



Kitui Municipality

Gender Inclusion and Participation Framework

Foreword

This framework is designed to understand how the cultural, economic, political and social context impacts the relationship between women and men and how they will interact with the different services and projects that are designed for them. The intersectionality of poverty, religion, education and status also affect the participation of women and men in decision-making power, especially for women living in the urban and peri-urban areas.

Understanding that counties and municipalities were devolved to bring services closer to the people and to ensure that communities are able to meet their basic needs, it's important to have a Gender Inclusion Framework that strengthens service delivery. Considering that the challenges faced mostly by women are unique in nature, addressing them must be demand driven. The Gender Inclusion Framework provides a guide that recognizes the need to incorporate a multi-sectoral approach for holistic programming, given the many intersections affecting basic needs and achieving gender equality.

To advance the integration of the proposed gender consideration and if we are to transform Kitui Municipality into a gender equal space, will require enabling laws and policies, appropriate training, skills and attitude, collaboration and coordination across all the sectors, establishing and strengthening structures for service delivery unit, leadership, resources, political power and commitment. Our emphasis in establishing Gender Inclusion Framework is the start of the drive towards Gender Equality and will provide the principles that Kitui Municipal Board will apply whenever it is designing, planning, monitoring and evaluating impact of intervention of all its projects in an endeavor to provide a Municipality that is responsive to women's needs and capacities. This framework provides a legitimate point of reference for addressing gender inequalities at all levels within the Municipality and by all stakeholders. It further provides an avenue for gender mainstreaming across all sectors in order to generate efficient and equitable development outcomes.

Chairperson

Kitui Municipal Board

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DEFINITIONS OF KEY TERMS

Gender

Gender is a term that refers to socially and culturally constructed attributes associated with being female or male. Many societies not only categorize humans as "female" or "male" based on biological features but also give specific values to each and prescribed their respective roles and behaviors. Thus, gender not only refers to "sex" in a biological sense but also associates sex with specific roles and behaviors expected to women and men by society.

A perspective of gender (or gender perspective) is a perspective that focuses on gender issues, needs, and impacts arising from the different social roles and power relations of women and men in all spheres of the society, including policies, programs, institutions, and organizations. In development projects, this perspective is indispensable to deliver equitable benefits to women, girls and all other beneficiaries regardless of their gender

Gender Mainstreaming Gender mainstreaming in a project means integrating a gender perspective in all the stages of the project: planning, implementation, monitoring, and evaluation.

ABBREVIATIONS

AGPO-Access to Government Procurement Opportunities

AIDS-Acquired Immuno- Deficiency Syndrome

ASAL-Arid and Semi-Arid Land

CEDAW- Convention on the Elimination of all forms of Discrimination Against Women

COVID 19–Coronavirus Disease of 2019

EAC-East African Community

GOK-Government of Kenya

HIV-Human Immune Virus

ILO-International Labour Organizations

MEAL-Monitoring, Evaluation, Accountability and Learning

M&E-Monitoring and Evaluation

MTP -Medium Term Plan

SGBV-Sexual and Gender Based Violence

SOPs-Standard Operating Procedures

UN-United Nations

UNICEF-United Nations Children’s Fund

UNSCR -United Nations Security Council Resolutions

VAC-Violence against Children

WASH-Water, Sanitation and Hygiene

CHAPTER 1: GENDER INCLUSION AND PARTICIPATION FRAMEWORK

Background

The Government of Kenya (GOK) acknowledges the importance of gender equality in development. The Constitution of Kenya 2010 guarantees equality between female and male and supports their full participation and representation in social, economic, cultural, and political spheres. The government's commitments to the integration of gender issues into national development is reflected in Kenya's signing and ratifying various instruments including regional and international treaties and conventions. At the national level, the case for gender equality has been strengthened over the years by national discourse, policy, and legal and regulatory reforms. Articles 2(5) and 2(6) of the Constitution of Kenya affirms the position of international law as part of Kenyan law.

Kenya is progressively making strides towards gender equality by developing policies and institutional mechanisms to implement gender mainstreaming. Pertinent to this agenda is the long-term development blueprint, Kenya Vision 2030, in which gender inequality is viewed as a key developmental challenge facing the country. Further, the development of Sessional Paper No. 02 of 2019 on National Policy on Gender and Development (2019), seeks to guarantee the integration of gender equality and women empowerment in consideration to intersectionality and social inclusion into sectoral and institutional-based policies, planning, and programs.

Despite a progressive Constitution that promotes gender equality and women's empowerment, gender inequality remains a key issue of concern in Kenya. The patriarchal social order supported by statutory, religious and customary laws and practices; and the administrative and procedural mechanisms for accessing rights have continued to hamper the goal of attaining gender equality and women's empowerment. Progressive provisions in law have not delivered gender equality in practice raising the need to develop a policy that addresses the variety of manifestations of gender discrimination and inequality within the municipality's context of rapid and growing urbanization.

Today, the majority of the world's people live in urban centers. The global trend towards increasing urbanization promises to continue and is expected to grow even faster (UN-Habitat, 2010). The negative consequences of urbanization are disproportionately borne by poor working women and men, young and old. These result from high living densities, overcrowded and inadequate housing, environmentally hazardous living conditions, and rising incidences of urban violence, as well as inadequate basic services such as safe and affordable water, sanitation, drainage, electricity, and solid waste management, in addition to educational, health, and social services. Women in towns and cities often suffer disproportionately, not only because they are, on average, poorer than men, but often also because they experience greater difficulty in accessing resources and services tailored to their needs, and decision-making opportunities.

While many cities are hubs of economic growth, employment, and cultural life, urbanization has also resulted in pronounced socio-economic inequalities, exclusion, and segregation (UN Women/Safe Cities Global Programme/2009). In addition to urbanization itself, the lack of inclusive, gender-sensitive, and pro-poor policy frameworks and governance have led to exclusionary trends in urban development.

As a result, Kitui Municipality adopts this gender inclusion and participation framework to express its commitment to be an inclusive municipality that does not discriminate on gender or any other basis. In recognition of the current inequalities that exist in the society and Kitui Municipality therefore commits to empower both genders towards achieving equality and equity. Further, the Municipality commits to ensure development and adoption of relevant gender-responsive requirements for planning, budgeting and implementation of social, economic and development programs. Kitui Municipality will also be guided and bound by the County Gender policy that guides the operations of the County Government of Kitui in aspects of gender inclusion and participation.

Gender Gaps- Gender biases in the built environment contribute directly to gendered social and economic inequities, feeding into the systemic oppression of women, girls, sexual and gender minorities and those with disabilities. Faced with such a built environment, women, girls, and sexual and gender minorities of all ages and abilities often:

- a. Struggle to access gainful employment, education and other basic human endowments
- b. Struggle to accumulate wealth and achieve economic independence
- c. Spend more on basic services
- d. Have fewer social freedoms — hindering them from building social networks to cope with risk, stress, and shock
- e. Struggle to exercise agency in public decision-making, including decisions that shape the built environment

This framework is therefore considered a guide for the Municipality as it delivers on its Mandate as espoused in the Urban and Cities Act, 2011, amended in 2019. It therefore, applies at the following four levels:

- a) **Institutional level:** mapping and analyzing the existing gender-based situation and the ongoing different programs, projects, policies, processes and administrative operations, both quantitatively and qualitatively, seeking to identify gender gaps and inequalities so that appropriate measures to address the gender disparities can be determined.
- b) **Policy level (the Municipal Board):** Mapping and analyzing the existing gender issues within the institution and sectors to inform responsive policy decisions and interventions.
- c) **Programmatic level (Technical):** an in-depth focus at the training programming cycle, inculcating gender training needs assessment, designing programs/projects, establishing monitoring and evaluation systems, and gender-responsive indicators.
- d) **Partnership's level (Private Sectors and Donors):** striving to foster strategic partnerships (with the private sector, development partners, and non-state actors) for the advancement of a gender-sensitive and responsive urban center ecosystem (Municipality).

Objective

The objectives of this Gender Inclusion and Participation Framework are:

- To promote gender equality within the municipality.
- To eliminate discrimination on the basis of gender in all municipal activities and services.
- To create an inclusive workplace that values diversity and ensures equal opportunities for all employees.
- To design and implement municipal programs and services that are responsive to the diverse needs of all residents, irrespective of gender.
- To prevent and address gender-based violence within the Municipality.

LEGAL AND INSTITUTIONAL FRAMEWORK

The Constitution of Kenya, 2010, Article 27 (8) which provides for affirmative action where the '*State shall take legislative and other measures to implement the principle that not more than two-thirds (2/3) of the members of elective or appointive bodies shall be of the same gender.*' Article 81 further reiterates that the same rule should be applicable in elective public bodies. In Kenyan public institutions, and in particular the National Assembly, gender balance is skewed against women, thus the gender rule generally tries to bring in women into the lime light.

There are treaties and conventions that Kenya has ratified and or signed commitments on matters relating to gender equality and development. These instruments include: the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), the African Charter on Human and Peoples' Rights on the Right of Women in Africa (Maputo Protocol), the Solemn Declaration on Gender Equality in Africa, the International Labour Organizations (ILO) Conventions on Equal Remuneration, and the East African Community (EAC) Treaty, the Nairobi Forward Looking Strategies for Women's Empowerment, the Beijing Platform for Action, the International Conference on Population and Development, the UN Agenda 2030 for Sustainable Development Goals, and the African Union Agenda 2063.

In 2021, Kenya embraced the Generation Equality forum. Generation Equality is an international platform that seeks to accelerate the implementation of the gender equality commitments in the Beijing Declaration and Platform for Action of 1995 to achieve transformative change by 2026.

At the national level, the Constitution of Kenya, 2010, the Kenya Vision 2030, and Sessional Paper No. 2 of 2006 on Gender and Development provide the blueprint for gender equality and development. Chapter 4 of the Constitution of Kenya, 2010 that deals with the Bill of Rights recognizes the rights and fundamental freedoms of all citizens, and guarantees gender equality and women's empowerment. It obligates County Governments and the National Government to take legislative and other measures including affirmative action programmes and policies to deal with gender discrimination and social exclusion. It is against this background that the County Government has dedicated the Ministry of Culture, Gender, Youth, ICT, Sports and Social Services to be responsible for all matters relating to gender with the Kitui County Gender Department being the focal point.

CHAPTER 2: SITUATION ANALYSIS

Introduction

This section provides a broad sectoral overview of the critical issues which impact on the Kenya's and Kitui Municipality's progress towards gender equality. The situational analysis focuses on key development sectors that are thematically sequenced along the Beijing Platform for Action and gender related treaties and conventions. This framework has also been aligned with current development blueprints including the Governors manifesto dubbed "the Kitui Promise". A range of gender-related challenges and problems have been identified in each thematic area.

Thematic Areas and Key Issues

2.1.1 Population Size and Composition

Population size, structure and distribution against the county resource endowment are major challenges to the setting of priorities for development and in implementing plans. Kitui Municipality has a population of 147,589. The gender distribution has the male population lower than the female population. The male population is currently recorded at 49% against the female population that is 51%. The Municipality of Kitui contains a mix of urban, peri-urban and rural population. The municipality is growing at a much faster rate than the rest of the county (3.5% per annum against 1.2% per annum for Kitui County). The rate is even higher than the national growth rate of 2.4% per annum (Kenya National Bureau of Statistics 2019).

Key issues;

- a) The rapidly increasing population requires increased investments in basic social infrastructure and utilities such as: schools, health facilities, water, sanitation and services.
- b) High dependency ratios.

2.1.2 Poverty

Poverty is now defined to include not only lack of material or monetary resources but also the structural and systemic factors that impact on people's capabilities, opportunities and agency in political, social and economic spheres. Poverty has taken a gender dimension in Kenya where women are poorer than men according to the various Economic Surveys. This is exemplified by the fact that men by far outnumber women in various categories of basic human development indicators as indicated by UNICEF (2016).

The causes of poverty are structural and systemic and hinge on the social organization that relegates women to a position of lesser power over resources, decision making in the management of national affairs and access to opportunities. Poverty makes it difficult for women to realize rights in areas such as politics, decision-making, education, health, the economy and access to justice even when these are provided for in the law

Key issues;

- a. Implementing gender responsive poverty eradication initiatives;
- b. Adequate representation of women in key development management committees of national and devolved funds;

- c. Capacity building women targeted for specific Affirmative Action funds and Access to Government Procurement Opportunities (AGPO); and,
- d. Eradicating cultural practices that limit women's access to resources and assets

2.1.3 Access to Labour and the Economy

Kenyan women largely make a real but invisible contribution to the economy because their contribution to the GDP through the informal sector is not recognized. Women economic activity is largely concentrated in subsistence agriculture and the informal business sector, while men tend to dominate in the formal. On average, women work longer hours (12.9 hours) compared to men (8.2 hours) yet they earn less because most of these hours are taken by unremunerated works despite contribution to mainstream economic activities.

The Municipality of Kitui's economy is categorized into formal (wage) and informal (jua kali). The County government of Kitui is the biggest employer with a labor force of permanent and casual staff. This is primary because Kitui town is the administrative headquarter. The Informal economy forms the larger percentage compared to formal economy.

The Wage employment is distributed in community, social, and Personal services, whole sale and retail trade, restaurant and hotels, construction, finance, insurance, real estate and business services, Transport and communication and manufacturing. (UN-Habitat 2006)

The Informal economy workers in Kitui municipality include; auto repairs, Painters, Carpenters, Shoemakers, Crafts people, hairdressers, drivers, domestic servants, petty traders, urban farmers and hawkers of various commodities.

In the formal Sector, Women are mostly concentrated in low-Paying occupation because of their historically disadvantaged access to education, Land and other productive assets. In the informal Sector the female gender is highly represented with women selling items like vegetables, fruits, and clothes while men tend to deal in higher profit margin products like electronics, shoes, hardware, toys and other assorted goods.

Key issues;

- a. Gender inequalities in the job market with percentage of women in the formal employment in Kenya accounting for about 30 per cent;
- b. Women working in poorly paid jobs in the largely unregulated informal sector worsened by most women working in family owned and home-based businesses where their work is subsumed into unpaid domestic labour;
- c. Macro-economic and sectoral policies are not gender responsive;
- d. Women and youth lack collateral including land ownership that restricts their access to credit; and
- e. Balancing the social and economic roles which hinders women's effective participation in entrepreneurship

2.1.4 Access to Education

Education is a fundamental right under Article 43 of the Constitution. Articles 53, 54 and 55 of the

Constitution emphasize the primacy of the right to education for the youth, persons with disabilities and children. Article 56 emphasizes the need for affirmative action for marginalized groups such as women, girl-children and marginalized communities such as those living in the arid and semi-arid areas of Kenya (ASAL).

Disaggregated data obtained from the County data sheets (CDS) also indicates that disparity between boys and girls primary school enrolment is worse off in Kitui. Generally, the enrolment rates at primary school favors boys over girls, while at secondary school girls tend to enroll more than boys. The same pattern is also repeated in Kitui County as more women are enrolled in TVETs than men. Table 6.

Table 1: Kitui County Current Education Enrolment rates

School level	Primary	Secondary	TVET
Female	130,086	39,191	7,548
Male	253,105	35,771	1,226
Total	383,191	74,962	8,774

Source: County Data Sheets

Key Issues;

- Weak mechanisms for coordination and cooperation between national and county governments in the provision of education;
- Low transition rate among the boys and girls to secondary school and institutions of higher learning;
- Boys and girls drop out of school to assume household headship roles in the absence of parents;
- unwanted pregnancies and child marriages hamper girls' education;
- Absenteeism and retention of girls in school; and
- Emerging issues such as betting, misuse of mobile phones and cyber space.

2.1.5 Access to Health Care

The Constitution guarantees the right to health including reproductive health care. Kitui County has made efforts to address the issues related to gender in the health sector. This has especially been in ensuring that health care in the County is accessible and affordable to all.

Despite these achievements, the “universal health for all” objective is far from being realized and large gender disparities continue to exist. The County still lags behind on some health indicators in terms of full vaccination. This is attributed mainly to the existence of certain religious segments of the population.

Key Issues;

- Poor health seeking behavior especially among men;
- Unfriendly family planning environment;
- Inadequate health insurance coverage.
- Low literacy levels
- Mental health as an aspect of health, which is not given as much emphasis as other health conditions, and yet ‘there is no health without mental health’. There are specific links between mental health and women's reproductive health and sexual and gender-based violence

2.1.6 Land, Housing and Agriculture

Land is critical to the economic, social and cultural development of Kenya. It is a key factor of production and lack of access to land affects the enjoyment of other rights. Culture and traditions continue to support male inheritance of family land while the implementation of gender sensitive family laws is slow. There is conflict between constitutional and international provisions on gender equality vis-à-vis customary practices that discriminate against women in relation to land ownership and inheritance. Women are also not sufficiently represented in institutions that deal with land and their rights under communal ownership are not defined making it easy for men to dispose of family land without consulting women.

Without secure rights to land, women's participation in and benefit from land uses such as agriculture is inhibited. Yet women provide up to 75% of agricultural labour. They produce food crops for domestic consumption and provide labour for commercial farming where they are paid a pittance. Women also have less access to modern farming technology. The situation is compounded by the delineation of agriculture as a function of the county government necessitating coordination and cooperation between the national and county governments through the Intergovernmental Relations Act, 2012. Lack of secure rights to land also impacts on housing rights for women.

The Constitution also specifically provides for equitable

access to land, security of land rights and elimination of gender discrimination in law, customs and practices related to land and property among the principles of land policy.

Key issues;

- (a) Secure land rights for women to enable their participation in and benefit from agriculture through legislation;

2.1.7 Environment and Natural Resources

The reliance of women on natural resources for food and income, limited access to productive resources, combined with their disadvantaged position in society increases their vulnerability to climate change induced distress. The gender differences between men and women imply that their vulnerabilities differ. Since women are already in a disadvantaged position, effects of climate change threaten to further increase the inequality.

Climate change as a development subject matter is critical for Kitui county for various reasons that include but limited to; The majority of the population are small holder farmers and rely on agriculture for livelihoods. Kitui is classified as Arid and Semi-arid land which experiences several climate related disruptions. The largest group of people in farming activities are women who are vulnerable to climate change and environmental challenges. Kitui County faces unreliable, erratic and inadequate rainfall, persistent and more frequent drought, increasing temperatures and conflicts.

Key Issues;

- a. Level of knowledge on the interface between gender, natural resources and climate in the County is not in tandem with current developments
- b. Women remain vulnerable due to limited access to natural resources due to historical gender barriers.

2.1.8 Peace and Security

Conflict and disaster situations affect women and men differently and therefore require a gender dimension that recognizes and appreciates these different experiences of women and men in humanitarian situations, peace building, and contribution to development. In the past, conflict and disaster situations were dominated by males.

Recently, however, a number of international frameworks that set out the parameters for implementing peace building recognize the important role of women. These include the United Nations Security Council Resolutions (UNSCR) 1325 on Women, Peace and Security of 2000; Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). At National level, realizing the importance of peace and reconciliation, the National Cohesion and Integration Commission was established, under the National Commission on Gender and Development Act, 2003(no.13 of 2003) of the Constitution of Kenya, 2010. Kenya also has a National Plan of Action on Peace.

Women participation in peace building activities is therefore posited as an important mechanism for increasing the gender-sensitivity of the processes and outcomes. This will improve the overall strength and sustainability of such processes by ensuring focus on a broader set of issues relevant to preventing, managing, and resolving conflict. Although the space for the involvement of women in peace building and conflict resolution has been provided, the participation of women in peace building and conflict resolution in Kitui County is still minimal.

Key issues;

- a. Recurring conflicts between herders and farmers over natural resources along the border lines within Kitui County
- b. Social and gender norms that limit men and women capacities to cope and adapt to the consequences on conflict and disasters.

2.1.9 Governance, Power and Decision-Making

Governance is the bedrock of efficient, effective, transparent and sustainable delivery of services. Having more women participating in governance and in positions of power and decision-making would ensure that women are actively involved and make their contribution. While women comprise more than half of Kenya's population, they lag behind in governance, power, decision-making and elective politics. Men have dominated the Kenyan Parliament over the years and this adversely affects women involvement in decision making processes. It is noteworthy that women's representation in the National Assembly has been increasing at a slow rate from 8.1% in 2002 to 10% in 2007 and 19.8% in 2013. This did not change radically in 2013 despite the provision of a gender quota through the forty-seven (47) seats reserved for women representatives at County level. Nevertheless, remarkable progress has been made in the appointment of women in senior leadership positions in the Executive, Legislature, Judiciary and private sector. Remarkably since the August 2017 general election, there are improvements on the number of women in the National Assembly (21.8%), the Senate (26.9%), Governors (6.4%) and in the County Assemblies (30.5%). The remarkable improvements realized in County Assemblies are as a result of the constitutional framework that obligates political parties to nominate women so as to attain the Two-Thirds Gender Principle.

Key issues

1. Ensure the compliance of the not more than two-third gender principle

2.1.10 Sexual and Gender Based Violence (SGBV)

Gender based violence is a pervasive structural problem in Kenya where almost 5 in every 10 women having experienced some form of intimate partner violence¹. According to findings of the National Youth Survey, 2016, Sexual and Gender based violence is a major issue in Kitui County largely attributed to poverty, peer pressure, lack of knowledge and negative cultural practices. According to the Child Protection Report, 2016-2019, Kitui was among the counties with substantial cases of retrogressive cultural practices.

In line with the Constitution of Kenya, 2010 and global commitments, Kenya has undertaken a number of legal and policy reforms to combat violence against women and girls and strengthen institutional responses.

Table 2: GBV Legal, Policy and Regulatory Framework

Legal	Policy	Regulations/Procedures
Constitution of Kenya, 2010 (CoK, 2010)	Kenya Vision 2030 Third Medium Term Plan (MTP III) 2018-2022 (Big 4 Agenda)	The Criminal Procedure Code (Revised Edition 2012)
The Sexual Offences Act (SOA) 2006/10 as amended	National Gender and Development Policy (2000)	Multi-sectoral Standard Operating Procedures (SOPs) for Prevention of and Response to Sexual Violence in Kenya (2013)
The Children Act (2001)	Kenya Adolescent Reproductive Health Policy (2003)	The Reproductive Health Strategy (2009) and sets the development of standards for post rape care service delivery.
Prohibition of Female Genital Mutilation ACT of 2011	The 2005 Policy Framework for the Implementation of Post-Rape Care Services	NPS Standard Operating Procedures
Protection against Domestic Violence Act (2016)		
HIV & AIDS Prevention & Control Act No. 14 of 2006		
Employment Act (Cap 226, Laws of Kenya)		
Marriage Act 2014		
The Law of Succession Act 2012,		
The Land Act No 6, of 2012		

¹KDHS, 2014. Kenya Demographic Health Survey 2014

Legal	Policy	Regulations/Procedures
The Land Registration Act No 3, of 2012		
The Matrimonial Property Act 2015		
Prevention of Torture Act, 2017.		
Counter trafficking in Persons 2010		
Basic Education Act, 2013		
Computer and Cyber Crime Act, 2018		

It is against this backdrop that Kenya has registered considerable gains which include; an increase in media coverage and public awareness; increase in the number of legal cases; stiffer penalties on sexual offences and an increase in the number of organizations (including male engagement) supporting survivors of gender-based violence, trafficking and other forms of abuse. Despite these gains, entrenched cultural practices and the code of silence are factors that continue to hinder efforts to eliminate GBV in Kitui County.

The intended result of preventing all forms of GBV is however far from being achieved as the cases continue to increase. Women and girls, than men and boys, suffer more from various forms of violence.

Table 3: Sexual violence case load in Kitui County

Years	FY 16/17	FY 17/18	FY 18/19	Total
Caseload of Sexual Violence	6	118	118	242

Source: Child Protection report 2016-2019

Additionally, the prevalence of violence against children is notably on the rise nationally and Kitui County is no exception. Data obtained from the Child Protection Report 2016-2019 indicates a steady rise in Violence against Children (VAC) cases.

Table 4: Child trafficking case load in Kitui County

Years	FY 16/17	FY 17/18	FY 18/19	Total
Caseload of child trafficking	4	21	97	122

Source: Child Protection report 2016-2019

Table 5: Violence against children caseload in Kitui County

FY 16/17	FY 17/18	FY 18/19	Total
271	1,932	2,382	4,585

Source: Child protection report 2016-2019

Key issues;

- Social and gender norms that condone violence against women, girls and children
- Lack of a County response and recovery system for survivors

- c. Poverty as the underlying root cause of their vulnerability to GBV.
- d. Research on SGBV to identify underlying and systemic causes and the best ways of addressing them

2.1.11 Protection and Access to Justice

Kitui County has four magistrate's courts, Kitui Town, Kyuso, Mutomo, Mwingi towns serving the high population. Formal justice systems are considered expensive and unreliable due to the long processes involved. However, traditional dispute resolution mechanisms (Kangaroo Courts) are rife and strong in rural parts of the County. This has especially denied many justices with respect to violation of rights. The County also lacks a legal aid assistance for survivors/victims of GBV to follow-up on court cases or those seeking legal redress arising from gender discrimination.

Good practices from other jurisdictions have shown that when low income and marginalized groups can access justice it helps strengthen the legitimacy of the justice system. This is because individuals can depend on the justice system to seek relief. Further, by providing local legal aid or victim's assistance for low income or marginalized communities indicates some degree of effectiveness in providing access to justice, a key component of rule of law and human rights.

Key Issues;

- a. Increased cases of violence against children
- b. Low confidence in judicial mechanism to handle GBV related offences
- c. Lack of a response and recovery system for survivors
- d. Absence of legal aid assistance scheme to support access to justice for GBV survivors/victims.

2.2.14. Institutional Mechanisms for the advancement of Gender Equality and Empowerment of Women

National mechanisms and institutions for the promotion of gender and empowerment of women are critical for the promotion of gender equality and women's empowerment. The Beijing Platform for Action and the Convention on the Elimination of all Forms of discrimination calls on member states to strengthen the effectiveness of national institutions by placing them the highest political level with adequate staffing and requisite resources. The national machineries for the promotion of Gender Equality are faced with limited financial and human resources and over lapping mandates with some institutions that promote human rights. The linkages among the institutions including the county government are not fully developed thus hampering effectiveness towards the full realization of gender equality.

Key issues

- (a) Limited financial and human resources;
- (b) Overlaps in the mandates of the various institutions; and
- (c) Unclear linkages among the institutional mechanisms including the County Governments.

2.3 Challenges Faced by Women Living in The Urban Centers and Cities

Women's work in the care, formal, and informal economies determine how they live in cities, as well as what services and infrastructural systems they use and when. Women's multiple responsibilities – e.g., providing food and water, maintaining a household, and caring for children, elders, and sick

family members – lead to diverse interactions with the city. Their work determines how often they navigate their neighborhood or city, at what times of day or night, and by what modes of transportation.

Due to women's multiple responsibilities, their journeys are typically more varied and complex than men's. Feminist activists, professionals, and scholars have for many years highlighted the importance of recognizing as a vital function of society the unpaid care work undertaken by women and girls. The same is true for cities. Without the millions of hours that women and girls spend every day in social reproduction and in the informal and waged economies, no city could function or develop. Yet patriarchal traditions limit many urban women's and girls' access to crucial social, economic, and development opportunities and services

Women and girls face exclusion across all key aspects of urban life, thus limiting the following:

- Assets for livelihoods and basic services
- Right to own land, inherit property, and have security of tenure
- Access to employment and equal wages
- Safety
- Decision making
- Services related to child care, education, and sexual and reproductive health

As women and girls make up half the urban population, do more than half the work, do the majority of care work, and are often subjected to sexual and gender-based violence, cities ought to be designed and built with women's and girls' participation and interests in mind. There is room for great improvement of municipal governance, spatial organization, infrastructure, and services to better serve women and girls. Designing and managing cities with and for women will also improve cities for all, including marginalized groups and men.

The following table looks at some implications of urban planning and design for low-income women and girls.

Table 3 Implications For Low-Income Women and Girls

ISSUE	IMPLICATIONS FOR LOW-INCOME WOMEN AND GIRLS
Lack of political voice	Women and girls are excluded from participation in local government structures and decision making, including in urban planning and design
	Women and girls are largely excluded from decision making in community groups
	Women and girls are excluded from creating sustainable solutions for themselves and their cities
	Lack of a political voice denies women and girls their human right to choose in their lives
Access to land, security of tenure, and housing	Inadequate services and unaffordable land penalize and impoverishes low-income women and men, especially single mothers and their children

ISSUE	IMPLICATIONS FOR LOW-INCOME WOMEN AND GIRLS
	Lack of secure tenure or shared tenure increases women's poverty and vulnerability in situations of domestic violence and family breakdown
Access to	Women and girls lose time and experience stress when negotiating access to inadequate potable water and toilets
infrastructure and services	They face harassment and sexual assault when there are no toilets and they have to use the outdoors in the dark
	Unsafe water increases women's care responsibilities, raises health costs, and limits their income-generating possibilities as they spend most of their time caring for sick family members
	Access to safe, frequent, and affordable transportation is often missing
	Limited or non-existent health, school, and recreation services increase women's caregiving responsibilities
Livelihoods	Lack of employment opportunities and low incomes lead to insecure housing and lack of negotiation power in relationships
	Insecurity of tenure means poor women have fewer resources, fewer assets, and less credit
	Informal sector activities, such as sewing clothes or selling cooked and raw food, bring little income, given the required time and labour investments
	Wages below official rates place families and children in congested living environments
Safety and Security	Inadequate access to affordable water, toilets, electricity, and transport puts women and girls at risk of sexual harassment and assault
	Lack of safety and protection services inhibits women's and girls' mobility, and thus their right to the city
	Slums and informal settlements' inadequate drainage and solid waste management, as well as poorly lit roads and lanes, etc., further compromise women's and girls' safety, security, and health Lack of employment and the nonexistent security from formal sector wages make women and girls vulnerable to sexual harassment from landlords and 'middlemen' This can lead to sex work as the only way to make ends meet, thus making women and girls further vulnerable to unwanted pregnancies and HIV/AIDS
Compromised living Environment	Poor drainage and lack of solid waste management fosters mosquitoes, flies, and unpleasant smells, clogs drain, and brings ill health
	Small plot sizes and small dwellings expose women and children to indoor air pollution from cooking in small spaces can also lead to burns and injuries to children
	Wastewater and garbage in the streets are difficult for pregnant women, people with disabilities, and older women and men to navigate, especially if they are carrying children
	Slums are often near contaminating industrial activities As a result, women, young people, and children are more exposed to the

ISSUE	IMPLICATIONS FOR LOW-INCOME WOMEN AND GIRLS
	dangers of environmental contamination, as they spend more time in slums than men, who may often travel for work

As demonstrated in the table, women and girls face multiple and overlapping challenges around the world, particularly in developing countries. These gender discrimination issues range from violence and sexual harassment in public and private spaces to the inaccessibility or nonexistence of educational and job opportunities, land ownership, public spaces, political voice, and health and financial services. To address these critical concerns, gender mainstreaming must be introduced into all aspects of city life including urban planning and design.

CHAPTER 3: FRAMEWORK KEY ISSUES AND COMMITMENTS

Introduction

Women play an increasingly important role in the economies and our societies are becoming more multi-cultural. Unfortunately, women also remain invincible in spaces that define them, yet their perspective and participation remain very important in the development of urban centers.

Their experiences help to facilitate changes in both the physical and the software of town development and growth. Most women and girls work in the informal sector and still undertake traditional roles including bearing a bigger burden of providing and caring for their families.

In 2019-20 COVID 19 wiped out most of the businesses and the little income the women traders were receiving, exposing them to loss of livelihood and increasing their poverty levels. The collapse of their small incomes exposed further the fragility of their business increasing their vulnerability to violence and exploitation and exposing them to loss of livelihood and increase in poverty.

No urban center can be rebuilt without the experiences of women and girls who interact in those spaces and a participatory co development with women results in women spaces and services as well as sustainable women's empowerment. The integration of women and girls' concerns and realities in their interaction of the urban spaces is important for transforming urban areas into inclusive spaces for everyone. Their participation leads to better decision making, increased engagement, better services and better financial results. Gender Responsive projects makes

women more visible and heard because they become more accessible to them because of their participation in development design and planning.

The opportunity to rebuild new space for women leading to the growth of their economic base must include:

1. Taking into consideration women's, economic, social and cultural needs
2. Empowering women and girls to participate as equals in all the decision-making process
3. Creating a supportive economic environment including legislation and gender sensitive budgets
4. Addressing the safety of women and especially fighting against Gender Based Violence

Urban centers and Gender Inclusion

Urban renewal can reduce gender inequalities by promoting social and economic inclusion. Rebuilding a gender inclusive space can foster peace, facilitate entry for new women entrepreneur into the markets, support the most disadvantaged and contribute towards the creation of new employment opportunities. In other words, urban centers have the potential to meet every one's basic needs while conserving the local culture, heritage and protecting the traditional values, without having to compromise dignity or respect.

This calls into consideration the need for strengthening gender mainstreaming in all our community engagement and dialogue processes whether internally within the administration or externally with our day-to-day interactions with citizens.

A Participatory Gender Framework is necessary as it provides a guideline for understanding how the

service delivery provided by the Municipality engages women in its planning and development. It designs steps for engagement of women in a participatory process to help plan, review and identify how to consistently improve their Municipality. The framework recognizes that women and men experience Municipality differently given how towns tend to be designed as gender blind. It is about public spaces and whether they are equally safe to walk about, concerning tenure security of public service and how obtaining the necessary documentation addresses sexual exploitation and abuse, it's about the public transport, health centers and how they set up to respect and protect the dignity of women and girls specifically. To create a responsive Municipality, it is important to ask the right questions to assess the gender gaps and evaluate the extent to which existing service being delivered apply a gender perspective approach in its intervention. This means that it is possible to have different responses when dealing with different sectors and for any meaningful transition to take place, there will be need for the Municipality to carry out several key studies and develop specific frameworks for strengthening gender equality.

The following frameworks will support Kitui Municipality towards a gender equal space that ensures incorporating accessibility to all equally;

3.2.1 Gender Mainstreaming and Integration Framework – We need to disaggregate our data for it to be useful in our planning. All the sectors will have to develop a tool kit for collecting this data that we get to understand how our programmes are utilized and accessible. The idea behind developing this framework will help the Municipality address gaps towards inclusivity of our services. Some of the issues to be addressed by the framework will include Capacity building of women and increasing participation, meaningful engagement of both gender, increasing women's economic empowerment, community mobilization to mainstream gender and transform some of the gender norms that impact on women negatively, addressing sexual and gender based violence and carrying out consistent gender analysis to inform programme, policies, development and gender integration as well as equal representation within the work force.

3.2.2 Gender and Health System Framework – Women accessing health care face disparities. Integrating gender into health care especially in HIV/AIDS, childcare and Reproductive health should recognize how social economic factors lead to the disparities in access to health care and address the balance of power between health providers and their clients

3.2.3 Gender and Governance Framework – Women are underrepresented in Governance spaces; this translates to the need for more gender balanced policies. Strengthening their capacity will contribute to their positive engagement

3.2.4 Gendered approach to Fighting Sexual and Gender Based Violence –. There is need to change the gender stereotyping and gender norms that leads to Sexual violence and other harmful practices.

3.2.5 Gender Impact Assessment Framework- A regular gender analysis should be a part of the process for strengthening inclusivity. A review of our policies to move from being gender blind to gender sensitive will support meaningful shift in our programming for both men and women and strengthen gender mainstreaming. Tools for measuring how successful the programmes have been addressing the inequality and disparity will be designed where important indicators will be identified to strengthen sustainability.

3.2 Gender Mainstreaming Strategies

The Municipality aims to recognize and raise awareness of women's inequality in urban contexts among its residents, private sector and partners, also seek to capitalize on residents, private sector and partners' different strengths and expertise to mainstream gender perspectives into policy dialogues at the local and county levels. The following strategies work together to address the discrimination and exclusion of women experience in the urban center, while offering a way forward to design urban centers and cities that empower women and girls and include them in decision-making processes and urban planning and designing;

- i. Conduct gender-analysis across relevant projects, policies, campaigns, and organizations.
- ii. Increase gender-based data collection.
- iii. Apply gender mainstreaming across national and local policies.
- iv. Encourage grass-roots women's participation and empowerment.
- v. Engage men and boys to advocate for women's rights and gender equality.
- vi. Establish women's monitoring mechanisms (observatories).
- vii. Create gender-sensitive and inclusive public spaces.
- viii. Offer gender-sensitive training to key municipal's stakeholders (police, transportation operators, urban planners, and national and county government officials).

3.3 Inform, Involve and Collaborate

Inform

The goal of this level is to create more engaging, dedicated online spaces for all residents and stakeholders to keep them informed about news, events, and municipal's projects and policies. This will be done through

- a. News Updates: there will be regular news items shared on Municipal's social media about the organization's vision and activities to be undertaken Municipality
- b. Workshops and Webinars: Municipal will take part in or organize regular physical and online events on gender-related issues.
- c. Publications and Libraries: Technical reports, case studies, guidebooks and other informative pieces by Municipal and its members will be published online.

Involve

This level targets residents and stakeholders with a specific interest, expertise, and programme on gender equality and women's empowerment.

Governance: A steering committee meeting will be organized every year to monitor the implementation of the Gender Action Plan, advocacy positions, and priorities for operations.

Advocacy: Residents and stakeholders have the opportunity to engage in campaigns, events, and platforms targeting gender-related policies and process at the municipality.

Speaking Opportunities: Residents, private sectors and partners will be regularly invited to present ideas and achievements regarding women empowerment in municipality events, town hall meetings and conferences.

Collaborate

At the collaborative level, key members co-create specific activities and programmes (e.g., online

events, pilot actions, in-county programmes), including defining objectives, engagement approaches, and monitoring mechanisms. Through this collaboration and partnership, Municipality aims to raise awareness and build staffs, private sector and partners' capacity to integrate gender-related consideration in their operations and strategies.

CHAPTER 4: IMPLEMENTATION IN ALL PROGRAMMES, PROJECTS, ACTIVITIES AND POLICIES

Introduction

Our urban agenda is clearly aligned with the New UN Habitat Urban Agenda that recognizes the potential of cities if well planned to realize sustainable development goal in an integrated and coordinated manner. Our proposal to fulfill our own obligations towards meeting the 2030 Agenda for Sustainable development will focus on ending poverty and hunger, reducing inequalities, promoting inclusivity, economic growth and realizing gender equality and women and girls' empowerment.

The Municipal will organize internal capacity-building training and learning sessions annually to share and discuss results, experiences, and available tools for gender mainstreaming within the institution. Ongoing training for staff will be provided with updated and new tools, and further learning events such as webinars and workshops. Monitoring and evaluation will be enhanced by reviewing indicators to capture gender impacts more effectively and developing a baseline to measure programme progress. Gender-focused activities and performance indicators will be included in grant agreements with capacity development support to the municipal. More targeted, better structured reports will document learning from both successes and failures.

Advocacy and Partnership

A crucial aspect of the municipal's projects and policies will be enhancing collaboration with partners and residents to improve advocacy. This will be done by engaging key residents, stakeholders and partners to influence policies locally and within the county and by continuing to push for an urban center planned for women and by women, gender equality promotion at the local level, climate resilience in urban center and gender, and women-led infrastructure.

Activities will be designed to analyze, compare, and evaluate project outcomes and local knowledge in order to improve awareness of relevant policies or activities, effectively communicate how these influence policies and behavior, and contribute to global debates on women's inclusion in urban development.

Proposed Activities

- Develop a gender-sensitive communication strategy (or guidelines) for communicating and sharing (broadcasting) Municipal's gender mainstreaming approach at the strategic level, such as with potential donors, private sectors and residents. It will include a clear understanding of target groups and targeted, structured messages.
- Develop residents and private sector engagement strategy, ensuring constant and regular communication of key messages and activities with residents and partners.
- Compile and Disseminate Gender reports that highlight Municipal's activities, successes, and lessons learned
- Hold semi-annual residents and private sector workshops for women to discuss mutual areas of focus, experiences, and synergies to promote a more collaborative approach across the sector.
- Ensure regular one-on-one engagement with key residents and private sector and donors/partners through newsletters, emails, webinars and personal contact and consultation as much as possible.
- Plan a series of learning events (e.g., exhibitions, radio shows, trainings, debates) to facilitate peer-to-peer exchange and networking

- Ensure that the programme content on the Municipal’s website is updated regularly and act as a usable resource for external users. Communicate the value of the website as a resource to all appropriate stakeholders.

Internal Monitoring and Cross-Support

Effective internal monitoring of programmes, projects and policies, aggregating results, and building an evidence base are extremely important in promoting the progress of municipal’s work, alongside providing effective support to staff, partners, and the residents.

Proposed Activities

- Expand and refine the Municipal’s Monitoring, Evaluation and Learning Framework and develop a baseline to measure programme progress over time.
- Review indicators to capture gender and impact more effectively.
- Revise reporting processes to ensure more targeted, structured reports that document learning from successes and failures.
- Ensure the systematic collection of information/results on gender from programmes.
- Continue to improve gender training for Municipal’s staff, residents, and partners on new tools, the framework, and concepts related to women’s empowerment and gender equality in cities, as well as provide ongoing support in this regard.
- Include gender-focused activities and performance indicators in grant agreements and provide related capacity development support to grantees to ensure that they understand the activities and indicators, why they are necessary, and how to report on them.
- Develop satisfaction surveys for project participants and include more qualitative indicators, such as, “Do people feel involved, how much voice do they feel they have?”
- Present members with a well-developed evidence base, documentation of lessons learned, and continuous monitoring

Gender-Specific Programming

Gender-specific programming aims to raise awareness, build capacity, develop partnership, test ideas, and open up opportunities for long-term, in the municipality programmes focusing on gender-related issues. Recognizing that an urban center that is inclusive towards women’s needs is more equitable for everyone, the municipality will design women programs that specifically targets women and their needs, aiming to increase the engagement of girls and women in urban development and governance so that they can live in inclusive, equitable municipality and community.

Municipality will work with the other County Departments, private sector, local partners (CSOs/NGOs/CBOs, partners, and stakeholders to collect data and evidence, raise awareness, build capacity, and develop pilot projects to address the issues identified in this participatory process

4.2 Planning for Gender Diversity and Inclusivity

All planning decision have a gendered impact, hence the importance of listening to the people especially women who are mostly impacted and understand the extent to which they feel included. Diversity recognizes that we are different in both visible and invisible ways and by appreciating that these differences exist, will promote the need to have a diverse approach to accessing services. It provides an opportunity to acknowledge these differences leading to the removal of barriers that impede engagement by being flexible and intentional in our programming work towards a more just

Municipality.

Proposed Activities

- a. Working with partners and residents to design and expand women specific projects, programs and policies. This includes designing and testing tools for co-designing gender-sensitive infrastructures and public spaces as well as guidelines for targeting and involving marginalized women in urban governance.
- b. Conducting women's safety audit diagnosis reports (physical and online) and gender-based community mapping in different contexts (roads, water points, markets, transport, etc.)
- c. Developing and testing pilot projects, such as public space interventions, urban campaign on women's safety and engagement, or implementation of a gender-sensitive WASH facility.
- d. Conducting surveys with key stakeholders to collect and generate relevant gender-disaggregated data and develop and measure indicators to establish a baseline and assess both progress and impact over time.

Equality, Diversity and Inclusivity-Participatory Gender Sensitive planning

A Participatory Gender sensitive planning must take into consideration the difference and diversity present within our community, whether age, genders, their status, incomes, disability and cultural and social gender roles and how women and girls go about their daily social, economic activities observing their daily lives. Hearing about how our development programmes impact them and learning their concerns around issues of safety, their use of the available public space and using these experiences to support us in planning for inclusion.

Policies also impact women and men differently and Kitui Municipal recognizes that structural barriers impact the enjoyment of rights and therefore designing policies that addressing discrimination by marginalized groups like Persons with Disability and intersecting forms of discrimination. To achieve the principle of leaving no one behind, we shall review our policies and current programmes to address biases to expand opportunities and make services available to the most marginalized.

Equality, Diversity and inclusivity, is part of a sustainable strategy that must be incorporated but it can only be successfully applied if there is accurate data to back any recommendation. Kitui Municipality will have to consistently collect data and carry out survey to influence gender sensitive planning. Developing tools for data collection will also have to take into consideration the target groups. For example, literacy and availability of respondents will influence the type of strategy to be applied for collecting the necessary information. The use of data to improve management of development and transform lives is important because it put the users at the center and ensure that they benefit all the unique solutions that addresses unconscious biases and discrimination by creating opportunities for their inclusion.

CHAPTER 5: GENDER MAINSTREAMING MONITORING AND EVALUATION

Kitui Municipality in collaboration with other key stakeholders will develop a Monitoring, Evaluation, Accountability and Learning (MEAL) framework to track progress of this framework. Production of quarterly and annual progress reports in a consultative manner will be very useful.

The MEAL system adopted for this framework will be designed to provide feedback to stakeholders to ensure accountability, transparency and facilitate appropriate decisions on future implementation. The review of the Gender inclusion and participatory framework will ensure that the input delivery, work schedules and target outputs are progressing according to the plan.

Kitui Municipality plans to undertake periodic MEAL activities at different phases of implementation of this framework. This framework makes provisions for establishment of effective monitoring, evaluation, research, learning and application to gender work.

6.1 Capacity for Monitoring and Evaluation

Internal and external monitoring capacities shall be developed to ensure high level accountability for meeting the Municipality gender equality, women's empowerment and inclusion of development objectives. Gender responsive shall be adopted both as a principle tool and mechanism for resource allocation advocacy, tracking and monitoring. All officers within the department and focal points shall be capacitated on Gender Responsive Budgeting.

6.2 Data Management and Utilization

Municipality shall invest in evidence generation and learning in partnership with the economic and planning department. Research shall be undertaken to inform initiative and projects as well as indicators. M&E processes/indicators/framework shall be put in place for each core component of the framework commitments to determine effectiveness, efficiency, economy, and equity compliance.