REPUBLIC OF KENYA

GOVERNMENT OF MAKUENI COUNTY

EMALI-SULTAN HAMUD MUNICIPALITY

GENDER ENGAGEMENT FRAMEWORK

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1. Introduction

Emali Sultan 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 Emali Sultan Hamud gender inclusion 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 Municipality'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 gender inclusivity, focusing on key issues, measurable indicators, strategies, and ways to address challenges:

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2. Objectives of the Gender Inclusivity Framework

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

Specific Objectives:

- To integrate gender considerations in the municipality'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.

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3. Sector-Specific Gender Strategies.

3.1 Economic Empowerment and Poverty Reduction (Gender, Poverty, Labour, 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:**
  - 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.
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  - Indicators:
  - Gender wage gap reduction.
  - % of women in leadership and senior roles across the municipality.
  - Number of women-led businesses supported through municipal initiatives.
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  - Gender wage gap reduction.
  - % of women in leadership and senior roles across the municipality.
  - Number of women-led businesses supported through municipal initiatives.
- **Challenges & Solutions:**
  - **Challenge:** Cultural barriers and unequal access to land.
    - **Solution:** Sensitization and enforcement of legal rights under the Constitution, such as rights to land ownership and inheritance.

3.2 Governance and Decision-Making (Gender in Governance)

- **Key Issues:**
  - Underrepresentation of women in decision-making positions.
  - Lack of gender mainstreaming in municipal leadership, projects and programs.
- **Indicators:**

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- Percentage of women in leadership positions within the municipality.
- Compliance with the two-thirds gender rule in municipal office.
- % of women participating in municipal projects and programs

- **Strategies:**
  - Adherence to the two-thirds gender rule in municipal board and municipal staff.
  - Provide leadership and decision-making capacity building for women and marginalized groups.
  - Increase women's participation in management committees of municipal projects and programs.
- **Challenges & Solutions:**
  - **Challenge:** Patriarchal resistance to women in leadership roles.
    - **Solution:** Promote awareness and enforce constitutional provisions on gender equality in leadership.

3.3 Prevention and Response to Sexual and Gender-Based Violence (SGBV)

- **Key Issues:**
  - High levels of SGBV, including child marriage, FGM, and domestic violence.
- **Indicators:**
  - Number of reported SGBV cases.
  - Number of SGBV survivors accessing services such as shelter and legal aid.
- **Strategies:**
  - Establish and coordinate GBV rescue centers and safe spaces for survivors.
  - Provide toll-free numbers for reporting and services linked to mobile apps for SGBV cases.
  - Conduct the "HeforShe" campaign to engage men in SGBV prevention.
- **Challenges & Solutions:**
  - **Challenge:** Underreporting of SGBV due to fear of stigma.
    - **Solution:** Community awareness and legal protections for SGBV survivors, enhancing access to justice.

  - Facilitate equal access to agricultural extension services for both men and women.
  - Indicators:
  - % of women accessing agricultural loans and subsidies.
  - % of agricultural extension services provided to women farmers.
  - Increase in women's participation in agricultural cooperatives.

- **Challenges & Solutions:**
  - **Challenge:** Cultural resistance to women's land ownership.
    - **Solution:** Implement legal reforms and provide gender-responsive agricultural policies.

3.4 Gender, Environment, and Climate Change

- **Key Issues:**
  - Gender inequalities in access to natural resources and decision-making on climate action.
- **Indicators:**

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    - Number of women participating in environmental conservation projects.
    - Percentage of women benefiting from clean energy initiatives.
- **Strategies:**
    - Ensure equitable participation of women in decision-making processes regarding environmental conservation.
    - Implement climate-resilient projects that address women's needs, such as clean cooking solutions.
- **Challenges & Solutions:**
    - **Challenge:** Exclusion of women from resource management.
        - **Solution:** Develop gender-sensitive policies for natural resource management.

3.5 Disability and Intersectional Discrimination

- **Key Issues:**
    - Gendered discrimination against persons with disabilities.
- **Indicators:**
    - Number of PWDs accessing gender-responsive services.
    - Gender-disaggregated data on disability inclusion in municipal programs.
- **Strategies:**
    - Establish inclusive policies that consider both gender and disability in all municipal programs.
    - Provide special services for disabled persons to access education, healthcare, and employment opportunities.
- **Challenges & Solutions:**
    - **Challenge:** Lack of intersectional focus in municipal policies.
        - **Solution:** Create specific action plans that address multiple layers of discrimination (gender, disability, etc.).

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4. Integration into Municipal Planning Process

The Gender Inclusivity Framework will be integrated into Emali Sultan Hamud planning and budgeting processes by:

4.1 **Policy Alignment:** Ensuring that gender inclusivity is integrated into the Municipality Integrated Development Plan (IDeP) and annual development plans.
4.2 **Gender-Responsive Budgeting**: Allocating budgetary resources that specifically address gender issues across sectors, ensuring funds are available for gender-sensitive programs.
4.3 **Capacity Building**: Providing training and technical support for municipal staff to apply gender analysis in their respective sectors. This includes workshops on gender-responsive budgeting, gender mainstreaming, and monitoring gender impacts.
4.4 **Stakeholder Engagement**: Involving local communities, civil society, and women's groups in decision-making processes, ensuring policies reflect the needs of women and marginalized communities.

5. Monitoring, Evaluation, and Impact Assessment.

The framework includes a robust monitoring and evaluation system to track progress on gender inclusivity. Key elements include:

5.1 **Gender-disaggregated Data Collection**: Ensuring that all sectors collect and report data by gender, which will help track disparities and measure progress.

5.2 **Gender Impact Assessments**: Conducting regular assessments to measure the impact of gender-sensitive policies and programs across sectors.
5.3 **Performance Reviews**: Holding annual reviews of sector-specific performance in relation to gender objectives, with adjustments made based on findings.

5.4 **Community Feedback Mechanism**: Establishing channels for community feedback, especially from women and marginalized groups, to ensure that their voices inform ongoing policy reforms.
5.5 **Regular Gender Audits:** Annual evaluations of gender mainstreaming across all sectors.
5.6 **Public Participation Mechanisms:** Engage communities in assessing gender inclusivity programs.
5.7 **Impact Indicators:** Reduction in gender-based violence cases, increase in women's employment, and improved health outcomes disaggregated by gender.

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6. Actors, Roles and Responsibilities.

This gender inclusivity framework offers Emali Sultan Hamud municipality a comprehensive guide to mainstream gender in all sectors, address the challenges, and measure progress.

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.
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.

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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.

This matrix outlines the expanded roles of various actors, ensuring collaboration across multiple sectors for effective implementation and monitoring of the gender inclusivity framework in Emali-Sultan Hamud municipality.

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7. Matrix of Indicators

Based on the overall strategies document and gender policy analysis, here is a **matrix of indicators** for each strategy:

Strategy	Indicator	Data Collection Method
Documentation and communication office for gender matters	-Establishment of a gender documentation office -Number of reports or publications generated per year	-Monitoring reports from the gender office
Training of municipal staff on gender mainstreaming	-Number of training sessions conducted annually -Percentage of staff trained	-Training records Feedback surveys
Sensitizing the municipal board on gender issues and responsive budgeting	-Number of sensitization sessions held -Proportion of board members participating in the sessions	-Session attendance records
Robust communication infrastructure for GBV referrals	-Development of communication channels -Number of GBV cases referred via communication channels	-Records from communication systems
Engaging municipal staff for gender communication	-Frequency of meetings with community members -Number of community members engaged	-Community meeting reports
Public Participation for gender parity projects	-Proportion of development projects integrating gender issues -Number of public consultations held	-Project monitoring and evaluation reports
Promotion of equal rights and opportunities for all genders	-Percentage increase in gender representation in leadership and decision-making roles -Number of complaints on gender discrimination resolved	-Gender audits Reports from human resources
Address needs of vulnerable groups (PWDs, elderly, youth)	-Proportion of municipal programs addressing vulnerable groups -Number of vulnerable people accessing services	-Program records Beneficiary feedback surveys
Promotion of climate-resilient energy and clean cooking technologies	-Number of households adopting clean energy solutions -Amount of biomass reduction in energy use	-Environmental monitoring reports Household surveys

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Strategy	Indicator	Data Collection Method
Cooperation with NGOs and civil societies for gender equality	-Number of partnerships established with NGOs -Number of joint initiatives undertaken	-Partnership agreements Program evaluation reports
Civic education on available constitutional opportunities	-Number of civic education sessions held -Percentage of the population attending civic education sessions	-Session attendance records Post-session surveys
Economic empowerment programs (loans for women, PWDs, youth)	-Number of loans issued to marginalized groups -Percentage of loans successfully repaid	-Financial records Program evaluation reports
Training women on table banking	-Number of women trained -Number of active table banking groups formed	-Training records Monitoring reports
Sensitizing marginalized groups on Accelerating Government Procurement Opportunities (AGPO)	-Percentage of women, youth, PWDs accessing AGPO -Number of AGPO sessions conducted	-Procurement records AGPO participant data
Establishment of gender clubs in schools (VTCs, Primary, ECDE)	-Number of gender clubs established -Number of students participating in gender clubs	-School records Gender club activity reports
SGBV toll-free reporting mechanisms	-Number of calls received via toll-free numbers -Number of SGBV cases successfully referred	-Call logs Case referral records
SGBV awareness and prevention campaigns	-Number of awareness campaigns held -Public awareness levels on SGBV	-Campaign reports Public awareness surveys
Support for male involvement in gender norm transformation	-Number of male champions recruited -Number of male-targeted sensitization sessions held	-Session attendance records Male champion engagement data
Establishment of safe spaces and shelters for GBV survivors	-Number of safe spaces established -Number of survivors accessing shelter services	-Shelter records Survivor feedback surveys
Gender mainstreaming in municipal operations	-Percentage of municipal units implementing gender mainstreaming -Number of gender-responsive policies developed	-Departmental reports Gender audit reports

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Strategy	Indicator	Data Collection Method
ICT database for SGBV case reporting and management	-Establishment of an ICT database -Number of SGBV cases recorded and managed via the system	-ICT system reports Case management records
Periodic research on gender and SGBV gaps	-Number of research studies conducted annually -Implementation of research recommendations	-Research reports Policy change reports
Advocacy for SGBV-related legislation	-Number of advocacy campaigns conducted -Number of SGBV-related laws passed	-Legislative records Advocacy reports

This matrix includes measurable indicators and data collection methods to assess the effectiveness of each strategy. The indicators can be further tailored to specific needs during implementation, and additional metrics may be developed as new insights arise during monitoring and evaluation.

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ANNUAL WORK PLAN

Based on the Emali Sultan Hamud Municipality **Gender Inclusion Framework**, here is an outlined **Annual Work Plan** for implementing gender strategies, distributed across different sectors and departments. This plan includes activities, timelines, responsible departments, and indicators for monitoring and verification:

1. Economic Empowerment and Poverty Reduction

- **Objective:** Increase women's access to financial services and formal employment.

Activity	Timeline	Responsible Department	Indicator
Organize financial literacy workshops targeting women and marginalized groups.	Q1-Q4	County Department of Trade	Number of workshops conducted.
Implement county-level procurement policies that allocate 30% of opportunities to women, youth, and PWDs.	Q1-Q4	Procurement Unit	Percentage of procurement opportunities awarded to women and marginalized groups.
Consideration for women and other marginalised groups in recruitment of market cleaning.	Q1-Q4	Human resource division and environment units	Number of women employed in market cleaning .

2. Governance and Decision-Making

- **Objective:** Increase women's participation in leadership roles.

Activity	Timeline	Responsible Department	Indicator
Enforce the two-thirds gender rule in municipal board and committees.	Q1	County Public Service Board	Compliance rate with the two-thirds gender rule.
Provide leadership training for women and marginalized groups.	Q2-Q3	Municipal gender mainstreaming committee.	Number of women trained in leadership roles.
Promote women participation in Municipal management and administration processes.	Q1-Q4	Municipal Board	Number of women participating in Municipal processes.

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3. Gender-Based Violence (GBV) Prevention and Response

- **Objective:** Address and reduce cases of GBV in the county.

Activity	Timeline	Responsible Department	Indicator
Roll out SGBV toll-free reporting mechanisms and mobile app referrals.	Q3	ICT Unit, Social Services Department	Number of GBV cases reported and referred.
Conduct awareness campaigns, including "HeForShe" initiatives to engage men in GBV prevention.	Q1-Q4	Social Services Department, NGOs	Number of campaigns held and male participants involved.

4. Agriculture

- **Objective:** Promote gender equity in agricultural training and access to resources.

Activity	Timeline	Responsible Department	Indicator
Collaborate with the department of Agriculture to train women farmers on modern farming techniques.	Q1-Q4	Agriculture Department	Number of women trained in farming techniques.
Facilitate women's access to agricultural loans and subsidies.	Q1-Q4	Agriculture Department, Finance	Percentage of women accessing agricultural loans.

5. Climate Change and Environment

- **Objective:** Promote gender inclusivity in climate-resilient solutions.

Activity	Timeline	Responsible Department	Indicator
Ensure women's participation in environmental conservation projects.	Q3-Q4	Environment Unit	Percentage of women participating in projects.

6. Monitoring and Evaluation

- **Objective:** Track progress across sectors.

Activity	Timeline	Responsible Department	Indicator
Conduct annual gender audits in all municipal units.	Q4	Gender mainstreaming committee	Number of Units implementing gender mainstreaming.

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Activity	Timeline	Responsible Department	Indicator
Collect gender-disaggregated data on all programs and services.	Q1-Q4	All Municipal Units	Availability of gender-disaggregated data in reports.

This work plan ensures that the implementation of gender strategies is spread across various sectors, with measurable indicators for tracking progress and ensuring accountability. It promotes gender equality while aligning with Wote Municipality's development goals.

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Adoption of the framework

This framework was adopted by Emali-Sultan Hamud Municipal Board and with approval of:

Philip Ngila

Municipal Manager

Emali-Sultan Hamud Municipality

Signature..... Date.....28/06/24.....

Anne Muthusi

Municipal Board Chairperson

Emali-Sultan Hamud Municipality .

Signature..... Date.....28th June, 2024.....

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