REPUBLIC OF KENYA

GOVERNMENT OF MAKUENI COUNTY

WOTE MUNICIPALITY
OFFICE OF THE MUNICIPAL MANAGER
P.O. BOX 78-90300
MAKUENI

Web: www.makueni.go.ke

Email: wote.municipality@makueni.go.ke

WOTE MUNICIPALITY GENDER ENGAGEMENT FRAMEWORK

Table of Contents

1.0 Background and Gender Context in Kenya 1
1.1 Gender Engagement Framework in the Context of Kenya Urban Support Program (KUSP2) 1
2.0 Gender Analysis and Context in Municipality 2
2.1. Gender Analysis 2
2.2. Gender Context 3
3.0 Gender Objectives and Strategies 4
3.1. Objectives 4
3.2 Sector-Specific Gender Strategies. 5
4.0 GENDER MAINSTREAMING INITIATIVES 6
4.1 GENDER EQUITY 6
4.2 GENDER EQUALITY 8
4.3 GENDER INCLUSIVITY 9
4.4 GENDER PUBLIC PARTICIPATION 11
5.0 Implementation Plan 12
5.1. Integration into Program Activities 12
5.2. Stakeholder Engagement 12
5.3. Monitoring and Evaluation 13
6.0 Budget and Resources 15
7.0 Risks and Mitigation 15
7.1 Gender-Related Risks 15
7.2 Mitigation Strategies for Gender-Related Risks 16
8.0 Conclusion 17

1.0 Background and Gender Context in Kenya

In Kenya, gender laws and policies have been evolving to promote gender equality and address issues related to gender-based discrimination. The 2010 constitution was a significant milestone in Kenya's legal framework to promote inclusivity. Article 27: Guarantees equality and freedom from discrimination, stating that every person is equal before the law and has the right to equal protection and benefit of the law. Further, article 81: mandates that not more than two-thirds of the members of elective public bodies should be of the same gender, aiming to promote gender parity in political representation.

Besides what the constitution provides on gender, other acts of parliament have also been consistent on gender issues. For example, and as far as Gender-Based Violence is concerned, the Sexual Offenses Act, 2006, addresses various forms of sexual violence, including rape, sexual assault, and harassment. It sets out specific penalties for perpetrators and aims to protect victims' rights. The Protection Against Domestic Violence Act, 2015, provides measures to protect individuals from domestic violence, including legal recourse for victims and support for those affected. Equally, the Health Act, 2017, addresses reproductive health services, including family planning and maternal health, ensuring access to these services as part of fundamental rights (reproductive rights). Further, Employment Act, 2007, includes provisions for non-discrimination in the workplace, fair treatment, and equal pay for equal work. It also mandates the creation of a safe working environment free from harassment.

1.1 Gender Engagement Framework in the Context of Kenya Urban Support Program (KUSP2)

The Kenya Urban Support Program (KUSP2) is designed to build upon the successes of its predecessor, KUSP, with a focus on strengthening urban institutions, improving infrastructure resilience, fostering private sector engagement, and integrating refugee settlements into host communities. Recognizing the importance of addressing gender disparities within these objectives, a Gender Engagement Framework has been developed to ensure that gender considerations are embedded throughout the program.

Incorporating gender considerations into KUSP2 is essential for achieving equitable and sustainable urban development. Gender dynamics significantly impact access to and control over urban services and infrastructure. Women, men, and marginalized groups often face different barriers and have varied needs.

Municipality recognizes that achieving gender equality and inclusivity is fundamental to the municipality's sustainable development. Gender inclusivity is about ensuring that both women and men can equally contribute to, and benefit from, social, economic, and political development. The municipality, been an entity of the county government of Makueni is committed to help in implementing the Makueni Gender Policy. This framework therefore seeks to provide strategies that the municipality shall use to achieve gender inclusion across its programs and projects.

The Gender Inclusivity Framework will provide a roadmap for integrating gender into the municipality's planning, budgeting, implementation, monitoring, and evaluation processes. This framework will address current inequalities and ensure that future development is gender-sensitive, equitable, and responsive to the needs of all citizens.

The gender Engagement framework is designed to promote gender equality by addressing specific needs and challenges of women, men and marginalised groups. By integrating gender considerations into the county's planning and budgeting processes, the framework aims to create a more inclusive, equitable, and sustainable development path for the Municipality. The municipality shall make use of continuous monitoring, stakeholder engagement and gender responsive budget to ensure that this framework remains effective and impact in closing gender gaps.

Based on the **Makueni Gender Policy**, the following framework has been developed for genderinclusivity, focusing on key issues, measurable indicators, strategies, and ways to address challenges:

2.0 Gender Analysis and Context in Municipality

2.1. Gender Analysis

Current Situation:

- Women and gender minorities in Municipality face limited access to gender-responsive infrastructure such as public sanitation facilities designed for safety and privacy. This includes a shortage of safe public toilets, especially in busy town centers and markets, affecting women disproportionately.
- Poor street lighting and limited safe public transport routes increase vulnerability to gender-based violence (GBV) and constrain women's mobility after dark, reducing participation in economic and social activities.
- Urban planning and service delivery processes are not yet fully gender-inclusive, with limited mechanisms to incorporate women's needs in infrastructure planning.
- Underrepresentation of women in local decision-making and planning forums means service delivery often fails to address barriers that affect women uniquely (e.g., menstrual hygiene management services, safe transport routes).

- Municipality population shows a near gender balance (about 51% women), but women are overrepresented in informal employment and underrepresented in formal sector roles and leadership positions that influence infrastructure development.
- Women's economic participation remains constrained by unequal access to formal employment, limited business financing, and a high prevalence of informal, low-security jobs.
- Women entrepreneurs and small business owners often lack access to markets, finance, and support services comparable to male counterparts — an issue highlighted in broader agribusiness studies in Makueni County.
- Customary land rights and social norms have historically limited women's ownership and control over land — a key productive asset — affecting their economic agency. Although some progress has occurred many women still lack secure land title deeds and full economic control over land resources.
- Women face barriers in accessing credit and financial services, often relying on informal savings groups or limited government funds — whereas men dominate more secure financial channels and formal employment sectors.
- There are ongoing initiatives to boost women's cooperatives and enterprise support (e.g., beadwork cooperatives), but these are often not yet matched with robust structural support like market linkages, formal value chains, or training tailored to local economic contexts

- **Needs Assessment:**

Moderate prevalence of gender-based violence and harmful practices such as early marriages remain significant obstacles to women's education, health, and economic engagement.

Social norms persist where many community members believe women should tolerate abuse to maintain family unity, reinforcing exclusion from decision-making and economic empowerment.

Efforts like gender justice committees and safe house initiatives are emerging to support survivors of GBV, but gaps remain in effective service coverage and cultural transformation.

2.2. Gender Context

Urban Areas:

Women and girls are primary users of water and sanitation services due to domestic roles. Inadequate public toilets, and limited lighting increase safety risks. Women in informal settlements face longer distances to water points compared to men. Infrastructure planning decisions are largely made by male-dominated technical departments. Women have limited influence over where water points, markets, and lighting are installed. Budget allocations for gender-responsive infrastructure remain insufficient. Women depend more on public transport for accessing markets, health facilities, and schools. Safety concerns (harassment, poorly lit roads) restrict evening

mobility. Informal transport systems are male-dominated (boda boda, matatus), limiting women's participation in transport service provision.

Customary practices historically limit women's ownership and control of land. Even where women access land, decision-making authority often remains with male relatives. Lack of land title deeds restricts women's access to credit and formal investment. Women remain underrepresented in senior leadership and technical planning committees. Participation in public participation forums is often low due to cultural norms and time burdens (care work). Representation is sometimes numerical rather than influential — women may be present but not shaping final decisions.

Active in community-based organizations (CBOs), self-help groups, and savings groups. Involved in market associations and small-scale trade. Increasing participation in gender mainstreaming committees.

3.0 Gender Objectives and Strategies

3.1. Objectives

- **Equitable Access to Urban Services:**

To promote gender inclusivity across all sectors of Emali-Sultan Hamud municipality, ensuring gender equity in planning, policy formulation, resource allocation, and service delivery.

Promote gender-balanced participation in urban planning, governance, private sector engagement and provision of infrastructure and services.

Specific Objectives:

- To integrate gender considerations in the county's development and strategic plans, ensuring all policies are gender-responsive.
- To increase the participation of women and marginalized groups in decision-making processes.
- To ensure equal access to municipal resources, services, and opportunities for both genders.
- To eliminate gender-based violence and discrimination in all forms across sectors.
- To create a monitoring and evaluation system that tracks gender inclusivity progress in municipal projects and programs.

3.2 Sector-Specific Gender Strategies.

3.2.1 Economic Empowerment and Poverty Reduction (Gender, Poverty, Labor, and Economy)

- **Key Issues:**
  - Gender disparity in formal employment; most women across the municipality work in the informal sector.
  - Limited access to land and finance for women.
- **Indicators:**
  - Percentage of women in formal employment.
  - Number of women accessing land and credit facilities.
  - Percentage of municipal procurement opportunities awarded to women, youth, and PWDs.

Strategies to Achieve the Objectives

- Increase women's access to microloans and credit by offering targeted financial programs.
- Civic education on gender-responsive budgeting and procurement opportunities.
- Collaborate with National Government to ensure women's access to resources like land ownership and financing.
- Enforce equal pay for equal work policies and ensure women have equal opportunities for promotion.
- Provide entrepreneurship training and financial support targeted at women-led enterprises.
- Encourage private sector collaboration to create job opportunities for women in non-traditional sectors.
- Enforce equal pay for equal work policies and ensure women have equal opportunities for promotion.
- Provide entrepreneurship training and financial support targeted at women-led enterprises.
- Encourage private sector initiatives that promote gender equality and women’s economic empowerment

4.0 GENDER MAINSTREAMING INITIATIVES

4.1 GENDER EQUITY

Gender equity is the process of being fair to women, men, gender diverse people by recognizing their different needs, challenges, and histories. It involves applying tailored often differential treatment to compensate for systemic, social, and historical disadvantages and ensuring everyone has an equal opportunity to reach the same fair outcomes.

i. **Capacity Building:** the process of developing and strengthening the skills, instincts, abilities, processes and resources that organization, communities and individual need to survive, adapt and thrive. It focuses on training county official and stakeholders to integrate gender-responsive policies, focuses on eliminating FGM, reducing GBV and promoting economic empowerment. First, **awareness creation and sensitization**. This involves educating leaders, staff, and community members about gender concepts, gender roles, power relations, discrimination, and the difference between gender equality and gender equity. Workshops, seminars, and community forums are used to help participants understand how social norms and institutional practices create unequal outcomes. This foundational step is critical because without understanding the problem, meaningful change cannot occur.

ii. **Technical training and skills development:** are provided to strengthen practical competencies. Public officials, planners, project managers, teachers, health workers, and community leaders are trained on how to integrate gender equity into their daily work. This may include training on gender analysis, gender-responsive planning and budgeting, inclusive service delivery, equitable recruitment practices, and monitoring and evaluation tools. For example, officers may be trained to analyze how infrastructure projects affect women and men differently, or how procurement processes can include women-owned enterprises.

iii. **institutional strengthening**. This includes reviewing and reforming policies, procedures, and organizational structures to ensure they promote gender equity. Institutions may establish gender mainstreaming committees, develop gender policies, create clear reporting mechanisms for discrimination or harassment, and integrate gender indicators into performance appraisal systems. Budget allocations must also reflect gender priorities through gender-responsive budgeting. Institutional strengthening ensures that gender equity is not dependent on individuals but embedded in systems.

iv. **Leadership development and accountability mechanisms** are strengthened. Senior management and political leaders are oriented on their responsibility to champion gender equity. Clear accountability frameworks are developed, including reporting requirements, gender audits, and performance indicators. Without leadership commitment and accountability, capacity building efforts often remain symbolic.

v. **Community empowerment and participation** form a critical component. Capacity building is not limited to institutions; it also empowers women, youth, persons with disabilities, and marginalized groups to understand their rights and actively participate in decision-making processes. This may involve supporting women's groups, conducting civic education,

providing mentorship programs, and enhancing access to economic opportunities. Empowered communities are better positioned to demand equitable services and representation.

vi. **Data and evidence systems are strengthened** to support gender equity initiatives. Institutions are trained to collect and analyze sex-disaggregated data and to use this information in planning and policy decisions. Data-driven decision-making ensures that interventions address actual disparities rather than assumptions.

vii. **Continuous monitoring, learning, and adaptation**. Regular evaluations, gender audits, stakeholder feedback, and policy reviews help institutions measure progress and adjust strategies where necessary. Capacity building is therefore not a one-time training event but an ongoing transformational process.

Capacity building on gender equity is carried out through awareness creation, technical training, institutional reform, leadership accountability, community empowerment, data strengthening, and continuous monitoring. When effectively implemented, it results in inclusive governance, equitable service delivery, improved participation of marginalized groups, and sustainable social transformation.

4.1.2 Data Collection

This is a key strategy because it helps the Municipality understand gender disparities, measure progress, and design interventions that are responsive to Gender need.

Reasons for data collection within the Municipality:

i. **Tracking gender gaps:** collecting gender disaggregating data to reveal how men and women experience development differently from access to education and health care to participation in leadership

ii. **Informing policy and planning:** Gender data feeds into County Integrated Development Plan (CIDP) and local gender policies so that gender concerns are not just recognized but addressed with evidence-based actions.

iii. **Monitoring and Evaluation (M&E)**: A Monitoring framework with indicators (percentage of women In leadership, number of GBV cases, access to services) helps the Municipality to assess whether they are making progress on gender equality goals.

iv. **Community -driven and participatory research:** Data collection is not just statistical it also involves participatory engagement, where communities help identify gender issues through focused groups, interviews and local consultations and sharing voices of women, youth and marginalized groups are heard.

v. **Baselines surveys and reports:** Municipality of Framework emphasizes baseline surveys and annual gender reports to monitor issues such as GBV, FGM, Economic participation and access to services. These surveys help pinpoint areas for intervention and help stakeholders plan appropriately.

4.1.3 Engagement Platforms

Create platforms for women and marginalized groups to participate in urban planning, service delivery and decision-making

- **Community Meetings and Workshops**: These are gatherings where people from the community, including women, men, and youth, can talk about gender issues. They allow community members to share their experiences and suggest solutions.
- **Digital Platforms**: Using technology like social media, websites, or apps can help spread information about gender rights and community resources. These online tools can also help people discuss gender issues from anywhere.
- **Partnerships with Local Organizations:** Collaborating with local NGOs, women's groups, and community-based organizations that have a deep understanding of the gender landscape in can enhance the effectiveness of engagement platforms. These partnerships can help leverage resources, expertise, and networks for more substantial impact.
- **Training and Capacity Building Programs**: Engagement platforms can incorporate training sessions focused on leadership, advocacy, conflict resolution, and entrepreneurship to empower women and marginalized groups in . Such capacity-building initiatives are critical for fostering leadership skills and encouraging active participation in community decision-making processes.
- **Inclusive Decision-Making:** Ensuring that engagement platforms actively promote the involvement of women in leadership roles and decision-making processes is vital. This includes creating mechanisms for women to influence policies that affect their lives, such as land rights, education, healthcare, and economic opportunities.
- **Cultural Sensitivity**: Given the cultural context of , engagement strategies should be sensitive to local customs and traditions. Incorporating traditional leaders and elders in discussions about gender equality can help create a more accepting environment for change.

4.2 GENDER EQUALITY

Gender equality is the state in which all individuals, regardless of gender, have equal access to rights, opportunities, and resources, and are valued equally in society. This approach equips stakeholders with the tools and resources necessary to identify gender disparities, implement inclusive practices, and advocate for policies that promote gender equity.

4.2.1 Key components of capacity building:

Training programs

- **Workshops and Seminars**: Conduct targeted training sessions that focus on the importance of gender-responsive planning, including how to assess the gendered impacts of policies and programs. These workshops should include practical exercises that encourage participants to identify gender-specific issues in their local contexts.

- **Online Courses**: Develop accessible online learning modules that cover key concepts such as gender analysis, gender budgeting, and the role of gender in urban development.

Developing gender-response planning skills

Integrating Gender Analysis: Train participants on how to incorporate gender analysis into their planning processes, ensuring that data collection and analysis systems are disaggregated by gender. This enables more informed decision-making.

Creating Gender-Responsive Policies: Guide urban institutions and county governments in formulating policies that explicitly address gender disparities and promote women's empowerment across various sectors, such as health, education, housing, and employment.

Gender responsive-contracting

Inclusive Procurement Practices: Equip institutions with knowledge on how to design and implement procurement policies that promote gender equity, such as targeting women-owned businesses and ensuring equitable access to contracts.

4.3 GENDER INCLUSIVITY

It refers to the active and intentional effort to ensure that individuals of all genders have equal opportunities, rights, and access to resources, services, and decision-making processes. It goes beyond simply recognizing the existence of different genders; it seeks to create environments where people of all gender identities—whether male, female, non-binary, genderqueer, or otherwise—are valued, respected, and empowered to participate fully in society.

4.3.1 Capacity building

Objective: To equip community members, local leaders, and organizational stakeholders with the knowledge and skills necessary to foster an inclusive environment.

Implementation Steps: - Needs Assessment: Conduct assessments to identify the specific barriers faced by different groups in, such as women, youth, people with disabilities, and ethnic minorities. This can involve surveys, focus groups, and interviews.

Tailored Training Programs: Develop training sessions aimed at:

Understanding concepts of inclusivity and diversity.

Recognizing biases and stereotypes that affect marginalized groups.

Learning about legal frameworks and policies that promote inclusivity (e.g., anti-discrimination laws).

Skills development in areas like leadership, advocacy, and community organizing.

Workshops and Seminars: Facilitate participatory workshops where participants can explore strategies to enhance inclusion in various sectors, including education, health, and economic development.

Local Empowerment: Involve local community leaders, especially those from marginalized groups, in training programs to amplify their voices and promote peer learning.

Mentorship Programs: Establish mentorship initiatives pairing experienced leaders with emerging leaders from underrepresented groups to encourage capacity development and networking.

4.3.2 Data Collection

Objective: To gather accurate, disaggregated data that provides insights into the demographics, needs, and challenges of diverse groups in.

Implementation Steps: - Develop a Data Collection Framework: Create a comprehensive plan that outlines what data needs to be collected, emphasizing inclusivity. This includes demographic data on gender, age, disability status, ethnicity, and socio-economic factors.

Engaging Local Communities in Data Collection:

Train local enumerators who understand the cultural context and speak local languages to facilitate trust and better communication during data collection.

Use participatory methods, engaging community members in the data gathering process to encourage ownership and ensure all voices are represented.

Disaggregation of Data: Ensure that collected data is disaggregated by key demographic factors. This allows for a clearer understanding of the specific needs and challenges faced by different groups.

Reporting and Sharing Findings: Analyze the data and create accessible reports that highlight the status of inclusivity in . Share these findings with stakeholders and the community to inform policies and programs.

Regular Updates: Establish a system for regular data collection and monitoring to track progress and changes over time concerning inclusivity.

4.3.3 Engagement platform

To create inclusive spaces for dialogue, collaboration, and community participation.

Implementation Steps: - Community Forums: Organize regular forums and town hall meetings where community members from all backgrounds can gather to discuss local issues, share experiences, and voice concerns. Ensure that sessions are open and accessible to all demographics, especially marginalized groups.

Digital Engagement Platforms: Develop online platforms (e.g., websites, social media groups, mobile apps) where community members can connect, share information, and express their views on inclusivity. These platforms can also serve as channels for sharing data findings and promoting inclusive initiatives.

Inclusive Policy Advocacy: Use engagement platforms to facilitate discussions on the formulation and implementation of policies that promote inclusivity. Encourage community members to participate in advocacy efforts to ensure their voices are heard in decision-making processes.

Partnerships with Local Organizations: Collaborate with local NGOs, community organizations, and faith-based groups to amplify efforts toward inclusivity. These partnerships can enhance resource sharing, outreach, and capacity building.

Feedback Mechanisms: Establish channels through which community members can provide feedback on local policies and programs. This includes suggestion boxes, surveys, and online polls to ensure diverse voices are considered.

4.4 GENDER PUBLIC PARTICIPATION

Refers to the equal and meaningful involvement of people of all genders (women, men and gender diverse identities) in public life and decision-making processes.

4.4.1 Capacity Building in Gender Public Participation

Capacity building in gender public participation refers to strengthening the knowledge, skills, institutional systems, and attitudes of stakeholders so they can effectively integrate gender considerations into planning, budgeting, implementation, and monitoring processes. It involves equipping county officials, municipal staff, community leaders, civil society organizations, and community members — especially women, youth, and marginalized groups — with the competence to understand gender inequalities and respond to them appropriately.

In practice, capacity building includes training urban planners and technical officers on gender-responsive planning, training procurement officers on gender-sensitive contracting, and sensitizing community members on their rights to participate in decision-making. It also involves strengthening institutional frameworks such as gender mainstreaming committees, developing gender-responsive budgeting tools, and creating clear reporting systems for gender-related concerns.

In Wote Municipality, for example, capacity building would ensure that officers understand how infrastructure projects affect women differently from men, how to conduct gender analysis, and how to design services that are inclusive. Without adequate capacity, gender policies may exist on paper but fail during implementation. Therefore, capacity building ensures sustainability, accountability, and meaningful participation

5.0 Implementation Plan

5.1. Integration into Program Activities

Urban Infrastructure

Incorporate gender considerations into the planning, design, and implementation of urban infrastructure projects. This includes promoting safe public transport systems, well-lit public spaces, and accessible facilities that respond to the needs of women, men, youth, persons with disabilities, and other vulnerable groups.

Service Delivery

Ensure that urban services are designed and delivered in a gender-responsive manner that addresses the needs of all genders and promotes inclusive participation. This includes providing gender-sensitive sanitation facilities and actively encouraging women to apply for sub-project contracts through targeted outreach and public advertisements.

Private Sector Engagement

Strengthen collaboration with private sector partners that promote gender equality by supporting women-owned and women-led businesses. Encourage procurement opportunities, capacity-building initiatives, and partnerships that enhance women's participation in local economic development. Ensure the Private-Public Dialogues (PPDs) are gender sensitive.

5.2. Stakeholder Engagement

To achieve gender inclusivity all key stakeholders, need to be engaged since they play various key roles. The table below highlights all key stakeholders, their roles and responsibilities.

Actor	Role and Responsibilities
Emali Sultan Hamud municipality management	- Coordinate the implementation of the gender inclusivity framework. - Coordinate and monitor progress on gender mainstreaming in all sectors.
Municipal Board	- Allocate financial resources for gender-related initiatives. - Ensure gender-responsive budgeting for gender reforms.
Municipal Gender Mainstreaming Committee	- Coordinate the implementation of the gender inclusivity framework. - Monitor progress on gender mainstreaming in all sectors. - Receive quarterly reports from Municipal Focal Person
County Health Department	- Implement free maternity services and reproductive health programs. - Oversee gender-sensitive healthcare provisions.
Administrators	- Mobilize local communities to participate in gender programs. - Ensure community-level execution of gender initiatives.
Non-Governmental Organizations (NGOs)	- Provide technical and financial support for gender empowerment programs. - Lead training in areas such as economic empowerment and SGBV prevention.

Civil Society Organizations (CSOs)	- Advocate for gender reforms at the grassroots level. - Support capacity building and awareness on gender-related issues.
Private Sector	- Implement gender-responsive policies in recruitment and workplace environments. - Support corporate social responsibility programs for gender equality.
Faith-Based Organizations (FBOs)	- Promote gender equality and awareness on harmful cultural practices. - Assist in community education and advocacy on gender issues.
Media Organizations	- Raise awareness on gender equality and SGBV through media campaigns. - Promote gender-inclusive messaging in media platforms.
Development Partners (Donors)	- Provide funding and technical assistance for gender initiatives. - Support research and capacity building on gender mainstreaming
County Assembly and Public Service Boards	- Ensure compliance with the two-thirds gender rule in public appointments. - Legislate gender-responsive laws and policies.
ICT Department	- Develop ICT platforms for SGBV reporting and case management. - Manage gender-related data systems for decision-making.
SGBV Response Teams	- Provide services and safe spaces for SGBV survivors. - Ensure timely referral and reporting of SGBV cases.
Community-Based Organizations (CBOs)	- Facilitate public participation in gender equality programs. - Mobilize local communities to support gender reforms and initiatives.
Women's Groups and Persons with Disabilities (PWD) Forums	- Advocate for economic empowerment programs targeting women and PWDs. - Monitor gender-responsive projects at the grassroots level.
Youth and Gender Champions	- Lead initiatives to engage young people in gender equality programs.] - Promote awareness on transforming gender norms and stereotypes.
Research Institutions	- Conduct gender-related research and provide evidence-based recommendations. - Collect and analyze gender-segregated data for policy planning.

5.3. Monitoring and Evaluation

The table below show elaborate monitoring and evaluation Framework

Objective Area	Indicator	Means of Verification	Frequency
	% of women participating in municipal planning meetings	Attendance lists, photos	Quarterly

Participation in Planning	and stakeholder consultations per session.		
	No. of women nominated in Project development committees (PMCs) per project	PMC membership lists	Annually
Urban Infrastructure Access	% of public infrastructure projects that incorporate gender-responsive design features (e.g., lighting, accessibility, safety measures)	Project design reports, supervision reports	Quarterly
Service Delivery	No. of gender-sensitive sanitation facilities constructed or rehabilitated	Project progress reports	Quarterly
Economic Empowerment	Percentage of municipal sub-project contracts awarded to women-owned or women-led businesses.	Procurement records	Quarterly
Capacity Building and Awareness	Number of gender awareness or sensitization sessions conducted for municipal staff and stakeholders	Attendance list, Training reports	Annually
	Percentage of municipal staff trained on gender mainstreaming	Invitation letter, Attendance list & photos and reports	Annually
Feedback and Accountability	Number of gender-related complaints or feedback received and resolved through grievance mechanisms	Grievance redress register, GRM reports	Quarterly

Public Participation (Citizen Fora)	% of women attended in citizen fora meetings	Attendance lists, Photos, M&E reports	Quarterly

6.0 Budget and Resources

- **Allocation:** To ensure effective implementation of this gender engagement framework, the Municipality will allocate enough resources during the budgeting processes to undertake all activities outlined in the framework like; capacity building of staff, sensitization programs, stakeholder engagement and data collection activities. Gender responsive budget will be vital for the framework implementation.

7.0 Risks and Mitigation

7.1 Gender-Related Risks

The implementation of the Gender Engagement Framework in Wote Municipality may face several risks related to existing gender inequalities and institutional challenges. Identifying these risks early will help in developing appropriate mitigation measures.

i. Limited Availability of Gender-Disaggregated Data

The municipality may lack reliable gender-disaggregated data to guide planning and decision-making. For example, the county/municipality may not have adequate information on the number of women involved in sectors such as construction, or records of women's groups engaged in infrastructure-related work. This may limit the ability to design targeted interventions or measure progress in promoting women's participation.

ii. Low Participation of Women in Male-Dominated Sectors

Sectors such as construction and infrastructure development are traditionally male-dominated. As a result, there may be limited numbers of women-owned businesses or women's groups able to participate in municipal contracts or sub-projects.

iii. Cultural and Social Norms

Deep-rooted cultural norms and gender stereotypes may discourage women from participating in leadership roles, public decision-making forums, or technical sectors such as engineering and construction. This may affect the level of engagement and representation of women in municipal programs.

iv. Resistance to Gender Mainstreaming Initiatives

Some stakeholders, including community members, contractors, or institutions, may resist gender reforms due to perceptions that gender equality initiatives favor women over men or disrupt traditional roles. This resistance may slow the implementation of gender-responsive policies and practices.

v. Limited Institutional Capacity

Municipal staff and implementing partners may have limited knowledge or training in gender mainstreaming. Without adequate capacity, it may be difficult to integrate gender considerations effectively into planning, budgeting, procurement, and monitoring processes.

vi. Unequal Access to Economic Opportunities

Women entrepreneurs may face barriers such as limited access to finance, information, networks, or technical skills required to compete for municipal procurement opportunities. This may reduce their participation in sub-project contracts.

vii. Safety and Mobility Constraints

Women and girls may face safety concerns when accessing public spaces, transport systems, or construction sites. These concerns may limit their ability to benefit fully from urban development programs or participate in project activities.

7.2 Mitigation Strategies for Gender-Related Risks

To address potential risks related to gender inequalities and ensure the effective implementation of the Gender Engagement Framework, the municipality will adopt the following mitigation strategies:

i. Targeted Advocacy and Awareness

Conduct targeted advocacy campaigns to promote gender equality and encourage the participation of women and other underrepresented groups in municipal development programs. This will involve engaging community leaders, civil society organizations, and local institutions to promote positive attitudes toward gender inclusion.

ii. Media and Public Advertisements

Use local media platforms, public notices, and community communication channels to advertise opportunities within municipal programs. These advertisements will specifically encourage women, youth, and other marginalized groups to participate in training, employment, and procurement opportunities, including sub-project contracts.

iii. Capacity Building and Training

Provide training and capacity-building programs for women, women's groups, and other underrepresented groups to enhance their technical, entrepreneurial, and leadership skills. This will help increase their participation in sectors such as construction, infrastructure development, and municipal procurement.

iv. Stakeholder Engagement

Maintain continuous engagement with key stakeholders, including community members, women's groups, private sector actors, and development partners. Regular consultations and dialogue will help identify barriers to participation and ensure that gender concerns are addressed throughout program implementation.

v. Improved Data Collection

Strengthen systems for collecting and analyzing gender-disaggregated data to better understand participation levels and identify gaps in inclusion. This will support evidence-based planning and monitoring of gender outcomes.

8.0 Conclusion

The Wote Municipality Gender Engagement Framework ensures that gender considerations are systematically integrated into all aspects of the programs. By addressing gender disparities and promoting equal opportunities, KUSP2 will contribute to more inclusive and resilient urban development in Kenya. To demonstrate outcome of gender integration, it would be important that in KUSP2 reporting, includes elements that speak to gender and especially in contract awards under UDG for sub-projects. Such information will also be required especially as outcomes of stakeholders' engagement.