



COUNTY GOVERNMENT OF NYERI

DEPARTMENT OF GENDER, YOUTH AND SOCIAL SERVICES

Theme:

Mainstreaming Gender Considerations in all County Development Efforts

NYERI COUNTY GENDER AND DEVELOPMENT POLICY

2021-2025

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FOREWORD

In the County Government of Nyeri, Gender Development Policy is a tool for change aimed at demonstrating the County Government's efforts in promoting sustainable development for both women and men. The Policy establishes high political goodwill and commitment by the Executive to remove all forms of gender-based discrimination with a view to enhancing gender equality across all sectors.

The policy formulation process was undertaken through a consultative approach that involved a wide range of stakeholders, including all County Government Department's, National government's Ministries, Department's and Agencies(MDA), Faith Based Organizations, Civil Society Organizations, Private sector, Academia among other stakeholders

The Nyeri County Government Gender Development Policy (2021) provides broad policy guidelines, strategies, and institutional frameworks to operationalize the government's commitments for achieving gender equality and equity in its development efforts. The policy framework will enable all stakeholders and actors to have a common understanding of the issues and strategies for addressing gender inequality and issues of social injustice. This policy, therefore, articulates development priorities from a gender perspective based on the current context in the county. The policy also ensures that women and men, youth, Persons with disabilities (PWDs), other marginalized persons, and the vulnerable have a voice, participate and benefit equally from the Government's development agenda as stipulated in the County Integrated Development Plans (CIDP) and Annual Development Plans (ADP) ,Gender, Youth, Social Services Department's strategic plan among other policy documents.

It is imperative to ensure that the policy is effectively mainstreamed and institutionalized to avoid the phenomenon of policy desertion during the implementation process. Effective integration of gender mainstreaming in the development efforts of Nyeri County will require coordinated and systemic technical capacities in policy analysis, policy implementation, data collation and analysis, monitoring, and evaluation at the County Executive and Assembly level.

As we formulate this Gender Policy, it is hoped that it will bridge all existing gaps and bring inclusivity in the lives of all the sexes. Let us work and walk together to forge a path that ensures women and men, boys and girls, the marginalized and the vulnerable have an equal voice, opportunity and can also benefit from our county at all levels.

Hon. Esther Ndung'u | County Executive Committee Member
Department of Gender, Youth, Social Services and Disaster Management

ACKNOWLEDGEMENT

The Development and approval of the Nyeri county Gender Development policy is a watershed. It is a culmination of collated invaluable contributions, inputs and perspectives through an extensive and wide consultative process involving many players and actors.

I take this opportunity to thank the Almighty God because without him we couldn't have reached this far. Firstly, I wish to thank H.E Hon. Mutahi Kahiga, the Nyeri County Governor's leadership, guidance and for active participation in steering the Gender policy development. His invaluable contributions in this endeavor are immensely cherished. We also thank all the Executive Committee Members who individually and collectively provided the necessary critique and validation of the final draft policy. The painstakingly commitment and leadership role demonstrated by the department of Gender, Youth and Social Services CECM Madam Esther Ndung'u, is undeniable.

Further, we recognize the pivotal role played by the County Assembly of Nyeri through the Gender, Social Services and Special Programmes Committee led by the Chair Hon. Patrick Mutahi and his unwavering commitment that made the entire process a success. Notwithstanding, we acknowledge the selfless effort and inputs of the entire Gender department for their passion and commitment for providing the necessary support. We also recognize the technical input by the Directors and Officers from other departments throughout the process. In the same breath, the department extends its utmost gratitude to all the public, private, and CSO stakeholders who participated in the process of developing and formulating this gender policy.

We acknowledge the office of the County Commissioner for being part of the process. The Hon. Wendy Kagendo, the Chief Magistrate, Nyeri law courts, gave invaluable legal insights that significantly enriched the policy. The police and other law agencies' feedback was veritable. The religious leaders and elders, came in handy in contextualizing religious and cultural perspectives.

We also appreciate Dr. Wamwea Nyoike, the Governor Special Advisor for providing professional inputs in quality assurance of the policy. We thank the media for their avid interest and involvement.

Our lead consultants Chryspin Afifu and Eva Komba, we can't ever thank you enough. We are grateful for your guidance, time, quality of input, and coordination throughout the policy development process. We may not possibly mention all those who participated in this process by name and title but we remain indebted to you and can only say "many thanks".

Lastly but not least, special gratitude goes to the Centre for Rights Education and Awareness (CREAW) for financially and technically supporting the entire exercise.

George Mwangi Muriithi
Chief Officer | Department of Gender, Youth and Social Services

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ACRONYMS

ADP	Annual Development Plan
AGPO	Access to Government Procurement Opportunities
CEC	County Executive Committee
CFSP	County Fiscal Strategy Paper
CIDP	County Integrated Development Plans
CIP	Costed Implementation Plan
CSOs	Civil Society Organizations
C-WES	Constituency Women Enterprise Scheme
FP	Family Planning
GBV	Gender-Based Forward-Looking Violence
GEWE	Gender Equality and Women Empowerment
GRB	Gender Responsive Budgeting
HH	Household
ICT	Information Communication Technology
KNBS	Kenya National Bureau of Statistics
KPHC	Kenya Population and Household Census
MTEF	Medium Term Expenditure Framework
M&E	Monitoring and Evaluation
NGEC	National Gender Equality Commission
PFM	Public Finance Management
PPRA	Public Procurement Regulatory Authority
PWDs	Persons with Disabilities
SDGs	Sustainable Development Goals
STEM	Science Technology Engineering and Mathematics
TVET	Technical and Vocational Education Training
UHC	Universal Health Care
WASH	Water Sanitation and Hygiene
WEF	Women Enterprise Fund

EXECUTIVE SUMMARY

The Gender mainstreaming and development policy for Nyeri County is a milestone for aligning all the County development processes with the Constitution of Kenya (2010) and other international and regional instruments. This policy provides the pathways to recognition, attention, and response to all issues affecting men and women, boys and girls, and PWDs in the County-socio-culturally, politically, economically, and legally.

Further, it provides a framework for promoting equality in access to productive resources such as land, labor, technology, capital/finance, and information. Likewise, the Policy establishes efforts towards embarking on Affirmative Action to rectify errors of the past, particularly as they relate to discrimination against women and reducing Gender and geographical disparities in the distribution of resources. Attention is given to gender mainstreaming strategy, in creating a new order of social justice and equity premised on the inclusion of all hitherto excluded [the poor and people living with disabilities.

Policy framework ensures equality and women empowerment in the social, economic, political and cultural spheres is considered-. It should also be mentioned that the framework will strengthen Affirmative actions geared towards reducing and eliminating Gender inequalities as well as increasing representation in elective and appointive positions.

This policy is premised on four main commitment areas namely:

Policy Commitment	Focus
Gender, Good Governance, and Fairness	a) Institutionalization of gender mainstreaming b) Participatory leadership, and governance
Gender and livelihoods	a) Socio-cultural issues b) Education and skills training c) Employment, and decent work d) Economic empowerment and development e) Trade, industry, and cooperatives f) Food, agriculture, fisheries, and access to productive resources g) Health, sanitation, and nutrition h) Disaster prevention and management
The dignity of the lives of men and women, youth, PWDs	a) Response and prevention of gender-based violence b) Mental health and wellness, drug use and abuse
Gender roles and social relations	a) Research and data for decision making b) Land and housing

Each commitment contains elaborate strategies of implementation. All the chapters in this policy document elucidate a chain of issues that calls for the attention of the County Government, National Government, Development Partners, Civil Society Organization, and all Nyeri County men and women, boys and girls to take necessary and relevant action to enable the County to achieve as ONE.

CHAPTER ONE

INTRODUCTION

1.1 Background

The Constitution of Kenya 2010 creates a platform for gender equality and non-discrimination by either gender. It also provides the impetus for a county policy to chart a roadmap for the attainment of the constitutional provisions. Article 10 of the Constitution is on the National Values and Principles of governance highlights principles such as equality, equity, inclusiveness, and non-discrimination. These principles provide an anchorage for gender equality. Further, Article 27 (1) also spells out that every person is equal before the law and has the right to equal protection and benefit; similarly, Article 27 (3) states that women and men have the right to equal treatment including the right to equal opportunities in political, social, economic and cultural spheres.

The Constitution crystallizes and outlaws' discrimination on any basis including, pregnancy, race, sex, marital status, health, ethnicity or social origin, color, age, disability, religion, conscience, belief, culture, dress, language, or birth in Article 27 (4). To realize these ideals, the Constitution in Article 27 (6) requires the government to take legislative and other measures including affirmative action to redress disadvantages suffered by individuals and groups because of past discrimination. Article 27 (8) requires that not more than two-thirds of the members of elective or appointive bodies are of the same gender.

The National Gender Policy equally demands that the County Governments institutionalizes and mainstreams gender policies at the cascaded levels.

It is against this backdrop, that the County Government initiated the development of a gender-based policy to address all underlying issues. The Nyeri County Gender and Development Policy (NCGDP) was adopted in 2021, and it replicates the national policy on gender and development to enhance and enforce gender mainstreaming activities at the county level. The policy provides a legitimate point of reference for addressing gender inequalities at all levels of the county government and by all stakeholders. It further provided an avenue for gender mainstreaming across all sectors. It will also play a catalytic role in generating efficient and equitable development outcomes through the guidelines on which sectoral policies, programs, projects, plans, budgets, implementation, and monitoring will integrate gender perspectives in all development efforts. The policy implementation is a joint action of all stakeholders and different Actors, Decision-makers, Development partners, and the citizenry. This policy document, though trans-sectoral in nature is not meant to be prescriptive for various Departments, directorates, Boards, and Committees but instead, provides the overarching principles which shall be integrated into their policies, practices, and programmes in the period of the policy and beyond. This is in line with the values of leadership and principles of governance as espoused in Articles 10 and 27 of the Constitution of Kenya, 2010.

Whereas gender is recognized as a key cross-cutting issue, it has not been adequately considered in Nyeri policy priorities and budget commitments, and Sector Programmes. Among the reasons for this non-consideration include inadequate capacity in gender mainstreaming, insufficient gender-disaggregated data, and inadequate gender-responsive monitoring and evaluation strategies. Integration of gender perspectives into County operations is not just ideal but is also visionary planning. Greater gender equality can enhance productivity, improve development outcomes for the next generation and make Institutions more representative.¹

¹ World Development Report, 2012

1.2 Policy Development Rationale

This policy document anchors its roots at the Sessional paper no. 2 of 2019 (National Policy on Gender and Development) whose overarching goal is creating a just, fair, and transformed society free from gender-based discrimination in all spheres of life practices. Promoting gender equality is now globally accepted as a development strategy for reducing poverty levels among women and men, boys and girls in improving health and living standards as well as enhancing the efficiency of public investments. The attainment of gender equality is not only seen as an end in itself and human rights issue but as a prerequisite for the achievement of sustainable development.

In conforming with the world standards, the County Government of Nyeri recognizes that gender mainstreaming is critical to the attainment of the County Integrated Development Plan (CIDP) 2018-2022, and Sustainable Development Goals (SDGs 2015-2030) goal 5 on gender equality and women's empowerment. Further, this policy reflects the national development blueprint- Vision 2030 together with the Big 4 agenda on health, housing, manufacturing, and sustainable food security. This is demonstrated in the commitments by H.E. Governor, Mutahi Kahiga who attaches great importance to the promotion of gender equality and equity as a prerequisite for Sustainable Development in Nyeri County as evidenced by the gender parity in appointive leadership positions. This idea is a fundamental principle within the Constitution of the Republic of Kenya, 2010.

This Policy provides an overall context for mainstreaming a gender perspective into the County development agenda. In particular, the Policy also provides a mechanism for accountability within the Government itself and stakeholders, in eliminating all forms of Gender-Based discrimination.

1.3 Problem Statement

Kenya has a progressive Constitution that was promulgated in August 2010, that spells out and promotes gender equality and women's empowerment, gender inequality remains a key issue of concern in Kenya. The lawmakers have formulated pieces of legislation that have been deliberated upon in the past few years, but it has not seen the light in a male-dominated Parliament. A topsy turvy approach is prevalent in many institutions across all sectors of the economy. The patriarchal social order supported by statutory, religious, and customary laws and practices; and the administrative and procedural mechanisms for accessing rights have continued to hinder the goal of attaining gender equality and women's empowerment. Progressive provisions in the law have not delivered gender equality either in the 21st century in Kenya. In practice raising the need to develop a policy that addresses the variety of manifestations of gender discrimination and inequality.

Challenges facing Nyeri County in achieving Gender equality and equity in all its development efforts are diverse and are not unique to the County but are reflected in the National Government too. The devolution policy established the County System which cascaded the governance to the county levels. In the devolved structures, Nyeri County has made great strides to ensure that gender is mainstreamed albeit a little in its operations but there are systemic challenges and implementation gaps that obstruct the achievements of intended results. These gaps and systemic challenges are discussed in subsequent chapters identified through a consultative process across interviews (both viva and virtual) with Executive Committee Members, Chief Officers, Directors, Private Sector and Civil Society stakeholders in the County, and most importantly, ordinary citizens who are beneficiaries of all Government development efforts.

Notably, the gaps include:

- i. Weak Gender mainstreaming coordinating role of the Department of Gender, Youth, Social

Services as the highest authority in the gender policies in the County, is not providing the required effective and inclusive County coordination role for gender mainstreaming mainly because of budgetary and capacity/capability constraints, that hold opinions that Gender and youth are not devolved functions. This is further affected by the lack of strategic gender Development Partnerships outside of the County.

- ii. Conceptual demystification of gender mainstreaming in the Public Sector- there is an illusion that government structures in the County reveal paucity understanding of Gender mainstreaming knowledge. Lack of professional knowledge and skill on Gender and conceptual challenges are key gaps.
- iii. Limited disaggregated data on issues and aspirations of PLWDs (both women and men) - Existing interventions have not adequately and specifically addressed the concerns of PLWDs. There is inadequate information and understanding of the PLWDs situation and this affects the planning, implementation, and monitoring of requisite initiatives from a Gender lens.
- iv. Sexual and Gender-Based Violence- this poses a big challenge that requires systemic eradication using more aggressive and quicker policy and behavioral prevention and response strategies. The high incidences of rape, sodomy, defilement, suicides serial wife/husband killings/intimate partner violence, maiming, drowning and all other issues of mental health and drug use and abuse due to GBV greatly affect development efforts.
- v. Limited engendering and the implementation of Gender Responsive Budgeting amidst competing Government priorities in resource allocation coupled with gender blind considerations.
- vi. Lack of effective Gender-responsive monitoring and evaluation systems and practice within the Government machinery- the absence of an effective Gender-responsive M&E system is manifested by inadequate/unavailable gender-disaggregated data on Key performance indicators and outcomes including resources mobilization, allocation, and implementation. This is a recipe for poor learning and direction for success at the end of each Fiscal Year and ineffective transformation of lives of the men, women, boys, and girls of Nyeri County.
- vii. Lack of a fully fledged Gender Directorate to handle gender issues in the county

1.4 Institutional Anchorage of the Policy and scope

While there has been emphasis by the National Government to promote gender equality at the national and devolved structures, there are hydra-headed constraints in promoting gender equality such as levels of literacies in education and economic inequalities, dysfunctionalities in representation, participation, and inadequate access to health. These emerging developmental issues present new opportunities and challenges in the pursuit of gender equality and women's empowerment.

Conversely, in Nyeri County, the Department of Gender, Youth, Social Services and Disaster Management is mandated to lead the County Government efforts in formulating, promoting, coordinating, and implementing policies, plans, and programs on social equity, social services, and disaster management for sustainable social-economic development for the citizenry.

Therefore, the department shall oversee the full implementation, coordination, and reporting of the policy application across all Departments, Sectors, Boards, Corporations, Quasi-autonomous Entities, the Private Sector, Civil Society, other Agencies in Nyeri County by developing and submitting progress reports to the Executive Committee.

CHAPTER TWO

SITUATION ANALYSIS AND KEY ISSUES

1.5 Introduction

Nyeri County is one of the 47 counties of Kenya formed during devolution in the year 2013 following the promulgation of the Constitution of Kenya 2010. This section highlights a broad sectoral overview of the issues that impact Nyeri County's progress in some areas towards gender equality.

1.6 Gender disaggregation of demographic indicators

Kenya Population and Household Census (KPHC) 2019 estimated population of Nyeri County is 759,164, which was disaggregated as 374,288 males (50.8%), 384,845 females (49.2%) and 31 Intersex persons (0.0%).² Figure 1 below presents the representation of the population by sex. The aggregate population of Nyeri persons living with disabilities (PWDs) aged 5 years and above accounted for 3.2%. In their category, the female PLWDs were 3.8% and the men 2.6%.³

Figure 1: Representation of Nyeri County Population by Gender

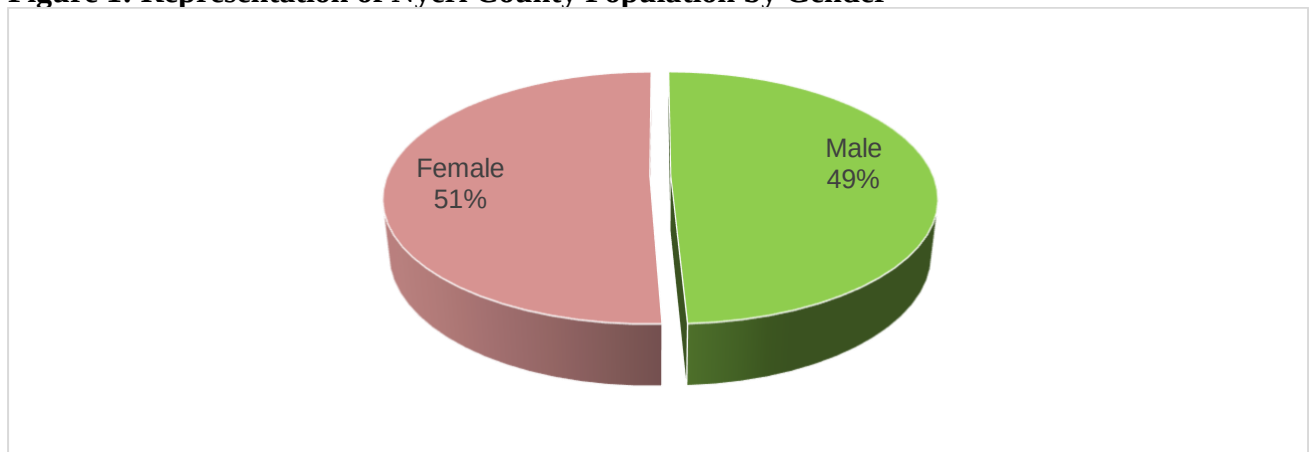
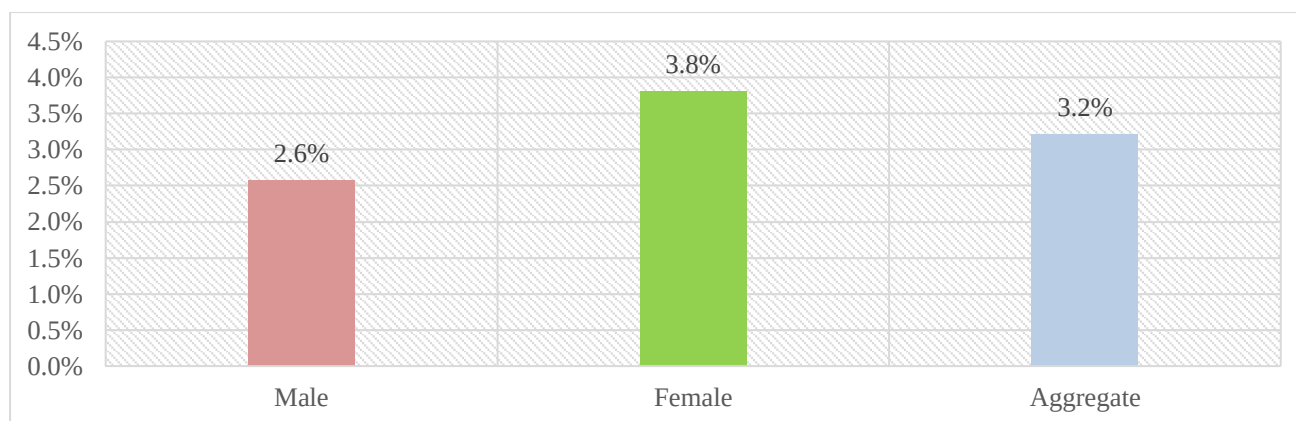


Figure 2: Representation of Nyeri County By Disability

² Republic of Kenya (2019), Kenya Population and Housing Census. Volume I Report (2019). Kenya National Bureau of Statistics (KNBS)

³ Republic of Kenya (2019), Kenya Population and Housing Census. Volume IV Report (2019). Kenya National Bureau of Statistics (KNBS)



On births conducted in the health facilities, Nyeri had an estimated 98.5% over the last 12 months and 97.5% for the last 5 years.⁴ Access to family planning by women of Nyeri aged 15-49 years was 73% which is above the national average. The youth uptake was low and this has been a concern for health practitioners. Most health facilities do offer a full range of family planning and contraceptive methods with limited client options⁵. Nyeri county had the best FP utilization according to the DHIS 2⁶.

Figure 3 presents the trend in programs and County's utilization of family planning for Nyeri County between 2012 and 2016.

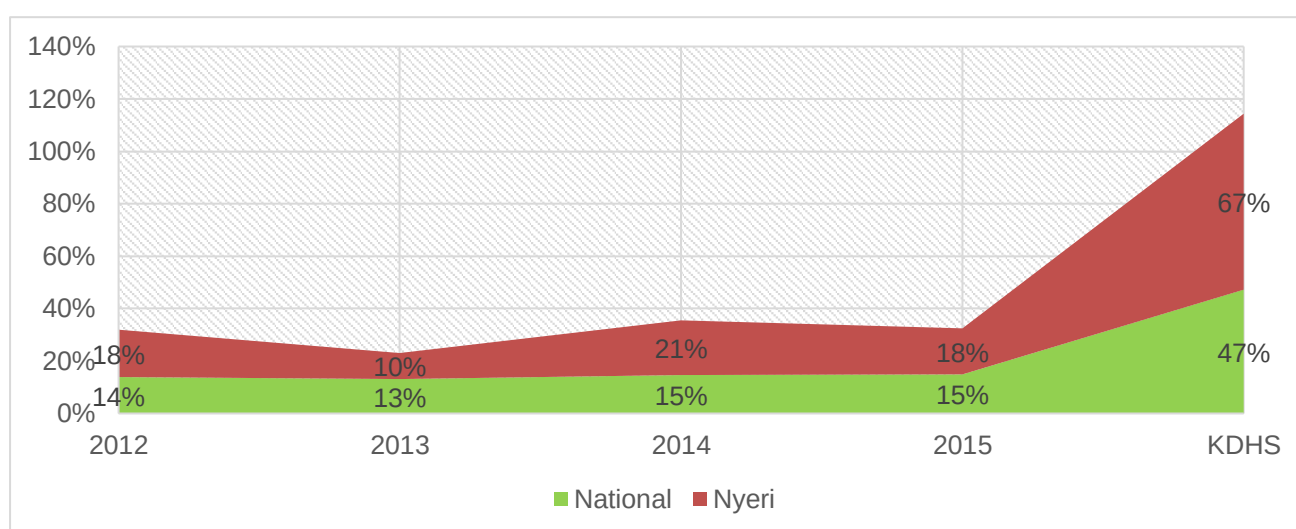


Figure 3: Utilization and Uptake of Family Planning in Nyeri

Figure 4 presents the trends in the estimated cost (Kshs. Millions) in National Costed Implementation Plan for Nyeri County. The budgeted costs are averaged at Kshs. 157 million over the period of four years⁷.

⁴ KPHC Vol IV Report 2019

⁵ Kenya Demographic and Health Survey 2014. Kenya National Bureau of Statistics, Ministry of Health/Kenya, National AIDS Control Council/Kenya, Kenya Medical Research Institute, National Council for Population and Development/Kenya, and ICF International

⁶ Ndiritu M, Anyango R, Ombech E, Mwita C, and Gwer, S (2017) Family Planning Services in Kenya during a Transition: Utilization Trends across Counties. Working Paper (WP-17-178) Measure Evaluation and USAID.

⁷ Ministry of Health (2017), National Family Planning Costed Implementation Plan 2017-2020. Nairobi

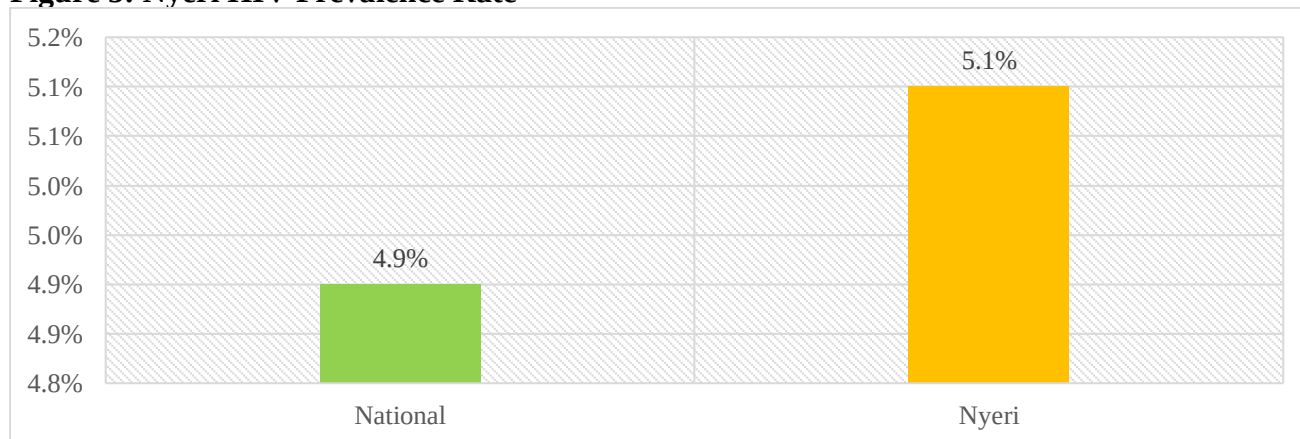
Figure 4: Estimated cost (Kshs. Million) in National CIP for Nyeri County



In December 2016, Nyeri County was among the 10 counties that had developed their Family planning Costed Implementation Plan. However, there are no reports of harmonization in the implementation of the family planning (FP CIP) for the county and the National Government.

On HIV/AIDS, the Nyeri County had 5.1% HIV prevalence compared to a 4.9% nationally.

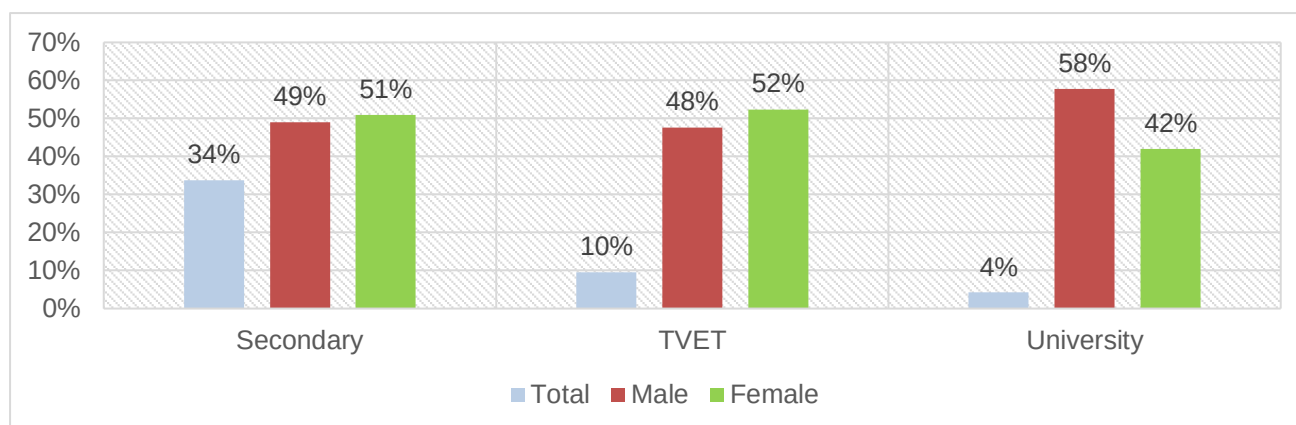
Figure 5: Nyeri HIV Prevalence Rate



Source: National AIDS and STI Control Programme (NASCOP), Preliminary KENPHIA 2018 Report. Nairobi: NASCOP; 2020.⁸

On education, persons aged above 3 years and those who had obtained secondary education as the highest level of education is 33.7%, Technical and Vocational Educational Training (TVET) 9% and those with university-level qualification were 4%. Comparatively, fewer women than men had attained university education qualifications.

Figure 6: Nyeri County Highest Attained Education Level (Ages 3 years above)



On adoption of ICT and utilization, Nyeri County was found to have low statistics with women being low adopters and users comparatively⁹.

Table 1: Adoption and Use of ICT Gadgets and Services

ICT indicators	Total	Male	Female
Mobile ownership	64.1%	63.2%	65.0%
Internet Usage	29.9%	32.3%	27.5%
Use of Desktop/Laptop/Tablet	13.7%	15.2%	12.3%
Searched and Bought Goods & Services Online	4.2%	4.9%	3.5%

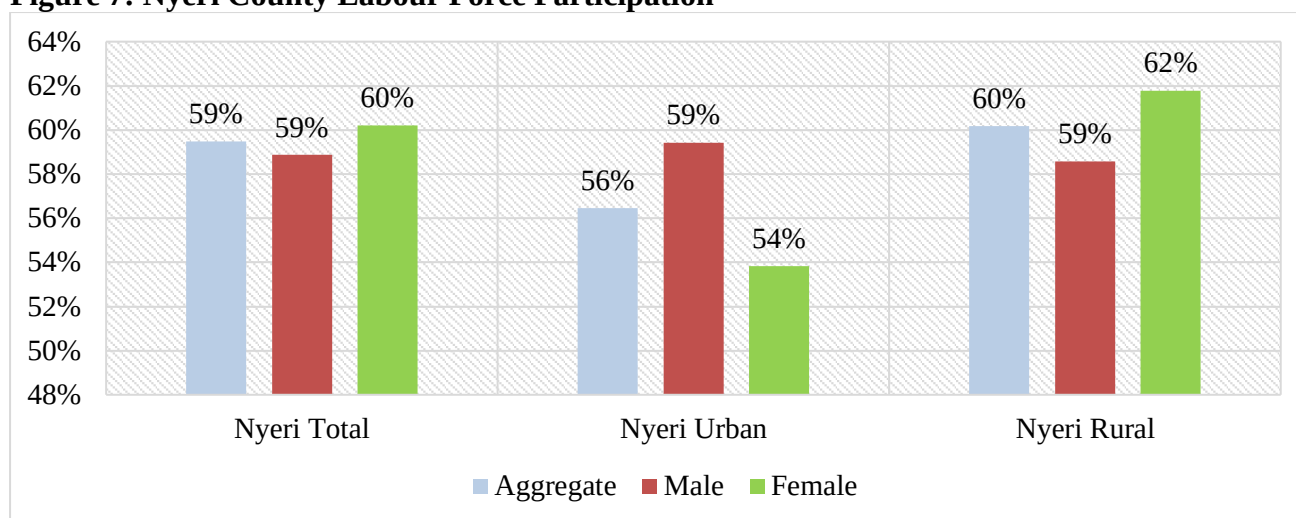
The active working Nyeri population accounted for 59% of persons aged 18 years and above. On gender, males participating in labor were 59% whereas the female labor was 60%. There was no significant difference in gender labor participation. About 40% of the Nyeri residents aged above 5

⁸ <https://www.health.go.ke/wp-content/uploads/2020/02/KENPHIA-2018-PREL-REP-2020-HR3-final.pdf>

⁹ KPHC Vol IV Report 2019

years are participating in labor activities.

Figure 7: Nyeri County Labour Force Participation



1.7 Access to Social Amenities, Social Services and Agricultural Practice

The study has assessed the Nyeri County access to Water, Cooking Energy/Fuel, Lighting and agricultural practice. According to the Kenya Population and Household Census (KPHC) 2019, households in Nyeri with access to piped drinking water is 69.6% and which exceeded the national average which is just above one-third (34.2%)¹⁰.

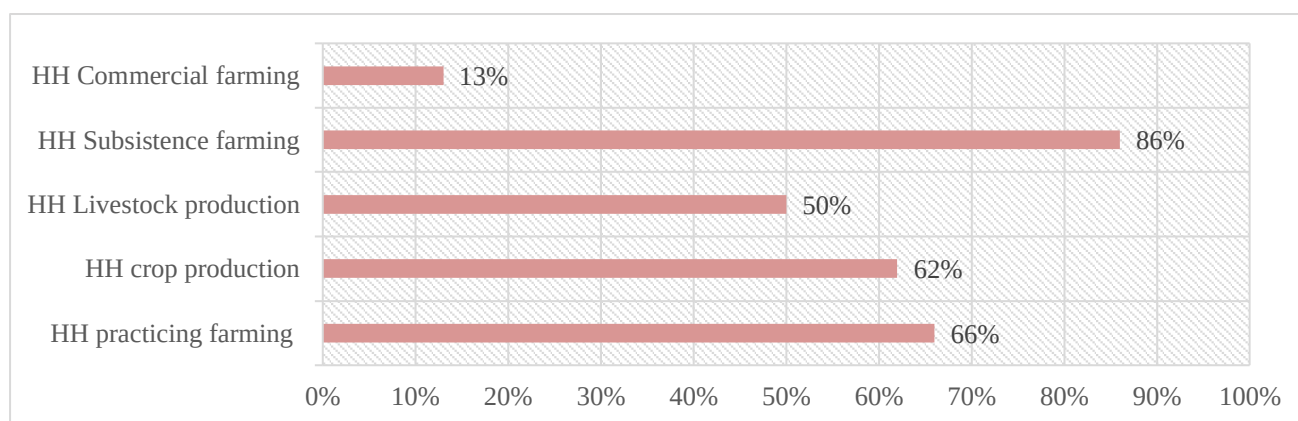
The preferred source of lighting for Nyeri County residents was electricity with 71.8% of the households connected to the grid compared to 50.4% national average. Access to solar lighting in Nyeri was 8.4%, which was lower than the National uptake at 19.3%¹¹. The most common cooking fuel was firewood at 64.8%, which was higher than national average at 55.1%. Households using Gas (LPG) were 23.2% which was almost similar to the national average. Nyeri households may need support to move to cleaner forms of cooking energy as excess use of firewood has an impact on the women's health, environment, and the time that could use for other productive economic activities.

Nyeri County is predominantly agriculture-based economy with 66% of the households practicing smallholder farming. Specifically, those practicing crop production and livestock keeping were 62% and 50% respectively. The majority of farming is smallholding that accounts to an estimated (86%) and with commercial farming 13% respectively.

¹⁰ Ibid

¹¹ Ibid

Figure 8: Proportion of Households Practicing Agriculture in Nyeri County



In the year 2015, the proportion of households that had sought and accessed credit was 97.8% and this proportion of households that sought credit was above average (43.1%). The distribution of the poor in Nyeri was 0.9%, poverty headcount rate 15.5%, poverty gap 3%, and severity of poverty (0.8%)¹².

1.8 Access to National Government Affirmative Action Funds

Access to Government Procurement Opportunity (AGPO) is the government policy that has committed to improving the financial capability of women, youth, and persons living with disabilities to improve livelihood. Figure 8 presents the number of groups under special categories prequalified for Nyeri County AGPO supplies¹³.

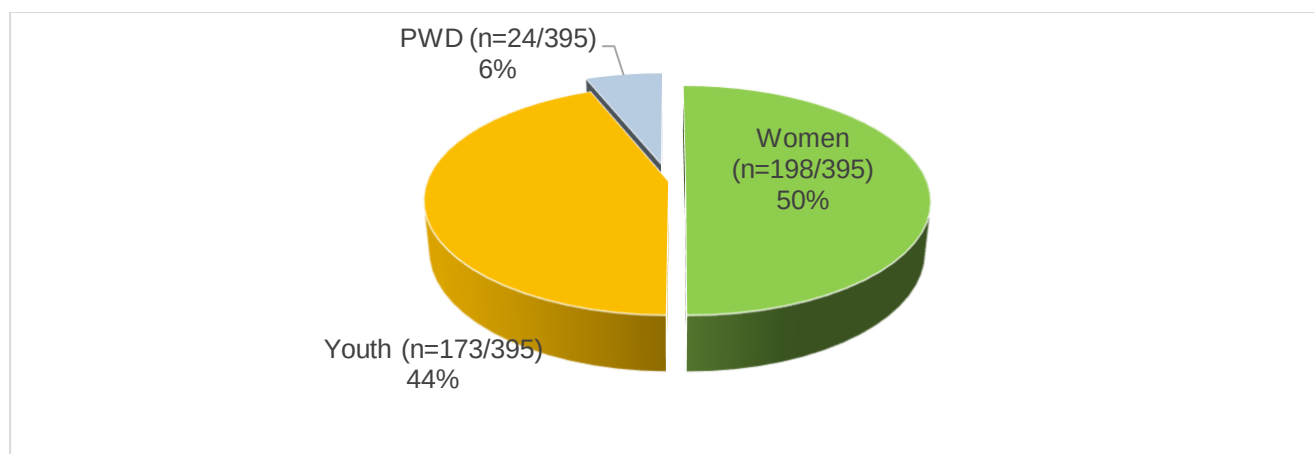
Public Procurement Regulatory Authority (PPRA) data for FY 2019/2020 shows that 50% of the AGPO recipients were women-owned companies and women groups. The youth groups accounted for 44% whereas PLWDs groups 6%. Nyeri County has reserved 30% of the total tenders to the special categories with the ratios being women (14%), Youth (14%), and PLWDs (2%)¹⁴. The total amount of AGPO procurement value for Nyeri was estimated at Kshs. 157.7 million.

Figure 9: Distribution of Group Accessing AGPO for Nyeri County

¹² <https://kenya.opendataforafrica.org/msdpnbc/2019-kenya-population-and-housing-census-population-by-county-and-sub-county?county=1001500-nyeri>

¹³ www.ppra.go.ke

¹⁴ Nyeri County Government (2019) AGPO Recurrent Procurement Plan 2019-2020.



On participation and access to Women Enterprise Fund (WEF) and the Constituency Women Enterprise Scheme (C-WES) Loan status, since inception (2007), Nyeri has 6,074 women groups and about 85,102 persons benefited from Kshs. 1.29 billion disbursed to Nyeri county. All the constituencies in Nyeri had a higher repayment rate which is an indication that WEF, has benefited Nyeri women groups with disbursement of more than one loan and have successfully repaid as illustrated by the table below.

Table 2: Women Enterprise Fund Constituency (C-WES) Funding in Nyeri County

Women Enterprise Fund Constituency(C-WES) Women Enterprise Scheme Loans Status							
Since Inception To 30th September 2020							
Constituency	No. of Groups	No. of Members	Disbursed Loan Amount (Kshs. Mn)	Total Due (Kshs. Mn)	Total Paid (Kshs. Mn)	Loan Balance (Kshs. Mn)	Loan Repayment Rate
Kieni	810	10,949	159.4	130.6	137.4	25.6	105%
Mathira	2,074	29,533	466.2	396.1	417.4	81.3	105%
Mukurweini	493	6,690	101.7	82.4	86.3	14.1	103%
Nyeri Town	1,528	21,677	364.6	307.3	313.1	61.7	102%
Othaya	604	8,467	94.7	79.1	80	12.8	101%
Tetu	565	7,786	104.5	94.8	96	10.2	101%
Total	6,074	85,102	1290.9	1091.3	1130.3	205.7	104%

Table 3: Nyeri County Enterprise Development Fund

County Enterprise Development Fund				
Since Inception To 30th September, 2020				
Description	No. of Female	No. of Male	No. of Youth	Total
Disbursed Loans	44	48	28	100
Approved Loans	51	59	36	120
Non-Performing	0	0	1	1

1.9 Women Participation in Leadership and Administration in Nyeri

Nyeri County has no single women elected in the general parliamentary seats for the 2017-2022 electoral term. The high-ranking women in elective offices include the Nyeri County Women Representative and Deputy Governor. The current County Executive Committee members are composed of the Governor who is Male, Deputy Governor who is a Female, and County Executive Committee Members distributed as 5 men (50%) and 5 women (50%).

Table 4: Number of Males and Females Holding Higher Position

Department and Position	Male	Female	Total
Governor	1	0	1
Deputy Governor	0	1	1
CEC positions	5	5	10
County Secretary	1	0	1
Chief officers	9	4	13

Source: Extracted from the Nyeri County Website

Females represented in top positions of appointive county administration with 38% holding positions. This is above the 33% minimum gender threshold.

Table 5: Number of Women in Appointive Leadership Positions in Nyeri

	Department	Directorate	Position	Male	Female
1	Education and Sports	Education and Sports	CEC-M	0	1
			CO	1	0
2	Agriculture, Livestock, and Fisheries		CEC	1	0
			CO		1
		Agriculture	Director		1
		Livestock	Director	1	
3	County Public Service Management and Sanitation		CEC		1
		Public Service Mgt	CO	1	0
		Sanitation	CO	0	1
		Human Resources	Director		1
4	Health Services		CEC		1
			CO	1	
		Medical Services	Director	1	
5	Transport, Public Works and Infrastructure		CEC	1	
			CO	1	
6	Land, Housing and Urban Development		CEC	1	
			CO		1
		Physical planning & urbanization	Director		1
		Land and Survey	Director		1
		Housing	Director	1	
7	Finance and Economic Planning		CEC	1	
		Finance	CO	1	
		Economic Planning	CO	1	
		Revenue	Director		1
		Procurement	Director	1	
8	Water, Environment, Natural Resources and Climate Change		CEC	1	
			CO	0	1
9	Trade, Culture, Tourism and Cooperative Development		CEC		1
			CO	1	
10	County Secretary		CS	1	
			CO	1	
		ICT	Director	1	
		Alcoholic Drinks Control & Mgt	Director	1	
		Enforcement and Control	Director	1	
11	Gender, Youth and Social Services		CEC		1
			CO	1	0
	Total			62%	38%

In Nyeri County Assembly, the elective leadership did not meet the gender threshold. Only three (3) female is holding an elective position in the Nyeri County Assembly. This was an improvement compared to the first assembly which did not have any elected female member of County Assembly. In the second Assembly, there was an attempt to elect women in the County Assembly Committees chair persons. Women hold Minority Whip, Deputy Minority Leader and Deputy Majority Whip positions.

Table 6: Nyeri County Assembly Elective Membership

Description	Male	Female	Total	%female
2 nd Assembly Speaker	1	0	1	0%
2 nd Assembly Clerk	1	0	1	0%
2 nd Assembly Deputy Speaker	1	0	1	0%
2 nd Assembly Leader of Majority	1	0	1	0%
2 nd Assembly Leader of Minority	0	1	1	100%
2 nd Assembly Majority Whip	1	0	1	0%
2 nd Assembly Minority Whip	0	1	1	100%
2 nd Assembly Deputy Majority leader	0	1	1	100%
2 nd Assembly Deputy Minority Whip	0	1	1	100%
2 nd Assembly MCAs-Elected	27	3	30	5%
2 nd Assembly MCAs-Nominated	2	12	14	88%
1 st Assembly MCAs-Elected	30	0	30	0%
1 st Assembly MCAs-Nominated	1	16	17	94%
1 st Assembly Speaker	1	0	1	0%
1 st Assembly Deputy Speaker	1	0	1	0%
1 st Majority Leader	1	0	1	0%
1 st Minority Leader	1	0	1	0%
1 st Majority Whip	1	0	1	0%

Source: <https://www.nyeriassembly.go.ke/membership-of-the-2nd-assembly/>

Table 7: Nyeri County Assembly Sectoral Committee Membership

Committee	Chair	Vice Chair	Male Members	Female Members	% of Female
Sectoral Committees (Standing Order 196)					
Water and Sanitation Services	Male	Male	5	2	22%
Environment and Natural Resources	Male	Female	7	0	0%
Legal Affairs, County Public Service & Administration	Female	Male	6	1	22%
Gender, Social Services and Special Programmes	Male	Female	3	4	56%
Agriculture, Livestock & Fisheries	Male	Male	4	3	33%
Finance & Economic Planning	Male	Male	3	4	44%
Health Services	Male	Male	4	3	33%
Technology	Male	Female	5	2	33%
Transport, Public Works & Infrastructure	Male	Male	6	1	11%
Physical Planning, Housing & Urbanization	Female	Male	6	1	22%
Trade, Tourism & Co-Operatives Development	Male	Female	4	3	44%
Youth and Sports	Female	Male	7	0	0%

Gender, Social Services and Special Programmes Sectoral Committee had the highest representation of women at 56%. Six out of twelve committees have met the two-thirds gender principle.

Table 8: Nyeri County Assembly Select Committee Membership

Committee	Chair	Vice Chair	Male Members	Female Members	% of Female
Select Committees (Standing Order 190 – 195)					
County Budget & Appropriations Committee	Male	Female	5	2	33%
Delegated County Legislation	Male	Female	4	3	44%
Committee on Implementation	Male	Female	4	3	33%
Public Accounts Committee	Male	Female	3	4	44%
Public Investments Committee	Male	Male	3	4	44%
Committee on Appointments	Male	N/A	2	3	50%
Assembly Business Committee	Male		9	6	38%
County Assembly Procedure and Rules Committee	Male	Male	4	2	25%
Powers and Privileges Committee	Male		5	4	40%
County Ward development oversight committee	Male	Female	5	2	22%
Speakers Panel			3	1	17%

The representation of women in the Nyeri county select assembly committees was high with 9 out of 11 committees having met the two-thirds gender constitutional principle.

Table 9: Sexual and Gender Based Violence Nyeri¹⁵

Sexual & Gender Based Violence Prevalence	Observed Always
Hitting/Battering/ Beatings	71.4%
Domestic conflict	52.4%
Verbal abuse/Abusive Language	17.5%
Rape	33.3%
Economic abuse/deprivation (financial restrictions)	22.2%
Psychological Humiliation	4.8%
Deprivation of resources (e.g., land, swindling widows' property)	4.8%
Early marriages for girls below 18 years of age	1.6%
Defilement	17.5%
Forced marriages	4.8%
Frustration	0.0%
Sexual Assault	4.8%
Forceful initiation of Girls	1.6%
Killings/murders of GBV victims	9.5%
Restrictions or denial of freedom of movement	4.8%
Discrimination (e.g., at workplace, by in-laws)	1.6%
Sexual deprivation	1.6%
Marital Rape	0.0%
Trafficking of women and children	1.6%
Isolation from friends by Husband	0.0%
Forceful initiation of Boys	4.8%
Other forms of GBV (accusation of witchcraft, infidelity, mistreatment of widows, denial of freedom of expression, overworking women, child labour)	4.8%

Table 9 presents the experience of GBV from an intimate partner by gender in Nyeri County compared to national average. The data show that both Nyeri and Kenya averaged 35% on experience of GBV from the intimate partner. In the 12 months preceding data compilation date (2014), Nyeri experienced 46% GBV cases from intimate partners with females severely affected.

Table 10: Experienced GBV from an Intimate Partner

	In Life time			In the last 12 months (Reference 2014)		
	Total	Male	Female	Total	Male	Female

Nyeri	34.9%	34.7%	35.7%	45.8%	42.1%	60.0%
Kenya	34.8%	38.2%	21.0%	39.0%	37.7%	48.6%

Source: National Crime Research Centre (2014), “*Gender Based Violence In Kenya*” National Crime Research Centre Nairobi; Printed in Kenya

Table 10 illustrates the experience of GBV from a Non-Intimate Partner in Nyeri County Compared to national average. Non-intimate partner affected more people from Nyeri at 44% compared to Kenya’s 37%. Within preceding 12 months (of 2014 reference), the non-intimate GBV cases were 67% and affected both genders compared to the national average.

Table 11: Experience GBV from Non-Intimate Partner

	In Life time			In the last 12 months (Reference 2014)		
	Total	Male	Female	Total	Male	Female
Nyeri	43.5%	41.7%	50.0%	66.7%	66.7%	66.7%
Kenya	37.1%	36.3%	39.9%	21.2%	18.8%	33.3%

Source: National Crime Research Centre (2014), “*Gender Based Violence In Kenya*” National Crime Research Centre Nairobi; Printed in Kenya

Table 11 presents the comparative between intimate and non-intimate partner GBV. Findings show that both intimate partner and non-intimate partner violence are highly prevalent. However, the non-intimate violence was comparatively higher.

Table 12: Comparative Between Intimate and Non-Intimate Partner GBV

	In Lifetime		In the last 12 months (Reference 2014)	
	Total for Intimate	Total for Non-Intimate	Total for Intimate	Total for Non-Intimate
Nyeri	34.9%	43.5%	45.8%	66.7%
Kenya	34.8%	37.1%	39.0%	21.2%

Source: National Crime Research Centre (2014), “*Gender Based Violence In Kenya*” National Crime Research Centre Nairobi; Printed in Kenya

1.10 Policy, Legal and Institutional Alignment

The gender policy and legal environment in Kenya have been informed by the National Policy for Gender and Development of 2000 and Sessional Paper No. 2 of 2006 on Gender Equality and Development. Both policies envisaged women empowerment and mainstreaming the needs of women, men, girls, and boys in all sectors of development in Kenya so that they can participate and benefit equally from development initiatives. The National Gender and Development Policy 2019 continues to build on these foundations.

This policy is therefore timely as it will provide the foundations for institutionalization of the Gender function in the County Government. As such the Department for Gender is anchored on this policy and is critical in terms of monitoring the County Government’s commitment to addressing the inequalities and gender concerns as stipulated in the various instruments including the constitution of Kenya, 2010.

Conversely, the imperatives for addressing gender equality have been further strengthened through the Constitution of Kenya 2010. The Constitution articulates that gender equality is the keystone of all kinds of development. Article 2 of the Constitution of Kenya domesticates international commitments to safeguard human rights and fundamental freedoms. Article 10(2) (b) outlines the national values and principles of governance which include, among others, equity, human dignity,

inclusiveness, social justice, human rights, protection of the marginalized, non-discrimination, and most importantly, equality. Article 27 further notes that men and women have a right to equal treatment and opportunities in political, economic, cultural, and social spheres. Moreover, the Article notes that neither the State nor any other persons shall discriminate against an individual on account of pregnancy, marital status, disability, health status, or dressing. Article 41 addresses fair labor practices, remuneration, and reasonable working conditions. Article 27 (3): Women and men have the right to equal treatment; Article 27(4) prohibits discrimination based on age, sex, ethnicity, and gender.

The National and County Governments are the key institutions charged with implementing these gender laws. Additionally, the constitution also created an oversight mechanism to oversee its implementation. In this regard, the National Gender and Equality Commission (NGEC) was established in 2011 towards to spearhead the implementation of the constitution.

However, unlike other key functions of government, Gender functions were not assigned to the specific level of government and is therefore not only a shared and concurrent function of both the National and county government but also one that cuts across all Government Departments and Agencies. In this regard, the need for coordination including addressing the cross-cutting nature of gender has arisen, especially at the County level. This requires to be institutionalized for effectiveness and efficiency as well as impact.

CHAPTER THREE

POLICY GOAL, OBJECTIVES AND PRINCIPLES

1.11 Introduction

The policy framework emphasizes an all-embracing goal that includes ensuring gender mainstreaming in all Departments, Directorates, Committees, County Administration structures, and the County Government relations with other stakeholders (National Government, Mt. Kenya, and Aberdares Economic Bloc, Development Partners, Private Sector, Civil Society, Community Structures/Cultural custodians namely Kikuyu Council of Elders, *Kiama kiama*, and *Nyakinyua yama* and many others. Further, it provides a framework for promoting equality in access to productive resources such as land, labor, technology, capital/finance, and information. Similarly, the Policy establishes efforts towards embarking on Affirmative Action as a remedial measure of the past, particularly as they relate to discrimination against women and reducing Gender and geographical disparities in the distribution of resources. Priority is accorded to gender mainstreaming strategy, in creating a new order of social justice and equity premised on the inclusion of all hitherto excluded [the poor and people living with disabilities].

Policy framework ensures equality and women empowerment in the social, economic, political and cultural spheres is considered-. It is worth noting that the framework will strengthen Affirmative actions geared towards reducing and alleviating Gender inequalities as well as increasing representation in elective and appointive positions.

The Gender policy strategies in this document are influenced by principles espoused in both International and National instruments for gender equality and women empowerment (GEWE) emphasizing gender mainstreaming as core business in the promotion of equity and peace in the County, economic and social development as well as human rights dispensation. It is also informed by the Constitution of Kenya, 2010, and the National development blueprint, Vision 2030 which identified gender inclusion as a tool for transformation and socio-economic growth of both men and women.

1.12 Policy Goal

The overall goal is to mainstream gender equality concerns into the County development processes to improve the social, legal, civic, political, economic, and cultural conditions of the men, women, boys, girls, and the PWDs.

1.12.1 Specific Objectives

1. To provide a framework to integrate and mainstream gender issues to the County Government development planning and budgeting
2. To guide the County Government on the processes and the mechanisms of empowering gender by integrating them in the development of projects and programs
3. To engender the county budget process by prioritizing gender related issues
4. To transform and improve gender equity in the county by monitoring the key performance indicators from a gender perspective.

1.12.2 Guiding Principles

The guiding principles that underpin this policy include:

1. **Diversity:** Women, men, boys, girls, PLWDs even in their clustering are not homogenous

- groups but have similar yet unique concerns.
2. **Sustainable Development:** Gender equality is a cross cutting concern and a sustainable development issue cutting across all Sectors.
 3. **Mutual Coexistence:** Women and men will continue to coexist, cultivate and build positive gender relations.
 4. **Accountability and respect of the rule of law:** The County Government is committed to promoting accountability through men and women's leadership, voices, visibility, and effective participation in decision-making towards good and gender-responsive representative governance.
 5. **Economic sense:** Gender equality makes smart economic sense.
 6. **Political will:** There is enough "political will" from government and all Actors at all levels, particularly officials from the Executive, Assembly, and all Departments. The same will be fostered by the Arms of National and County governments in Nyeri including the State Department of Gender, County Commissioners Office, Devolved Funds management units, Judiciary, Civil Society, the media, and Private Sector to mainstream gender.
 7. **Resource availability:** That the Department of Gender, Youth, Social Services, and Disaster Management will be adequately resourced and positioned with the capabilities to mainstream gender into all aspects of good and accountable governance practices.

1.13 Policy Approach

Main approaches which underlie the strategies used in this policy include:

1. The gender mainstreaming approach which aims at integrating gender issues into the policies, programs, activities, and budgets in all sectors and at all levels in the County.
2. Affirmative action approach that aims at correcting the Gender imbalances existing in the various sectors of development.
3. Institutional capacity development of different Gender machinery and stakeholders in the implementation of the County gender policy for optimum gain.
4. Involvement of men in addressing gender issues at all levels.

Table 13: Strengths/Opportunities and Weaknesses/Threats

Strengths	Weaknesses
▪ The existence of genuine political Goodwill by both Executive and County Assembly. ▪ The establishment of the Department of Gender whose functions include the development and operationalization of policies. ▪ Gender balanced cabinet including in Governorship. ▪ Improved general awareness about gender as a development issue and a factor that cannot be ignored. ▪ Existence of ad-hoc Gender sector Technical Working Group in the County. ▪ The existence of religious and cultural structures such as the Kikuyu Council of Elders, <i>kiama kiama</i> and <i>Nyakinyua yama</i> as avenues to promote positive cultural practices.	▪ Limited institutional instruments including policies, strategies, and Plans for Gender mainstreaming. ▪ Limited capacities and technical skills in Gender analysis and planning for effective gender mainstreaming in all departments. ▪ Limited skills for women to take technical jobs that are well paying. ▪ Insufficient health facilities and medical staff. ▪ Limited understanding of health-related issues- particularly Reproductive health matters. ▪ Heavy reproductive workload especially for women in the rural set-ups. ▪ Inadequate Gender disaggregated data leading to weaknesses in advocacy for gender equality. ▪ Limited capacities and skills for vulnerable groups to address severe poverty facing them. ▪ Lack of technical and budgetary resource capacity by the Department of Gender to address gender

	issues programmatically. ▪ Lack of a fully fledged gender directorate
Opportunities ▪ The ongoing public sector reform particularly the Public Finance Management (PFM) Act, 2012 which recommends public participation, and program-based budgeting which recommends the institutionalization of gender-responsive budgeting. ▪ Existence of a wide range of Development and collaborative partners in the space of Gender development and integration in all aspects. ▪ Gender balanced executive committee and fair representation in the county assembly coupled with political awareness ▪ Existence of a Gender Sector technical working group	Threats ▪ Resistance to behavior change and low understanding and application of gender concepts. ▪ High rates and incidences of Gender-Based violence and limited involvement of men in redressing the same. ▪ Increased incidences of Gender based violence's and suicide among the youth ▪ Gendered misrepresentation that women are over-empowered- creating unfair competition and comparison in resource allocation

Table 11: SWOT Analysis, Nyeri County

CHAPTER FOUR

POLICY PRIORITY COMMITMENTS AND STRATEGIES

1.14 Introduction

These policy commitments are overarching statements anchored on the four (4) specific objectives stated in Chapter three (3), which were developed out of the situational analysis, the policy context in Nyeri, and achievements made so far by all Actors. Based on the principles outlined in Chapter three, collective actions taken on the policy in each commitment area are expected to lead to the goal of mainstreaming gender equality concerns into the County development processes to improve the social, legal, civic, political, economic, and cultural conditions of the men, women, boys, girls and the PWDs in Nyeri County.

This will be strategically and collectively achieved by:

- i. Breaking down of the existing ideologies that tend to make leadership and governance a male only domain and inspire both women and men to identify their own potential in bringing about a transformed, and more equal society.
- ii. Enhancing policy and legislative effectiveness through integrating gender issues in policy analysis, design, and implementation.
- iii. Providing equality of opportunity (including equality of rewards for work and equality in access to human capital and other productive resources that enable opportunity), equality of voice (the ability to influence and contribute to the development process).
- iv. Enhancing legislative participation and functioning of women and men.

1.15 Key Policy Commitments

Policy Commitment 1- Gender, Good Governance, and Fairness

This policy commitment demonstrates the linkage between gender, good governance and fairness as tenets of realizing consistent integration of gender and development considerations in day-to-day county functions.

a) Institutionalization of Gender Mainstreaming

The County Government Commits to:

- i. To ensure that Gender awareness is sufficiently elevated among decision-makers, implementers, and communities in Nyeri County.
- ii. To ensure gender-sensitive representation and effective participation of women and men, in decision-making positions, at all levels within the County.
- iii. To ensure that training in gender analysis, gender-responsive planning, implementation, monitoring and evaluation, and reporting is conducted with all Departments and Directorates, Committees, and Boards for effective and systematic gender mainstreaming in all policies, programs, and projects at all levels.
- iv. To ensure that gender dimension is systematically integrated into the planning processes, with special emphasis on budgeting.
- v. Promote the production of gender-disaggregated data about essential matters in all Sectors, regarding the issues of women and men, girls and boys including people living with disabilities.
- vi. Adequately resource the Gender Department and Social Welfare Directorate with qualified staff and enabling office infrastructure to handle the myriad of issues at sub- County levels.

c) Participatory leadership and Governance.

The County Government Commits to:

- i. Develop strong partnerships with the Private sector, Development partners, appropriate media, and notable issue-oriented CSOs in promoting principles of governance and values of leadership as advocated in Article 10 of the Constitutions of Kenya, 2010.
- ii. Organize collective action around keeping the County Government's 'political will' and increase in
- iii. commitments to human, technical and financial support for sustainability.
- iv. Coordinate rigorous monitoring and evaluation system that will promote new learning around trends and concepts of gender mainstreaming in all Sectors and disseminate to all for implementation.
- v. Domestication of various Gender International instruments, which have been, recognized as law in Kenya in the policy processes.

Policy Commitment 2- Gender and livelihoods:

This policy commitment recognizes the centrality of engaging and focusing on both men and women, boys and girls in all aspects that affect their lives and means of livelihoods directly and indirectly.

a) Socio-cultural issues

The County Government Commits to:

- i. Develop a repository of all positive cultural practices and disseminate learnings using appropriate approaches, platforms, and institutions.
- ii. Take deliberate actions to identify and address negative socio-cultural issues to achieve the total well-being of men, women, youth, and PLWDs in both urban and rural settings.
- iii. Promote awareness, behavioral, and attitude change programs for the total elimination of harmful practices that are root-causes of Gender-Based violence.
- iv. Conduct periodic assessment and education on the implication of cultural practices and socialization of the boys and girls) and analyze the effects of the cultural practices especially in undermining and impeding the enjoyment of rights s and opportunities.)
- v. Profiling and sensitization of cultural, and religious institutions that promote positive cultural and religious practices within the County.
- vi. Involve the Cultural, professional, and religious leaders in addressing Gender-Based Violence.

b) Education and Training

The County Government Commits to:

- i. Increase commitment and allocation of adequate resources to consolidate Gender parity in all TVETS institutions in the County by addressing specific needs of male and female students especially relating to school environments such as sexual harassment in school, personal care, and development; safety, and protection.
- ii. Promote and enforce the availability of qualified female lecturers (role models) in TVETs and County Polytechnics.
- iii. Develop and implement sustainable scholarship schemes to support market-relevant courses such as science, technology, engineering, Mathematics (STEM) at TVETs.
- iv. Develop and promote and an all-inclusive and accessible education for people living with disabilities to equip them with skills for self-reliance.
- v. Provide standard sanitary facilities for the girl-child in schools and educating them on

personal/menstrual hygiene.

c) Employment/ Decent Work

The County Government Commits to:

- i. Engender employment policies in the County for greater inclusion, visibility, and equal voice of both women and men in employment and the labor market in general.
- ii. Implement measures to close differences in access to economic opportunities, earnings, and productivity gaps between women and men at all levels through structural, legal, and collective action.
- iii. Increase investments in the service sector by adopting ICT enabled tools and platforms for economic transformation especially by the youth.
- iv. Promote the development of a database on employment records for men and women in formal and informal sectors to track, evaluate and improve employment conditions for all particularly women, youth and PWDs
- v. Review skills development programs and projects and target them at increasing decent employment for both men and women.
- vi. Equip men, women, youth, and PLWDs with entrepreneurial skills linked with start-up capital to empower lesser gender.
- vii. Refurbish and re-tool the rehabilitation centers in Nyeri to provide technical and vocational training for the addicts.
- viii. PLWD have also unique ICT equipment's that can transform their livelihood.

d) Economic Empowerment and Development

The County Government Commits to:

- i. Ensure that Government's Economic Growth and Development Plans and similar future instruments reflect in more detail, gender perspectives, women-specific needs, contributions, and benefits in policy areas, particularly improved financial development and management This shall be through effective and efficient fiscal policy management and the promotion of Inter-County trade within the economic blocs and international trade through agreements signed by the National Government.
- ii. Facilitate the provision of economic environments that promote more equitable access to income, resources, and social services which accelerate poverty reduction programs addressing feminized poverty.
- iii. Engender the budgets by ensuring it is gender compliance starting from CBROP, CFSP in the program-based budgeting.
- iv. Develop appropriate tools for gender analysis in economic policies and emphasize consideration of women's unpaid care-work on the in budgets and County accounts.
- v. Continue to establish sustainable partnerships with the Private Sector, financial sector institutions to benefit both men and women, youth, and PWDs.
- vi. Review and promote funding mechanisms particularly for women and youth entrepreneurs and enterprises to open new economic opportunities across the County.
- vii. To enhance both women's and men's level of competitiveness concerning value addition and standardization for better market access
- viii. To enhance women's participation in different stages in the development of key export products.
- ix. To ensure Cultural groups adequately benefit from tourism-related initiatives and returns.
- x. To reduce significantly the number of women in the care economy through training and value addition for their products. Trained women can invest in income-generating activities through

facilitated access to credits and other production means.

- xi. Facilitate formation and promotion of gender-based cooperatives for resource mobilization, access to affordable credit, and creation of employment.

e) Trade, Industry, and Cooperatives

The County Government Commits to:

- i. Engage with the relevant institutions to develop a county policy for the informal sector (where women are assembled), to take account of the challenges that confront women in trade and industry.
- ii. Build on commitments of governments and connect women and men traders to regional and international trade policies.
- iii. Facilitate an enabling environment, for women producers and traders, to form networks and dialogue for improved inter-County and even cross-border trade procedures and practices especially the legal, security, and protection matters.
- iv. Facilitate gender equality and women empowerment issues to cover practical and pertinent areas such as Fair Trade for County-produced commodities.
- v. Invest financial, technical, and human resources in enabling the cottage industries owned by women to scale.
- vi. Enforce policies that improve women's access to economic opportunities in wage employment, agriculture, and entrepreneurship to overcome the concentration in lower productive activities, difficult self-employment, and the informal sector. While working with appropriate agencies to facilitate a business environment that is favorable for women and men traders, exporters, importers.
- vii. Encourage the representation of women on management committees of Cooperative societies in Nyeri County.
- viii. Department of gender in collaboration with department of Trade and Cooperatives to develop Gender-responsive training modules for start-ups on good business modeling (5-year business plans) and establish incubation Centers for mentorship and coaching.

f) Food, Agriculture, Fisheries and Access to Productive Resources

The County Government Commits to:

- i. Mainstream gender considerations in the implementation of extension services to benefit all and in particular, vulnerable women in agricultural programs in the County.
- ii. Engender climate change processes and facilitate the participation of CSOs, farmer-based organizations to ensure that agricultural practices and other livelihood practices comply with acceptable standards.
- iii. Systematically and structurally identify and address marketing bottle necks.
- iv. Enhance infrastructural development including roads and cold-storage and processing facilities to reduce post-harvest losses.
- v. Ensure safety and security in the markets and all facilities required for both men and women.

g) Health and Nutrition

The County Government Commits to:

- i. Scale-up and reinforce Partnerships to expand access to reproductive health as provided by the Constitution of Kenya, 2010, to ensure that women, men, boys, and girls are provided with adequate information on reproductive health.
- ii. To ensure that the reproductive health services delivery system is gender-sensitive and easily accessible to both men and women within the County.
- iii. Implement actions to reduce maternal mortality, continuing beyond reproductive health issues and stemming the occurrence of new HIV/AIDS infections.
- iv. Regularly review programs targeted at women and girls (e.g., Water, Sanitation and Hygiene [WASH] issues for women and girls) and recommend improvements during annual reviews.

Policy Commitment 3- Dignity of the lives of men and women, youth, PWDs

This policy commitment fully recognizes the need to preserve the dignity, respect, safety and security of women and men, boys and girls, both in public, and private spaces.

a) Response and Prevention of Gender-Based Violence

The County Government Commits to:

- i. Initiate a program of laws and instruments dissemination and awareness to the communities in Nyeri County for attitude change.
- ii. Ensure that adequate measures for effective prevention of and response to Gender-based violence are undertaken including periodic reviews of GBV data, prevalence, and incidences in all the Sub- Counties.
- iii. Establish a strong GBV prevention and response working group with all the referral pathways stakeholders, and clear terms of engagement and reporting mechanisms with the Governor being the overall patron.
- iv. To ensure that central and local government departments make budgetary allocations for social protection schemes.
- v. Ensure equal and targeted interventions to issues affecting both the boy and girl child and identify their specific needs.
- vi. Strengthen and equip the Gender Directorate to deal with GBV issues prevention and response at sub-county and village levels.
- vii. Integrate aspects of mental health including stress management, psychological health, positive mindset, and attitude towards life in the youth mentorship programs.
- viii. Establish a county-managed and resourced safe house to host GBV victims.
- ix. Establish and strengthen gender committee to look into matters GB

b) Mental Health, and Wellness, Drug Use, and Abuse

The government Commits to:

- i. Mainstream gender perspectives in drug policies and programs targeting youth, men, and women rehabilitation in Nyeri County by taking into account specific needs of those affected/addicted.
- ii. Take into account specific needs of women and men in the prevention, early detection and intervention, treatment, and care of drug dependence and drug-related diseases in their families.
- iii. Address conditions that make women and girls vulnerable to exploitation and their participation in drug use, abuse, and trafficking.
- iv. Engender gender-sensitive sports programs and talents development activities for active youth engagement and harm reduction programs.
- v. Financially support healthcare services including mental health targeted for men and boys, women and girls, specifically related to drug use prevention and drug use disorder treatment.
- vi. Sensitize the community on the effects of drugs and substance abuse.

- vii. Linking rehabilitated drug addicts with economic empowerment opportunities to keep them engaged to help them earn a living.
- viii. Consistent community sensitization and appreciation of mental health and wellness.
- ix. Establish county treatment and rehabilitation center which are affordable

Policy Commitment 4- Gender Roles and Relations

This policy commitment appreciates that gender mainstreaming and equality can only be realized if the root-causes of inequality are identified and addressed using multi-dimensional and targeting approaches, contextually relevant to the County while adopting best practices as appropriate.

The County Governments Commits to:

- i. Initiate processes with relevant Agencies to gather sex-disaggregated data and gender statistics to include (both quantitative and qualitative) data such as the different roles men and women play in the County from household to workplaces and the gender differences shaped by ideological, political, historical, educational, religious, and economic and cultural determinants. This will help in deepening understanding of the gender norms, attitudes, and practices for effective interventions.
- ii. Facilitate allocation of resources to set up regular gender awareness and sensitization programs, to improve the culture for understanding gender roles and relationships in formal and informal decision-making spaces within the home, community, and the workplace.
- iii. Facilitate various targeted reforms to transform gender norms, stereotypes, socialization issues, and unequal power relations; focusing especially on confronting negative masculine and feminine behavior.
- iv. Provide child-friendly facilities for the women at workplaces including public places.
- v. Consider extending by policy, maternity leave for female staff who at the point of giving birth sire twins.
- vi. Provide social amenities suitable and appropriate for both genders of all ages.

CHAPTER FIVE INSTITUTIONAL AND IMPLEMENTATION FRAMEWORK

1.16 Introduction

The gender issues and concerns that cut across all areas of County undertakings which makes it a complex task that requires all institutions and sectors to be deliberately involved.

1.17 Implementation framework/Key Actors

The success of the Policy implementation will depend largely on how clearly the roles of different stakeholders/actors have been defined to ensure effective implementation, coordination, monitoring, and evaluation of the County Gender Policy as below:

Table 14: Role of County Institutions in Implementation of Gender and Development Plan

Office/Institution	Roles/Functions
Executive Office of the Governor	a. Ensure gender and development issues are county priority b. Mobilize Engage Development Partners to support government efforts to respond to gender issues c. Ensure gender dimensions are factored in and integrated into the policies and programs of Departments, the Private sector, and Civil society institutions within Nyeri County. d. Provide all line departments with administrative directives to mainstream gender into their respective policies. e. Mainstreaming gender into the general functions of the Executive Committee/Cabinet through a monthly brief on the implementation of the gender policy by respective County Executive Committee Members in their respective departments/ sectors. f. Liaising and networking at national, regional, and international levels.
County Assembly	a. Review County Fiscal Strategy Paper (CFSP) and budget framework papers for their gender responsiveness; b. Reform existing laws and enact new gender-specific laws to eliminate gender disparities and discrimination; c. Commit adequate resources for the implementation of gender-related activities; d. Build capacity of MCAs in gender analysis, planning, and budgeting; e. Establish appropriate mechanisms to monitor gender equality and equal opportunities; f. Collaborate with the Department of Gender and other appropriate institutions on matters of gender mainstreaming. g. Monitoring adherence to gender-equitable representation on assembly committees. h. Hold the executive accountable for the implementation of programs on gender and social protection.

Office/Institution	Roles/Functions
Department responsible for Gender Affairs	a. Responsible for gender affairs of the county at all levels and sectors. b. Coordinating the implementation of the County gender and development policy by acting as the lead gender advocate on gender issues at different levels. c. Disseminate the county Gender Policy, at all sub-county levels. d. Provide leadership in the dissemination of this policy document. e. Mobilize resources for the implementation of gender interventions. f. In Liaison, collaborate and network with relevant stakeholders. g. Establish, coordinate, and chair gender sector technical working groups too, identity, plan, develop frameworks and monitor the implementation of programs targeting GEWE h. Establish a gender monitoring office which will: ▪ Develop gender-specific performance indicators and comprehensive monitoring and evaluation system for the county. ▪ Develop a gender-disaggregated data collection system. ▪ Develop tools and mechanisms for mainstreaming gender in various development sectors. ▪ Conduct and publish periodic gender impact assessment reports; ▪ Undertake on regular basis a gender audit. ▪ Develop guidelines for periodic reporting by different stakeholders in Nyeri County. ▪ Build capacity for all institutions and populations on gender equality. ▪ Hold different institutions accountable through scrutinizing reports from different institutions. ▪ Conduct regular dissemination of best practices to be scaled up or replicated elsewhere.
Department of Economic Planning	a. Ensuring that the County Government's budgets will follow Government's policies including commitments to gender equality objectives. b. Ensure that growth and investment policies benefit both women and men; c. Gender mainstreaming into the planning and policy review. Hanging d. Coordination of the Gender Responsive Budgeting process to ensure that sufficient resources are allocated in a gender-responsive manner. e. Develop gender budgeting guidelines to guide departments on the process to engender their budgets f. Ensure and enforce integration of gender concerns into CIDP/ADP under the MTEF procedures and system of project screening. g. Liaise with the line department in charge of Gender and the proposed Gender Monitoring Office and other partners to develop gender-responsive monitoring indicators for monitoring progress within each budget cycle.
All Departments, Directorates, Boards, Committees	a. Integrate gender concerns in the discharge of their mandates and strategic/work plans for concerted implementation of gender policy. b. Set up a comprehensive monitoring and evaluation system that is gender-responsive within their units. This is already taken care of by finance and economic planning c. Develop a capacity development plan in gender skills for its personnel/staff to be Gender champions. Not clear d. Develop and maintain gender-disaggregated data that will be evaluated by the lead department quarterly.

Office/Institution	Roles/Functions
Nyeri County Assembly Women Caucus	a. Continuously lobby and advocate for decision-makers to prioritize gender concerns in the development efforts. b. Advocate for gender equality in legislation and line ministries and institutions affiliated to the County Government; c. Advocate for women's rights and gender equality; d. Mobilize women to participate in different development activities equally as men. e. Capacity building and mentorship of women and aspiring crop of women leaders.
Gender Sector Technical Working Group (Directors of all departments, National Government Representatives)	Facilitating the collaboration and coordination of all interventions in the area of Gender by: a. Sharing experiences b. Generating new ideas. c. Identifying gaps. d. Lobbying and advocating for achieving gender equity and equality in sectors across the country; e. Monitor implementation progress of the County Gender policy within their respective institutions and sectors; f. Advocate for all data within their respective sectors to be disaggregated by sex; g. Ensure that all their policies, programs, budgets are gender-responsive; h. Oversee the capacity needs in gender mainstreaming within their respective institutions.
Civil Society Organizations (CSOs, CBOs, FBOs, Cultural groups/ Councils)	a. Mobilize resources for policy implementation. b. Play an oversight role in monitoring the government commitments towards policy implementation. c. Lobby and advocate. d. Demand accountability for respecting agreed-upon standards and principles; e. Undertake gender sensitization at community /grassroots levels. f. Initiate and facilitate the promotion of among other approaches community-based dialogue for a better understanding of healthy gender relations at the family and community level. g. Promote a better understanding of gender through sensitization of women and men on gender issues; h. Initiate development activities that will contribute to the removal of gender inequalities at the community level; i. Design and implement Affirmative Actions to bridge gender gaps. j. Develop proposals concerning the performance-based budgets and engage in independent participatory evaluation and monitoring of County Government programs for gender equality. k. Advocate for gender-sensitive policy formulation and legislation; - Participate in Sector Working groups and County planning and budgeting processes to advance gender equality. l. Support the department responsible for Gender Affairs in the implementation of policies plan, programs, and participation in the gender sector technical working groups.

Office/Institution	Roles/Functions
Development Partners	a. Be mindful of and use the Nyeri Gender Mainstreaming Policy (NGMP) in developing cooperation partnerships; b. Establish appropriate institutional/donor coordination mechanisms for ensuring gender responsiveness of development cooperation; c. Invest in capacity building programs for women, men, and youth in all sectors, and also in research on determinants, barriers, future trends, and conditions for gender equality; d. Collaborate with the Department of Gender and other appropriate institutions on matters of gender mainstreaming; e. Provide financial and technical support for implementation, monitoring, and evaluation of the gender policy closely with the department responsible for gender.
Private Sector	a. Promote a better understanding of the concept of gender to pave the way for smooth gender mainstreaming in the business/corporate environment; b. Facilitate and support development and implementation of instruments for effective gender mainstreaming in the various programs and projects and/or activities; c. Facilitate and support the promotion of recruitment of women and youth, especially in decision making roles; d. Collaborate with the Department of Gender and other appropriate institutions on matters of gender mainstreaming; e. Ensure that essential products, supplies, and services are accessible to both men and women, girls and boys especially the poor; f. Undertake corporate social responsibility initiatives and interventions that promote gender equality.
Media	a. Commit to Eliminate all gender stereotypes and negative portrayal of women in the media. b. Promote the positive coverage of women and men in the media. c. Publicize, inform and educate the public about the Nyeri Gender Policy and create awareness about gender equality. d. Expose cases of SGBV. e. Translate the policy into organizational policies, projects, and activities. f. Adopt measures that promote gender mainstreaming in ICT and media policies, programs, and projects. g. Institute and implement Affirmative Action measures. h. Collaborate with the Gender Department and other appropriate institutions on matters of gender mainstreaming.
Administration (County Commissioner, Chiefs, and Police)	a. Overall provision of security to create an enabling environment including for GBV prevention and response. b. Investigation and arrests of potential and actual perpetrators of GBV. c. Relevant data collection d. Sensitization of the community and in particular youth, adolescents, and teenagers on drug use and abuse. e. Establishment of gender desks with highly trained and skilled officers for handling SGBV in all the police stations and administrative units.

Judiciary	a. Expedite criminal justice in addressing GBV incidences to ensure accountability for the perpetrators and justice and safety of survivors. b. Carry out legal clinics to sensitize members of the public about the law and its application. c. Enhance and support vulnerable groups to access justice through the formal justice systems and the alternative justice system (AJS) panels in Nyeri County.
County Public Service Board	a. Integrate gender equality considerations in the recruitment processes and staffing/workforce distribution in the county government. b. Develop frameworks for human resource management recruitment, training, and promotion in line with this policy. c. Ensure equality in benefits/rewards and otherwise to both male and female workforce.
National and Gender Equality Commission (NGEC)	a. Strengthen the functions of the County TWG b. Assist the department of gender to adopt best practices, capacity building, and establishment of monitoring frameworks at the county level c. Provide reporting tools and templates in line with Commission of the Status of Women (CSW) annual reporting.
Academia & Research Institutions in Nyeri County	a. Partner in research to collect gender-disaggregated data and evidence for policy and decision-making. b. Develop and integrate best practices for effective gender mainstreaming in all county structures and processes. c. Participate in TWG and policy reviews. d. Strengthen innovations and new knowledge in gender programs implementation.
Council of Elders	a. Guide communities on what is culturally acceptable and unacceptable, b. Create awareness of practices, customs and traditions, and cultures that undermine equal opportunities and efforts in society. c. Collaborate with other stakeholders to sensitize and advocate for social and attitude change within the community

1.18 Resource Mobilization

The implementation of the Gender Policy will require the mobilization of adequate local and external resources especially finances to ensure effective and efficient implementation for desired results on all the outlined policy objectives and commitments. This will be done in collaboration with cooperating partners. Resource mobilization for this policy shall be an ongoing process but will be directed by the allocated budgets from the County government. Annual budgets will be drawn up within each fiscal year. The following are initial strategies/targets for mobilizing financial resources for the policy:

1. Budgetary allocation from the Department of Finance and Economic Planning and Nyeri County Assembly.
2. Partnerships with International Development and Grant-making Agencies (e.g., the EU, USAID, UKAID, UN system organizations, DANIDA, GIZ, Netherlands,).
3. Regional Development Agencies keen on supporting Gender agenda (e.g., the African Development Bank, World Bank Group).
4. Partnership with Institutional Corporate Social Responsibility in Kenya and Nyeri in particular.

5. Fundraising Dinners and Events.
6. Partnership with public and private institutions e.g., academia.
7. Partnerships and facilities from financial institutions in Kenya supporting gender work.

1.19 Adopting Forward-Looking Strategies – What works

1. Developing gender capacity building programs for County policymakers, Planners, strategic and operational directors, and officers to acquire appropriate knowledge, skills, and attitudes for gender mainstreaming at all levels.
2. Adopting institutional instruments for gender mainstreaming in all sectors of development across the county.
3. Putting in place measures that aim at ensuring that women's and men's, boys' and girls' constraints, options, incentives, and needs are effectively taken into account in all poverty reduction interventions at the County level.
4. Undertake measures to inform women and men about their rights and gender-sensitive laws in place.
5. Increasing measures to address GBV by tackling the different enabling factors. The involvement of men in addressing GBV should be taken as key.
6. Adopt gender-sensitive measures to equip vulnerable groups with skills and knowledge for self-employment for them to be able to access basic services and improved livelihoods.
7. Facilitating access to health facilities for more effective implementation of health-related programs including family planning, reproductive health, and HIV/AIDS programs, with increased involvement of men.
8. Putting in place measures to address social, cultural, and economic factors underpinning the poor participation of girls and women in TVETs especially in the traditionally male reserved technical areas/courses.
9. Undertake gender-sensitive measures aimed at transforming subsistence agriculture into a market-oriented agriculture and empower the farmers especially women with appropriate knowledge and skills for food production and processing.
10. Undertake measures to ensure equal and effective participation of women and men in all environmental protection and natural resources programs and ensure effective dissemination and enforcement of the land and environment laws and policy guidelines.
11. Facilitate access to safe and clean water and promote the involvement of women and men in the decision-making processes in the provision and the management of safe and clean water, and improvement of sanitation facilities in both rural and urban areas.
12. Establish a mechanism to remove all barriers that constraint women's access to and control over productive resources such as commercial, industrial finance, and appropriate technology for better participation in the private sector.
13. Undertake measures to encourage recruitment and retention of women in key decisions making positions in all sectors including public, private, and civil society.
14. Facilitate and support capacity-building programs for increased participation of women in paid economy with an emphasis in technical areas.
15. Putting in place an effective system to harmonize and coordinate various interventions related to gender including a communication strategy that provides community dialogue on gender issues; involving CSOs/CBOs, among others.
16. Developing a coherent system that aims at monitoring and evaluating progress and changes related to the implementation of the Gender Policy adopting gender-disaggregated indicators.
17. Undertaking measures to stimulate men's involvement in addressing gender issues in all sectors including the public sector, private sector, and civil society.

CHAPTER SIX

IMPLEMENTATION OF THE MONITORING AND EVALUATION FRAMEWORK

1.20 Introduction

The monitoring of this gender policy will take the form of annual meetings which various stakeholders will be invited to report on the progress. The meetings will focus on assessing performances based on Indicators described in the policy and other development frameworks especially the CIDP & ADP. These annual meetings will be convened by the proposed Gender Monitoring Officer in the Department of Gender. M&E processes shall be put in place for each core component of the policy commitments to determine effectiveness, efficiency, economy, and equity compliance.

1.21 Monitoring, Evaluation, and Reporting

Internal and external monitoring mechanisms shall be developed to ensure high-level accountability for meeting the County gender equality, women's empowerment, and children development objectives. Overall monitoring, evaluation, and reporting will be the function of the Department responsible for Gender Affairs

Key tasks of M&E shall be to develop key gender and development indicators; define M&E Instruments; develop tools and conduct impact assessment for the gender policy; disseminate Information, and report to the CEC in charge of gender affairs.

1.22 Evaluation Indicators

To enhance the collection, collation, and analysis of sex-disaggregated data to inform policies, planning, and decision-making policy actions, gender indicators are very key. The following overall indicators, among others, will be used to evaluate the extent to which the purpose of the Policy is achieved as well as assess the impact of the Policy. Baseline data on the following will be required to measure progress and impact.

- a) The proportion of population below the poverty line by sex of household head.
- b) Percentage of women in the informal sector.
- c) Percentage of men in the informal sector.
- d) Percentage of the population employed by gender and location.
- e) The proportion of population with registered land by gender and location.
- f) The proportion of businesses registered by type and gender of owners/promoters.
- g) Percentage of the population accessing public services by gender, sector, and location.
- h) The proportion of men and women in decision-making by sector and level.
- i) The proportion of male and female youth in leadership positions by level.
- j) Maternal mortality ratio.
- k) Child mortality ratio.
- l) Incidences of GBV by sub-counties/location.
- m) The proportion of girls and boys completing formal education by level in the county.
- n) Adult literacy rate by gender and location.
- o) Percentage of PWD by gender and location.
- p) The proportion of population accessing and utilizing credit schemes by gender and industry.

1.23 Policy Review

The time frame for this Gender Policy shall be five (5) years (2021– 2025). A mid-term evaluation of the Policy shall be carried out after 3 years of implementation. Terminal and ex-post evaluations will also be conducted at the end of the fifth year.

APPENDIX I: GLOSSARY

This section of the policy presents key terminologies used in this policy document as made by the United Nations International Research and Training Institute for the Advancement of Women.

Affirmative Action	A policy or a program that seeks to redress past discrimination through active measures to ensure equal opportunity in all spheres of life.
Care-givers	Any natural person who provides emotional, physical, and social care and support services.
Discrimination	Any distinction, exclusion, or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise, by any person, of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field
Equal Opportunities for Women and Men	The absence of barriers to economic, political, and social participation on the grounds of sex
Empowerment	The process of gaining access and developing one's capacities to participate actively in shaping one's own life and that of one's community in economic, social, and political terms.
Gender-Based Violence	All acts perpetrated against women, men, girls, and boys which cause or could cause them physical, sexual, psychological, and economic harm, including the threat to take such acts; or to undertake the imposition of arbitrary restrictions on or deprivation of fundamental freedoms in private or public life in peace time and during situations of armed or other forms of conflict
Gender issue	Statistical or social indicator of inequality between men and women arising from discrimination and/or marginalization within society.
Gender Division of Labor-	Refers to the allocation of different jobs or types of work to men and women, usually by tradition and custom
Gender Blind	Ignoring/failing to address the gender dimension as opposed to gender sensitivity or gender-neutral.
Gender Neutral	Having no differential positive or negative impact for gender relations or equality between women and men
Gender-Sensitive	Addressing and taking into account the gender dimension.
Gender Equity	Just distribution of benefits, rewards, and opportunities in which relations between women, men, girls, and boys are based on respect for differences
Gender Equality	The equal access to opportunities, including resources, by women and men and girls and boys.
Gender Analysis	The study of differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision-making powers, etc. between women and men and their assigned gender roles.
Gender Planning	An active approach to planning takes gender as a key variable or criteria and which seeks to integrate an explicit gender dimension into policies or actions.

Gender Integration	Taking into account both the differences and inequalities between women and men in program planning, implementation, and evaluation. The roles of women and men and their relative power affect who does what in carrying out an activity and who benefits. Taking into account the inequalities and designing
	programs to reduce them should contribute not only to more effective development programs but also to greater social equity and equality.
Gender Budgeting	Gender budgeting seeks to ensure that public resources are used to meet women and men's different needs and interests, girls and boys equitably.
Gender Indicators	These measures gender-related changes in society over time. They provide direct evidence of the status of women, relative to some agreed normative standards or explicit reference groups.
Gender Gaps	The gap in any sector of analysis between women and men in terms of their level of participation, access, rights, remuneration, or benefits.
Gender Mainstreaming	The process of assessing the implications for women and men of any planned action, including legislation, policies, or programs, in any area and at all levels; is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.
Gender Stereotype	The beliefs held about characteristics, traits, and activity domains that are deemed appropriate for women and men based on the typical roles of women and men both domestically and socially
Productive Role	Work done by women and men for pay in cash or kind. It includes market production with an exchange value and subsistence or home-based production with actual use-value as well as potential exchange value.
Reproductive Role	Child-bearing, child-rearing responsibilities, and domestic tasks performed by women. These include not only biological reproduction but also care and maintenance of the workforce (male partner and working children) and future workforce (infants and school-age children).
Sex (or Gender) Disaggregated Data	Statistical information that differentiates between women and men; for example, the number of women in the labor force instead of the number of people in the labor force. This allows us to see where there are gender gaps.

APPENDIX II: NYERI COUNTY GENDER AND DEVELOPMENT POLICY IMPLEMENTATION MATRIX

Policy Commitment 1: Gender, Access to Justice and Good Governance

Activity	Implementation Level	Outcome	Output	Indicators	Timeframe	Cost Ksh	Lead Agency	Key stakeholders/ Agencies
Create Awareness on Gender and the need for gender mainstreaming and prioritization	Department level	Increased appreciation and investments in gender in all departments	Gender mainstreamed within the entire county	- Percentage increase in budgetary resources in vested in gender issues. - Number of Regulations established.	1-2 years	10M	Gender Department	All other County Departments All other relevant National Government departments
Train all staff in all in executive and assembly on Gender Mainstreaming, The Gender policy and Gender responsive budgeting and Gender Data/statistics	Departmental level	Strengthen County Capacity to implement gender policy and programs	All county Staff trained on Gender mainstreaming Gender Data, Gender Responsive Budgeting as well as acquainted with the Gender policy	- No. of trainings and intersectoral meetings held. - Monitoring tools.	1-2 years	15m	Gender Departments	All other County Departments The County Assembly
Establish and capacitate a Gender Sector Committee	Executive level	Realization of Gender Equality and Women empowerment within the county	A sectoral Committee established and capacitated whose representatives are members from different Ministries/Departments	- Regulations guiding appointment - Gazettement of individuals	6 months	2M	Gender Department	All other Ministries
Establish and capacitate a multi-sectoral Gender Sector working group	Department	Realization of Gender Equality and Women empowerment within the county and coordinated Implementation of the Policy	Increased collaboration, improved coordination, implementation, monitoring of the Policy and other County and National Government commitments	- Regulations guiding appointment - Gazettement of individuals	6- Months- 1 year	2m	Gender Department	State department of Gender, National Gender and Equality Commission, Other relevant government departments and agencies
Establish a Gender Monitoring System	Department	Realization of Gender Equality and Women empowerment within the county	Monitoring system put in place, Improved reporting and mainstreaming.	- Statement of Work and Terms of Reference. - Monitoring tools. - ICT platform	1 year	2m	Gender Department	Department of Planning and Monitoring All other relevant ministries and departments
Establish Gender Committees at sub	Gender	Gender is mainstreamed at	Gender committees	Regulations guiding	1 year	5m	Gender	State department of

county, Ward and village level	Department	every level as well as improved participation of all relevant groups in policy implementation and other county development processes	established at sub, county, ward and village level	appointment of • Gazettement of individuals			department	Gender, Ministry of interior, National gender and equality commission
Undertake learning/Bench marking Visits	Gender Department	Improved performance of the gender department and county	Learning visit undertaken/held	• No. of visits • Reports	3years	5m	Gender Department	Min of planning, County assembly
Put in place a gender 2/3 monitoring system within the county	Gender Department	Improved representation of Women and girls and other marginalized groups in county leadership at all levels including cooperatives, market committees,	A monitoring system established	• Monitoring and reporting tools • Reports	2years	2m	Gender department	All other relevant departments National Gender commission, State departments of gender, CSOPs, Private sector and community

Policy Commitment 2: Socio Economic Empowerment, Skills Training and Employment

Activity	Implementation Level	Outcome	Output	Indicators	Timeframe	Cost	Lead Agency	Key stakeholders/Agencies
Develop a repository of all cultural practices and disseminate the learnings	Ministry level	Increases intergeneration appreciation and preservation of Positive cultural practices	A repository of positive culture put in place and also disseminated	• Online and offline library established • Resource allocation • Human capital	1-3 years	3M	Gender Department	Department of culture and social services Other All other relevant National Government departments Communities
Create GBV and Harmful traditional practices awareness at all levels	Departmental level	GBV and Harmful traditional Practices Eliminated in the County	Increased awareness and reduced incidences of GBV/HPS	• Communication and dissemination guidelines • Resource allocation	1-2 years	15m	Gender Department	All other relevant County and national e Departments Actors in the justice system, CSOs & Private sector, County Assembly
Institute and implement Programs aimed at ending GBV- Multi-stakeholder coordination	Departmental level	GBV and Harmful traditional Practices Eliminated in the County	GBV multi-stakeholder coordination strengthened	• Regulations developed	5 years	50m	Gender Department	All other relevant ministries- Interior and government

								departments at county and national level, CSOs, Private sector Gender Committees at all levels
Conduct periodic GBV and Culture research	Ministry and Department	Evidence interventions and decision making on GBV and culture	X number of research conducted and available for use.	• Research reports. • Dissemination • Policy review	6- Months-1 year	2m	Gender Department	Relevant county departments, CSOs and Community
Train county staff and community on 2/3 gender rule and women/girls, persons with disabilities in leadership and representation	Department	Increased representation of women in leadership at different levels	X numbers of trainings conducted targeting women, men, girls and boy, persons with disabilities and staff of women and leadership	• Training reports • Monitoring tools • No. of staff and community members trained	2 year	5m	Gender Department	All other relevant ministries and departments CSOs, Private sector, cooperatives
Create awareness on the need for girls to take up stem Courses, TVETs (both, boys and girls)	Gender Department	Change in attitude among girls and community towards STEM courses and TVETs	Increase d number of girls taking up STEM courses, Increased number of boys and girls enrolling in TVETs	• Awareness campaigns • Enrollment reports/ statistics	1 year	5m	Gender department in Partnership with education department	State department of Gender, relevant government departments
Conduct a status of Women and girls Empowerment Assessment	Gender Department	Limited barriers and improved access to by women to economic empowerment opportunities	A report on the Status of Women and girls empowerment in the County Report	• Comprehensive Reports and evidence generated	3years	5m	Gender Department and ministry of trade	Women Fund, UWEZO fund, YEDF (Biashara Fund) KYOP, Chambers of Commerce, NGAAF, all other relevant agencies and departments, COSs Private sector, Community
Create awareness and linkages on existing affirmative action funds and existing opportunities for women, boys and girls economic empowerment	Gender Department	Improved resilience and self-reliance at household level	Increased access and uptake of affirmative action fund and other existing women, boys and girl's economic empowerment opportunities at county level	• Uptake reports • Awareness campaigns • No. of trainings	2 years	10m	Gender department and trade department	Women Fund, UWEZO fund, YEDF KYOP, Chambers of Commerce, NGAAF, all other relevant agencies and departments, COSs Private sector,

								Community
Put in place a database for all beneficiaries on affirmative action Funds and any other funds in the County	Gender Department	A robust Women and Girls economic empowerment monitoring mechanism established	A database in place	• Data base and reports • Regulations developed	1-2 years	5m	Gender Department and ministry of trade	Women Fund, UWEZO fund, YEDF (Biashara Fund) KYOP, Chambers of Commerce, NGAAF, all other relevant agencies and departments, COSs Private sector, Community
Advocate and put in place a social protection program for the very vulnerable members of the Community	Gender and Social services Ministry	Enhanced resilience of the vulnerable members of the community- Men and boys, women and girls, persons with disabilities, elderly, widows and orphans, the sick, GBV survivors, Teenage pregnant mothers	A social protection program in place	• Social protection regulations • Budgetary allocations • Disbursement schedules • Reports	2-3 years	15m	Social Services and gender departments	Executive, Country assembly, relevant national government ministries, CSOs, private sector.
In partnership with trade department identify and support and link Cottage industries and innovations by women and girls, boys and men at villages, ward and sub-county level	Executive level	Existence of sustainable businesses and innovations	Number of cottage industries and innovations identifies and supported	• Database of cottage industries • Reports	1-5 years	50M	Trade in partnership with gender departments	National Min of trade and industrialization Private Sector State department of gender Ministry of planning at county level County assembly
Design and implement a comprehensive financial literacy, e- commerce and entrepreneurship skills training program	Department level	Existence of sustainable business at county level	Number of trainings held and beneficiaries	• Regulations • Communication tools • Training manuals • Training reports	5 years	50m	Gender department in partnership with trade department	WEF, UWEZO, KYEOP, YEDF, Chambers of commerce, CSOs, private sector

Policy Commitment 3: Food Security, Agriculture, Fisheries and Access to Productive Resources

Activity	Implementation Level	Outcome	Output	Indicators	Timeframe	Cost	Lead Agency	Key stakeholders/ Agencies
In partnership with department of Agriculture promote the uptake and use of modern agricultural technologies that are less labour intensive for both women and girls and persons with disabilities	Inter-Department level	Improved agricultural productivity-food, by both men and women	No. of technology and innovations being used by target groups	• Equipment issued • Extension services offered • Reports	1-5 years	3M	Department of agriculture in Partnership with gender department	All other County Departments Other All other relevant National Government departments

Policy Commitment 4: Health, Sanitation and Nutrition

Activity	Implementation Level	Outcome	Output	Indicators	Timeframe	Cost	Lead Agency	Key stakeholders/ Agencies
Create awareness on non-Communicable diseases/Lifestyle diseases at village and household level and advocate for health seeking behaviour	Inter-Department level	Improved health outcomes at community level	Increase number of women and men, boys and girls seeking treatment for lifestyle diseases well as adopting healthy lifestyles	• Awareness creation • Communication and messaging • Reports	1-5 years	5m	Health in partnership with gender department	Other relevant departments, CSOs,
Sensitize the vulnerable families including those with children with long term illnesses, children born prematurely, very poor to seek health/nutritional supplements that can supplement diet.	Departmental level	Improved health outcomes at community level	Increased number of vulnerable women and children, including the elderly accessing supplements	• Awareness creation • Communication and messaging • Reports	1-5 years	5m	Gender Departments in partnership with health Department	Other relevant departments, CSOs,
Regularly review in partnership with Water and Sanitation department programmes targeted at women and girls (e.g., Water, Sanitation and Hygiene [WASH] issues for women and girls) and recommend improvements during annual reviews.	Interdepartmental	Improved WASH outcomes for Women and girls and persons with disabilities	Increased number of gender sensitive Sustainable Wash programs for women and girls, PWDs	• Reports	1-5 years	5m	Gender and Water department	Other relevant departments and agencies, CSOs, Private sector,

Policy Commitment 3- Dignity of the lives of men and women, youth, PWDs

Activity	Implementation Level	Outcome	Output	Indicators	Timeframe	Cost	Lead Agency	Key stakeholders/ Agencies
Lead the county in developing an internal sexual harassment policy	Inter-Department level	An environment free of any form of violence	A sexual harassment policy in place	Regulations developed	1-5 years	5m	Gender department in partnership with County Public service board and department	SDGA, NGEC, CSOs.
Design and implement a GBV/HTP commitments laws and awareness program	Departmental level	Women and Girls accessing justice through improved reporting and follow up of cases and prevention	Number of awareness and sensitization sessions	Regulations developed	1-5 years	5m	Gender department County commissioner	GBV technical working group, intragovernmental Multisectoral committee on GBV, Actors in the justice system, Community level GBV committees, Volunteer Gender champions
Coordination of GBV technical working group	Gender Department	Improved coordination of GBV prevention & Response at county level. Reduced incidences of GBV/HTPS	Number of stakeholders actively participating in the meetings, Number of meetings held, minutes/reports of the meeting	Coordination framework	1-5 years	5m	Gender department & County commissioner	GBV technical working group, intragovernmental Multisectoral committee on GBV, Actors in the justice system, Village and ward level GBV committees, gender champions
Establish a county-managed and resourced safe house to host GBV survivors.	Executive and County Assembly level	Improved coordination of GBV prevention and Response at county level. Reduced incidences of GBV/HTPS	A county managed safe house/shelter established and operational	- Safehouses established - Resources allocated	1-3	50m	Gender Department	GBV technical working group, intragovernmental Multisectoral committee on GBV, Actors in the justice system, Village and ward level GBV committees, gender

								champions Community
Identify, Map and integrate Gender champions as to support county gender department as volunteers.	Department level	Improved coordination of GBV prevention & response at county level. Reduced incidences of GBV/HTPS	Database of volunteer gender champions established	- No. of champion recruited, trained and deployed - TORS developed - Reports	1-2	2m	Gender Department	GBV technical working group, intragovernmental Multisectoral committee on GBV, Actors in the justice system, Village and ward level GBV committees, gender champions Community
Develop a central GBV data repository and management system	Department level	Improved coordination of GBV prevention& response at county level. Reduced incidences of GBV/HTPS	A central functional data and information management system established/institutionalized	Online and offline library.		10m	Gender Department	Police, health, Courts, Children department, CSOs, Private sectors and any other relevant agencies
Training of all actors in the GBV prevention and response sector on referral,	Gender department	Improved coordination of GBV prevention and Response at county level. Reduced incidences of GBV/HTPS Strengthen referral, prevention and referral system	GBV, Referral, prevention and response training held and all stakeholders trained.	- Training workshops - Reports	1 year	5m	Gender department in partnership with health department	County commissioner GBV technical working groups, community
Periodic GBV research and reviews	Gender Department	Improved learning, response and prevention	Number of reports and dissemination fora	- Research reports - Dissemination fora	1-5 years		Gender Department	GBV technical working group, county assembly executive, relevant government departments and agencies, village and ward level committee's community

Policy Commitment 4: Mental Health, Drug use and Abuse

Activity	Implementation Level	Outcome	Output	Indicators	Timeframe	Cost	Lead Agency	Key stakeholders/ Agencies
Create awareness on Mental health aimed at promoting health seeking behaviour	Interdepartmental level	Improved mental health outcomes, reduced stigma	Increased awareness on matters mental health at community level and access to services	- Public awareness campaigns - Reports	1-5 years	10M	Gender Department and Health department	All other County Departments
Build a rehabilitation centre, integrate economic empowerment in rehabilitation Program	Departmental level	Improved mental health outcomes, reduced stigma and self-reliance	Increased awareness on matters mental health at community level and access to services	Rehabilitation centres equipped		50m	Gender Departments and health department	All other County Departments The County Assembly Executive Community CSOs, Private sector
Constitute and capacitate a mental health multi-stakeholder committee	Interdepartmental level	Improved mental health outcomes, reduced stigma and self-reliance	Improved coordination and management of matters mental health at county level	Regulations and communication strategy		2M	Gender Department and Health department	All other relevant Ministries, departments, CSOs Private sector, Community
Constitute and capacitate community level mental health champions and committees	Gender Department	Improved mental health outcomes, reduced stigma and self-reliance	Increased awareness on matters mental health at community level and access to services	Regulations and appointments		2m	Gender Department	All other relevant Ministries, departments, CSOs Private sector, Community

Policy Commitment 5: Policy Commitment- Land and Housing

Activity	Implementation Level	Outcome	Output	Indicators	Timeframe	Cost	Lead Agency	Key stakeholders/ Agencies
Design and implement a lands rights (succession and Matrimonial Property Rights, negative norms) program targeting women and girls and PWDS	Interdepartmental level	Increased awareness of land rights among community members as well as reduced violations.	Land rights program fully implemented	Policy and guiding regulations	1-5 years	5m	Gender Department and Lands department	All other County Departments All other relevant National Government departments

Build capacity of the county lands and housing department of on gender issues in land and housing including succession and land rights for women and men	Interdepartmental level	. Improved capacity and awareness on Land rights awareness as well as female representation in land administration and management	Staff and land administration officers trained	• Training workshops and reports	1-5 years	5m	Gender Departments and lands department	All other County Departments The County Assembly Executive Committee, Community CSOs, Private sector
Develop a county data base on land and housing disaggregated by age, and location.		Protection and advancement of land rights of women and girls.	Lands database in place disaggregated by gender, age and location	• Online and offline database accessible to the public	1-5 years	6M	Gender Department and land department	All other relevant departments, CSOs Private sector, Community
Advocate for a social protection housing program targeting the very vulnerable – Elderly and orphans	Gender Department	Accorded Dignity for the very vulnerable through provision of low-cost housing	Very vulnerable elderly and orphans identified and accorded descent housing	• Guidelines developed • Implementation reports	1-5 years	2m	Gender Department and land department	All other relevant departments, CSOs Private sector, Community

Policy Commitment 6: Research and Data

Activity	Implementation Level	Outcome	Output	Indicators	Timeframe	Cost	Lead Agency	Key stakeholders/Agencies
Capacitate staff in the gender and other departments on gender statistic and facilitate the integration of data	Interdepartmental level	Strengthened capacity and responsiveness	Database of staff trained on gender statistics	• Training workshops • Seminar reports • Monitoring tools	1-5 years	5M	Gender Department	All other County Departments All other relevant National Government departments
Invest in Research on cross cutting and emerging gender issues to allow for evidence programming and host annual Gender conference to facilitate learning	Interdepartmental level	Continuous evidence generation and learning on cross cutting sectors/areas of gender	Available Research reports and conferences held with the aim of promoting learning	• Reports • Dissemination strategy • Policy review	1-5 years	5m	Gender Departments	All other County Departments The County Assembly ExCom, CSOs, Private sector
Set up a data repository that will link all stakeholders and allow for informed decision making and evidence-based programming	Executive level	Evidence based decision making and planning/programming	Data repository in place	• Accessible data repository		20M	Gender Department and planning department	All other relevant Ministries, departments, CSOs Private sector, Community

