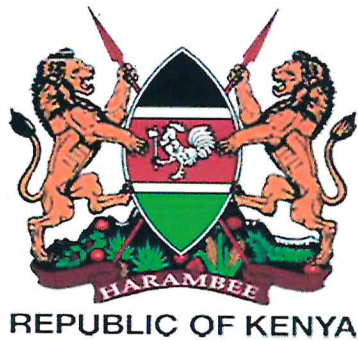


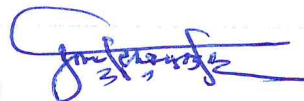
REPUBLIC OF KENYA



COUNTY GOVERNMENT OF NYERI MUNICIPALITY OF NYERI

GENDER MAINSTREAMING, INCLUSION AND PARTICIPATION FRAMEWORK

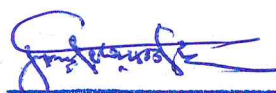
SEPTEMBER, 2024



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COUNTY GOVERNMENT OF NYERI
MUNICIPAL MANAGER
MUNICIPALITY OF NYERI
P. O. Box 1112-10100, NYERI .

FOREWARD

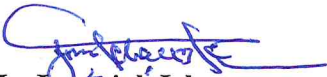
The Nyeri Municipal Board recognizes that sustainable development can only be achieved when all members of society, including women, men, youth, and persons with disabilities, can participate fully and benefit equally from development opportunities. Gender equality, social inclusion, and meaningful public participation are therefore key principles guiding the Municipality's governance, planning, and service delivery.

The Gender Mainstreaming, Inclusion and Participation Framework is a milestone in strengthening the Municipality's commitment to inclusive development. It provides a structured approach for integrating gender considerations into municipal policies, programs, projects, and decision-making, ensuring that development initiatives respond effectively to the diverse needs of all residents.

As the Municipality continues to grow and transform, it is essential that no group is left behind. This framework emphasizes the empowerment of women, youth engagement, support for persons with disabilities, and the removal of systemic barriers that limit participation in leadership, economic opportunities, and access to services.

The framework also encourages collaboration among municipal departments, county institutions, community organizations, the private sector, civil society, and development partners. Through coordinated efforts, we can strengthen gender-responsive planning, budgeting, and implementation across all sectors of municipal development.

I commend all stakeholders who contributed to the development of this framework. Their insights and commitment have helped shape a framework that reflects the aspirations and needs of the people of the Municipality of Nyeri. As the Municipal Board, we are committed to ensuring its effective implementation and fostering a culture of equality, inclusion, and participation. I urge all stakeholders to support this framework so that together we can build a municipality that promotes fairness, dignity, and opportunities for all.



Mr. Jeremiah Ichaura

Chairperson - Nyeri Municipal Board

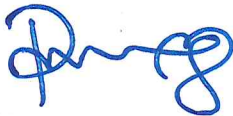
ACKNOWLEDGEMENT

I am honored to acknowledge the efforts of all stakeholders who contributed to the development of the Municipality of Nyeri Gender Mainstreaming, Inclusion and Participation Framework. This framework reflects the collective vision of the Municipality to promote gender equality, social inclusion, and meaningful participation of all residents, including women, men, youth, and persons with disabilities.

I extend my sincere gratitude to the Board Committee on Gender Mainstreaming, as well as to community representatives, civil society organizations, development partners, and other stakeholders who provided valuable insights, guidance, and support throughout the development process. Their commitment and expertise have been instrumental in shaping a framework that is practical, inclusive, and responsive to the diverse needs of the people of the Municipality of Nyeri.

I also wish to acknowledge the dedication of the Municipal Administration, whose tireless work in coordinating consultations, compiling data, and integrating stakeholder inputs has made this framework possible.

It is my hope that this framework will serve as a practical guide for all municipal departments and partners, and that its implementation will strengthen gender-responsive planning, inclusive development, and equitable participation across the Municipality of Nyeri.



CS Perister Kigwa

Municipal Manager



ACCRONYMS

AIDS	Acquired Immunodeficiency Syndrome
CEC	County Executive Committee
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CoK	Constitution of Kenya
CSOs	Civil Society Organizations
GBV	Gender-Based Violence
HIV	Human Immunodeficiency Virus
ICT	Information and Communication Technology
NGEC	National Gender and Equality Commission
PWDs	Persons with Disabilities
PFM	Public Finance Management
SD	Sustainable Development
SDGs	Sustainable Development Goals
STEM	Science, Technology, Engineering, and Mathematics
TVET	Technical and Vocational Education and Training
UACA	Urban Areas and Cities Act
UN	United Nations

CHAPTER ONE

INTRODUCTION

1.1 GENDER MAINSTREAMING

This Gender Mainstreaming Framework for the Municipality of Nyeri will guide the systematic integration of gender equality considerations into all municipal policies, plans, programmes, and projects. The framework will ensure that gender perspectives are incorporated at every stage of municipal planning, implementation, monitoring, and evaluation.

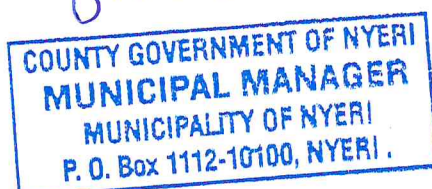
Women and men experience different social, economic, and cultural conditions that influence their access to opportunities, resources, and services. This framework will therefore ensure that such differences are recognized and addressed in the municipality's development processes so that municipal interventions will benefit both women and men equitably and will not reinforce existing inequalities.

The Municipality will promote gender equality through an integrated approach that mainstreams gender considerations across all sectors while also implementing targeted initiatives aimed at empowering women and strengthening their participation in municipal development processes. This approach will support improved policy formulation, enhance service delivery, and promote the effective and efficient use of municipal resources.

The framework recognizes that public policies and services that do not adequately consider the diverse needs and realities of all residents may lead to ineffective solutions and inefficient allocation of public resources. Gender mainstreaming will therefore serve as an inclusive strategy that ensures the needs and priorities of all members of society are addressed. It further acknowledges that women are not merely a vulnerable group but represent a significant proportion of the municipality's population and play a vital role in social and economic development.

By integrating gender perspectives into development planning and service delivery, the framework will enhance the quality and effectiveness of municipal policies, programmes, and projects while promoting equitable distribution of resources. Ultimately, this will contribute to improved well-being for both women and men and support the development of a more inclusive, equitable, and sustainable Municipality of Nyeri.

In this regard, gender equality will remain the overarching long-term development goal of the municipality, while gender mainstreaming will provide the strategic, technical, and institutional processes necessary to achieve this



objective. The framework will therefore guide efforts to address discriminatory practices and institutional barriers that may limit women's full and meaningful participation in municipal development.

1.2 RATIONALE

The development of a Gender Mainstreaming Framework for the Municipality of Nyeri is informed by the need to ensure that municipal development processes are inclusive, equitable, and responsive to the different needs and priorities of women and men. Gender inequalities often influence access to resources, opportunities, decision-making, and public services. Without deliberate efforts to address these disparities, municipal policies and programmes may unintentionally reinforce existing inequalities and limit the effectiveness of development interventions. The framework seeks to:

1. Promote equitable access to municipal services and resources.

Women and men often interact differently with municipal services such as water, sanitation, infrastructure, housing, markets, and social services. Integrating gender perspectives into planning and implementation will help ensure that these services respond to the needs of all residents and benefit the entire community.

2. Enhance inclusive participation in governance and decision-making processes.

Women frequently face social, cultural, and institutional barriers that limit their participation in leadership, planning, and public decision-making. By mainstreaming gender considerations into municipal systems and structures, the Municipality of Nyeri will promote the meaningful participation of women and men in shaping local development priorities.

3. Improve the effectiveness and efficiency of municipal policies and programmes

Development initiatives that take into account the different experiences and roles of women and men are more likely to produce sustainable and impactful outcomes. Gender-responsive planning will therefore enable the municipality to allocate resources more effectively and design interventions that address the real needs of the community.

4. Promote Gender Equality and Human Rights Standards.

The Municipality of Nyeri will promote gender equality and uphold human rights in all its policies, programmes, and service delivery. This is in line with the Constitution of Kenya (2010), which guarantees equality between men and women and requires public institutions to eliminate discrimination and implement measures that ensure equal opportunities.

The framework will guide the municipality to align its actions with key national, regional, and international instruments

5. Promote Socio-Economic Development

The Gender Mainstreaming Framework will promote inclusive socio-economic development in the Municipality by addressing barriers that limit women's participation, such as unequal access to opportunities, underrepresentation in decision-making, gender stereotypes, and unpaid care burdens. By integrating gender considerations into policies, programmes, and projects, the municipality will create an enabling environment for all residents to participate fully in development. This approach will strengthen governance, enhance accountability, and ensure equitable and sustainable growth for both women and men.

6. Improve Health and Well-Being

The Gender Mainstreaming Framework will enhance health and well-being by promoting gender-sensitive policies that address the specific health needs of women and girls, including maternal and reproductive health. It will also support affirmative programmes, such as ensuring equal access to education for girls, which contribute to their empowerment and improve the overall well-being of families and communities.

7. Contribution to Sustainable Development Goals (SDGs)

Gender mainstreaming in the municipality will support the achievement of the Sustainable Development Goals, particularly Goal 5 on Gender Equality, which seeks to empower all women and girls. Integrating gender considerations into municipal planning and service delivery is critical for holistic and sustainable development across social, economic, and environmental sectors.

8. Resilience to Global Challenges

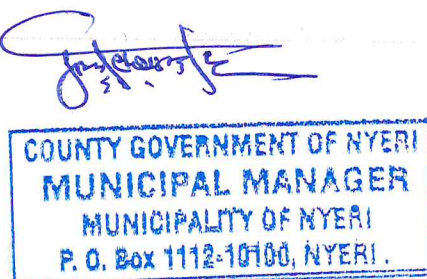
Women play key roles in managing natural resources and maintaining community livelihoods. By empowering women through gender-sensitive policies, the municipality will strengthen community resilience to climate change, environmental challenges, and other global crises. The framework ensures that during emergencies, such as pandemics or natural disasters, the specific needs of women and marginalized groups are considered, leading to more effective and inclusive responses.

1.3 GUIDING PRINCIPLES

The implementation of the Gender Mainstreaming Framework in the Municipality of Nyeri will be guided by the following principles:

1. Gender Equality and Equity

- All municipal interventions will promote equal opportunities, rights, and benefits for women and men.
- Equity will be considered by addressing the different needs and circumstances of women and men to ensure fairness in access to services, resources, and development opportunities.



2. Inclusiveness and Participation

- Women, men, and marginalized groups will be actively involved in decision-making processes at all levels of municipal governance.
- Community engagement will be encouraged to ensure that development initiatives reflect the needs, priorities, and perspectives of all residents.

3. Non-Discrimination

- The municipality will eliminate practices, policies, and social norms that discriminate against women or any other group based on gender.
- Special measures, such as affirmative action, will be applied where historical or systemic inequalities exist to ensure equitable participation and outcomes.

4. Rights-Based Approach

- Municipal development processes will be aligned with the **Constitution of Kenya (2010)**, national gender policies, regional protocols such as the Maputo Protocol, and international instruments such as CEDAW and the SDGs.
- Gender equality will be recognized as a fundamental human right, and all residents will have the right to participate, access resources, and benefit from development initiatives.

5. Integration and Mainstreaming

- Gender perspectives will be systematically incorporated at all stages of municipal programming, including policy formulation, planning, budgeting, implementation, monitoring, and evaluation.
- This ensures that gender considerations are not treated as standalone initiatives but are embedded in all development processes.

6. Sustainability and Resilience

- Municipal policies and programmes will promote long-term social, economic, and environmental sustainability.
- Gender-sensitive planning will enhance community resilience to crises such as climate change, pandemics, and economic shocks, ensuring that both women and men can adapt and recover effectively.

7. Accountability and Transparency

- Clear roles, responsibilities, and reporting mechanisms will be established for municipal departments and staff to ensure gender mainstreaming commitments are implemented.
- Regular monitoring and reporting will foster accountability, enable corrective action, and provide transparency to the public and stakeholders.

8. Evidence-Based Decision Making

- Planning, programme design, and policy formulation will be informed by gender-disaggregated data, research, and analysis.
- Monitoring and evaluation will measure the impact of municipal initiatives on gender equality and guide improvements for more effective outcomes.

9. Empowerment and Capacity Building

- The municipality will support training, awareness-raising, and capacity-building initiatives for staff, community leaders, and residents to strengthen knowledge and skills in gender-responsive governance.
- Empowering women and marginalized groups will enhance their ability to contribute meaningfully to development and decision-making processes.

10. Collaboration and Partnership

- Effective gender mainstreaming requires collaboration with civil society, community-based organizations, development partners, and other stakeholders.
- Partnerships will be leveraged to share resources, knowledge, and best practices that advance gender equality and inclusive development.

1.4 LEGAL AND REGULATORY FRAMEWORK

Gender mainstreaming in Kenya is supported by a strong legal and policy framework at the national and county levels. These laws and policies ensure that gender equality is integrated into development planning, governance, budgeting, and service delivery so that both women and men benefit equally from public programs and opportunities.

1.4.1 The Constitution of Kenya (2010)

The Constitution is the supreme law of Kenya and provides the strongest legal foundation for gender equality and inclusion.

Key Provisions

- **Article 27 – Equality and Freedom from Discrimination**
 - Guarantees equality before the law.
 - Prohibits discrimination on the basis of sex, gender, pregnancy, marital status, culture, or disability.
- **Two-Thirds Gender Principle**
 - Requires that no more than two-thirds of members of elective or appointive public bodies be of the same gender.



- **Article 43 – Economic and Social Rights**

- Ensures equal access to essential services such as healthcare, housing, food, water, education, and social security.

- **Article 81(b)**

- Promotes gender equity in political representation.

These provisions require public institutions to incorporate gender considerations in governance and development processes.

1.4.2 The National Gender and Equality Commission Act (2011)

This Act established the National Gender and Equality Commission (NGEC).

Functions of the Commission

- Promote gender equality and freedom from discrimination.
- Monitor compliance with constitutional provisions on equality.
- Advise national and county governments on gender mainstreaming.
- Investigate complaints related to discrimination and gender inequality.

The commission plays a key oversight role in ensuring institutions integrate gender perspectives in their policies and programs.

1.4.3 The Public Finance Management Act (2012)

This Act promotes gender-responsive budgeting within public finance management.

Key Contributions

- Requires equitable allocation of public resources.
- Encourages integration of gender considerations in budgeting and development planning.
- Promotes accountability in resource use to address the needs of women, men, youth, and marginalized groups.

1.4.4 The National Gender Policy of Kenya (2011)

This policy provides the national framework for integrating gender concerns into development planning.

Objectives

- Eliminate gender disparities in access to resources and opportunities.
- Promote equal participation of women and men in leadership and decision-making.
- Support gender mainstreaming across all sectors including education, health, agriculture, and governance.

1.4.5 The Sexual Offences Act (2006)

This Act addresses gender-based violence and protects individuals from sexual exploitation and abuse.

Key Provisions

- Criminalizes rape, defilement, and sexual harassment.
- Provides protection and legal remedies for survivors.
- Promotes accountability and justice in cases of sexual violence.

The Act contributes to gender equality by protecting the rights and dignity of women and girls.

1.4.6 The Employment Act (2007)

This Act promotes fairness and equality in the workplace.

Key Provisions

- Prohibits discrimination in employment based on gender.
- Provides maternity leave and employment protection for pregnant women.
- Requires employers to prevent sexual harassment in the workplace.
- Supports equal pay for equal work.

1.4.7 The County Governments Act (2012)

This Act provides the framework for governance at the county level and supports gender mainstreaming in devolved units.

Key Provisions

- Promotes gender balance in county public service.
- Requires inclusive public participation that includes women, youth, and marginalized groups.
- Encourages counties to develop gender-responsive policies and programs.

1.4.8 The Nyeri County Gender Act (2021)

The Nyeri County Gender Act (2021) provides a county-specific legal framework to promote gender equality and mainstream gender considerations in development within Nyeri County.

Key Objectives

- Promote gender equality and women's empowerment in the county.
- Institutionalize gender mainstreaming in county policies, programs, and projects.
- Promote equal access to resources, opportunities, and services.
- Support prevention and response to gender-based violence.
- Enhance participation of women, youth, and persons with disabilities in decision-making processes.

Key Provisions



- Establishment of gender structures within the county government to coordinate gender mainstreaming.
- Integration of gender considerations in county planning and budgeting.
- Promotion of economic empowerment programs targeting women and marginalized groups.
- Strengthening mechanisms for addressing gender-based violence.

The Act strengthens the implementation of gender equality at the county level, ensuring that local development initiatives address the needs of both women and men.

1.4.9 International and Regional Commitments

Kenya has also ratified several international frameworks that support gender equality, including:

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol)
- Sustainable Development Goals, particularly Goal 5: Gender Equality

These commitments obligate Kenya to implement policies and programs that promote gender equality and women's empowerment.

CHAPTER TWO

2.1 SITUATION ANALYSIS

Gender mainstreaming is the process of integrating a gender perspective into policies, programs, and institutional frameworks to ensure that men and women benefit equally from development initiatives. It is grounded in the recognition that social, economic, and political structures affect men and women differently, and that sustainable development cannot be achieved without addressing these disparities.

Gender mainstreaming is not limited to women's empowerment alone; it seeks to transform societal systems and practices to eliminate inequality, promote fairness, and create inclusive opportunities for all. At its core, it emphasizes equal participation in decision-making, equitable access to resources, protection against gender-based discrimination, and the elimination of systemic barriers that hinder either gender.

2.1.1 Global Context

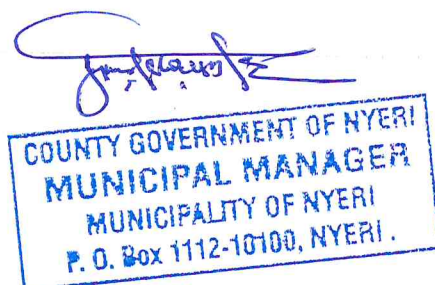
Globally, gender mainstreaming has been reinforced through a series of international frameworks and commitments that recognize gender equality as a fundamental human right and a critical driver of sustainable development.

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) obligates state parties to eliminate all forms of discrimination against women in political, economic, social, and cultural life. Complementing this, the Sustainable Development Goals (SDGs), particularly Goal 5 on Gender Equality, provide a universal agenda for advancing gender equality and women's empowerment.

International guidelines from the United Nations also emphasize the integration of gender perspectives across governance, development planning, and budgeting. Despite significant global advances, such as increased female representation in leadership and improved access to education for girls, challenges persist, including persistent gender pay gaps, underrepresentation of women in decision-making positions, and barriers to women's economic empowerment, highlighting the continued need for deliberate gender mainstreaming efforts worldwide.

2.1.2 Regional Context

In the African context, gender mainstreaming is supported through regional legal and policy instruments, most notably the Maputo Protocol, which is the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa. The protocol mandates state parties to take measures to eliminate discrimination, protect women from gender-based violence, and ensure equal participation in political, social, and economic life.



Regional monitoring mechanisms, such as the African Gender and Development Index, provide critical data on progress and gaps, guiding countries in strengthening gender-sensitive policies. However, challenges at the regional level remain significant, including cultural and traditional practices that restrict women's agency, entrenched social norms, high prevalence of gender-based violence, and limited enforcement of gender-related legislation, which collectively hinder the full realization of gender equality objectives.

2.1.3 National Context

In Kenya, gender mainstreaming has been institutionalized through a robust constitutional, legislative, and policy framework. The Constitution of Kenya (2010) provides the foundation for gender equality, enshrining principles of non-discrimination, equity, and the two-thirds gender rule in elective and appointive public bodies.

Complementing the Constitution, the National Gender and Equality Commission Act (2011) established the National Gender and Equality Commission, which is mandated to promote gender equality, monitor compliance with gender-related provisions, and advise government institutions on mainstreaming gender in policies and programs.

The Public Finance Management Act (2012) further strengthens these efforts by requiring gender-responsive budgeting to ensure equitable allocation of resources. At the county level, legislations such as the Nyeri County Gender and Development Policy (2021) provide localized frameworks to institutionalize gender mainstreaming, promote women's empowerment, prevent gender-based violence, and ensure that county development initiatives address the needs of both men and women.

Kenya has made notable progress in promoting gender equality. Women's representation in political leadership has improved, gender considerations are increasingly integrated into national and county development plans, and numerous programs have been established to enhance women's economic participation and protect vulnerable populations. However, challenges persist, including deep-rooted cultural norms, limited resources at the county level, gender disparities in rural communities, and gaps in the implementation of gender policies, which continue to affect women's full participation in development processes. These realities underscore the importance of strategic, coordinated, and well-resourced gender mainstreaming interventions to achieve equitable development outcomes.

The situation analysis reveals that gender mainstreaming is a critical component of sustainable development at global, regional, and national levels. While progress has been made in advancing women's rights and promoting

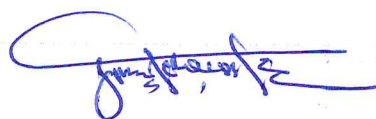
gender equality, significant gaps remain that require deliberate actions, strong institutional frameworks, and continuous monitoring.

In Kenya, and specifically within counties like Nyeri, gender mainstreaming must be prioritized in planning, budgeting, policy formulation, and service delivery to ensure that development interventions are inclusive, equitable, and responsive to the diverse needs of both men and women.

2.2 SWOT ANALYSIS

2.2.1 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	Threats
▪ 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	▪ 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

SWOT Analysis, Municipality of Nyeri 2024

CHAPTER THREE

3.1 GENDER MAINSTREAMING, INCLUSION, AND PARTICIPATION COMMITMENTS

These commitments guide Municipality of Nyeri in promoting gender equality, inclusion, and participation in development. They aim to ensure that women, men, youth, children, and persons with disabilities (PWDs) benefit equally from municipal programs, services, and opportunities.

The municipality will achieve this by:

- Challenging cultural beliefs that limit leadership and participation to men.
- Integrating gender considerations into policies, planning, budgeting, and implementation.
- Ensuring equal opportunities, access to resources, and fair rewards for both women and men.
- Promoting equal participation of women and men in leadership, governance, and decision-making.

3.1.1 Gender, Good Governance and Fair Leadership

a) Institutionalizing Gender Mainstreaming

Municipality of Nyeri will:

- Promote gender awareness among leaders, staff, and the community.
- Ensure fair representation of women and men in decision-making positions.
- Train municipal staff on gender analysis, gender-responsive planning, budgeting, monitoring, and evaluation.
- Integrate gender considerations into all municipal planning and budgeting processes.
- Collect and use gender-disaggregated data (data separated by sex, age, and disability) for informed decision-making.
- Strengthen the Gender Department with adequate staff and resources.

b) Participatory Leadership and Governance

The Municipality will:

- Work with the private sector, development partners, civil society, and media to promote good governance.
- Encourage political commitment and allocate resources to gender equality initiatives.
- Establish strong monitoring and evaluation systems to track gender mainstreaming progress.



- Implement national and international gender equality commitments recognized in Kenya.

3.1.2 Gender and Livelihoods

a) Addressing Socio-Cultural Issues

Municipality of Nyeri will:

- Promote positive cultural practices that support equality and development.
- Address harmful cultural practices that negatively affect women, men, youth, and PWDs.
- Conduct awareness campaigns to eliminate Gender-Based Violence (GBV).
- Educate communities on the impacts of cultural practices on the rights and opportunities of boys and girls.
- Engage cultural, professional, and religious leaders in promoting gender equality and preventing GBV.

b) Education and Skills Development

The Municipality of Nyeri will:

- Promote equal access to technical and vocational education for both girls and boys.
- Improve school environments to ensure safety, dignity, and protection from harassment.
- Encourage more female lecturers and role models in TVET institutions.
- Support internship for market-relevant courses such as Science, Technology, Engineering, and Mathematics (STEM).

3.1.2 Employment and Decent Work

Municipality of Nyeri will:

- Promote gender equality in employment policies and opportunities.
- Reduce income and productivity gaps between women and men.
- Support youth employment through ICT and digital opportunities.
- Maintain employment data to track participation of women, men, youth, and PWDs.
- Promote entrepreneurship skills
- Support rehabilitation programs and vocational training for individuals recovering from addiction.
- Provide assistive ICT technologies to support employment opportunities for persons with disabilities.

3.1.3 Economic Empowerment and Development

The Municipality of Nyeri will:

- Ensure development plans address the needs and contributions of women and men equally.
- Promote equal access to financial services, resources, and markets.
- Integrate gender considerations into budgeting and financial planning.
- Recognize and address women's unpaid care work in policy planning.
- Strengthen partnerships with private and financial sectors to support entrepreneurs.
- Expand funding opportunities for women, youth, and PWD-owned enterprises.
- Promote value addition and market access for local products.
- Encourage formation of gender-inclusive cooperatives for economic growth.

3.1.4 Trade, Industry, and Cooperatives

Municipality of Nyeri will:

- Develop policies that support informal sector traders, especially women.
- Promote fair trade opportunities for both women and men.
- Support networking opportunities for traders and producers.
- Provide training programs for entrepreneurs and start-ups.
- Support business incubation centers for mentorship and enterprise development.
- Encourage women's representation in cooperative management.

3.1.5 Agriculture, Food Security, and Productive Resources

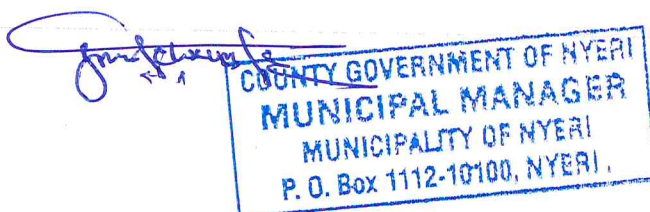
The Municipality of Nyeri will:

- Promote climate-smart agriculture involving women, men, and community groups.
- Address marketing challenges affecting farmers.
- Improve infrastructure such as roads, storage, and processing facilities to reduce losses.
- Ensure markets are safe and accessible for all traders.

3.1.6 Health and Nutrition

Municipality of Nyeri will:

- Improve access to reproductive health information and services for women and men.
- Ensure health services are gender-sensitive and accessible.
- Implement programs to reduce maternal mortality and HIV/AIDS infections.
- Improve water, sanitation, and hygiene services, especially for women and girls.



3.1.7 Protecting the Dignity and Safety of All People

a) Prevention and Response to Gender-Based Violence (GBV)

Municipality of Nyeri will:

- Increase awareness of laws and policies addressing GBV.
- Strengthen prevention and response mechanisms for GBV cases.
- Establish a coordinated GBV response system involving key stakeholders.
- Provide budget support for social protection programs.
- Address issues affecting both boys and girls equally.
- Strengthen local gender committees and reporting systems.
- Integrate mental health support in youth programs.

b) Mental Health, Wellness, and Substance Abuse Prevention

Municipality of Nyeri will:

- Integrate gender considerations in drug prevention and rehabilitation programs.
- Address vulnerabilities that expose women and girls to exploitation and drug abuse.
- Promote sports and talent development for youth engagement.
- Strengthen community awareness on mental health and substance abuse.
- Support rehabilitation services and economic reintegration for recovering addicts.

3.1.8 Gender Roles and Social Relations

Municipality of Nyeri will:

- Collect gender-disaggregated data to better understand gender roles and inequalities.
- Conduct regular gender awareness programs in communities and workplaces.
- Promote reforms that address harmful gender stereotypes and unequal power relations.
- Encourage shared responsibilities between women and men in households and workplaces.
- Provide child-friendly facilities in workplaces and public spaces.
- Improve maternity support policies and workplace facilities for parents.

CHAPTER FOUR

4.1 INSTITUTIONAL ARRANGEMENT

The implementation of the framework guidelines will be guided by the provisions of the Constitution of Kenya 2010, the County Government Act, 2012, the Urban Areas and Cities Act, 2011 and the Public Finance Management Act, 2012. Accordingly, public participation and civic education shall be undertaken in a consultative, cooperative and coordinated manner whilst appreciating the role of the county and national governments as stipulated in law. The guidelines and action plans will be reviewed regularly to address any emerging issues.

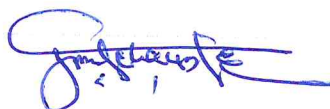
4.2 IMPLEMENTATION FRAMEWORK

The effective operationalization of the Gender Mainstreaming, Inclusion and Participation Framework within Municipality of Nyeri requires a clear and structured implementation mechanism. This implementation framework provides guidance on how the principles and commitments outlined in the framework will be translated into practical actions, programs, and institutional practices that promote gender equality and social inclusion across all sectors of municipal development.

A well-coordinated implementation framework will ensure that gender considerations are systematically integrated into municipal planning, budgeting, service delivery, monitoring, and evaluation processes. It will also support the Municipality in making progressive and measurable steps toward achieving gender parity and equitable participation of women, men, youth, and persons with disabilities in municipal governance and development initiatives.

The successful implementation of this framework will depend on strong institutional leadership, effective coordination mechanisms, adequate allocation of resources, and active participation of stakeholders at all levels. It will also require continuous capacity building for municipal staff and stakeholders to enhance their understanding and application of gender-responsive planning, budgeting, and service delivery.

To ensure efficiency, accountability, and sustainability, the implementation framework will outline specific roles and responsibilities for key institutions, offices, and stakeholders



involved in advancing gender mainstreaming within Nyeri Municipality.

The implementation framework will focus on the following key areas:

- Institutional leadership and coordination to guide and oversee gender mainstreaming initiatives within the Municipality.
- Integration of gender considerations in municipal planning and budgeting processes, including the adoption of gender-responsive budgeting practices.
- Capacity building and awareness creation for municipal staff, community leaders, and stakeholders on gender equality, inclusion, and participation.
- Strengthening partnerships and collaboration with county government departments, civil society organizations, the private sector, and development partners.
- Collection and use of gender-disaggregated data to support evidence-based planning, policy formulation, and decision-making.
- Monitoring, evaluation, and reporting mechanisms to assess progress, identify challenges, and ensure accountability in the implementation of gender mainstreaming initiatives.

The implementation of this framework will rely on active participation and collaboration among all stakeholders, including the Nyeri Municipal Board, municipal administration, relevant county departments, community members, civil society organizations, the private sector, and development partners. Their collective efforts will contribute to ensuring that gender equality and social inclusion are effectively promoted across all municipal programs and initiatives.

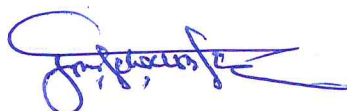
To operationalize this framework effectively, specific offices and institutions within the municipal and county governance structures will be assigned clear roles and responsibilities. These roles will support coordination, implementation, resource mobilization, and monitoring of gender mainstreaming activities within Nyeri Municipality.

The implementation framework will therefore adopt the following key offices and assigned roles to guide the execution and successful realization of the Gender Mainstreaming, Inclusion and Participation Framework.

4.3ROLE OF STAKEHOLDERS

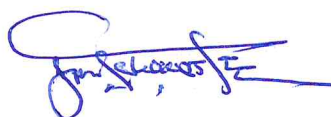
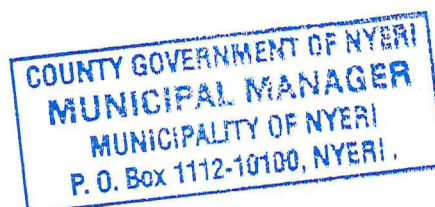
The implementation framework will adopt the following offices and assigned roles:

Stakeholder	Role
Municipal Board	• Provide direction, guidance and leadership to ensure incorporation of gender perspectives in all Municipality policies and programmes; • Overall coordination, driving strategic planning and partnerships and linking stakeholders; • Secure resources to support gender mainstreaming activities • Maintaining long term relationships with civil society to ensure sustained engagement and delivery on gender mainstreaming strategies and priorities; • Support to stakeholders, capacity and skill development and ensuring the municipality is able to implement the gender mainstreaming guidelines; • Ensuring transparency and accountability; • Enabling the building of technical capacities of CSOs to undertake awareness campaigns and advocacy on gender mainstreaming
Board Committee on Gender Mainstreaming and Inclusion	• It is the entity that shall be in charge of all matters pertaining to gender mainstreaming in the municipality. • The Committee shall inter alia, prepare guidelines on gender mainstreaming indicating how engagements with other stakeholders and the public is to be undertaken. • Establish framework for facilitating dialogue among stakeholders to report on gender issues and address concerns raised
Municipality Staff	• Ensure that gender considerations are integrated into the departmental plans and projects • Organize/undergo training sessions on gender sensitivity and mainstreaming
County Assembly	• Oversight and holding the municipality to account for policy implementation; • Conveying citizen needs, aspirations and concerns with respect to gender mainstreaming.



Municipal Residents	• Municipal residents are the main pillars of the framework and have to be actively involved in the implementation of this framework including being actively engaged in monitoring, evaluation and learning. • They have a duty to attend public participation meetings and to contribute effectively. Being the overall consumers of public participation, citizens are expected to exercise their sovereignty by holding duty bearers and all other agencies to account. • Proactively engage with county institutions and also convey their critical needs, concerns and opinions; Actively contribute to program design for civic education and its implementation;
Civil Society	• Based on consultation with residents and CBOs, cooperate on campaigns, awareness, and advocacy regarding gender mainstreaming; • Contribute to set the policy discourse, and ensure a response to priority issues emerging from citizen consultation; • Provide specific sectoral expertise; • Enable/empower, support, train and partner with resident associations, CBOs, grass roots organizations and other groups to actively engage in gender issues that affect them; • Gender mainstreaming of the policy and its implementation and evaluation, including structures for women's grass roots participation • Assist in the monitoring and evaluation of gender initiatives, providing insights and recommendations for improvement
Sectoral Experts	• Conduct monitoring and evaluation, validation of civic education methods and their results and provide relevant M&E expertise to the municipality; • Design planning and support of gender mainstreaming exercises.
Media	• Support the cultural and attitudinal shift required for constructive engagement and participatory processes around civic education; • Convey citizen views and concerns to decision makers and convey positions and responses to public;

	• Cover relevant deliberative processes appropriately;
Development Partners	• Technical support and advice; • Identify, collate and facilitate inculcation of national and international best practices; • Linking to key stakeholders with relevant expertise nationally and internationally; • Support the building of the technical and financial capacities • Assist in the monitoring and evaluation of gender initiatives, providing insights and recommendations for improvement
Business and private sector	• Support initiatives that promote women's economic empowerment; • Fund civil society led initiatives. • Support the building of the financial capacities for the municipality to under gender initiatives

CHAPTER FIVE

MONITORING AND EVALUATION

5.1 OVERVIEW

The key to success of any plan is timely feedback and institution of requisite changes as proposed. Further, the ownership of the process and the results enhance people interest and enthusiasm in continued participation. In implementing the plan, the institutional arrangement will factor in a number of issues: the integration of 'demand' for information with 'supply'; strong commitment from the Board with a strong sense of 'inclusiveness' at the level of different divisions and sections of the municipality.

5.2 MONITORING AND EVALUATION

The realization of the objectives of this framework will require consistent monitoring, evaluation and learning that will help the Board to;

- Quantify achievements gained in advocacy and citizen awareness leading to a more informed citizenry during civic education and development process;
- Identify critical success factors and both international and national best practices for civic education; and public participation
- Enhance and support access to information of the citizenry to government procedures and operations;

Therefore, there is need to entrench the application of this framework through engagement and collaboration with stakeholders in implementation strategies as well as creating awareness around the document. Some of the critical activities that shall define the implementation phase include;

- Development of specific measurable indicators to assess the effectiveness of gender mainstreaming efforts
- Periodic reporting on the progress of gender initiatives
- Develop educational materials for both public officials and the general public;
- Develop a broad training strategy for gender mainstreaming.
- Develop a communication strategy to sensitize stakeholders on the value of gender mainstreaming

Finally, for effective implementation, the municipality will strengthen the Monitoring and Evaluation Framework and include sufficient measurement indicators. The M&E planning

accountability will entail an effort to meet the diverse information interests and expectations of all stakeholders. The evaluation will be a human centered assessment of the extent of campaigns and awareness advocacy and the effect of the programme on inculcation of gender mainstreaming efforts.

5.3 REVIEW OF THE FRAMEWORK

The Framework shall be reviewed periodically to ensure its relevance, effectiveness, and responsiveness to emerging gender and inclusion issues within the Municipality.

The review process will help assess the progress made in integrating gender equality and social inclusion in municipal governance, planning, budgeting, service delivery, and development programs. It will also provide an opportunity to identify gaps, challenges, and new priorities that may arise during implementation.

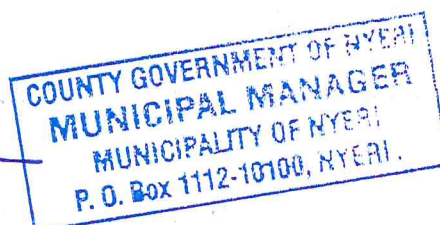
The framework may be reviewed under the following circumstances:

- **Periodic Reviews:** A comprehensive review may be conducted every three to five years in line with municipal strategic planning cycles and county development plans.
- **Mid-term Assessments:** Periodic assessments may be undertaken to evaluate progress and recommend adjustments where necessary.
- **Emerging Issues:** Reviews may also be conducted on a need basis to address emerging social, economic, legal, or policy issues affecting gender equality, youth inclusion, and the participation of persons with disabilities.
- **Policy Alignment:** Reviews will ensure the framework remains aligned with national legislation, county policies, and international commitments on gender equality and human rights.

The review process will focus on:

- Evaluating the effectiveness of gender mainstreaming strategies and interventions
- Assessing the level of participation and inclusion of women, men, youth, and persons with disabilities in municipal programs
- Reviewing the availability and use of gender-disaggregated data in planning and decision-making
- Identifying lessons learned, best practices, and areas for improvement

Findings from the review will inform policy updates, improved planning processes, and stronger institutional mechanisms for promoting gender equality and inclusive development within Nyeri Municipality.



5.4 STAKEHOLDER INVOLVEMENT

The review process shall involve the community members and to ensure that there is successful implementation and review of this framework will require active participation and collaboration among various stakeholders within Municipality of Nyeri and beyond.

The review process will therefore adopt a participatory and inclusive approach that ensures the voices, experiences, and perspectives of different groups are considered.

Key stakeholders involved in the review process will include:

- Community members, including women, men, youth, and persons with disabilities
- Nyeri Municipal Board and Municipal administration
- Relevant County Government departments, particularly those responsible for gender, social services, planning, finance, health, education, and economic development
- Civil Society Organizations (CSOs) working in gender equality, human rights, youth development, and disability inclusion
- Private sector representatives and business associations
- Faith-based and cultural institutions
- Development partners and relevant national government agencies

Stakeholder engagement may take place through:

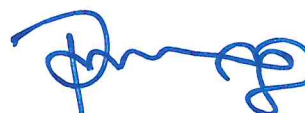
- Public participation forums and community consultations
- Stakeholder workshops and policy dialogue sessions
- Surveys and data collection exercises
- Feedback mechanisms through community structures and local organizations

This participatory approach will help ensure that the framework remains relevant, responsive, and reflective of the needs and priorities of the people of Nyeri Municipality, while also strengthening accountability and transparency in municipal governance.

This Framework was adopted by Nyeri Municipal Board with the approval of:



Mr. Jeremiah Ichaura
Chairman - Nyeri Municipal Board



CS Perister Kigwa
Municipal Manager – Nyeri

