be identified and address in the next strategy.

In terms of human resources, the chief officer heads the department, there is a director, deputy director and assistant director of social services. There are twenty members of staff out of which six are women who are meant to serve other sectors in terms of mainstreaming gender. These include the senior gender officer, gender officer, director and assistant director. They are not allocated to specific sectors like water and rangeland but are required to provide technical capacity to the different sectors. Women are therefore occupying leadership positions in the gender department and are all local to the community and from the Somali ethnic group. The study could not establish whether the staff are adequate because this needs to be based on

⁴⁷ UN Women, 2014. Gender Equality Capacity Assessment Tool.

evidence from a systematic human capacity assessment vis a vis the needs of the county. What was evident in Wajir and other counties was that the gender department functions are not decentralised to sub counties ward like those in water departments, where there are personnel deployed at the sub-counties.

The Wajir Gender Strategy has been focusing on the following thematic areas; These are important to highlight because they represent some of the county gender priority and entry points for gender capacity assessment and support. They include; *Gender and Marketing*: This involves equipping women with training, tools and skills to run small enterprises. For example, dressmaking skills, providing sewing machine and umbrellas for those women selling in the market. The department also ensures that women, persons living with disability and youth receive grants and other government opportunities like tenders. This approach was motivated by the recognition that men are increasingly abandoning their provisioning role at household level and women are taking up this role. Such considerations are bound to increase women's bargaining position in the household as well as on access to income. However, women are still burdened by heavy reproductive roles. There is therefore a need to engage with men to also enable them to play both productive and reproductive roles and more so in provision for families.

Gender and Governance: The focus under this domain has been to enhance women leadership skills and access to the public sphere by encouraging women to take up leadership roles, conducting advocacy on the same, and escorting women during campaign forums so that they do not feel intimidated. *Gender and Natural Resources*: This aims at conducting advocacy for women to access and control natural resources like water and rangeland and inclusion of women in relevant committees since they are underrepresented. This is critical because it complements Kenya RAPID program focus on inclusion of women in water and rangeland management.

Gender Based Violence focuses on prevention, protection and response. The department supports the Wajir gender recovery centre, and works with women to report GBV and streamline reporting systems and pathways. In spite of all these efforts, since the project has been highly donor dependent, these stated strategies have not been affected consistently. A further examination reveals that the strategy has not succeeded in addressing dominant gender and social norms since women and youth voices are still marginalised in Wajir in terms of formal representation. For example, out of the thirty wards in the county, there is no female leader. In a nutshell, Wajir gender department conceptualises gender in a broader way, it has gender responsive approach. They are working on pervasive gender norms which are the root cause of gender inequalities. An intersectionality lens could be better applied to understand the gender dynamics of difference between men, boys, girls and women.

For the Kenya RAPID phase 2 the gender department would like to focus on the following indicators: sex disaggregated poverty indicators since poverty among women is a driver of gender inequality; malnutrition indicators, since women are malnourished due to lack of food and water; indicators that monitor change in cultural norms and beliefs on women leadership and access and control over resources.

Water department, there is the Harvesting Policy initiated by the county government and implemented together with National Environment Management Authority and National Construction Authority. The main aim of the policy is to ensure all individual housing designs

install gutters to maximise water collection. Another policy is the Construction of Water Pans, where they partner with the local community and work with the private sector Davis Shirtliff to construct dams for communities. Wajir Water bill is another initiative whose focus is to enhance sustainable water management. There is an expectation and desire that there will be sufficient resources to implement the policy and part of the revenue will be sourced from funds generated at the water points. Water policy personnel play managerial roles and rely on technical staff for information to design policies. Technical water personnel staff are engineers, hand workers, technicians, diggers, drivers and so on. They provide labor, skills, manpower, needs assessment and research about the communities needs in relation to water. For example, they assess how much water is available and where to drill a borehole. They do not collect gender related data because they were not aware about the gendered dynamics related to water management. There is an opportunity to work with technical staff in county water departments who are already collecting data from the communities, to also collect gender related evidence which can better inform the policy makers. As such, it is critical the water department policy and technical teams need to have a good grounding in terms of gender as they conduct assessment and mainstream gender in policies.

Gender integration and implementation in water laws and policies is hampered by limited budget to pass the bill through all the required stages, for instance there are limited funds for public participation, as well as funds for implementation and this leads to disapproval by the county assembly. For example, there are cases of conflict and differences in political ideologies between Members of County Assemblies, which make it difficult to work together in enacting and implementing policies. As such, political will in supporting these bills or policies to ensure gender integration is missing. A review of the Water Bill from a gender lens reveals that gender is conceptualised as inclusion of women and youth into committees and decision-making committees without consideration of how gender is mainstreamed across sectors and how gender intersects with other issues pertaining water. The county has invested in training the teams on gender issues and inclusion, in consideration of age, gender, disability and other factors. However, it is unclear how the training translates substantively to inclusion efforts and its impact on gender, beyond nominal inclusion of women in committees. In terms of gender mainstreaming, different departments including the gender department come together to design water policies though not consistently. The county engages in private sector engagements in water management. One of the key players is World Vision. Kenya RAPID was hailed for including diverse actors in their planning, design and implementation and in conducting needs assessments.

In terms of rangeland management, the county is developing the Wajir County Rangeland Management Bill. Since land is communally owned, the focus is on controlling the use of rangeland resources and there will be formation of ward and subcounty committees. Issues of inclusion of women and youth in rangeland land management need to be given weight in the bill. The county is also developing the Livestock Bill: who focus is on pest and livestock diseases control and trade. This has been halted because the national government is formulating the Livestock and Pest Control Bill, and Wajir county would like to align theirs to it. Role of policy personnel in the rangeland department is to design inclusive policies. The technical personnel visit the communities and have a better understanding of community needs. They include:

engineers, weather forecasts laborers and gender analysts. They share community interests to the policy personnel. Wajir deploys a rangeland management approach that actively engages communities. However, the momentum diminished over time and the impact has been that vehicles are passing through the graze lands causing damage. There is renewed interest to revive and utilise Participatory Rangeland Management tool to train technical staff and also integrated in the Rangeland Management decision support tool which prioritises community voices. This would be a good entry point for valorising voices of women and youth by including them in rangeland management, as well as reducing barriers to participation. Rangeland policy making in the county is a multi-actor process that involves county assemblies, stakeholders, the public, private sector sectors, non-governmental organizations, Government ministries. Public participation is a key component. Nevertheless, political interests are a major hinderance when it comes to passing of bills and policies. The approach to gender is to ensure equal representation of women and men at all levels. For example, there is a rangeland committee in Bute where the woman is a secretary. Initially men and women had to have separate meetings but currently they can hold joint meeting and seminars. Communities often listen and value insights of leaders and NGO staff members. These are therefore used as spaces for advocating for gender inclusion. The department works with the Sector Forum for Agriculture and Livestock which draws sector stakeholders, which is in line with national rangeland management policy. Water, health youth and gender actors are part of the forum. In terms of private engagement in rangeland management there is no active one at the moment.

A brief review of the Wajir Rangeland Bill indicates from the gender analysis reveals that the bill needs to address itself more to gender disaggregated data and community participation in the principles and objectives. Women, men and youth (girls and men) need to be acknowledged, as do economic and livelihoods enhancement. There is need to include communities with gender and youth representation.

Turkana County

Turkana has a fairly gender progressive Country Integrated Development Plan 2018-2022 which captures gender dynamics in a nuanced and intersectional manner⁴⁸. The gender department is located in the Ministry of Trade and Youth Affairs and has only two officers, the deputy gender director who reports to the senior gender director who in turn reports to the county executive. This number is not adequate because there is no staff to implement gender integration in water and rangeland management. The position of the gender director has been vacant for a while now with no foreseen replacement. This absence of a gender director in means decision making on matters gender will be stalled and underprioritized. There is a gender draft policy in place, a Council of Governors Gender Transformative Sheet developed with Afya Timiza and a Social and behavioral Communication with Afya Timiza is a USAID funded to improve the health and wellbeing of women, children and adolescents. However, since there is no gender strategy in place, mainstreaming efforts are hampered because there is not guideline, timeline and processes. Resource allocation is difficult if there is not gender strategy in place. But although not mentioned in the interview, The county gender department's goal is to address gender-based violence and

⁴⁸ https://www.turkana.go.ke/wp-content/uploads/2021/02/Turkana_CIDP_Book_V6-pdf.io_.pdf

women empowerment. In addition, gender targets are focused on; access to education and health care, women in peace and security. In some cases, they also address women in power and decision-making. There is a gender data sheet that provides an overview of women in power, the number of female members of county assembly (MCAs) and women who have access to property ownership. Gender analysis is conducted by the gender advisor to the governor. However, the only gender analysis that has been carried was with one NGO on early pregnancies and the findings are available. The Department of Gender with the support of a gender advisor who works in the governor's office is responsible for mainstreaming gender.

Mainstreaming of gender issues takes place through meetings with the County gender department and other departments. The UN women also carries out sensitization forums which aim at mainstreaming gender issues in the county including for example county planning, budgeting cycles. Currently the gender budget is domiciled at the department of economic planning and budgeting is done for the whole county. However, the department has limited resources and is continually lobbying to be prioritized in the county operations and budget. Public participation process involves both male and female representatives. The integration of gender in water has been slow because the intersection between water and gender is still not well understood by the county departments. However, women are more involved in farming since they are providing food for the family. With various interventions, water is now closer to people and thereby removing some of the barriers to health including better access to health services including family planning services and increased hospital deliveries.

Women access funds from the county through the Women Fund for their business and they are able to pay back the loans. Recommendations by the county is that women need to be included in decision-making, business enterprises, land ownership and in administrative roles in the committees and leadership. This is because inclusion will also enhance participation of other women in productive sector and decision making in the public and private sphere.

More gender inclusive entry points are needed to prevent marginalization of women, youth and other categories when new programs begin. For most of the programs, the common entry point are village elders, and this is an institution where women are excluded from and this means that many women only get to know of these projects much later. To mitigate against this, project leads should demand village elders to identify women in the community who are role models and facilitate a forum with them to facilitate engendered community entry for such interventions. In terms of representation, by the time of this research, the county staff were mostly men. Kenya RAPID program was keen to have women included in the committees. According to the county officials, some of the areas that county staff in the gender and sector departments need capacity enhancement on in relation to gender in the county include: Legal requirements on gender representation; Gender and leadership; how to conduct Gender assessment and analysis in programing; Gender budgeting and resource allocation. Some of the indicators could include: number of leadership training and participants involved by gender and leadership position held and gender staff. These can be provided by Kenya RAPID partners with expertise in gender.

The county has the Turkana Water Policy (draft), Turkana Water Act rules and regulations (2017) derived from the Act is still under review and the sewerage and water strategic plan (sponsored by UNICEF 2016) The Turkana Water Act 2019 was operationalized in 2020 and has components that speak to gender integration. However, the role of enforcement and sensitization is still weak. The county policy makers in the water sector create the executive committees for the county, and help in steering the construction of water tanks and other water management efforts. Gender is mainstreamed in the election of board of members and also includes people with disabilities. At community level, women are integrated in water users project committees to participate in decisions that influence water management. The director, chief officer and the CEC are in-charge of mainstreaming gender issues.

Some of the private collaborations include Davis and Shirtliff, Kenya Rapid, Private persons, Sanada-Spanish group and Sweet Sensors for borehole sensors. Challenges of implementing these collaboration include, the private sector desire incentives like land, access to properties and tax waivers since they complain of high tax. From the county perspective, when this is not provided, they lose motivation. The county also expects the private sector should integrate gender in their approaches. However, the study findings reveal that the private sector partners especially for profit, are not always aware what gender integration entails. Networking around mainstreaming of gender would sensitise these private actors on gender issues around water.

There is a Livestock Policy 2017 which still in draft. There is a current proposal to create a range unit within the county. The technical persons in the county are in charge of drafting the policy on issues related to improving degraded land and rangeland management. Policy makers in the county facilitate the roles of technical team by financing their operations. They also formulate policy and facilitate implementation including laws. The draft policy on livestock and rangeland policies has recommended gender integration which should include views of all men and women are involved but it needs to be monitored during the implementation.

In terms of who is responsible for mainstreaming gender in the rangeland policies, technical officers in livestock offices ensure that the projects involve both men and women in most community activities. This is done by preparing documents that contain sex disaggregated data. Also, stakeholders send a representative to ensure that all genders are involved in their projects. Mainstreaming gender is however, still seen as representation and there is no evidence of substantive voice in mainstreaming activities. Another challenge is that the county government normally does not proceed with the project after donor exit. This means eroding of any gains realised even around gender issues. Governance systems that include women can mitigate these to some extent.

The county proposes that private sector could integrate gender sustainably in rangeland resource management and should work with committees of both male and female already formed by village elders and chiefs to avoid conflict. They should continually monitor how gender is being integrated

Garissa County

The gender department is within the Ministry of Gender, Culture, Social Service, Sports and Youth. The focus of the department is gender empowerment, gender mainstreaming in all sectors. The department staff follow up on how gender is being mainstreamed in terms of employment, training and staffing, anti-FGM campaigns and eradication as per the presidential directives. Currently, the department is working on the Gender Policy which is still in draft form. This will be the first gender policy in the county and with this, the department can request for a budget to support gender activities. According to the director, the department is well staffed at the county level but not at the subcounty level where there are no gender department heads. The department trains the staff on gender internally but they have not received a structured training. Additionally, the county is part of the technical working group which is chaired by the minister and the co-chaired by the county commissioner. The working group draws state and nonstate actors who work together during gender related meetings and events. The members support the department with some funds and are guided by a work plan. They at times conduct gender studies and mapping. There is currently no gender strategy or implementation framework in the county. They however, focus on defilement, rape, sodomy, women empowerment, training girls on FGM, early and forced marriages and GBV. They plan to have a gender board which will be charged with addressing gender issues.

During Kenya RAPID 1 the department participated in advocacy on inclusion of women in the water user committees. Progressively, the county is witnessing men articulate women issues and concerns and not just women articulating women issues alone. This is as a result of the gender sensitization work that has been undertaken in the county.

The department has not conducted any gender assessment due to limited logistical capabilities. Gender Mainstreaming takes place through the focal person in each ministry and focuses on issues such as sexual harassment, mistreatment and recruitment percentages of the gender and how ideas of different gender are taken up. Currently the department is receiving 1% of the county budget which supports only recurrent expenditure. The county therefore relies on development agencies to implement gender related programs or gender mainstreaming. To cascade gender mainstreaming in the lower administrative level, the department will form soon sub county working groups. The technical working group develops standard operating procedures for partners who want to work in the county to prevent duplication. Key mainstreaming challenges include: limited funds and limited training in gender among staff and county executives are not aware of the significance of gender mainstreaming.

The county has the Water Act and the Water Policy. The Water Regulations which is how the Act is implemented, is still in draft form and there is no timeline when they will be completed. Operationalisation of Garissa Rural Water and Sewerage Corporation (GARUWASCO) are established in the Water Act and plans are underway to develop a strategic plan. The gender analysis team sought to examine what the role of water committees will be once GARUWASCO takes over water management and how will women participation be assured. This is not yet clarified but the county notes it is important to consider so that the gains made in women participation are still retained particularly in the water management. Gender integration will need to feature in the strategic plan so that it remains gender inclusive from the onset. With

GARUWASCO fully functional, there is hope that water access will improve. This will be an important determinant for women and girls, who face risk and hardship when water is inconsistently supplied. The water policy and technical persons work with the gender department in planning can be improved according to the gender director.

Garissa Water and Sewerage Company (GAWASCO) focuses on urban water management. There are no water committees because customers are based on three categories residential, commercial and institutions. The company has begun holding stakeholder forums and will be held quarterly. The members include schools, chairperson of the commercial sector, religious leaders. For example, the Imam play a big role in passing information since Garissa has 250 mosques and 30 churches. Limited statistics on population dynamics in Garissa town hinder adequate planning hence frequent water shortages because the demand of water remain unknown. The town is supplied water through underground and surface water (the latter is more reliable and sustainable) hence there is more emphasis to expand the same. Owing to paying a flat rate, communities do not conserve water which leads to water scarcity and rationing. GAWASCO encourages households to have water tanks but not all households can afford. During rationing, those who can afford access water through private water trucking One truck of water may cost Ksh 5000 and that is 5000 litres which depending on the family size lasts for 15 days.

Women do not run water tracking business because it is perceived as a male business. There is an opportunity for women associations to own water boozers if encouraged to. This business is unregulated and source of water is questionable. There are plans to have a joint disinfection of trucks to prevent diseases. Kenya RAPID has supported GAWASCO with solar panels. Payment of water bill is often women's responsibilities they use Mpesa or bank. When there is lack of water men mainly complain to GAWASCO and not women, except those women who are teachers or employed, this is because men's complaints are taken more seriously. There is an opportunity to work on dismantling such disabling norms which hamper women participation in claiming for services. Due to the rapidly growing town, there is heavy concentration of vehicles and as women and young people go to fetch water, they often risk being hit by a car. Currently GAWASCO has accumulated an overdraft hence it's not self-sustaining and may not be in a position to meet the water needs of its populations including those of women and men. All these issues have a bearing on gender because women are the ones who struggle most when water is inaccessible for example their WASH needs and they are exposed to risks. For instance, girls are affected because at night when they go to look for water at a neighbouring village, they risk getting raped. Discussions with young ladies 18-25 years on water issues, reveal they are not aware about water management issues, they are largely consumers and they are unaware of any forums they can complain or share ideas. For example, at the time of the study, the young ladies revealed that the water they were receiving was brown in colour and this meant they had to buy water for drinking. This has implications on wellbeing and incomes particularly for women and youth with minimal income.

There is the draft rangeland policy. Participation of women in rangeland issues is weak because of gender norms that favour male participation in rangeland issues are still dominant. Rangeland enterprises in the county are diverse. There are those who sell milk and meat. Milk selling earns good profit. There are vans which come from Garissa to buy milk from the community members in the rural areas. In the gender analysis, we witnessed women sending their milk in 3-5 litre cans

with the vehicle that is leaving for Garissa town. The vehicle is an important link for women and the market. However, women reported the profit margins are low but the income supports them in their households giving them some access to income for food which they can control. There are also women who buy milk directly from farmers, store in clean containers and transport to Garissa town. With no electricity value addition is not possible. For example, they cannot make yoghurt and sell. Men's needs in rangeland management include: Restocking and women want the government to empower them and especially in financing them with capital to start business or form groups

Marsabit County

The gender department has a director who is the chief of the department, with four gender officers representing the four sub-counties, the administrative secretary, and a driver. The total number of staff is seven. The county has in place a draft gender strategy framework. This draft was formulated in 2020 by the county technical personnel, it is awaiting printing and is earmarked for a launch in June 2021. The strategic goal draws from the county's economic blueprint and Vision 2030. It is also aligned to the Sustainable Development Goals (SDGs) and the government priority big four agenda items with an aim of integrating the principles of equality and inclusion in the county development. The departments targets include women, youth and girls involved in empowerment programs. The county adopts a rights-based framework which stipulates right to water, right to livelihood and right to equitable distribution of resources. There has not been a county wide gender analysis. The only gender related study was conducted by World Food Program which informed the drafting of the gender strategic plan. The department of gender was responsible for conducting the analysis as well. The department of gender is also responsible for gender mainstreaming across departments by targeting the chief officers through training on gender integration. The department is represented in the county development planning and budget prioritization forum where they present the department's gendered priorities for budgetary consideration. The county would like to mainstream gender across department so as to align with the national strategic gender strategy and the country's big 4 agenda. The county has prioritised the legal framework as a basis for its operations. Once this draft is formalised, they will have a basis to drive the agenda.

One of the main issues the county is contending with is the deeply held norms that marginalise women's access and control over resources. Some of the gains the department has had include: facilitated the empowerment and training of about girls, women and youth on constitutional rights and decision making. Supporting persons with disability in the 4 sub-counties. Sensitization meetings on FGM and early marriages in one of the sub-counties. Strategies that work in terms of gender norm changing in the county include: At the community level, continuous sensitization, and gender specific activities to transform the cultural norms of community members. At the county level, development of a gender mainstreaming strategy was in progress and this strategy promotes gender sensitive county programming. Policies that need to go hand in hand with the gender policy include water policy, agricultural policy, education policy, and the health policy among others.

The county has a water policy under the water department and a Water Act which led to the creation of MARWASCO with support from MWA. The act is in place and implementation is underway. Technical personnel in the county are responsible for identifying capacity gaps within the department and mobilising for resources through proposal writing. The water policy lacks legislations and by-laws to enforce the gender provisions. This weakens sustainable institutional practices and mainstreaming efforts in relation to gender. MARWASCO in collaboration with the county executive is working on enforcing the composition and management of community natural resource committees. There is also the Board of directors who are the oversight and they have a Recruitment policy that guides in gender integration. This provides important gains for gender equality within counties themselves.

The County has the draft Rangeland policy 2017. From a gender perspective, the objectives of the policy need to speak to promoting livelihoods, entrepreneurship and financial access and training for women, men, young women and young men. Including supporting vulnerable groups such as People Living with Disabilities and elderly. The draft policy does not mention SGBV which is important to prevent and address in a holistic manner by the counties.

In terms of women's participation in rangeland activities, according to one Rangeland partner, *"women have demonstrated consistency in activities they have been taking lead/actively participating. Youths have been fundamental and a good entry point in introducing great innovations and technologies. Women and youth have always been considered as early adapters of any new innovation, technology, or ideas. They have always been used as champion for change within the communities. Women and youth have been instrumental in upscaling and out scaling of activities"* There are great opportunities to leverage on the positive gains made in water and rangeland management in terms of gender integration and include youth in meaningful ways.

Isiolo County

The gender director or anyone from the office was not available to provide information about the Isiolo gender department during the gender analysis. In terms of water management, the county has recently launched the Isiolo County Water and Sanitation Services Act, 2020. As well as the Isiolo Water and Sewerage Company (IWASCO) which was established in 2006. Number of Staff: is 64 staff – 22 female – mostly below 40 years. Disabled – 1 (deaf) plumber. Human resources policy recognizes gender and disability/HIV. Achievements of IWASCO: Reduce movement and enhance enterprise development, Bill payment via Mpesa. Monitoring evaluation of use of water; Increased revenue, more-reporting mechanisms and improved interaction: Bench making at Thika Water; Capacity building of the staff and technicians. Gender is not yet integrated adequately in water management.

Rangeland Management policy is being formulated and was consultative and included all genders. However, there was opposition from traditional leaders mostly men who insisted that women should not be involved in the traditional making decision bodies. As a result, there has been a stalemate in discussions among stakeholders and no rangeland policy has been put in

place. There is opportunity to work with communities to address these pervasive norms. There are political concerns from some leaders who insist that some of the laws are aimed at taking the land from the community, mostly because of perceived conflicts between national legislation e.g Communal land Act and the proposed rangeland policies and legislation.

8.7. Definition of Gender Terms

Concepts	Definitions
Capacity Building	A conceptual approach to social or personal development that focuses on understanding the obstacles that inhibit people, Governments, international organizations and non-governmental organizations from realizing their development goals while enhancing the abilities that will allow them to achieve measurable and sustainable results. It involves the creation of an enabling environment with appropriate policy and legal frameworks; institutional development, including community participation (of women in particular); and human resources development.
Climate Change	A change in global or regional climate patterns, in particular a change apparent from the mid to late 20th century onwards and attributed largely to the increased levels of atmospheric carbon dioxide produced by the use of fossil fuels.
Empowerment	The process of "conscientisation" which builds critical analytical skills for an individual to gain self-confidence in order to take control of her or his life. Empowerment of women is an essential process in the transformation of gender relations because it addresses the structural and underlying causes of subordination and discrimination.
Equality of Opportunity	A fundamental human right embedded in the Constitution of Kenya. This Gender Policy Framework aims towards the achievement of equality of opportunity, in access to and sharing of employment opportunities, services and resources as well as in equality of treatment by employers and service providers.
Gender	The social roles allocated respectively to women and to men in particular societies and at particular times. Such roles, and the differences between them, are conditioned by a variety of political, economic, ideological and cultural factors and are characterized in most societies by unequal power relations. Gender is distinguished from sex which is biologically determined.
Gender Awareness	Refers to a state of knowledge of the differences in roles and relations of women and men and how this results in differences in power relations, status, privileges and needs.
Gender Disaggregated Data	Information about socially defined roles and activities of women and men in any social or economic activity; it is information that is collected and analyzed separately on females and males and typically involves asking the "who" questions for instance in an agricultural household survey: who provides labour, who makes the decisions, who owns and controls the land and other resources.
Gender Equality	A situation where women and men have equal conditions for realizing their full human rights and potential; are able to contribute equally to national political, economic, social and cultural development; and benefit equally from the results. The concept of Gender Equality, as used in this policy framework, considers women's existing subordinate positions within social relations and aims at the restructuring of society so as to eradicate male domination. Therefore, equality is understood to include both formal equality and substantive equality; not merely simple equality to men.

Gender Equity	Refers to the fair and just distribution of all means of opportunities and resources between women and men.
Gender Identity	Refers to how someone feels about and expresses her or his gender and gender roles, for instance how she or he chooses her clothing, behavior, and personal appearance.
Gender Mainstreaming	The process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and does not perpetuate inequality.
Gender Responsive	A planning process in which programmes and policy actions are developed to deal with and counteract problems which arise out of socially constructed differences between women and men.
Gender Responsive Budget	This is a fiscal-based mechanism for ensuring greater consistency between economic goals of a country and social commitments in as far as engendering gender equality is concerned.
Gender Roles/Dynamics	These are sets of societal norms dictating the types of behaviours which are generally considered acceptable, appropriate, or desirable for people based on their actual or perceived sex or sexuality and are usually cantered on conceptions of femininity and masculinity.
Gender Sensitive	Refers to the state of knowledge of the socially constructed differences between women and men, including differences in their needs, as well as to the use of such knowledge to identify and understand the problems arising from such differences and to act purposefully to address them.
Gender Stereotypes	These are widely accepted judgment or bias regarding a person or group even though it is overly simplified. They include the following: a. Domestic behaviours — For example, caring for children is often considered best done by women and girls, while household repairs are often considered best done by men. b. Occupations - For example, until very recently most nurses and secretaries were usually women, and most doctors and construction workers were usually men. c. Personality traits - For example, women are often expected to be passive and submissive, while men are usually expected to be self-confident and aggressive. d. Physical appearance - For example, women are expected to be petite and graceful, while men are expected to be tall and broad-shouldered.
Governance	This is the exercise of political, economic and administrative authority to manage a nation's affairs. It is the complex mechanisms, processes, relationships, and institutions through which citizens and groups articulate their interests, exercise their rights and obligations and mediate their differences.
Human Rights Based Approach	An approach focuses on the promotion and protection of human rights. It identifies right-holders, their entitlements, corresponding duty bearers, and their obligations and works towards strengthening the capacities of

	rights-holders to make their claims of duty bearers to meet their obligations.
Intersectionality	The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
Poverty	Is defined as deprivation of wellbeing or welfare. Poverty has many dimensions ranging from material wellbeing (basic needs of life like nutrition, good health, shelter and education to lack of human rights, citizenship or social networks). In addition, cultural values, beliefs or attitude may place some people at disadvantaged position while lack of political voice or physical insecurity can impoverish others. Economic factors such as low income, lack of assets, access to markets or public services can lead into poverty.
Practical Gender Needs	The needs identified to help women and men cope better in their existing subordinate positions. Practical needs are related largely to issues of welfare and do not challenge the existing gender division of labour or to women's subordinate positions in society.
Programme	A systematic action-oriented design of a plan of action towards achieving a particular goal.
Project	The design of an implementation strategy of a plan of action geared towards achieving a particular goal.
Reproductive Health Care	This refers to medical services that enable men and women to be informed of and to have access to safe, effective, affordable and acceptable methods of birth control; also access to appropriate health care services of sexual, reproductive medicine and implementation of health education programs related to childbirth or birth control.
Sexual and Gender Based Violence	Any harmful act that is perpetrated against a person against their will and that is based on socially ascribed differences between males and females and that results in, or is likely in physical, sexual or psychological harm or suffering for women, girls, boys and men including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life and include the economic and social harmful caused by such violence, both long term and short term.
Social Inclusion	The process of improving the conditions of disadvantaged individuals and most vulnerable groups - such as women, youth, minorities among others.
Strategic Gender Needs	The needs which are identified as necessary to transform the existing unequal relations between women and men. Addressing women's strategic gender needs expedites women's empowerment and facilitates the fundamental social transformation necessary for establishment of gender equality.
Women Empowerment	This is the enhancement of women's state and stature in the society by integrating gender equality and equity into poverty reduction, democratic governance, crisis prevention and recovery, and environment and sustainable development.



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