

# COUNTY GOVERNMENT OF NAKURU



## **GENDER AND DEVELOPMENT POLICY:**

---

### **2021 – 2027**

## **Foreword**

Commitments to gender equality as enshrined in the Constitution and the national and county development policies and laws area hallmark of all progressive societies. Counties are expected to embrace normative and institutional measures that alleviate discrepancies in development as a result of inequalities founded on gender discrimination and marginalization. Counties should thus develop policies, guidelines, strategies and regulations that facilitate the equitable and sustainable access to resources and opportunities by both men and women while recognizing and addressing the related diversities and inter-sectionality. This Gender and Development Policy is in keeping with the responsibilities that are bestowed upon the counties in the Constitution.

The leadership of Nakuru County is committed to eliminating inequality and exclusion in the delivery of development programmes for sustainable empowerment of the people. Inclusive and holistic development is founded on the diversity and synergies that equity and social justice provide. The gist of devolved leadership is to redress specific the forms of inequality attributable to the local contexts because of the underlying social and cultural norms. Our endeavour is to ensure policy and structural barriers to equality and inclusion are eliminated. The Covid-19 pandemic that amplified inequalities and exposed vulnerabilities has emphasized this direction in our development vision.

Gender and development articulates a unique interface between policy, service delivery and underlying perceptions and practices of our communities. We recognize the roles and duties of men and women across various ages as opportunities that provide solutions to the challenges in reducing poverty, catalysing prosperity and nurturing robust foundations for social cohesion. The County Government of Nakuru is persuaded that authentic and enduring social and economic transformation is the outcome of harnessing the ingenuity of women and the genius of men in the county's development trajectory.

Our expression of equality in the spheres of social and economic justice, leadership and governance, and institutional dynamics as a polity are encapsulated in this Policy. We have explored the challenges and limitations that delay our collective vision and identified strategies that promise harnessing of the potential resident in our men and women to bestow honour and dignity to their lives. We recognize that though men and women present different needs, we owe both equal opportunities for self-affirmation.

We are extremely appreciative of the partnership and collaboration that continue to drive the milestones in responding to our mandate. We value the technical and financial support received from our development partners and commit to demonstrate results that affirm our accountability and readiness for equitable progress. We are optimistic of the broader and more robust partnerships as we embark on the noble assignment of implementing this Policy. Our County is prepared to embrace change that promotes the nurturing of an equitable and just society.

**His Excellency Hon. Lee Kinyanjui.**

**GOVERNOR, NAKURU COUNTY GOVERNMENT**

## **Acknowledgement**

Sustainable and equitable development cannot be realized through unilateral efforts of the county governments despite their constitutional mandate. We must therefore build diverse and results driven partnerships for harnessing the resources and the technical support that is required for effective policy formulation and service delivery. We wish to profoundly acknowledge the role that many of our partners<sup>1</sup> played in the development of this Gender and Development Policy. The role that [MIDRIFT HURINET](#), GROOTS- Kenya, CEDGG, LVCT Health and CASE-OVC, The Sustainable Development Goals Kenya Forum have consistently played in promoting inclusive, participatory and people centred development in Nakuru County deserves special recognition. It is the example of partnerships that achieve desired results in an environment that is marked by mutual respect, inclusivity and consultation.

We are indebted to all the technical teams that converged under the leadership of the County to conceptualize and develop this Policy. We appreciate the insightful role played by the representatives of the National Government and non-State actors in highlighting the pertinent issues that the Policy seeks to address and look forward to sustaining these partnerships as we embark on its implementation.

We thank our communities for their participation in studies and validation activities that provided the critical information to guide the thrust of the Gender and Development Policy. We are confident that the Policy resonates with the priorities that are relevant and meaningful to both men and women in the community, and afar that they will accord us unreserved support in its implementation. Our ultimate desire is to translate the robust policies into tangible gender responsive outcomes in the community as we build back better and promote equality faster in the Post Covid-19 development priorities and recovery.

Our county leadership deserves special commendation for prioritizing gender and development in planning, resource mobilization and actual service delivery. It illustrates not just the willingness of the County to alleviate challenges facing women and men differently but also the commitments to pursuing the achievement of Sustainable Development Goals and the Kenya Vision 2030. We are determined to maintain this tempo and commitment as we continue with the implementation of our second County Integrated Development Plan (2018 -2022).

Successful implementation of this Policy calls upon us to remain focused and innovative. We ought therefore to be objective, realistic and systematic in our work, maintaining clarity on measurement and attribution of results. Our partnership should bolster the magnitude of responsiveness to the financial and human resource prerequisites for bringing the aspirations of the Policy to fruition. We pledge our support to the implementation of the Policy as the County Government.

**County Minister of Gender**  
**NAKURU COUNTY GOVERNMENT**

---

<sup>1</sup> Annex 2- List of Partners and contributors in no apparent order

# Table of Contents

Foreword	2
Acknowledgement	3
Glossary / Definition of Terms	7
1.0 Introduction	9
1.2 Problem Statement.....	9
1.3 Rationale.....	10
1.4 Scope .....	10
1.5 Policy Context .....	10
1.6 National Policy and Legal Frameworks.....	10
1.7 International Policy and Legal Frameworks.....	12
2.0 Situational Analysis and key issues	13
2.1 Nakuru County.....	13
2.2 Situational Analysis- Sector Specific Trends and Key Issues .....	13
2.3 Gender Based Violence .....	13
2.4 Access to Justice .....	15
2.5 Governance and Decision – Making .....	16
2.6 Peace, Security, Cohesion and Disaster Management .....	18
2.7 Socio - Economic Empowerment and Self-Reliance.....	19
2.8 Health .....	20
2.9 Education.....	21
2.10 Agriculture and Food Security .....	22
2.11 Natural Resources and Climate Change.....	23
3.0 Institutional Capacity for Gender Mainstreaming	27
3.1 Gender and Development Policy Directions and Guiding Principles .....	27
3.2 Vision.....	27
3.3 Mission.....	27
3.4 Core Values.....	27
3.5 The Policy Objectives.....	27
3.6 Guiding Principles .....	27
4.0 Policy Development Process	29
5.0 Gender Policy Strategic Pillars and Priority Actions	30
6.0 Gender and Development Policy Enablers	35
6.1 Evidence Generation and Learning.....	35
6.2 Gender Responsive Budgeting.....	35
6.3 Information, Communication and Technology.....	35
7.0 Implementation Framework	36
7.1 Management and Coordination of implementation of the Gender and Development Policy.....	36
7.2 Roles and Responsibilities of Stakeholders.....	36
8.0 Monitoring and Evaluation	41
8.1 Monitoring and Evaluation Leadership.....	41
8.2 Capacity for Monitoring and Evaluation.....	41
8.3 Data Collection, Management and Utilization .....	41

9.0 Review of Gender and Development Policy	43
Annex 1: Gender Policy Implementation Matrix	44
Annex 2: List of Contributors	75

## Acronyms / Abbreviations

AGPO	Access to Government Procurement Opportunities
ANC	Ante Natal Care
ATDC	Agricultural Technology Development Centre
BPFA	Beijing Platform For Action
CBOs	Community Based Organization
CEC	County Executive Committee
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CEDGG	Centre for Enhancing Democracy and Good Governance
CIDP	County Integrated Development Plan
CSOs	Civil Society Organizations
KHIS (DHIS2)	Kenya Health Information System
DTI	Dairy Training Institute
ECD	Early Childhood Development
ECDE	Early Childhood Development and Education
FBOs	Faith Based Organization
FGM	Female Genital Mutilation
FIDA-K	Federation of Women Lawyers Kenya
GBV	Gender Based Violence
GBViE	Gender Based Violence in Emergencies
GBV TWG	Gender Based Violence Technical Working Group
GEWE	Gender Equality and Women Empowerment
GMU	Gender Monitoring Unit
GROOTS	Grassroots Organizations Operating Together in Sisterhoods
HURINET	Human Rights Network
ICT	Information and Communication Technology
KALRO	Kenya Agriculture and Livestock Research
KEPHIS	Kenya Plant Health Inspectorate Service
KPIs	Key Performance Indicators
MDAs	Ministries, Departments and Agencies
M&E	Monitoring and Evaluation
MHPSS	Mental Health and Psychosocial Support
MMR	Maternal Mortality Rate
MSMEs	Micro Small and Medium Enterprises
MTP	Medium Term Plan
NCDs	Non-Communicable Diseases
NGAAF	National Government Affirmative Action Fund
ODPP	Office of the Director of Public Prosecution
OPD	Outpatient Department
PWDs	Persons with Disabilities
RVIST	Rift Valley Institute of Science and Technology
SIGs	Special Interest Group
SMART	Specific, Measurable, Attainable, Realistic, and Time bound
WEF	Women Enterprise Fund
YEDF	Youth Enterprise Development Fund
YFS	Youth Friendly Services

## Glossary / Definition of Terms

**Affirmative (positive) action:** Special temporary measures to redress the effects of past discrimination in order to establish equal opportunity and treatment between women, men, boys, girls and intersex.

**Empowerment:** refers to the expansion of people's capacity to make and act upon decisions (agency) and to transform those decisions into desired outcomes, affecting all aspects of their lives.

**Equal opportunity in the world of work:** Having an equal chance to apply for a particular job, to be employed, and to be considered for a promotion and for equal pay for equal work done.

**Gender:** Refers to the social roles and relations between men and women that are learned, changeable over time, and have wide variations both within and between societies and cultures.

**Gender lens:** Means approaching or examining an issue, paying particular attention to the potentially different ways that men and women are or might be impacted.

**Gender analysis:** Is a systematic tool to examine political, social, cultural and economic differences between women and men.

**Gender-aware/sensitive policies:** Recognizing that women and men are constrained in different and often unequal ways, and have differing and sometimes differing needs, interests and priorities.

**Gender neutral policy:** A policy that addresses issues that focus on challenges both genders go through.

**Gender specific policy:** A policy that address specific gender issues and they are guided by analysis and research.

**Gender-Based Violence:** The term gender-based violence is used to distinguish common violence from violence that targets individuals or groups of individuals on the basis of their gender. Gender-based violence has been defined by the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Committee as violence that is directed at a person on the basis of gender or sex. It includes acts that inflict physical, mental or sexual harm or suffering, threat of such acts, coercion and other deprivations of liberty.

**Gender-blind:** Research, analysis, policies, advocacy materials, project and programme design and implementation that do not explicitly recognize existing gender differences between men and women.

**Gender discrimination:** This is the systematic unfavourable treatment of individuals on the basis of their gender which denies them their rights, opportunities or resources.

**Gender equality:** The state or condition that accords women and men equal enjoyment of human rights and freedoms, socially valued goods, opportunities, and resources.

**Gender equity:** Fairness of treatment for women and men, according to their respective needs.

**Gender Gap:** Is a measure of gender inequality. It is a useful social development indicator; for example, one can measure the gender gap between boys and girls.

**Gender integration:** Refers to strategies applied in program assessment, design, implementation, and evaluation to take gender norms into account and to compensate for gender-based inequalities.

**Gender issues:** Specific consequences of the inequality between men and women.

**Gender mainstreaming:** Is the process of incorporating a gender perspective into policies strategies, programs, project activities, and administrative functions as well as into the institutional culture of the organization that will engender parity.

**Glass ceiling:** Invisible artificial barriers, created by attitudinal and organizational prejudices that block any gender from senior executive management positions.

**Intersex:** Intersex people are born with sex characteristics (including genitals, gonads and chromosome patterns) that do not fit typical binary notions of male or female bodies.

Poverty: Living on less than \$1.90 a day

**Sex:** Biological differences between men and women that are universal and usually determined at birth.



## **1.0 Introduction**

The principal mandate of county governments is to deliver services devolved by the constitution of Kenya 2010. The underlying principle is that devolution will promote increased access to services and broadened participation in decision making by citizens at the grassroots. Devolved governments are therefore the appropriate mechanism for promoting diversity in development perspectives, including commitment to gender equality. Governance institutions and practices at the county level should take into cognizance the imperative of human rights responsive approaches that mainstream gender considerations. Governance enables people to express their needs through the political system and ensures that the system responds appropriately. It provides the framework for the duty bearers and service providers to develop and provide basic services. Governance also provides mechanisms that enable citizens to hold governments and the civil service accountable.

Components of gender-sensitive governance include promoting women's voices in decision-making through equal participation in politics and the civil service; incorporating the principle of equality of men and women in legal systems; and public institutions to ensure effective protection of women and other vulnerable groups (PWDs) against discrimination. Gender-sensitive governance requires the collection and use of gender-sensitive data and indicators in monitoring and evaluation.

County governments should catalyse gender sensitive actions in communities where especially women and girls are excluded from the development process alongside other minority and vulnerable groups such as persons with disabilities. Opportunities for affirmative action that are implemented at the county like the nomination of women to County Assemblies to realize the one-third principle and issuance of bursaries to students are appropriate avenues for addressing inequality. Gender-sensitive governance is essential for gender-sensitive delivery of basic services. Without it, decision-making tends to be based on the experiences of men and boys and does not fully take into account the needs of women and girls. As a result, services may be inappropriately designed, fail to address barriers that reduce women's access or lead to unintended adverse consequences for women and girls, boys and men. Equitable sharing of national and local resources should take gender equality into account. This Gender and Development Policy provides a framework for pursuing and realizing the above aspirations in an environment of collaboration, consensus and collective responsibility.

## **1.2 Problem Statement**

The Constitution of Kenya 2010 provides the basis of gender equality and equity in Kenya. Despite the legal imperatives for gender discrimination and inequity persists across all development sectors in Nakuru County. As a result, for gender equality and equity to be achieved there is need to develop a policy that addresses the variety of manifestations of gender discrimination and inequity.

### **1.3 Rationale**

The Nakuru County Gender and Development Policy aims to achieve gender equality, particularly in legislation, participation, representation, empowerment and distribution of resources. Both men and women are expected to benefit from gender responsive programming and institutional compliance aimed at achieving social justice for all. This Gender and Development Policy will serve as a tool for efficient coordination of gender responsive programming and institutional capacity in Nakuru County. The Policy will be deployed for advocacy and resource mobilization for effective and sustainable development in the County. By developing a gender policy the County lends itself to greater accountability; and therefore enhances transparency for evaluation of how well it is performing and resources are utilized to promote gender equality, as well as steps that can be taken to put things right. The Policy will mobilize synergies and build consensus regarding the gender equality direction that the County should take. Existence of the Policy is itself a statement of commitment by the County to observe and uphold human rights.

### **1.4 Scope**

This Gender and Development Policy will guide gender equality initiatives in Nakuru County between 2021 and 2027. All sub-counties are required to implement the Policy in the best interests of the residents of the County. The Policy will be reviewed periodically to determine relevance applicability beyond the current period of implementation.

### **1.5 Policy Context**

The Nakuru County Gender and Development Policy is anchored on a national, county, regional and global policy and legal frameworks and instruments established to promote and sustain equitable and just societies.

### **1.6 National Policy and Legal Frameworks**

Gender inequality in Kenya, like in many development settings, manifests historical and structural causes. Social cultural barriers and policy impediments create the marginal status of women in Kenya which are being dismantled progressively through recognizing developmental and social dividends of equity measures in harnessing the potential of women and men, girls and boys. Phenomenal change towards institutionalizing a culture of equitable development has been triggered in the country on the basis of the new Constitutional dispensation, resultant legal instruments, and policy guidelines that are cognizant of the country's global commitments.

The Constitution of Kenya 2010 highlights the primacy of human rights and equality under the Bill of Rights. Article 27 (3) of the Constitution articulates that "Women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres." Economic and social rights are enshrined in Article 43 of the Constitution whereas Article 30 and Article 41 address labour and workplace issues that include fair remuneration, reasonable working conditions and the right to congregate with other workers in furtherance of common goals. The emphasis on women's and men's equal entitlement to land as encapsulated in Chapter Five of the Constitution affirms the centrality of equitable economic empowerment for men and women. The

Employment Act (2007), the Land Act (2012) and the Matrimonial Property Act (2013) are equally critical pieces of legislation in safeguarding equitable distribution of opportunities and resources in Kenya.

Affirmative action measures aimed at leveraging equality in decision making are embodied in the Kenyan Constitution. Article 81 of the Constitution states that “not more than two-thirds of the members of elective public bodies shall be of the same gender” whereas Article 100 provides that “Parliament shall enact legislation to promote the representation in Parliament of (a) women; (b) persons with disabilities; (c) youth; (d) ethnic and other minorities; and (e) marginalised communities”. As a result of the equity persuasion inscribed in the Constitution, Kenya has made progress in mainstreaming women’s participation in decision making. Presently, the Senate and National Assembly have an aggregate representation of 25% women whereas the Cabinet has 30.4% women. The Children’s Act (2001), Sexual Offences Act (2006), the Prohibition Against Female Genital Mutilation Act (2011), the Penal Code (2012), the Protection Against Domestic Violence Act (2015), the Health Act (2017), among other laws, and the mandate of institutions such as the Office of the Director of Public Prosecution (ODPP), the National Gender and Equality Commission (2011), and the State Department for Gender are critical to realizing gender equality outcomes in Nakuru County.

Sessional Paper No. 10 of 2012 established Vision 2030 as Kenya’s main development blueprint. It highlights actions towards overcoming critical barriers including gender gaps which impact on access to and control of resources, economic opportunities, power and political voice. Gender, youth and vulnerable groups are also recognized as key thematic areas under the Social Pillar. Specific strategies aimed at promoting gender equality and women’s empowerment as outlined in the Medium-Term Plan III of Vision 2030 include provision of Affirmative Action Funds (Women Enterprise Fund (WEF), Uwezo Fund, National Government Affirmative Action Fund (NGAAF), Access to Government Procurement Opportunities (AGPO), and the Youth Enterprise Development Fund (YEDF). The MTP III also stipulates that One-Stop Gender Based Violence Recovery Centres will be established in counties in collaboration with health institutions and implement the National Policy on Eradication of FGM.

To ensure gender mainstreaming in national and county government levels, the MTP III states that capacities of National and County Government Institutions to embrace Gender Equality and Women Empowerment (GEWE) will be enhanced with the aim of ensuring integration of gender related issues in policies, planning and budgeting processes, and supporting increased participation of women in elective politics, public service and private sector leadership positions. Specific policy interventions in the MTP III include development implementation guidelines for the Prohibition of Female Genital Mutilation Act (2011); development of frameworks for the operationalization of the Protection Against Domestic Violence Act (2015), Marriage Act (2014) and Matrimonial Properties Act (2013); development of a Resource Mobilization Strategy for Gender programs and projects; development of an Intergovernmental Coordination Framework for Gender; and review of the National Government Affirmative Action Fund Access Guidelines.

Key legal developments proposed in the MTP III include enactment of the National Equality Bill, Women Enterprise Fund Bill, Social Protection Bill, Social Development Bill, and Family Promotion and Protection Bill; and the Two-Third Gender Rule Bill. The National Gender and Development Policy (2000), the National Policy for Prevention and Response to Gender Based Violence (2014), the National Adolescent Sexual and Reproductive Health Policy (2015) and the Kenya National Action Plan for the Advancement of United Nations Security Council Resolution 1325 on Women, Peace and Security 2020–2024 are relevant to the aspirations of this policy.

### **1.7 International Policy and Legal Frameworks**

Kenya is a signatory to numerous international legal and policy instruments that compel an enabling environment for observance and promotion of gender equality. Key among the international legal and policy instruments are the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), the Beijing Plan for Action (1995), the Sustainable Development Goals (2015 - 2030); and International Conference on Population and Development Programme of Action (ICPD POA) commitments. The Africa Agenda 2063 and the Maputo Protocol are equally relevant to promotion of gender equality in the country. **The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) 1979** CEDAW engages with elimination of inequalities in the areas of marriage and family, legal entitlements, economic empowerment, employment, healthcare, nationality status and political representation. Aspects of the convention that directly focus on GBV include trafficking and forced prostitution. Kenya ratified this convention in 1984. The plethora of issues to be addressed by governments under the **Beijing Platform for Action (1995)** include poverty, education, healthcare, violence against women, women and armed conflict, women and economy, women in power and decision-making, institutional mechanisms for the advancement of women, the human rights of women, women and media, women and the environment and the girl child. Sustainable Development Goal (SDG) number 5 seeks achievement of gender equality and the empowerment of women and girls through ending of discrimination and violence against women and girls, including harmful practices. Recognizing and valuing unpaid care and domestic work; ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life; and ensuring universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action are encompassed in the SDG 5 targets. Other areas include giving women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws, and enhancing the use of enabling technology. Some of the commitments that Kenya made during the ICPD25 Nairobi Summit in 2019 include ending gender and other forms of discrimination by 2030 through enforcing the anti-discrimination laws and providing adequate budgetary allocations to institutions mandated to promote gender equality and empowerment of women and girls by 2030.

## **2.0 Situational Analysis and key issues**

### **2.1 Nakuru County**

Nakuru County comprises 11 sub-counties namely: Bahati, Gilgil, Kuresoi North, Kuresoi South, Molo, Nakuru Town west, Nakuru Town East, Naivasha, Njoro, Rongai and Subukia occupying 7,509.50km<sup>2</sup>. It borders 8 counties: Baringo, Bomet, Kajiado, Kiambu, Kericho, Laikipia, Narok and Nyandarua. Nakuru Town is the main urban centre and headquarters of the County. The town lies along the Great North Road, 160kms from Nairobi City, and has previously served as the main administrative location for the former Rift Valley Province.

The population of Nakuru County according to the 2019 Population and Housing Census was estimated at 2,162,202 persons with 1,077,272 males and 1,084,835 females and 95 Intersex. There are 616,046 households in the County, with 30% being headed by females. The most populous sub-county in Nakuru County is Naivasha that has a total population of 355,383 people (179,222 males; 176,132 females; and 29 intersex). Majority of Nakuru County residents (47%) are children aged 0-18 years (510,715 males and 500,430 females) followed by young people aged 18-35 years (32%) who are 333,247 males and 354,195 females. Women of reproductive age (15-49 years) are 567,939 (26%). The population aged 60 and above years are 107,352 (50,582 males and 56,770 females). Among the population aged 5 years and above in Nakuru County those with disabilities are 33,926 (14,498 males and 19,428 females). There are 232 (100 males and 142 females) persons with albinism in Nakuru County. Out of the 629 street persons in the County, men constitute 91% (572) while women make up 9% (57). Nakuru County has 95 intersex persons. Nakuru County is a largely agricultural county with equally significant revenue being generated through tourism.

### **2.2 Situational Analysis- Sector Specific Trends and Key Issues**

This section of the Policy presents an overview of the situation in Nakuru County across ten development domains that are integral to achieving gender equality. The domains explored are socio-economic empowerment and self-reliance; health; education; protection of human rights and access to justice; governance and decision-making; agriculture and food security; natural resources<sup>2</sup>and climate change; land and housing; peace, security, cohesion and disaster management; and institutional gender mainstreaming capacity. The situation observed and key issues highlighted in this section underpin the framing of the strategic pillars and priority actions of the Policy.

### **2.3 Gender Based Violence**

Protection from all forms of gender-based violence and other consequences of discrimination is both a human rights and development imperative enshrined in the Constitution and development frameworks in Kenya and globally. County governments are expected to address GBV and harmful practices through implementation of existing national policies and laws, development of their own county specific laws and policies, service provision, capacity building and awareness creation while focusing on most at risks groups like women and girls,

---

<sup>2</sup> <https://genderdatakenya.org/population/>-

PWDs, children, and diverse minorities across the spectrum of sexual orientation and gender identity.

Sexual violence in the Rift Valley region where Nakuru County is located is 4.7% among males and 10.5% among females. The prevalence of female genital mutilation among practicing communities resident in Nakuru County such as Kalenjin (27.9%), Maasai (77.9%) and Kikuyu (14.6%) is equally highlighted as a prominent protection and health issue. The spike in GBV and FGM cases during the Covid-19 period has affected Nakuru County just like the rest of the Country. The DHIS2 report shows that the county has recorded 3,491 cases of GBV from January to September 2020 compared 3,271 cases in the same period in 2019. A study by [DIDNITY and MIDRIFT HURINET](#) in Kaptembwo and Karagita informal settlements in Nakuru County showed that 61.5% of women reported that violence from their husbands or partners significantly affected their mental or physical health, and nearly half reported the violence hindered their ability to work and they experience moderate to extreme difficulties completing tasks, learning and engaging in community activities. Perceived safety from GBV in public spheres and in the household among target women and girls in Nakuru County was rated at 2.9 (on a scale of 0-5) in an evaluation undertaken by Trocaire in 2019. Police, health workers, and paralegals were cited as frontline workers playing an instrumental role in addressing GBV. The leaders identified for actively addressing GBV at the community level were teachers, community leaders among them chiefs, elders and community gate keepers. The Gender Violence Recovery Centre at the Nakuru Level 5 Hospital is the main GBV service provision point in Nakuru County.

### Key Issues

- **Institutional and human resource capacity:** Some actors deliver services in a resource deprived environment which compromises survivor centered considerations in addressing GBV. There are gaps in the capacity of various cadres of actors to prevent and respond to GBV.
- **Inadequate data:** There is no reliable source of data on all forms of GBV or any centralized data base. The County mostly depends on the Kenya Health Information System 2 (KHIS2) for data on SGBV which has challenges associated with comprehensiveness.
- **Inadequate resourcing:** The capacity to promote and practice gender responsive budgeting is weak which has led to inadequate resources for the prevention of and response to GBV.
- **Absence and / or delayed development and enactment of policies, strategies and laws:** Specific laws and policies that would strengthen prevention and response to GBV such as the Nakuru County Gender Equality Bill (2020) have taken long to enact and commission. There are no sector specific strategies or guidelines on addressing GBV which creates gaps in targeted and cross-sectoral interventions.
- **Poverty:** Women and girls across the county cite poverty as the underlying root cause of their vulnerability to GBV.
- **Social and gender norms:** Normalization of violence against women and girls is pervasive. Communities still uphold practices such as child marriage and FGM in total disregard of the law. Violence against women and girls in public spaces is largely condoned.

- **Coordination:** Nakuru County has a functional GBV Technical Working Group and similar structures at the sub-county level. However, linkages between the county level GBV TWG and those at the sub county level should be strengthened. Similarly, coordination with other sectoral and thematic protection mechanism like the Court Users Committees is weak.
- **Gender Based Violence in Emergencies (GBViE):** Nakuru County has had a history of emergencies including conflict and disasters that aggravate vulnerability to various forms of GBV. However institutional and human resource capacity for addressing GBViE while maintaining focus on humanitarian, development and peace nexus is weak.
- High exposure to potentially traumatic events mostly attributed to GBV
- Elevated symptoms of PTSD, depression and impaired functioning
- Lack of awareness on mental health and psychosocial support (MHPSS).

## 2.4 Access to Justice

A baseline survey on the Status of Governance in Kenya by Uraia Trust<sup>3</sup> revealed low public participation in judicial processes, reforms and inadequate knowledge of court systems in Kenya. While a majority of Kenyans (67.7%) are aware of where to report crimes and grievances, access to the law courts is limited with less than half (46.2%) of Kenyans agreeable that they can access law courts easily. The study further revealed that most Kenyans (69%) cannot differentiate the roles of the different courts in the country. Analyses of the roles adduced from the respondents indicate misinformation on the roles of the courts.

Moreover, though the constitution requires accused persons to be released on bail/ bond, vulnerable and marginalized groups are most times not able to meet the bond/ bail terms. According to the Uraia Trust Baseline survey, 76% of Kenyans find the costs of litigation prohibitive while only 30% have access to legal representation. This implies that access to quality legal representation has ended up as a privilege reserved for the rich. This is evident with analysis of the population in prison where majority of the remandees are those who cannot afford the bond/ bail terms. This has been a major concern for the Nakuru Court Users Committee.

The Nakuru County Attorney's Office Act 2017 provides that the County Attorney's Office shall provide efficient and professional legal service including legal aid to the County Government and for the purpose of facilitating, promoting and monitoring rule of law, protection of human rights and democracy in accordance with the Constitution.

There are three law courts in the County namely; Nakuru law courts, Naivasha law courts and Molo law courts which contribute to access to justice for GBV survivors and others in need of protection services. The County has 23 police stations, 21 police posts and 25 police patrol bases. A total of 21 GBV related cases were successfully prosecuted in Nakuru County between 2017 and 2018, according to the Legal Resources Foundation.

<sup>3</sup> <https://uraia.or.ke/wp-content/uploads/2016/12/SID-Baseline-Final-Report.pdf>

## Key Issues

- Limited access to courts.
- Low awareness of legal aid schemes and structures.
- Negative attitude towards formal justice system
- Unaffordability of legal services for vulnerable and marginalised individuals and groups
- Inappropriate use of ADR mechanisms to resolve sexual offences cases
- Violations of human rights by duty bearers.
- Inadequate resourcing for programmes and activities related to access to justice
- Delay of justice for survivors and accountability of perpetrators.

## 2.5 Governance and Decision – Making

Counties should demonstrate compliance with the Constitution (2010) in promoting equal representation and participation of women in political and governance processes and expand opportunities for women as a vulnerable group. Article 197 (1) of the Constitution stipulates that “Not more than two-thirds of the members of any county assembly or county executive committee shall be of the same gender.” Nakuru County like the rest of the 47 counties in Kenya complied with the Constitution in respect of this requirement during 2013 and 2017 General elections and subsequent composition of county assemblies. Elected female MCAs were 8 in 2013 and 5 in 2017. Notably, there has been a decline in the number of elected and nominated MCAs in the County (30%) after the 2017 General Elections which is contrary to constitutional thresholds (**Table 1**).

**Table 1: Nominated and Elected Female MCAs in 2013 and 2017**

Year	Representation			
	Male	Male (%)	Female	Female (%)
2013	52	67%	26	33%
2017	52	70%	22	30%

Composition of the County Executive Committee (CEC) has been consistently skewed in favour of men since the 2013 General elections. For instance, the County had 3 female CEC members in the 2013 -2017 period and 2 in the current 2017-2022 tenure.

Nakuru County embarked on enactment of public participation laws in 2016 in accordance with the Constitution (2010) and the County Government Act (2012). The Nakuru County Public Participation Act (2016) seeks to create appropriate conditions for public participation through formulation and implementation of laws, policies and regulations, among other provisions. The Nakuru County Gender Equality Bill 2020 has not yet been enacted into law since it was initiated in 2015. The Bill provides that despite any other law, designated public bodies and designated private bodies must, within their ambit of responsibilities and available resources, develop and implement measures, in order to achieve the progressive realization of a minimum of 50 per cent representation and meaningful participation of women in decision-making structures including Boards, which must include (a) building women's capacity to participate; (b) enhancing the



understanding and attitudes of communities to accept the capabilities and participation of women as their equals; and (c) developing support mechanisms for women. A study on women's and girls' participation in decision-making showed adolescent girls and young women are nominally involved in decision-making, citing low recognition of their participation, labelling and lack of information on public participation processes as major barriers. Women are apparently expected to be more involved in household decision-making (93.1%) than in decision-making processes that ensue in the public domain (73.5%). The Social Justice and Civic Participation Index for Nakuru County is 68% compared to 71% nationally. The County equally scores lower (53%) than the national rating (59%) on the Link between Equality and Inclusion Index.

### **Key Issues**

- **Laws and policies:** Development and implementation of laws and policies has been slow thus delaying realization of rights enshrined in the Constitution. For example, The Nakuru Gender Equality Bill (2020), the Civic Education Bill (2020) and Public Participation Act (2016).
- **Accountability mechanism:** A mechanism for tracking the participation of women and girls and overall focus on gender equality and inclusion in decision making, and the impact on development is lacking.
- **Weak political good will:** Women and girls experience weak and inconsistent political support in decision making processes.
- **Societal attitudes:** There are strong sentiments that portray women as lacking capacity to deliver on leadership and enterprise.

## 2.6 Peace, Security, Cohesion and Disaster Management

Disasters and conflict situations affect women and men differently requiring an understanding of their unique experiences and capacities for resilience and adaptation. The humanitarian, development and peace nexus must have a gender dimension that recognizes the different but equally meaningful roles of women and men in humanitarian situations, peace building, and contribution to development. Nakuru County has had a history of ethnic and political conflicts that generate and exacerbate inequalities. The most prominent emergencies and disasters experienced in Nakuru County in recent years are the Sachangwani oil tanker tragedy and the Patel Dam tragedy that affected mostly women and children. The expansion of lakes in the County such as Lake Nakuru and Lake Naivasha are significant indications of natural disasters increasing in magnitude. Nakuru is among counties in the country that have been severely affected by the Covid-19 pandemic.

Gender roles have had a bearing on the impact of disasters and emergencies on men and women, boys, girls in the County. Political tensions and conflicts in the past have involved men as combatants, leading to casualties among them that transform community and household power dynamics. Violent conflict can reinforce a culture of violent masculinity and can increase sexual violence against men and boys, women and girls making them vulnerable to stigma and exclusion. Men who earn their living as fishermen, boat riders, drivers and tour guides are likely to witness adverse effects of the climate change phenomenon that has led to expansion of lakes in the county. The domino effect of this will equally deprive women of their sources of livelihood in the tourism and hospitality industry. Overall, men and women experience disasters and emergencies differently and demonstrate equally unique coping strategies that should not be homogenized in policies.

### Key Issues

- **Limited evidence:** The County has not invested in research and knowledge products that establish and propose remedies to the differential impact of disasters and emergencies on men, women, boys and girls
- **Gaps in humanitarian crisis** and disaster response and management that disregards different roles and coping strategies of men and women.
- **Limited participation of both men and women in peace building processes and programs:** Women are affected by conflict and disasters but their role in peace building and recovery measures is nominal and stereotyped.
- **Networking and partnerships:** Partnership and collaborative initiatives that strengthen technical capacities and advocacy for a gender sensitive approach to the humanitarian, peace and development nexus in the county are underdeveloped.
- **Resource allocation:** Post conflict and disaster peace building and recovery economics tend to limit allocation of resources to interventions that are reactionary and framed to promote gender inequality and exclusion.
- **Social and gender norms:** Communities in the County still uphold practices that limit men's and women's capacities to cope with the consequences of conflict and disasters.

## 2.7 Socio - Economic Empowerment and Self-Reliance

The poverty level for Nakuru County stands at 29.1 per cent below the National target which is at 36.1 per cent<sup>4</sup>. The overall development index (39%) and the gender equality index (37%) for Nakuru County correlate credibly. There is an interface and bi-directional relationship between poverty, development and gender inequality; higher levels of poverty hinder development which slows down progress towards gender equality. Conversely, gender inequality stifles and deteriorates development leading to perpetuation of poverty. Disparities in literacy and vocational skills, access to employment, financial services and technology are major impediments to the socio-economic empowerment of women, vulnerable men, boys and girls in Nakuru County.

The 2019 Kenya Housing and Population Census indicated significant access and drop out differences between males and females in education achievement. The report showed that among the population aged 3 years and above in Nakuru County who did not access education completely were 83,897 (8.4%) females and 63,298 (6.4%) males while those who left school before completion were 171,948 females (17.2%) and 150,053 males (15.03%). The report also established that 11,283 (46%) males compared to 13,049 females in Nakuru County attended mid-level/ technical and vocational training. Nakuru County has the same labour index (64%) like the national level. There are however more females (52%) outside the work force than males (48%). Slightly more males (52.8%) than females (52.6%) in Nakuru County own mobile phones.

The disparity is wider in the proportion of males who use the internet (29.9%) compared to females (23.8%). Equally, males who have access to desktop computers / laptop/ tablets (13.3%) are more than their female counterpart at 10.0%. Despite the expansion in financial inclusion services in Kenya in the last decade, the proportion of households that seek credit in Nakuru County remains low at 30.4% despite majority (89.7%) receiving the credit sought. Similarly, the number of households in the county that received cash transfers remains low at 30.1% compared to 33.5% nationally.

A large proportion of Micro-Small and Medium Enterprises in Nakuru County are owned by males at 47.9% with women owning 32.2% of MSMEs. Age dependency ratio for Nakuru County (85.5) is higher than the national ratio at 81.6.

### Key Issues

- Low capacity for utilization of available economic empowerment opportunities.
- Limited access to skills training for nursing mothers and self-employed youths.
- Low access to employment opportunities for women and youths.
- Low access and utilization of information and communication technologies by men women.
- Low uptake of credit services and products especially by youths and women.
- Limited access to cash transfer services for households.
- Low participation of women in the MSMEs sector.

<sup>4</sup> Nakuru County Integrated Development Plan 2018-2022

## 2.8 Health

Health is a devolved function under the Constitution of Kenya 2010. Accordingly, Nakuru County seeks to reduce inequalities in health care services and reverse the downward trend in health-related outcomes through provision of integrated quality health services for all. The health index for the country is 56% compared to 67% nationally. Uptake of modern contraception in Nakuru County stands at 53.5% while those who use any method are 56.8% compared to 58% nationally among currently married women aged 15 – 49 years. A significant 8.5% of men in the Rift Valley perceive family planning as a woman's business while others (25.3%) postulate that family planning makes women promiscuous. An estimated 18.4% of women and girls in Nakuru County aged 15-19 years have begun childbearing.

The proportion of pregnant adolescents among Ante Natal Care (ANC) clients over the last three years has been the lowest in 2020 possibly due to Covid-19 that effected provision and access to essential services. Nakuru County has a Maternal Mortality Rate (MMR) of 375 deaths per 100,000 live births. To achieve zero maternal deaths, the County needs to reach 100% health facility-based deliveries from the current 88.4%. There has been a decline in skilled deliveries from 41,688 in 2019 to 37,169 in 2020 which could be attributed to Covid-19 constraints on the health sector in the County. Similarly, Outpatient Department (OPD) visits in the County reduced from 284,191 in 2019 to 103,407 in 2020. HIV prevalence among females in Nakuru County (4.8%) is almost double the prevalence among males at 2.9%. There is a steady decline in the number of women screening for cervical cancer in Nakuru County. For example, between January and September 2020, there were 10,262 cases screened relative to 12,199 and 17,024 cases over the same period in 2018 and 2019 respectively. The annual incidence of cancer increased from 37,000 cases in 2012 to 47,887 in 2018 while the annual mortality rose to 32,987 in 2018, from 28,500 in 2012. An estimated 27.9% of children under the age of 5 years living in Nakuru County are stunted, while 5% are wasted and 10.2% are under weight. These high levels of malnutrition remain a public health concern and a hindrance to achieving the County's developmental agenda and hence reduction of the same is a priority in the CIDP 2018-2022. Nakuru County is experiencing a rise in mental health incidences among both men and women. Yet although 85.5% of women in the county are willing to seek help from a mental health provider for an emotional problem more than half of the women were not aware of MHPSS services. The most preferred sources of MHPSS would be a religious leader (80.8%) or community health volunteer (66.8%).

### Key Issues

- Inadequate knowledge and negative attitude towards family planning.
- Inadequate Youth Friendly Services (YFS) and programmes.
- Poor health seeking behaviour among men and boys.
- HIV prevalence that affects women disproportionately.
- Limited access to services related to Non-communicable diseases
- Rise in mental health challenges among both men and women.

## 2.9 Education

County Governments have mandate for Early Childhood Development and Education (ECDE) and vocational training components of the education hierarchy in the country. Through capitalization (bursaries and scholarships), school feeding programmes, and infrastructure development and other costs of education, counties also contribute towards other levels of basic and tertiary education, including primary and secondary schooling and tertiary levels (university and mid-level colleges). The County has 2,194 ECDE centres of which 1,394 are privately owned while 830 ECDE centres are public. The County has put up 145 ECDE classrooms that support a total of 48,106 pupils in public ECDE centres with 23,477 boys and 24,629 girls. Pre-primary enrolment in the County stands at 84,772 for boys and 81,193 for girls. Nakuru County has 3,596 female and 1,827 male ECDE teachers. There are 1,089 primary schools in the County consisting of 375 private primary schools and 714 public primary schools. Primary level enrolment is in favour of girls at 452,101 compared to 440,076 for boys. Boys and male youth dominate access to secondary and university education whereas women and girls have better attainment of technical and vocational training and basic adult education. A total of 276,540 boys and 268,226 girls have attained secondary education in Nakuru County spread across 336 public schools and 172 private schools. Those who have attained university education are 41,122 males and 29,540 females. The County plans to put up 11 Vocational Centres of Excellence in the 11 sub-counties to provide adequate and conducive training environment for youth. The initiative is expected to cost the County Kshs. 900,000,000. The Nakuru County Medium Term Expenditure Framework shows that the County will spend Kshs. 389, 256, 000 on bursaries between 2017/18 and 2019/20. There are 121 Adult and continuing Education centres in the County that support 655 women and 436 men.

### Key Issues

- Low participation of men in ECDE programmes which impacts on issues of positive masculinity and role modelling.
- Low uptake of gender stereotyped courses.
- Low participation and retention of girls in secondary and university education.
- Low digital literacy among women and girls.

## **2.10 Agriculture and Food Security**

The centrality of agriculture as a driver of economic growth and development in Kenya has compelled consistent and strategic incorporation in legal and policy frameworks. The Constitution of Kenya (2010) places emphasis on agriculture and food security by stating that every person has the right to be free from hunger, and to have adequate food of acceptable quality. Agricultural productivity underlies the realization of Sustainable Development Goals more specifically on SDG 1 on No poverty, SDG 2 on No Hunger, SDG 3 on Good Health and Well Being and SDG 4 on Quality Education. Even in male-headed households, women often have prime responsibility for food production while men commonly concentrate on cash crops. Rural women in particular are responsible for half the world's food production and produce between 60 and 80 percent of the food in most developing countries. Women's triple roles (reproduction, production and community work) restrict their significant involvement in agriculture due to increase in workload and reduction in time for involvement in agricultural enterprises. This affects the extent to which they can take advantage of new agricultural methods, information, knowledge and available skills through agricultural and livestock extension networks or the media.

Nakuru is largely an agricultural County with 357,968 hectares of land being used for subsistence (270,779 hectares) and commercial farming (83,022 hectares). A total of 283,652 households in Nakuru County are involved in farming: 261,001 in crop production; 191,468 in livestock production; 565 in aquaculture; 2,494 in fishing; and 7,942 in irrigation. The County Department of Agriculture, Livestock and Fisheries spearheads agricultural extension services. Key agricultural institutions in the County include Egerton University, KALRO (Njoro, Molo, Naivasha), Nakuru Farmers Training Centre, Agricultural Technology Development Centre (ATDC), Agricultural Machinery Services (AMS), Baraka Farmers Training Centre, Dairy Training Institute (DTI) Rift Valley Science and Technology (RVIST), KEPHIS, Kenya Seed, Pioneer, Monsanto, Syngenta.

The participation of women in commercial farming as investors is limited by the land tenure system and large capital required for investment. Women however provide much of the labour on the commercial farms especially in the flower industry. Women also provide much of the labour for the subsistence farming that takes place at the household. Crops such as maize, beans, kales and potatoes are labour intensive which most communities in the County perceive as the role of women apart from the transportation and marketing components of the value chain. Land preparation, input selection, planting, weeding, harvesting and storage of such crops especially for subsistence and minimal commercial use are undertaken by women. Small livestock such as sheep, goats and chicken are mostly relegated to women in management over and above their work on the farm. Women's low literacy levels and limited access to extension services due to the constraint of reproductive work contributes to low utilization of modern farming methods and technologies. Men own most of the land which they can use as collateral to acquire credit for investment in farming. They also exercise de facto authority in the choice of crop and livestock to be grown or reared, the amount of acreage to be allocated, farming methods to be used, and access to other productive assets like water for irrigation and general agricultural use. Men are also key players in the initiation of sectoral policies, laws and reforms that influence the evolution of agricultural practices in the country. Involvement of men

in developing a gender sensitive and responsive approach to agriculture and food security is therefore strategic. Their positive influence can transform underlying social and gender norms that exclude women and girls from agriculture food security across the domains of food availability, access, utilization and stability.

### **Key Issues**

- Time: Women spend more time on reproductive and unpaid care work thus limiting participation in value chain activities.
- Child labour: there is high prevalence of child labour in farms and fishing sectors.
- Mobility: Women are less mobile due to engagement in domestic work. This limits their participation in capacity building opportunities, acquisition of inputs and disposal of produce.
- Technology: There is low use of technology in agriculture by women.
- Limited access to credit facilities: Few women own land thus limiting their access to credit due to lack of collateral.
- Leadership: Leadership of farmer associations is dominated by men. Participation of women in farmer associations is restricted by barriers that include education, asset ownership, membership fees, shares, time of meetings, etc.
- Climate Change: Climate change has posed serious food insecurities across the county through the manifestations of phenomena such as drought, floods etc which affects women differently from men.
- Education and sensitization: Women's low literacy levels and limited access to extension services due to the constraint of reproductive work contributes to low utilization of modern farming methods and technologies.

### **2.11 Natural Resources and Climate Change**

Climate change is associated with increased frequency of extreme weather events, flooding, storms, and droughts which transform into disasters of varying degrees within the country. The events have significant social, economic and political impacts, including effects on food production and water availability, posing serious threats on the region's food production systems, health, infrastructure, and its progress towards poverty reduction. Although it is widely recognized that climate change bears on communities and the general population, its impact is highly heterogeneous and felt greatly by the resource poor and vulnerable groups, in particular women and children.

Nakuru County is richly endowed in natural resources which include but not limited to; land, freshwater lakes, forest cover (Mau Forest, Menengai), wild life and minerals such as kaolin, diatomite, sand and building stones, trona (soda ash), natural carbon dioxide. Also, the wide range of flora and fauna in the county has made Nakuru County a competitive tourist destination site largely through the following wildlife sites; Lake Nakuru National Park, Hells Gate National Park and

Mt. Longonot National Park and five private wildlife conservancies: Marura, Oserian, Kedong, Kigio and Soysambu. The main lakes in the County are Lake Nakuru, Lake Elementeita and Lake Naivasha.

The effects of climate change exacerbated by environmental degradation have impacted the natural resources within the county negatively and with those grave implications have been minted to the women, girls, men, boys and intersex who depend on these natural resources in one way or another. The phenomenon of lakes in the County especially Lake Nakuru, Lake Naivasha, Lake Olbolosat, Lake Solai and Lake Elementaita flooding has been associated with climate change and this has led to adverse effects such as displacement of people, death, gender-based violence, human-wildlife conflicts, psychological stress, etc.

Environmental degradation in Nakuru County is mainly as a result of inappropriate farming methods, effects of climate change, poor solid waste and liquid waste disposal, soil erosion, inadequate sanitary facilities, massive felling of trees for firewood, encroachment of forest reserves, timber and clearing land for agricultural use. Degradation of the Mau Forest over the years has also been a cause of observed climate change phenomena in the county that include erratic weather patterns and climatic conditions, and gradual decline in the various species of wildlife.

Women and men interact differently with natural resources and are affected differently by climate change. Majority of households in the County rely on natural sources of water such as stream and river (12%), bore hole (10.4%), rain / harvested water (13.4%), and protected well (6.7%) for domestic use and drinking. They also rely on firewood (39.6%) and charcoal (23.9%) for cooking. These have implications on women's and girls' time due to disproportionate involvement in household gender roles such as fetching water and cooking. Destruction of the natural resources has exposed women to spending more time on these tasks and increasing the risk of violence as they walk long distances far from home in search of water and firewood. Women are involved in environmental conservation efforts through planting and tending tree seedlings, but they remain underrepresented in leadership structures in the sector. Utilization of natural and productive resources such as land and water is greatly influenced by the decision making role of men. The extractive industry in the county is largely male dominated in ownership and benefits. For instance, most quarries are owned by male investors who also utilize predominantly male labour. Besides addressing the aspect of exclusion of women other than when they provide stereotyped hospitality services (serving quarry workers periodic meals), the industry has not invested in protective equipment and facilities for men. The tourism industry that offers employment to men and women has been severely affected by the Covid-19 pandemic.



## Key Issues

- **Inequalities in access to natural resources:** Women have limited access to productive resources due to historical barriers that include inheritance practices
- **Technical capacity:** Weak technical capacity for mainstreaming gender into natural resource and climate change issues.
- **Evidence generation:** Absence of data on the impact of climate change on agriculture, water, energy and effects of climate related disasters like drought, floods on women and men.
- **Technology:** Low uptake of appropriate technology that is gender sensitive to promote effective and sustainable utilization of natural resources and reduce the impact of climate change on men and women.
- **Community awareness and mobilization:** Community level knowledge on the interface between gender, natural resources and climate has not grown exponentially in keeping with prominence of the subject in the development field. This is still considered as specialist knowledge confined to technocrats in the field which is detrimental.

### 2.1.3 Land and Housing

Land is a major resource that underlies the economic activities and settlement patterns in Nakuru County. Much of the land in the County (72.68%) is arable. Non-arable land is 11.37% while gazetted forest cover is 9.07%. Built land in the County is 4.2%. Water bodies in the County occupy the least portion of land at 2.6%. Land ownership in Nakuru County spans public, community and private categories with 95% of the land being privately owned. Small-scale landowners with an average of 0.77 Ha dominate land ownership in Nakuru County especially in agriculturally rich areas. Land that women own tends to consist of smaller, less valuable plots that are also frequently overlooked in statistics. The largest portion of agricultural activities however is practiced by medium and large-scale landowners whose farm sizes are 263 Ha on average.

Elimination of gender discrimination in law, customs and practices related to land and property in land is a key principle enshrined in the Constitution and the Land Act (2012). Land is a particularly critical resource for a woman in the event that she becomes a de facto household head as a result of migration by men, abandonment, divorce, or death. The Kenya Gender Profile report indicated that women only hold between 1-5% of land titles and therefore have almost no access to land of their own. A study by FIDA-K showed that 31.3% of male respondents reported land ownership as compared to 20.5% of the female respondents. Of those who owned land, 55.6% had inherited from their spouses or parents.

Furthermore, the study showed that 12.7% of those interviewed stated that their communities practised wife inheritance while 47.9% respondents admitted that their community practiced widow eviction. Landless households in the county are slightly less than 20%, mostly slum dwellers, immigrants, forest evictees and those displaced as a result of political tensions and violence. The World Bank has emphasized the importance of collecting gender-disaggregated data as essential for assessing the extent and depth of women's land rights and for assessing the impact of land administration projects on gender equity. Important considerations in

addressing gender equality in land ownership, access and utilization in Nakuru County include communal and individual rights to land, inheritance and marriage practices, the implications of consensual unions that are not formalized, and variations between urban and rural areas. Importantly, the formalization of women's property rights in land through issuance of title deeds should not be an end in itself. Gender equality in land rights should entail understanding the benefits that accrue women and men as landowners, including access to credit, and decision-making dynamics within the household.

Housing is at the core of Kenya's development agenda as one of the 'Big Four' components of the MTP III. The housing tenure in Nakuru County is majorly rent/lease (54%) while those who own houses are 46%. Among those who own houses in Nakuru County, 4.6% purchased, 90.1% constructed while 5.3% inherited. Individuals pay for their own rented houses (88.2%), followed by private companies at 6.4%, and Government at 2.4%. The quality of housing has implications for reduction in violence risks, income generation (collateral) access to services and general quality of life especially for women.

### **Key Issues**

- Absence of gender, age and disability disaggregated data on land and housing which affects decision-making related to economic empowerment and social protection
- Limited understanding of gender issues and the complexity and diversity of land tenure patterns within government.
- Gender blind public infrastructure.<sup>5</sup>
- Limited participation of women in land management, administration and adjudication processes as duty bearers and rights holders.
- Low quality housing especially in the informal settlements in Nakuru, Naivasha, Gilgil, Njoro, Elburgon and Molo towns increases susceptibility to violence.
- Low representation of women in Municipal Boards and Town Committees and infrastructural development committees

---

<sup>5</sup> A report on the gender audit in relation to service delivery by the county government of Nakuru.

### **3.0 Institutional Capacity for Gender Mainstreaming**

The Nakuru County Government commissioned a Gender Audit which revealed lack of clarity among staff on the mandate of the County with regards to gender mainstreaming. Most staff reported that this was the responsibility of the National Government. The Audit further highlighted inadequate staff with requisite capacity for gender mainstreaming and integration. The visibility of staff with mandate for gender mainstreaming within NCG is low, according to the institutional Gender Audit report.

### **3.1 Gender and Development Policy Directions and Guiding Principles**

#### **3.2 Vision**

*A county that upholds equitable and inclusive development founded on enduring social justice and prosperity for all.*

#### **3.3 Mission**

*To promote holistic and sustainable development through equitable opportunities, resources and responsibilities.*

#### **3.4 Core Values**

- a. **Human dignity:** Making all women and men feel valued and respected the way they are.
- b. **Fairness:** Treating all men and women equally with a sense of equity and non-discrimination.
- c. **Integrity:** Committing to honour and address obligations to all men and women.
- d. **Transparency and accountability:** Embracing honesty and openness in service delivery to all men and women.

#### **3.5 The Policy Objectives**

The Nakuru County Gender and Development Policy is premised on the following objectives:

- a. To provide strategic guidance for gender mainstreaming actions that lead to gender equality in Nakuru County.
- b. To establish a performance monitoring and evaluation framework for progress towards realizing gender equality and holistic development in Nakuru County.
- c. To strengthen advocacy and resource mobilization for equitable and inclusive development in Nakuru County.
- d. To provide a framework for collaboration and co-ordination with other stakeholders in the Gender Sector and other related sectors.

#### **3.6 Guiding Principles**

1. **Rule of Law and Human Rights:** Nakuru County is committed to protecting and promoting gender equality and social justice through observance of the rule of law and submission to the doctrine of human rights in its entirety.
2. **Equality, equity and Non-Discrimination:** Nakuru County commits to create and nurture the culture and practice of treating and serving all people as equal while recognizing and respecting their different needs and capacities.

3. **Accountability:** The leadership and residents of Nakuru County pledge to hold themselves accountable for promotion of values and principles necessary for the realization of an equitable and just society.
4. **Research and evidence:** Nakuru County will undertake gender equality measures based on objective and credible research and evidence for measurable outcomes.
5. **Diversity and inclusivity:** Nakuru County commits to recognize, acknowledge and celebrate diversities in social, economic and cultural identities and orientations as a source of strength for cohesion and sustainable development.
6. **Collaboration, partnership and participation:** Nakuru County will endeavour to establish and promote collaboration and partnership with multiple stakeholders and interest groups with a view to realizing a participatory approach to practising and entrenching gender equality.

## 4.0 Policy Development Process

---

The process of developing the Nakuru County Gender and Development Policy was evidence based, inclusive and participatory. The first step entailed undertaking a gender audit of programmatic and institutional processes in the County. The Gender Audit report was reviewed and validated by stakeholders who included community members. The subsequent stage was development of a draft Nakuru County Gender and Development Policy that was equally subjected to rigorous review by key actors in the gender and development field in the county. The feedback on the draft policy is what paved way for development of the final Nakuru County Gender and Development Policy which was reviewed by technical teams drawn from diverse thematic, sectoral and professional backgrounds. The Policy was submitted to the executive and policy making levels of the Nakuru County leadership hierarchy for the conclusive review, endorsement and commissioning.

### Key Issues

- Shortage of staff in Directorate of Gender: Staff with specific mandate for gender equality are few
- Capacity for gender mainstreaming: There is lack of Gender focal persons in the County Departments to realize gender mainstreaming.
- Policy and strategy: The County does not have a specific policy and implementation strategy for gender equality work and gender mainstreaming for institutional and programmatic results.
- Budget: The budgetary allocation for the Directorate of Gender, and gender programs and projects is inadequate.
- Monitoring for accountability and learning: The County lacks a tracking mechanism for monitoring gender responsiveness in institutional and programmatic processes and results, and dissemination of lessons learnt and good practices.
- Partnership and networking: The County lacks a systematic way of mapping, documentation and establishment of partnerships and collaborations with diverse actors, including the National Government, private sector, CSOs, organized community groups and academia.
- Strategic communication and visibility: There is limited visibility for gender equality initiatives in the County.

## 5.0 Gender Policy Strategic Pillars and Priority Actions

---

### **Strategic Pillar 1: Socio-Economic Empowerment and Self-Reliance**

**Policy statement:** *Increased and sustainable productivity and self-reliance of men and women in Nakuru County.*

**Priority Actions:**

- a. Enhance skills that match the job market for both genders
- b. Flexible programmes in the vocational trainings to allow nursing mothers and those working to access training and skills development.
- c. Develop data base on access to credit and cash transfer services for households and develop remedial measures on gaps.
- d. Address barriers to women's participation in the Small and Medium Enterprise sector through policy reforms and skills development.
- e. Create awareness and build capacity for uptake of affirmative action's funds.

### **Strategic Pillar 2: Health**

**Policy statement:** *Provision of comprehensive quality health information and services that meet the informed choices of men and women.*

**Priority Actions:**

- a. Advocacy for increased utilization of sexual and reproductive health services (SRH), including family planning.
- b. Involvement of men in the advocacy of family planning and SRHR
- c. Collaborate with the Health Department to enhance youth friendly service provision at the community level.
- d. Strengthen community level and remote provision and uptake of quality maternal and child health services.
- e. Enhance a gender responsive approach to provision of health services, including HIV and NCDs.
- f. Conduct awareness campaign to increase knowledge on MHPSS.

### **Strategic Pillar 3: Education**

**Policy statement:** *Inclusive and equitable access to quality education in a safe learning environment.*

**Priority Actions:**

- a. Create awareness and advocacy for increased participation of men in ECDE programmes.
- b. Advocacy on skills training diversification
- c. Create awareness on available bursary opportunities for girls
- d. Advocate for establishment of day care facilities at community level
- e. Training teachers on gender responsiveness, school related gender-based violence and enforcing code of conduct.
- f. Provide girls and boys with positive role models and mentors.
- g. Provide menstrual hygiene management (MHM) support to girls.
- h. Review and strengthen access to quality MHPSS services in schools.

#### **Strategic Pillar 4: Protection and Access to Justice**

**Policy Statement:** *Increased safety and well-being of women and men in Nakuru County*

##### **Priority Actions: Gender Based Violence**

- a. Train all actors (multi-sectoral) in the County on prevention and response to GBV and harmful practices including in emergencies.
- b. Strengthen county level GBV data collection through implementation of a GBVIMS and hotline.
- c. Strengthen capacity for gender responsive budgeting to allocate sufficient resources for prevention of and response to GBV and harmful practices.
- d. Initiate economic empowerment programmes to address structural drivers of GBV and harmful practices.
- e. Strengthen access to MHPSS for survivors of GBV through a community based psychosocial intervention.
- f. Mobilize and create awareness in communities, including male engagement, on social and gender norms that lead to GBV and harmful practices.
- g. Provide GBV rescue centres / safe houses for survivors.
- h. Strengthen GBV TWGs at the county and sub county levels for effective referral and service delivery.
- i. Collaboration between departments in organizing work place programmes to help identify signs of mental illnesses and refer appropriately.

**Policy Statement:** *Strengthening access to justice through provision of legal aid, linkages and referrals.*

##### **Priority Actions: Access to Justice**

- a. Identification of gaps, challenges, opportunities in protection of human rights freedom and access to justice.
- b. Provision of legal aid for vulnerable and marginalized men, women, girls, boys and intersex.
- c. Training of duty bearers on human rights based approaches.
- d. Strengthen stakeholders' collaboration and coordination in access to justice at the county, sub county and ward levels for effective referral and service delivery.
- e. Advocacy and lobbying for integration of gender responsive measures in access to justice.
- f. Promote alternative dispute resolutions mechanisms as envisaged under Article 159 of the Constitution and Alternative Justice AJS Policy 2020
- g. Create awareness on gender laws and policies through civic education forums across all 55 wards

#### **Strategic Pillar 5: Governance and Decision –Making**

**Policy statement:** *Increased and transformative participation of women, men, boys, girls and intersex in decision making in the private and public spheres*

##### **Priority Actions:**

- a. Fast track development and implementation of the Gender Equality Bill 2020 and Civic Education Bill (2020).
- b. Establish a mechanism for tracking gender equality and inclusion in all sectors.
- c. Strengthen the capacity of duty bearers to deliver on their mandate for tangible gender equality results.

- d. Mobilize a critical mass for support for gender equality focused leadership especially at the community level that translates into high level performance in the public sector.
- e. Strengthen the capacity of men and women for leadership roles and responsibilities.
- f. Engage with relevant institutions and agencies on Gender mainstreaming in governance and decision making

### **Strategic Pillar 6: Agriculture and Food Security**

**Policy statement:** *Improved agricultural productivity and household food security through gender responsive practices.*

#### **Priority Actions:**

- a. Involve women users in the development and adaptation of labour and time saving technologies and practices.
- b. Collaborate with Department of Children Services and stakeholders to sensitize the community on child protection issues in the agriculture and food security sectors.
- c. Sensitize men and women on gender division of work in agricultural value chains to address overburdening and health risks.
- d. Build women's capacity to embrace use of appropriate technologies in agriculture and food security sectors.
- e. Support and facilitated women's participation in leadership roles in accordance with constitutional provisions and human rights instruments.
- f. Train and sensitize women on the available financial institutions/channels so as to empower them, thereby enhancing women participation in decision making both at the at the family and community level.
- g. Sensitize women on asset diversification and title deed ownership to strengthen capacity for credit eligibility and identify non-collateral based sources of credit for agricultural value chains and link them with producer organizations.
- h. Target producer organizations and associations for sensitization on existing legislation pertaining to land and property rights.
- i. Promote the design and development of gender sensitive technologies within the county government and national government. This can be achieved through incentivisation of gender responsive technologies and innovations; and build capacities on gender and climate change amongst relevant stakeholders.
- j. Strengthen collaboration with stakeholders on use of Climate smart technologies
- k. Educating and sensitizing the most vulnerable plus the women in the society with an aim of reducing the low literacy levels and limited access to extension services.

### **Strategic Pillar 7: Natural Resources and Climate Change**

**Policy statement:** *Increased capacity for mainstreaming and addressing gender issues in natural resource management and climate change adaptation.*

#### **Priority Actions:**

- a. Promote community level legal education on access, ownership and control over natural resources.
- b. Train natural resource and climate change management and technical teams on gender mainstreaming.



- c. Develop a repository of data and information on the interface between gender and climate change through partnerships with academic institutions.
- d. Collaborate with the private sector to strengthen utilization of modern technologies that promote effective and sustainable utilization of natural resources to reduce the impact of climate change on men and women.
- e. Build the capacity of community level actors to understand and communicate the link between gender equality and natural resources and climate change.

### **Strategic Pillar 8: Land and Housing**

**Policy statement:** *Equitable access to land and housing for sustainable economic progress and well-being in Nakuru County.*

#### **Priority Actions:**

- a. Sensitize the Department of Lands on gender mainstreaming so as to develop a county data base on land and housing disaggregated by age, gender, disability and location.
- b. Build capacity of county officials on gender issues in land and housing projects as a development concern.
- c. Ensure equitable involvement of women in land administration, adjudication and management processes as technical officers and rights holders.
- d. Collaborate with the private sector to establish affordable and secure housing for women and vulnerable men especially in urban informal settlements.
- e. Address gender and social norms that underlie inequalities in land and housing as economic and social assets.

### **Strategic Pillar 9: Peace, Security, and Disaster Management**

**Policy statement:** *Enhance cohesion, prevention of and response to disaster/emergencies for improved livelihoods and resilience of all.*

#### **Priority Actions:**

- a. Partner with Department of Disaster and Humanitarian Services to develop and implement a gender sensitive research agenda on the humanitarian, development and peace nexus in the County.
- b. Support effective engagement of women, girls, men and boys, in relief and recovery, and access to services, including periods of disaster/emergencies.
- c. Recognize, increase and support inclusive and effective engagement of women at all decision-making levels in peace, security, and disaster management.
- d. Strengthen inter-agency partnerships for enhancing technical capacities, resource mobilization and advocacy for a gender sensitive approach to the humanitarian, peace and development nexus.
- e. Advocate for enactment and implementation of a gender responsive Nakuru County Disaster Management Bill (2019)
- f. Engage communities to address social and gender norms that compromise risk perception thresholds among men and increase women's vulnerability during conflict and disasters.

## **Strategic Pillar 10: Institutional Gender Mainstreaming Capacity**

**Policy statement:** *Improved institutional capacity and accountability for gender mainstreaming.*

### **Priority Actions**

- a. Advocate for recruitment of more Gender officers in the county.
- b. Appoint and strengthen capacity of Gender Focal Points/ Persons on gender mainstreaming in institutional processes and programmes.
- c. Train all county staff on gender mainstreaming.
- d. Develop and implement policy and implementation framework for gender mainstreaming.
- e. Advocate for more budgetary allocation for gender mainstreaming initiatives.
- f. Develop and implement a tracking and reporting mechanism for gender mainstreaming and learning in county institutional processes and programmes.
- g. Map, document and establish vibrant partnerships and collaborations with diverse actors in the County including the National government, the private sector, CSOs, organized community groups and academia.
- h. Develop and implement a robust communication plan for promotion and sustainability of gender equality initiatives in the County.

## **6.0 Gender and Development Policy Enablers**

---

### **6.1 Evidence Generation and Learning**

The dynamic nature of gender and development issues requires sustained generation and application of knowledge products for relevance and effectiveness. This Policy shall therefore harness diverse opportunities to ensure implementation is based on credible and verifiable evidence of the status quo and the transformation achieved through Policy interventions. The County Monitoring and Evaluation Unit shall therefore embed the evidence generation and learning practice in all monitoring and evaluation activities, including documentation and dissemination of Most Significant Change stories developed in consonance with salient gender sensitive parameters. The department in Charge of Gender and Development will work with other sectors and stakeholders in development and implementation of a County Gender and Development Research Agenda in collaboration with academic institutions to sustain availability of credible data for implementation of Policy and demonstrate its impact on development priorities. The County will maintain a repository of all knowledge products in the form of databases and archives in hard and electronic forms for expanded access and utilization.

### **6.2 Gender Responsive Budgeting**

Mobilization of resources for implementation of the Nakuru County Gender and Development Policy requires a deliberate strategy and ownership by the County Government. It is therefore imperative the county institutionalizes Gender Responsive Budgeting as below:

- a. Development of gender responsive budgeting guidelines and implementation plans for all departments within the County.
- b. Adopting measures for allocation of sufficient and adequate resources to gender mainstreaming activities and implementation of the commitments in the Policy.
- c. Building the capacity of the technical staff within the County Departments and relevant County Assembly Committees on gender responsive budgeting.
- d. Development of a tracking tool for review of the proportion of County budget resources geared towards gender and development programmes.

### **6.3 Information, Communication and Technology**

This Policy shall leverage ICT to strengthen gender and development initiatives in the County. The County department in-Charge of Gender and Development issues in collaboration with the County department in-Charge of ICT shall collaborate to assess integration of ICT into gender and development activities, and develop an Action Plan for implementation. The Plan will address the following:

- a. Integration of ICT into service delivery and information dissemination for enhanced gender and development outcomes.
- b. Promote optimization of existing ICT driven service platforms in the county such as Huduma Centres and Sub-County ICT Hubs by women and girls and vulnerable populations.
- c. Innovation in ICT to promote gender equality and women empowerment in collaboration with the private sector and learning institutions.
- d. Building capacity of County staff, gender and development actors, and beneficiaries for access and utilization of ICT products and platforms to remedy gender inequalities.

## 7.0 Implementation Framework

---

### 7.1 Management and Coordination of implementation of the Gender and Development Policy

The principal responsibility for Management and Coordination of implementation of the Nakuru County Gender and Development Policy will be vested in the County department in Charge of Gender and Development Affairs. The department will internally coordinate with the County Assembly and County Executive Committee to ensure requisite laws and guidelines related to implementation of the Policy are enacted and oversight structures and mechanisms are appropriately instituted. The department will establish, preside over and coordinate functions of the Nakuru County Gender Monitoring Unit. (GMU)The membership of the GMU shall include the Director Gender and Gender officers who shall be recruited and deployed to different service delivery sectors. The terms of reference for the GMU shall be developed and sanctioned by the County Executive member to whom the Unit shall report annually. The mandate of the GMU shall include ensuring that implementation of the Policy is in accordance with established national and county laws, and related policies, and manifests adherence to regional and international instruments and frameworks in promoting gender and development commitments.

### 7.2 Roles and Responsibilities of Stakeholders

#### 1. **Ministry of Public Service and Gender:**

The role of the Ministry of Public Service and Gender at the national level in implementation of the policy will be domiciled in the **State Department for Gender**. The specific functions of the Ministry shall be as follows:

- a. Provide guidance to ensure the Policy is in tandem with relevant national laws and policies.
- b. Technical support for the policy to contribute to achievement of development goals.
- c. Technical support for policy compliance with regional and global instruments and standards on gender equality.
- d. Support research to inform progressive review of the policy and necessary amendments.
- e. Facilitate national and international opportunities for showcasing the impact of the Policy on county and national development.

#### 2. **National Gender and Equality Commission**

The Commission is a Constitutional body established under the National Gender and Equality Commission Act 2011. The roles and responsibilities of the Commission shall therefore draw from its broad mandate as stipulated in the Act. This entails the following functions *inter alia*:

- a. Advocate for implementation of the Policy to promote gender equality and freedom from discrimination in accordance with Article 27 of the Constitution;
- b. Monitor, facilitate and advise on the integration of the principles of equality and freedom from discrimination in all national and county policies, laws, and administrative regulations in all public and private institutions;
- c. Act as the principal organ of the State in ensuring compliance with all treaties and conventions ratified by Kenya relating to issues of equality and freedom

- from discrimination and relating to special interest groups including minorities and marginalized persons, women, persons with disabilities, and children;
- d. Co-ordinate and facilitate mainstreaming of issues of gender, persons with disability and other marginalised groups in national development and to advise the Government on all aspects thereof;
  - e. Monitor, facilitate and advise on the development of affirmative action implementation policies as contemplated in the Constitution;
  - f. Investigate on its own initiative or on the basis of complaints, any matter in respect of any violations of the principle of equality and freedom from discrimination and make recommendations for the improvement of the functioning of the institutions concerned;
  - g. Work with other relevant institutions in the development of standards for the implementation of policies for the progressive realization of the economic and social rights specified in Article 43 of the Constitution and other written laws;
  - h. Co-ordinate and advise on public education programmes for the creation of a culture of respect for the principles of equality and freedom from discrimination;
  - i. Conduct and co-ordinate research activities on matters relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution;
  - j. Receive and evaluate annual reports on progress made by public institutions and other sectors on compliance with constitutional and statutory requirements on the implementation of the principles of equality and freedom from discrimination;
  - k. Conduct audits on the status of special interest groups including minorities, marginalised groups, persons with disability, women, youth and children; and
  - l. Establish, consistent with data protection legislation, databases on issues relating to equality and freedom from discrimination for different affected interest groups and produce periodic reports for national, regional and international reporting on progress in the realization of equality and freedom from discrimination for these interest groups.

### **3. County Government Department of Gender**

The pivotal role of the specific department in the County Government in implementation of the Policy is spelt out as follows:

- a. Ensure application of human rights-based approach in implementation of the Policy, ensuring consistent accountability for the rights and interests of vulnerable and marginalized populations within the County
- b. Lead in establishment and coordination of the Nakuru County Gender Monitoring Unit
- c. Lead in development of the plan for implementation of the Gender Policy with SMART milestones.
- d. Lead in development of internal, stakeholders and community capacity for implementation of the Gender Policy.
- e. Ensure the Policy is in keeping with and advances Kenya's and the County's commitment to national and international instruments on gender equality, human rights and social justice.
- f. Identify needed guidelines, policies and legislation for implementation of the Gender and Development Policy, and ensure they are developed and enacted.
- g. Implement projects and activities that contribute towards gender and development in accordance with the implementation plan.

- h. Establish and coordinate strategic partnerships and collaborative fora for purposes of implementation of the Policy.
- i. Integrate gender equality and women empowerment concerns in the County Integrated Development Plan to expand avenues for implementation of the Policy.
- j. Develop and implement a resource mobilization plan, including annual round table fora with development partners, for implementation of the Gender and Development Policy.
- k. Coordinate implementation of the Policy Monitoring and Evaluation Framework to ensure timely reporting to the County Executive, generation and dissemination of best practices, and lessons learnt.
- l. Develop and implement a research agenda that contributes to implementation of the Gender and Development Policy for achievement of high impact and transformative results.
- m. Develop and implement a communication plan for articulation of the Policy in its different stages of implementation and results.
- n. Liaise with and support relevant County department and agencies for effective participation in the implementation of the Policy.

#### **4. Non-State Actors (NGOs, CSOs, FBOs, CBOs)**

Non-State actors have played a central role in the conception and development of the Nakuru County Gender and Development Policy. They have also been enormously involved in mobilizing resources for the Policy. As core stakeholders, their roles in the implementation phase of the Policy will be as follows:

- a. Support mobilization of resources towards roll out of the Policy implementation plan.
- b. Advocacy for development and enactment and implementation of appropriate policies and legislations to support effective implementation of the Nakuru County Gender and Development Policy.
- c. Technical assistance in the design and execution of strategies and activities for effective, efficient and sustainable achievement of the objectives of the Policy.
- d. Sensitisation of County Government teams and community members on their role in implementation of the Policy.
- e. Initiation and participation in evidence generation and knowledge products that advance implementation of the Policy and demonstration of its transformative impact.

#### **5. Media:**

The media are critical actors in catalysing societal attention to gender and development issues, including highlighting dividends of women's and girls' access to education, resources and empowerment actions. This Policy therefore recognizes and supports the roles of media focused entities as follows:

- a. Highlight requisite advocacy issues, including resource mobilization.
- b. Promote accountability for implementation of the Policy through engagement with duty bearers and rights holders.
- c. Address barriers to gender equality issues through awareness creation on practices that seek to end discrimination and violation of human rights.
- d. Documentation and showcasing of good practices and lessons learnt in implementation of the Policy.

## **6. Academia**

Nakuru County hosts numerous institutions of higher learning whose contribution towards implementation of the Policy is indispensable. The roles of the various institutions will include:

- a. Research and evidence generation on opportunities for optimization of the transformative impact of the Policy.
- b. Partnership and collaboration for resource mobilization to strengthen implementation of the Policy.
- c. Development and roll out of capacity building programmes on social and gender norms that impede equality and social justice.

## **7. Community members**

The Nakuru County Gender and Development Policy is premised on realization of equitable communities where human potential and rights are harnessed and upheld in an environment free from discrimination and disempowerment. The role of community presence and voices in implementation of the Policy is therefore paramount in alleviating challenges of women and men, boys and girls, and other identities interspersed across the binaries in development processes. Their roles will include:

- a. Recognition and promotion of gender responsive and transformative practices in households as the new normal.
- b. Participation in service delivery and information activities initiated by diverse actors towards implementation of the Policy.
- c. Awareness creation, advocacy and action for the abandonment of practices and traditions that validate existence of unequal societies on the basis of discrimination.
- d. Mobilization of community resources for the sustainability of interventions undertaken in the county to implement the Policy.
- e. Participation in reviews, assessments and evaluations to establish progress and results emerging as a result of implementation of the Policy.

## **8. Special interest groups**

The department of Gender, for purposes of implementation of the Policy will define the specific special interest groups whose role in the implementation of the Policy shall be considered invaluable. The selection of the SIGs shall be in accordance with existing national laws and Kenya's global commitment to promoting human rights and gender equality. The roles of the SIGs will entail, inter alia:

- a. Promote a human rights-based approach in implementation of the Policy, ensuring consistent accountability for the rights and interests of vulnerable and marginalized populations within the County.
- b. Mobilize special interest groups to own and support implementation of the Policy, including emphasizing accountability on the part of duty bearers.
- c. Support and participate in communication initiatives that highlight the responsiveness and impact of the Policy on SIGs.
- d. Consistent and objective participation in activities designed for purposes of ensuring successful implementation of the Policy.

**9. *Development partners:***

These will include donor organizations and institutions and the private sector: The roles of these bodies shall encompass the following, among others:

- a. Support resource mobilization for implementation of gender and development programmes in the county as envisaged in the Policy.
- b. Technical assistance in ensuring implementation of the Policy leads to transformative results for holistic human development in the County.
- c. Advocacy to strengthen accountability for implementation of the Policy by all actors.
- d. Participation in coordination activities for implementation of the Policy.



## **8.0 Monitoring and Evaluation**

---

### **8.1 Monitoring and Evaluation Leadership**

Monitoring and evaluation of the Nakuru County Gender and Development Policy will be integrated into the overall monitoring, evaluation and learning structures and responsibilities within the County Government. The County department for Gender shall work with the County Monitoring and Evaluation Unit to establish Gender Monitoring Unit (GMU). The Unit shall be guided by the Nakuru County Gender and Development Policy tracking tool and shall submit a report to the respective County Executive Committee member annually. The terms of reference and responsibilities of the GMU shall be developed by Chief Executive Committee Member in Charge of Gender. The Nakuru County Gender and Development Policy Monitoring Unit shall be presided over by an officer of the rank of Chief Officer in the County department of Gender.

### **8.2 Capacity for Monitoring and Evaluation**

Gender and development is an evolving field that requires sustained increase in capacity for monitoring and evaluation of strategies and activities in mainstreaming and integration aimed at achieving equality and social justice. Monitoring and evaluation experts in the County lack in-depth knowledge of gender issues and their manifestation in development activities while on the other hand gender teams need capacity building for appropriate competence in monitoring and evaluation parameters and benchmarks. The Nakuru County systems and mechanisms have not achieved a high degree of institutionalization of gender and development metrics and measurements due to absence of a substantive policy guide. There is therefore need to enhance the institutional and human resource capacity within the County for overall gender and development work with specific reference to the Nakuru County Gender and Development Policy. The capacity building initiatives will target monitoring and evaluation and gender teams for a harmonized understanding of the Policy, development and implementation of a monitoring and evaluation framework. The capacity building initiatives will also target rights holders for effective participation in monitoring and evaluation activities, including routine monitoring, documentation and reporting; data quality assurance and management; and evaluation of implementation of the Policy. Development of capacity for promotion of inclusion and diversity, use of emerging technologies and software, and accountability to beneficiary populations for monitoring and evaluation will also be undertaken. Teams benefitting from the capacity building measures will be expected to demonstrate proficiency in emerging areas such as gender statistics and gender metrics that relate to outcomes of implementing the Policy.

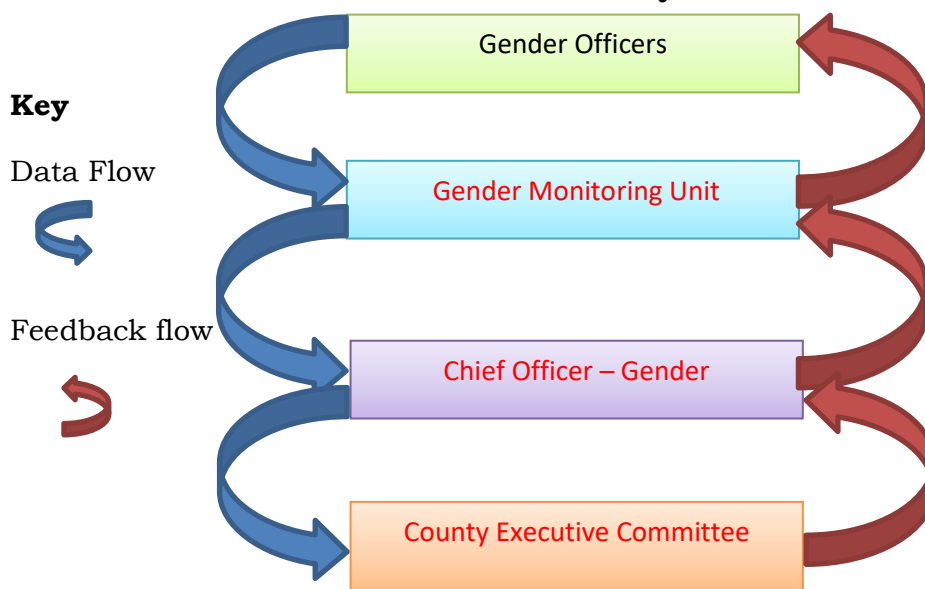
### **8.3 Data Collection, Management and Utilization**

In order to facilitate tracking of implementation results of the Nakuru Gender and development Policy, the GMU in liaison with Monitoring and Evaluation Unit within the County Government will lead stakeholders in developing a Monitoring and Evaluation framework in line with the policy implementation matrix. The Framework will include a results chain logic that outlines the activities, outputs, and impact of the Policy. The Framework outline annual and cumulative targets to be achieved on the basis of clear Key Performance Indicators (KPI).

Collection of quantitative and qualitative data will be undertaken at regular intervals to ensure consistent monitoring and evaluation of progress in implementation of the Gender and Development Policy. The situational analysis that has guided development of this Policy will provide baseline data against which progress will be assessed. During collection, entry and analysis, the data will be disaggregated by gender, age, ability, target population and geographical location. A County Gender Statistics Database will be developed for data collection, cleaning, storage and analysis. Process data will be collected quarterly to inform annual reviews of the Policy. Mid-term and end of Policy reviews will be based on data sourced through mid-term assessments and the final Policy implementation evaluation. A clear and high impact data dissemination plan will be developed for implementation by the County department in Charge of Gender Affairs with the support of development partners and the media. Access to the data for individuals and institutions will be based on the intended purpose for use and applicable conditions while maintaining ethical standards. The data will be used to strengthen advocacy on gender and development issues in Nakuru County, resource mobilization, and awareness creation.

The data generated during meetings, reviews, assessment and evaluation will be stored in files and electronically by Gender Focal Points. The collected data will be verified and cross-checked by the M&E officers. The verified data will be submitted to the Chief Officer who oversees the Gender Unit in the County for review and analysis before submission to the County Executive Committee in the form of a report. The diagram below summarizes the Gender and Development Policy data flow and feedback pathway.

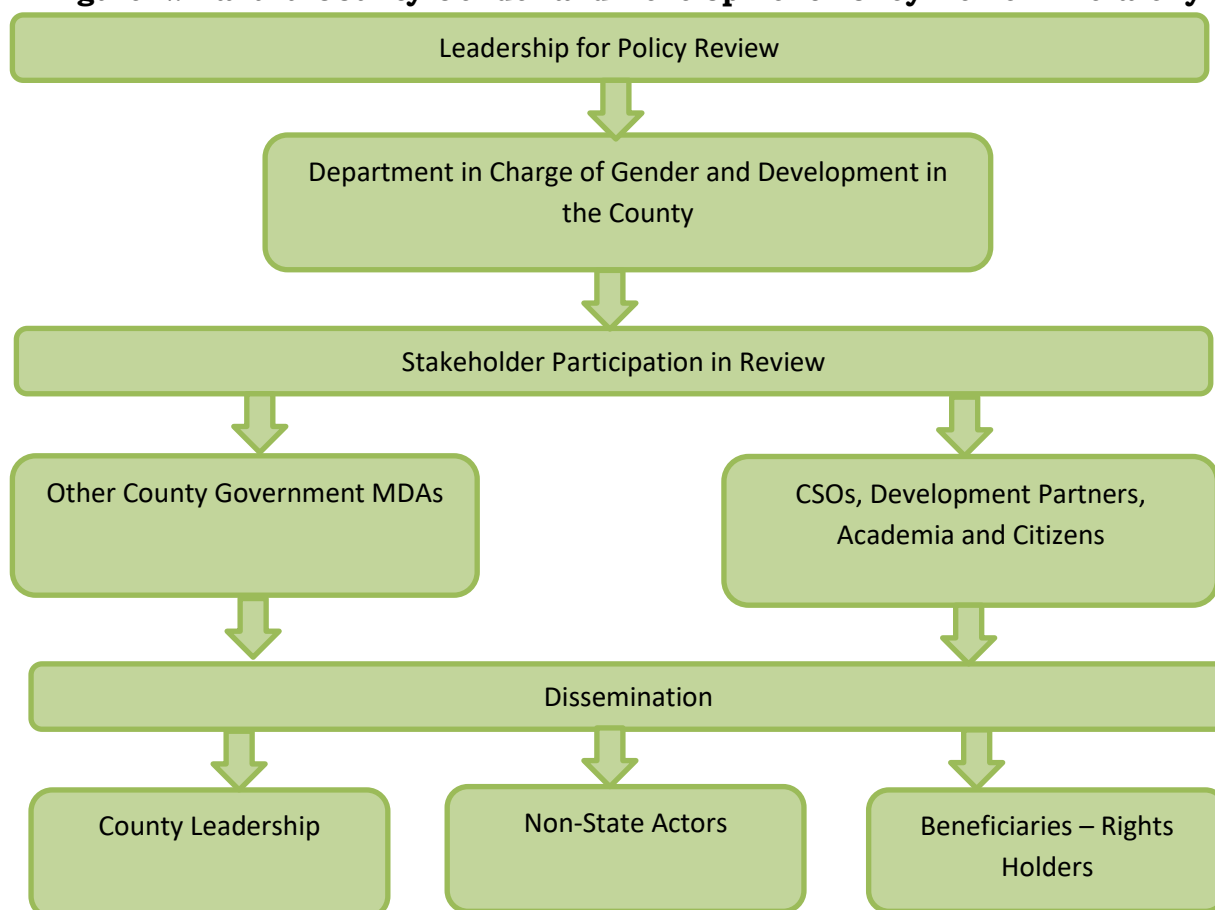
**Figure 1: Nakuru County Gender and Development Data Flow and Feedback Pathway**



## 9.0 Review of Gender and Development Policy

The Gender Policy will be reviewed in a consultative and participatory process. The approach and review phases will be on mid-term and at the end of the Policy implementation period. The mid-term review will delve into assessment of progress in achieving key Policy milestones. On an annual basis, the implementation framework shall be monitored to assess realization of results. The final review of the Policy will examine the impact of the Policy on gender equality and women's holistic development in Nakuru County, and identify lessons learnt and best practices for incorporation, replication and scale up in the next generation of the Gender and Development Policy. The review process will be led by the department in-Charge of Gender Affairs in the County Government with participation and technical assistance from other county government departments, agencies, and stakeholders, among them women's and grassroots organizations engaged in promoting gender equality and social justice. All review reports will be disseminated to the county leadership, non-State actors and rights holders for knowledge sharing, accountability, advocacy and transformative reforms. An external evaluator shall be hired to undertake end evaluation of the policy to determine the transformative impact of its implementation.

**Figure 2: Nakuru County Gender and Development Policy Review Hierarchy**



## Annex 1: Gender Policy Implementation Matrix

<b>Pillar 1: Social Economic Empowerment and Self-Reliance</b>							
<b>Priority 1.3</b>	<b>Area</b>	<b>Activity</b>	<b>Indicator</b>	<b>Means of Verification</b>	<b>Resources</b>	<b>Timeline</b>	<b>Responsible</b>
KRA 1.3.1	Enhanced skills that match the job market for all gender	<ul style="list-style-type: none"> <li>• Conduct awareness and capacity build of all genders on job market skills with relevant partners</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Number of men, women, girls, boys and intersex attending awareness campaigns</li> <li>• No. of partners engaged</li> </ul>	Reports shared Photos Attendance lists	Human Financial (3.5M)  Logistics	2021-2027	Directorate of Gender and partners
KRA 1.3.2	Flexible programs in the vocational trainings to allow nursing mothers and working parents to access the trainings and skills.	<ul style="list-style-type: none"> <li>• Advocate for a curricula that favours nursing mothers and working parents</li> <li>•</li> <li>• Advocate for resources to construct community day care centres.</li> <li>•</li> <li>•</li> </ul>	Number of advocacy meetings No. of changes made in the curriculum Number of community day care centres constructed	Attendance list  Advocacy reports List of changes made	Financial (7M)	2021-2027	Department of youth, gender culture sports and social services and partners
KRA 1.3.3	Addressed barriers to women participation in the Medium Enterprise sector through linkages & referrals, sensitization and	<ul style="list-style-type: none"> <li>• Capacity build workshops on women participation in the Medium Enterprise sector</li> <li>• Sensitization of women on the available credit facilities and opportunities</li> </ul>	Number of women skills developed on medium enterprise.  Number of women sensitized on the available credit facilities and opportunities No. of workshops held	Database for women registered in the medium enterprise sector.  Training reports Attendance list	Financial resource (14M)	2021-2027	Directorate of Gender and partners

skills development.	<ul style="list-style-type: none"> <li>• Technical training for business starters</li> <li>• Conduct follow-up on the initiated businesses.</li> <li>• Offer further trainings/ workshops when/if need arises.</li> </ul>		Photos			
<b>KRA 1.3.4</b> Awareness and uptake of affirmative action funds.	<ul style="list-style-type: none"> <li>• Create community awareness and build capacity for uptake of affirmative action funds.</li> </ul>	Number of men and women capacity built on affirmative action funds.	Reports	Financial (15M)	2021-2027	Directorate of Gender and Partners

<b>Pillar 2: HEALTH</b>						
<b>Strategic Objective 1</b>	<b>To provide comprehensive quality health information and services that meet the informed choices of all.</b>					
<b>Priority Area 1.1</b>	<b>Activity</b>	<b>Indicator</b>	<b>Means of Verification</b>	<b>Resources</b>	<b>Timeline</b>	<b>Responsible</b>
<b>KRA 1.1.1</b> Investment in sexual and reproductive health services (SRH), including family planning increased	<ul style="list-style-type: none"> <li>• Sensitize County Assembly Budget and Appropriations and Gender Committees on GRB,</li> <li>• Conduct community Sensitization on budget allocation for gender SRH program.</li> <li>• Train County Health Management Team, County Planning and Budget Units on Gender Responsive budgeting</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in annual budget allocation to gender for SRH community program</li> <li>• Increase in number of men, women, boys and girls sensitized on gender SRH issues</li> <li>• No. of CHMT members trained</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Approved Program Based Budget</li> <li>• Attendance list</li> <li>• Report</li> <li>• Photos</li> </ul>	Finances (15.5million)	2021-2027	Directorate of gender and Partners
KRA 1.1.2 Public awareness and knowledge on MHPSS with a gender perspective	<ul style="list-style-type: none"> <li>• Regularize Commemoration of the Mental health every 10th October/ World suicide prevention day on 12th September and month to create awareness on MHPSS</li> <li>• Conduct community sensitization programmes on mental health</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Number of days commemorated</li> <li>• No. of community sensitization forums held</li> </ul>	<ul style="list-style-type: none"> <li>• Activity Reports and Photos</li> <li>• Attendance list</li> </ul>	<ul style="list-style-type: none"> <li>• Finances (5.5M)</li> <li>• Skilled Personnel</li> </ul>	2021-2027	Directorate of Gender and partners

<p><b>KRA 1.1.3.</b> provision of Gender Responsive Health services especially HIV and NCDs improved</p>	<ul style="list-style-type: none"> <li>• Training CHMT to formulate and Implement a gender mainstreaming strategy for gender-responsive services</li> </ul>	<ul style="list-style-type: none"> <li>• No of duty bearer trained</li> <li>• Gender Mainstreaming Strategy document</li> <li>• No of CHMT trained</li> </ul>	<ul style="list-style-type: none"> <li>• training reports</li> <li>• Strategy Document</li> <li>• Attendance list</li> </ul>	<ul style="list-style-type: none"> <li>• Finance s( 2.5M)</li> <li>• Skilled Personnel</li> </ul>	<p>2021-2027</p>	<p>Directorate of Gender and partners</p>
--	---	---	--	---	------------------	---

<b>Pillar 3- Education</b>						
<b>Strategic Objective</b>	<b>To promote inclusive and equitable access to quality education in a safe learning environment</b>					
<b>Priority Area</b>						
KRA 1.2.1: Participation of men in ECDE Programs increased	<ul style="list-style-type: none"> <li>• Public advocacy and awareness creation;</li> <li>• Mentorship through community level male champions trained by gender departments</li> <li>• Advocate for provision of bursary/sponsorship to Male ECDE Trainee Teachers as an affirmative action measure</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Sustained increase in number of men participating in ECDE programs</li> <li>• No. of male champions trained</li> <li>• No. of Trainee ECDE Teachers allocated bursary/sponsored</li> </ul>	<ul style="list-style-type: none"> <li>• Sector Reports</li> </ul>	<ul style="list-style-type: none"> <li>• Finances(3.5 M)</li> <li>• Skilled Personnel</li> </ul>	2021-2027	Directorate of Gender and partners
KRA 1.2.2: Gender Mainstreaming in Vocational Training	<ul style="list-style-type: none"> <li>• Enhanced skills diversification for both male, female and intersex trainees at Vocational Training Centres</li> <li>• Training of VTC managers and Boards of Governance on Gender Mainstreaming,</li> <li>• Supporting VTCs formulate and implement Gender mainstreaming strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of skills diversification by trainees at VTCs</li> <li>• Number of VTCS with documented of Gender Mainstreaming Guidelines/Strategies</li> <li>• Status of Implementation of Gender Mainstreaming Strategies in VTCs</li> </ul>	<ul style="list-style-type: none"> <li>• M&amp;E Reports</li> <li>• Sector Reports</li> <li>• Activity report</li> <li>• Attendance lists.</li> <li>• No. of Vocational Training Centres with gender mainstrea</li> </ul>	<ul style="list-style-type: none"> <li>• Finances(10 M)</li> <li>• Skilled Personnel</li> </ul>	2021-2027	Directorate of Gender and partners



			ming guidelines.			
KRA 1.2.3 Provide menstrual hygiene management (MHM) support to girls and boys	<ul style="list-style-type: none"> <li>• Conduct survey to identify gaps</li> <li>• Identify youth champions for MHM</li> <li>• Create awareness to boys and girls on MHM</li> <li>•</li> </ul>	<p>Number of boys and girls reached</p> <p>No. of survey gaps identified.</p> <p>No. of youth champions identified</p> <p>No. of surveys conducted</p>	<p>Activity reports</p> <p>List of youth champions</p> <p>Survey report</p>	<ul style="list-style-type: none"> <li>• Finances(7M)</li> </ul> <p>Skilled Personnel</p>	2021-2027	Directorate of Gender and partners
<b>KRA 1.2.4</b> Provide girls and boys with positive role models,	<ul style="list-style-type: none"> <li>• Identify youth champions to be gender champions in the wards</li> <li>• Train teachers on inclusive teaching practices</li> </ul>	<p>No. of Champion identified</p> <p>No. of teachers trained on inclusive teaching practices</p>	<p>Training reports</p> <p>List of teachers trained</p> <p>Data base of youth champions identified</p>	Finances (2.5M)	2021-2027	Directorate of Gender and partners

<b>Strategic Pillar 4 a: GBV</b>						
<b>Strategic Objective 1</b>	To increase safety and well-being of women and men in Nakuru County					
<b>Priority Area 1.4.1</b>	<b>Activity</b>	<b>Indicator</b>	<b>Means of Verification</b>	<b>Resources</b>	<b>Timeline</b>	<b>Responsible</b>
<b>KRA 1.4.1</b> Enhanced collaboration with partners in relation to prevention and response to GBV and harmful practices including in emergencies	<ul style="list-style-type: none"> <li>Mapping of actors working around GBV issues</li> <li>Conduct a training needs assessment</li> <li>Capacity building for partners on GBV and related issues</li> </ul>	<ul style="list-style-type: none"> <li>Number of actors identified</li> <li>Data base for GBV actors developed</li> <li>One training needs assessment done</li> <li>Number of actors trained</li> <li>Number of trainings conducted</li> </ul>	<ul style="list-style-type: none"> <li>Reports</li> <li>Photos</li> <li>Attendance list</li> <li>Data base for GBV actors</li> </ul>	<ul style="list-style-type: none"> <li>Finances (7M)</li> </ul>	<ul style="list-style-type: none"> <li>2021-2027</li> </ul>	<ul style="list-style-type: none"> <li>Director of Gender</li> </ul>
<b>KRA 1.4.2</b> Effective GBVIMS system and hotline created and implemented	<ul style="list-style-type: none"> <li>Develop a GBVIMS</li> <li>Establish a county GBV toll free hotline</li> <li>Capacity building of the officers involved in operating the GBVIMS and hotline</li> <li>Public education sensitisation on the GBVIMS and Hotline</li> </ul>	<ul style="list-style-type: none"> <li>An operational GBVIMS</li> <li>A functional GBV toll free hotline</li> <li>Number of calls made, and actions taken through the toll free</li> <li>Number of officers trained</li> <li>Number of People reached</li> <li>Number of media outlets reached</li> <li>Functional Hotline No.</li> </ul>	<ul style="list-style-type: none"> <li>GBVIMS technical report</li> <li>A functional toll-free hotline number</li> <li>Attendance list</li> <li>Report</li> <li>Call logs</li> </ul>	<ul style="list-style-type: none"> <li>Finances (21M)</li> </ul>	<ul style="list-style-type: none"> <li>2021-2027</li> </ul>	<ul style="list-style-type: none"> <li>Directorate of Gender</li> <li>Department of ICT</li> </ul>
<b>KRA 1.4.3</b> Economic	<ul style="list-style-type: none"> <li>Stakeholders' engagement forums</li> </ul>	<ul style="list-style-type: none"> <li>Number of forums held</li> <li>Number of resolutions</li> </ul>	<ul style="list-style-type: none"> <li>Report</li> <li>Attendance</li> </ul>	<ul style="list-style-type: none"> <li>Finances (7 Million)</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> </ul>	<ul style="list-style-type: none"> <li>Directorate of</li> </ul>

empowerment programmes to address structural drivers of GBV and harmful practices initiated and implemented	<ul style="list-style-type: none"> <li>on economic opportunities for GBV survivors</li> <li>Strengthen linkages and referrals</li> <li>Conduct follow-ups for the GBV survivors</li> </ul>	<ul style="list-style-type: none"> <li>made and adopted</li> <li>Number of men and women attending the forums</li> <li>No of successful programmes conducted</li> </ul>	list			Gender Partners Stakeholders
<b>KRA 1.4.4</b> Improved access to MHPSS for survivors of GBV through a community based psychosocial intervention.	<ul style="list-style-type: none"> <li>Mapping the actors in MHPSS</li> <li>Formation of peer-to-peer support groups.</li> <li>Formation MHPSS-TWG technical working groups.</li> <li>Community sensitization forums on MHPSS.</li> <li>Capacity building for the actors</li> </ul>	<ul style="list-style-type: none"> <li>Numbers of actors identified</li> <li>Number of peer-to-peer groups formed</li> <li>Number of technical groups formed.</li> <li>Number of people sensitized on MHPSS in the forums.</li> </ul>	<ul style="list-style-type: none"> <li>Reports</li> <li>Attendance lists</li> </ul>	<ul style="list-style-type: none"> <li>Finances (10 Million )</li> </ul>	2021-2027	Directorate of gender Partners Stakeholders
<b>KRA 1.4.5</b> Enhanced public awareness amongst communities, on social and gender norms that lead to GBV and harmful practices.	<ul style="list-style-type: none"> <li>Development and dissemination of IEC materials on GBV</li> <li>Community awareness campaign on Gender related social norms that contribute to GBV</li> </ul>	<ul style="list-style-type: none"> <li>Number of IEC materials developed and disseminated</li> <li>Number of people reached disaggregated by data</li> </ul>	<ul style="list-style-type: none"> <li>Distribution list for IEC materials</li> <li>Activity report</li> <li>Photos</li> <li>Attendance list</li> </ul>	Finances 14 Million	Quarterly	Directorate of Gender Partners Stakeholders
<b>KRA 1.4.6</b> Public and private GBV rescue centres	<ul style="list-style-type: none"> <li>Construction of 3 public GBV rescue centres in three sub-counties</li> </ul>	<ul style="list-style-type: none"> <li>-Number of GBV Centres established and are in operation</li> <li>Regulations developed</li> </ul>	<ul style="list-style-type: none"> <li>Photos</li> <li>Reports</li> </ul>	Finances (21 Million)	2021-2027	CEC, C.O-Gender Directorate of

/safe houses with Comprehensive services for survivors of GBV established and operational.	<ul style="list-style-type: none"> <li>• Development of regulations and standards for GBV shelters</li> <li>• Conduct regular inspections of the shelters to ensure compliance of the set standards</li> <li>• Mapping of the existing shelters and create a database</li> <li>• Hold stakeholders' forums</li> <li>• Conduct capacity building for medical officers on handling of GBV survivors</li> <li>• Decentralise services in the government medical facilities to allow community members to access the services</li> <li>• Carry out community sensitization forums on services offered at the GVRC</li> </ul>	<ul style="list-style-type: none"> <li>• No. of inspections conducted</li> <li>• No. of shelters mapped</li> <li>• Database created</li> <li>• No. of stakeholder's forums held</li> <li>• No. of Community sensitization forums held</li> </ul>	Attendance list			Gender Partners Stakeholders
<b>KRA 1.4.7</b> Capacity of GBV TWGs at the county, sub county and ward levels for effective referral and service	<ul style="list-style-type: none"> <li>• Reflection and strategy forums with members of the GBV TWG and other stakeholders on referral pathway and mechanisms</li> <li>• Capacity building of TWGs</li> </ul>	<ul style="list-style-type: none"> <li>• Number of forums held</li> <li>• Number of stakeholders reached</li> <li>• Referral pathway and tools developed and adopted</li> <li>• No. of stakeholders mapped</li> <li>• Database created</li> </ul>	Reports Photos Referral tool	Finances 14 Million	Quarterly	CEC, C.O-Gender  Directorate of Gender  Partners

delivery strengthened.	<ul style="list-style-type: none"> <li>• Mapping of partners and create a database</li> </ul>	<ul style="list-style-type: none"> <li>• Number of capacity building forums held</li> <li>•</li> <li>•</li> </ul>				Stakeholders
<p><b>KRA 1.4.8</b></p> <p>Enhanced knowledge on mental health among men, women boys and girls in relation to GBV</p>	<ul style="list-style-type: none"> <li>• Community education and sensitisation on mental health</li> <li>• Development and dissemination materials on Mental health</li> <li>• Integrated media</li> <li>• Training of duty bearers community – Gender volunteers to provide low intensity, evidence based psychological intervention.</li> </ul>	<ul style="list-style-type: none"> <li>• Number of forums held.</li> <li>• Number of people reached disaggregated by data</li> <li>•</li> <li>• Number of radio/TV talks and snapshots shows held</li> <li>•</li> <li>• Number of media platforms used</li> <li>•</li> <li>• Number of trainings done</li> <li>•</li> <li>• Number of participants reached</li> <li>•</li> <li>• Number of psychological interventions undertaken</li> <li>•</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>-Reports</li> <li>-Photos</li> <li>-Attendance records</li> <li>-IEC Dissemination list</li> <li>-Social media metrics</li> </ul>	Finances (14 Million)	Quartely	<p>Directorate of Gender</p> <p>Partners</p> <p>Stakeholders</p>

<b>Pillar 4 b: Protection of human rights and freedoms and access to justice</b>						
<b>Strategic Objective 1</b>	<b>To protect human rights and freedoms through strengthening access to justice</b>					
<b>Priority Area 1.4. 2</b>	<b>Activity</b>	<b>Indicator</b>	<b>Means of Verification</b>	<b>Resources</b>	<b>Timeline</b>	<b>Responsible</b>
<b>KRA 1.4.1:</b> Gender gaps, challenges, opportunities in protection of human rights freedoms and access to justice identified	- Conduct baseline survey	- One baseline Survey conducted - Number of publication copies - No. of forums held - No. of men and women reached	- Survey report - Attendance list - Financial accountant docs	- Finances (2M)	2021-2027	Department of Youth, Gender, Culture, Sports and Social Services Office of the County Attorney Partners
<b>KRA 1.4.2</b> Provision of legal aid for vulnerable and marginalized men, women, girls, boys and intersex.	-Refer, follow-up and link the vulnerable and marginalized individuals to legal aid service providers -Partner with legal aid service providers to conduct Legal aid clinics across 55 wards -Develop an effective comprehensive referral tool -Map legal aid service providers and create a directory - No of cases successfully	-No. of men and women supported linked to legal aid service providers -No. of success stories documented -No. of men and women reached through legal aid clinics conducted -No. of cases successfully referred -No. of partners mapped -Availability of	- List of cases in court - Directory - Reports - List of cases conducted - No. of cases successfully conducted	Finances (7M)	2021-2027	Department of Youth, Gender, Culture, Sports and Social Services Office of the County Attorney Partners

<p><b>KRA 1.4.3</b> Use of Human Rights based approaches in service delivery</p>	<p>conducted</p> <ul style="list-style-type: none"> <li>● Build capacity of duty bearers on human rights-based approaches</li> <li>● Participate in court users committee activities such as grassroots forums dubbed ‘CUC Mashinani’</li> </ul>	<p>directory</p> <ul style="list-style-type: none"> <li>● Number of duty bearers trained</li> <li>● Number of trainings conducted from ward level</li> <li>● Number of CUC meetings attended.</li> </ul>	<p>Minutes Reports Attendance list</p>	<p>Finances (3.5M)</p>	<p>2021-2027</p>	<ul style="list-style-type: none"> <li>● Department of Youth, Gender, Culture, Sports and Social Services</li> <li>● Office of the County Attorney</li> <li>● Partners</li> </ul>
<p><b>KRA 1.4.4</b> Strengthened stakeholders’ collaboration and coordination in access to justice at the county, sub county and ward levels for effective referral and service delivery.</p>	<ul style="list-style-type: none"> <li>● Sensitization of the legal justice system actors on gender mainstreaming</li> <li>● Sensitization of County Assembly members on Gender laws and policies</li> <li>● Hold regular stakeholders forum</li> </ul>	<ul style="list-style-type: none"> <li>● No. of sensitization meetings held</li> <li>● No of male and female actors sensitized</li> </ul> <p>Number of stakeholders forums held</p>	<p>Minutes Reports Attendance list</p>	<p>Finance (14M)</p>	<p>2021-2027</p>	<ul style="list-style-type: none"> <li>● Department of Youth, Gender, Culture, Sports and Social Services</li> <li>● Office of the County Attorney</li> <li>● Partners</li> </ul>

<p><b>KRA 1.4.5</b></p> <p>Integration of Gender responsive measures in access to justice</p>	<ul style="list-style-type: none"> <li>• Conduct capacity building forums for duty bearers</li> <li>• Sensitization forums for rights holders</li> <li>• Development and distribution of information, education and communication materials</li> </ul>	<ul style="list-style-type: none"> <li>• No of duty bearers reached</li> <li>• No of men and women reached</li> <li>• No. of IECs disseminated</li> </ul>	<p>Reports Attendance list List of IEC materials disseminated</p>	<p>Finances (10M)</p>	<p>2021-2027</p>	<ul style="list-style-type: none"> <li>• Department of Youth, Gender, Culture, Sports and Social Services</li> <li>• Office of the County Attorney</li> <li>• Stakeholders</li> <li>• Partners</li> </ul>
<p><b>KRA 1.4.6</b></p> <p>Increased use of human rights based alternative dispute resolutions mechanisms as envisaged under Article 159 of the constitution and alternative Justice AJS Policy 2020</p>	<ul style="list-style-type: none"> <li>• Sensitization forums for community members</li> <li>• Conduct capacity building forums for duty bearers</li> <li>• Development and distribution of information, education and communication materials</li> </ul>	<ul style="list-style-type: none"> <li>• No of men, women, boys, girls and intersex reached</li> <li>• Number of female and male duty bearers capacitated</li> <li>• Number of IEC materials developed and disseminated.</li> </ul>	<p>Reports Attendance list List of IEC materials disseminated</p>	<p>Finances (10M)</p>	<p>2021-2027</p>	<ul style="list-style-type: none"> <li>• Department of Youth, Gender, Culture, Sports and Social Services</li> <li>• Office of the County Attorney</li> <li>• Stakeholders</li> <li>• Partners</li> </ul>



<p><b>KRA 1.4.7</b> Increased awareness on gender laws and policies through civic education forums across all 55 wards</p>	<ul style="list-style-type: none"> <li>• Sensitization forums for community members</li> <li>• Conduct capacity building forums for duty bearers</li> <li>• Development and distribution of information, education and communication materials</li> <li>• Develop IEC materials specifically designed to target specific groups.</li> </ul>	<ul style="list-style-type: none"> <li>• No of men, women, boys, girls and intersex reached</li> <li>• Number of female and male duty bearers capacitated</li> <li>• Number of IEC materials developed and disseminated.</li> </ul>	<p>Reports Attendance list List of IEC materials disseminated</p>	<p>Finance (10M)</p>	<p>2021-2027</p>	<ul style="list-style-type: none"> <li>• Department of Youth, Gender, Culture, Sports and Social Services</li> <li>• Office of the County Attorney</li> <li>• Stakeholders</li> <li>• Partners</li> </ul>
--	---	---	---	----------------------	------------------	---

## Strategic Pillar 5: Governance and Decision –Making

Strategic Objective	To enhance participation of men, women, boys, girls and intersex in decision making in the private and public spheres					
Priority Area 1.5	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible
<b>KRA 1.5.1</b>  Advocate for enactment and implementation of the Gender Equality Bill 2020	<ul style="list-style-type: none"> <li>Public mobilisation and sensitisation forum on the relevant Gender laws</li> <li>Dissemination of the gender laws</li> <li>Engagement with the County Assembly Committee of Gender to advocate for enactment of the Gender Bill.</li> <li>Lobbying of County Assembly to fast track the Nakuru Gender Equality Bill 2019</li> </ul>	<ul style="list-style-type: none"> <li>Number of men and women sensitized</li> <li>Gender laws dissemination forums held.</li> <li>Number of submissions made to advocate for enactment of the Bill.</li> <li>No. of engagement forum with County Assembly.</li> </ul>	<ul style="list-style-type: none"> <li>Reports</li> <li>Attendance list</li> <li>Enacted laws</li> </ul>	Finances (10M)	2021-2027	Directorate of Gender Partners & Stakeholders County Attorney  PSTD
<b>KRA 1.5.2</b>  Mechanism for tracking impact of gender equality in decision making	<ul style="list-style-type: none"> <li>Develop a tool</li> <li>Validate the tool</li> <li>Train the focal points on the tool</li> </ul>	<ul style="list-style-type: none"> <li>One tracking tool developed</li> <li>Number of workshops held</li> <li>Number of persons trained</li> </ul>	<ul style="list-style-type: none"> <li>The tool</li> <li>Activity Reports</li> <li>Attendance list</li> </ul>	Finances (5M)	2021-2027	CEC, C.O. and Director of Gender

processes developed.		•				
<b>KRA 1.5.3</b> Capacity of duty bearers to deliver on their mandate within the gender equality space strengthened.	<ul style="list-style-type: none"> <li>• Training of duty bearers on Gender mainstreaming and Gender responsive budgeting</li> </ul>	<ul style="list-style-type: none"> <li>• Number of persons trained</li> <li>• Number of actions taken to taken to mainstream Gender in service delivery</li> <li>• % of funds allocated in the budget to address Gender concerns</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance list</li> <li>• Training report</li> <li>• Photos</li> </ul>	Finances (7M)	2021-2027	CEC, C.O. and Director of Gender
<b>KRA 1.5.4</b> Community supported gender equality focused leadership that translates into improved performance.	<ul style="list-style-type: none"> <li>• Identify community focal persons</li> <li>• Build capacity of the focal persons</li> <li>• Conducting community sensitization forums in every ward</li> <li>• Media engagements</li> </ul>	<ul style="list-style-type: none"> <li>• Number of focal persons identified</li> <li>• Number of community members and stakeholders sensitized on Gender equality practices</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance list</li> <li>• Training Report</li> <li>• Photos</li> </ul>	Finances (14M)	2021-2027	Directorate of Gender, Stakeholders and partners  PSTD
<b>KRA 1.5.4</b> Enhanced collaboration among relevant institutions and agencies on Gender mainstreaming practices and	<ul style="list-style-type: none"> <li>• Stakeholders forums on Gender mainstreaming practices and approaches</li> </ul>	<ul style="list-style-type: none"> <li>• Number of participants in attendance</li> <li>• Number Resolutions made and adopted</li> <li>• Number of actions taken by different</li> </ul>	<ul style="list-style-type: none"> <li>• Activity reports</li> <li>• Attendance lists</li> <li>• Photos and video documentation</li> </ul>	Finances (7M)	<ul style="list-style-type: none"> <li>• Annually</li> </ul>	Directorate of Gender, partners and stakeholders  PSTD

approaches		agencies and institutions to address Gender concerns				
<b>KRA 1.5.5</b> Engagement of Gender Volunteers at ward level	<ul style="list-style-type: none"> <li>• Develop ToR for the Gender volunteers</li> <li>• Conduct capacity building forums for the selected gender volunteers</li> <li>• Conduct community forums to introduce the Gender volunteers to the community and their roles</li> </ul>	<ul style="list-style-type: none"> <li>• One ToR developed</li> <li>• Number of capacity building forums held</li> <li>• Number of men and women engaged as gender volunteers</li> <li>• No. of community forums conducted</li> </ul>	<ul style="list-style-type: none"> <li>• ToR</li> <li>• Reports</li> <li>• Attendance list</li> <li>• Photos</li> </ul>	14 Million	2021-2027	Directorate of Gender, partners and stakeholders  PSTD

<b>Pillar 6: Agriculture and Food security</b>						
<b>Strategic Objective 1</b>	To improve the agricultural productivity and household food security through the implementation of gender responsive practices.					
<b>Priority Area 6.1</b>						
	<b>Activity</b>	<b>Verifiable Indicator</b>	<b>Means of Verification</b>	<b>Resources</b>	<b>Timeline</b>	<b>Responsible</b>
<b>KRA 6.1.1</b> Women engage in productive, reproductive and community work and are not limited to participate in any value chain activities.	<ul style="list-style-type: none"> <li>Advocate inclusion of both men and women in agricultural value chains.</li> <li>In collaboration with the department of agriculture hold sensitization forums on gender inclusion in the value chain</li> </ul>	<ul style="list-style-type: none"> <li>No. of sensitization for a conducted</li> <li>No. of agricultural values chains women are actively involved in.</li> </ul>	<ul style="list-style-type: none"> <li>Report</li> <li>List of participants</li> </ul>	Financial (7M)	2021-2027	<ul style="list-style-type: none"> <li>Directorate of Gender, Stakeholder and partners</li> <li>Department of Agriculture</li> </ul>
<b>KRA 6.1.2</b> Elimination of child labour in the agricultural activities	<ul style="list-style-type: none"> <li>Sensitization of men and women on the child rights and labour laws</li> </ul>	<ul style="list-style-type: none"> <li>No. of men and women sensitized on children rights</li> <li>No. of sensitization</li> </ul>	<ul style="list-style-type: none"> <li>Reports</li> <li>List of men and women sensitized</li> </ul>	Finances( 3.5M)	2021-2027	<ul style="list-style-type: none"> <li>Directorate of Gender</li> <li>County Attorney's office</li> <li>Partners and stakeholders</li> <li>Children's department</li> </ul>

		forums held				<ul style="list-style-type: none"> <li>Department of Agriculture</li> </ul>
<b>KRA 6.1.3</b> More women embrace use of technology in Agricultural activities	<ul style="list-style-type: none"> <li>Sensitize all genders on the new existing Agricultural technologies</li> <li>Promotion of the use of new technologies that are gender friendly</li> </ul>	<ul style="list-style-type: none"> <li>No. of men and women sensitized on agricultural technologies</li> <li>No. of persons attending the sensitization forum</li> </ul>	<ul style="list-style-type: none"> <li>Reports</li> <li>List of participants sensitized.</li> <li>Certificate of participation</li> </ul>	Finances (3.5Million)	2021-2027	<ul style="list-style-type: none"> <li>Directorate of Gender, Stakeholder and partners</li> <li>Department of Agriculture</li> </ul>
<b>KRA 6.1.4</b> Men and women constructively engage in agriculture value chain leadership.	<ul style="list-style-type: none"> <li>Build Capacity of men and women on agriculture leadership dynamics</li> </ul>	<ul style="list-style-type: none"> <li>No. of men and women capacitated</li> <li>No. of capacity building forums</li> </ul>	<ul style="list-style-type: none"> <li>Participant's list</li> <li>Reports</li> </ul>	Finances (3.5Million)	2021-2027	<ul style="list-style-type: none"> <li>Directorate of Gender, Stakeholder and partners</li> <li>Department of Agriculture.</li> </ul>
<b>KRA 6.1.5</b> Increased access to Agricultural financial resources.	<ul style="list-style-type: none"> <li>Train and sensitize women and men on the available financial opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>No. of women and men sensitized on available financial institutions</li> <li>No. of sensitization forums conducted</li> <li>No. of men, women and others who</li> </ul>	<ul style="list-style-type: none"> <li>Reports</li> <li>Attendance list</li> <li>Financial Institutions report</li> <li>No. of Agricultural projects initiated</li> </ul>	Finances (3.5Million)	2021-2027	<ul style="list-style-type: none"> <li>Directorate of Gender, Stakeholder and partners</li> <li>Department of Agriculture</li> </ul>

		have benefited from the financial institutions.				
--	--	---	--	--	--	--

<p><b>KRA 6.1.6</b></p> <p>Men, women and intersex own, and access land resource and other diversified productive assets and alternative production methods</p>	<ul style="list-style-type: none"> <li>• Conduct Sensitization for all genders on land ownership; asset diversification and production methods</li> </ul>	<ul style="list-style-type: none"> <li>• No. of women, men and intersex sensitized</li> <li>• No. of sensitization forums organized</li> <li>• No. of ownership documents such as title deeds and lease agreements</li> </ul>	<ul style="list-style-type: none"> <li>• Reports</li> <li>• Attendance Lists</li> <li>• No. of ownership documents acquired. (title deeds &amp; lease agreement)</li> </ul>	<p>Finances (3.5Million)</p>	<p>2021-2027</p>	<p>Directorate of Gender, Stakeholder and partners</p> <p>Department of Agriculture</p>
<p><b>KRA 6.1.7</b></p> <p>Sustained agricultural productivity despite effects of climate change</p>	<ul style="list-style-type: none"> <li>• Training of all gender on climate proofing and adaptation technologies in the agriculture.</li> </ul>	<ul style="list-style-type: none"> <li>• No. of all gender trained</li> <li>• No. of training forums held</li> </ul>	<ul style="list-style-type: none"> <li>• Reports</li> <li>• Attendance List</li> <li>• Photos</li> <li>• Reports</li> <li>• Case studies</li> <li>• Success stories</li> <li>• Observation reports</li> </ul>	<p>Finances (7Million)</p>	<p>Short, Medium and Long Te2021-2027rm</p>	<p>Directorate of Gender, Stakeholder and partners</p> <p>Department of Agriculture, Livestock &amp; Fisheries</p> <p>Department of Environment Children's department Police Local administration</p>



<b>Pillar 7: Natural resources and climate change</b>						
<b>Strategic Objective 1</b>	To enhance capacity for mainstreaming and addressing gender issues in natural resource management and climate change adaptation					
<b>Priority Area 7.</b>						
	<b>Activity</b>	<b>Verifiable Indicator</b>	<b>Means of Verification</b>	<b>Resources</b>	<b>Timeline</b>	<b>Responsible</b>
<b>KRA 7.1</b> Gender equality in access to natural resources	<ul style="list-style-type: none"> <li>Promote community level of awareness and education on access, ownership and control over natural resources</li> <li>Develop and disseminate IEC materials</li> </ul>	<ul style="list-style-type: none"> <li>No. of men and women sensitized</li> <li>No. of sensitization forums held</li> <li>No. of IEC materials developed and disseminated</li> </ul>	<ul style="list-style-type: none"> <li>Reports</li> <li>Attendance list</li> <li>IEC materials circulated</li> </ul>	Finances (7Million)	2021-2027	Directorate of Gender, Stakeholder and partners  Department of Environment
<b>KRA 7.2</b> Gender mainstreaming in Climate Change and Natural Resource Management	<ul style="list-style-type: none"> <li>Train county technical teams in natural resource management, climate change and adaptation to mainstream gender issues</li> </ul>	<ul style="list-style-type: none"> <li>No. of county technical officers trained</li> <li>No. of training forums held</li> </ul>	<ul style="list-style-type: none"> <li>Report, Attendance list</li> </ul>	Financial (7Million)	2021-2027	Directorate of Gender, Stakeholder and partners  Department of Water, Environment, Energy and Natural Resources
<b>KRA 7.3</b> Availability of data on the	<ul style="list-style-type: none"> <li>Conduct a survey on climate</li> </ul>	<ul style="list-style-type: none"> <li>One survey report</li> </ul>	<ul style="list-style-type: none"> <li>Survey report</li> </ul>	Financial (5Million)	2021-2027	Directorate of Gender, Stakeholder

impact of climate change on gender	change on gender					and partners  Department of Water, Environment, Energy and Natural Resources
<b>KRA 7.4</b> Appropriate technology in Natural Resource Management adopted	<ul style="list-style-type: none"> <li>● Enhance collaboration with the public and private sectors, and other stakeholders, through forums to strengthen utilization of modern technologies that promote effective and sustainable management of natural resources.</li> <li>● Community sensitization forum</li> </ul>	<ul style="list-style-type: none"> <li>● No. of Partners mapped.</li> <li>● Number of stakeholders forums held</li> <li>● No. of community engagement forums</li> <li>● No. of men and women sensitized</li> </ul>	<ul style="list-style-type: none"> <li>● Reports</li> <li>● Attendance lists</li> <li>● No. of projects with adopted technologies</li> <li>● No. of forums held to build synagies.</li> </ul>	Financial (14Million)	2021-2027	Directorate of Gender, Stakeholder and partners  Department of Water, Environment, Energy and Natural Resources



<b>Pillar 8: Land and Housing</b>						
<b>Strategic Objective 8</b>	To Promote equitable access to land and housing for sustainable economic progress and well-being in Nakuru County.					
<b>Priority Area 8.1</b>						
	<b>Activity</b>	<b>Indicator</b>	<b>Means of Verification</b>	<b>Resources</b>	<b>Timeline</b>	<b>Responsible</b>
<b>KRA 8.1.1</b> Availability of gender disaggregated data on land and housing	<ul style="list-style-type: none"> <li>Develop a county gender disaggregated data base</li> <li>Conduct sensitization during data collection.</li> </ul>	<ul style="list-style-type: none"> <li>Developed database</li> </ul>	<ul style="list-style-type: none"> <li>Database developed</li> </ul>	Finances (7Million)	2021-2027	<ul style="list-style-type: none"> <li>Department of Land Housing,</li> <li>Department of ICT</li> <li>Department Gender</li> <li>Stakeholders and partners</li> <li>Finance department</li> </ul>
<b>KRA 8.1.2</b> Enhanced capacity of technical officers on gender land management and administration.	<ul style="list-style-type: none"> <li>Build capacity of county officials on gender issues in land and housing projects as a development concern.</li> </ul>	<ul style="list-style-type: none"> <li>No. of officers trained.</li> <li>No. of training forums</li> </ul>	<ul style="list-style-type: none"> <li>Report</li> <li>Attendance list</li> <li>Photos</li> </ul>	Finances (5Million)	2021-2027	<ul style="list-style-type: none"> <li>Department of Gender</li> <li>Department of Land and housing</li> <li>Stakeholders and partners</li> </ul>
<b>KRA 8.1.3</b> Participation of women and men in land administration and adjudication processes as duty bearers and rights holders.	<ul style="list-style-type: none"> <li>Conduct community sensitization forums on the need to mainstream gender in land administration, adjudication and</li> </ul>	<ul style="list-style-type: none"> <li>Number of women and men sensitized</li> <li>Number of community forums held</li> </ul>	<ul style="list-style-type: none"> <li>Report</li> <li>Attendance list</li> <li>Photos</li> </ul>	Finances (7 Million)	2021-2027	<ul style="list-style-type: none"> <li>Department of Gender</li> <li>Department of Land and housing</li> <li>Stakeholders and partners</li> </ul>

	management processes					
KRA 8.1.4 Establishment of affordable housing schemes and fair allocation of existing houses	<ul style="list-style-type: none"> <li>Build partnership with the private sector to establish affordable and secure housing for vulnerable women and men especially in urban informal settlements.</li> </ul>	<ul style="list-style-type: none"> <li>-Number of partners mapped.</li> <li>-Number of stakeholders forums held</li> </ul>	<ul style="list-style-type: none"> <li>- Report</li> <li>- Attendance list</li> </ul>	Finances (7 Million)	2021-2027	<ul style="list-style-type: none"> <li>Department of Gender</li> <li>Department of Land and housing</li> <li>Stakeholders and partners</li> <li>National Government (State department of Housing)</li> </ul>

<b>Pillar 9: Peace, Security, Cohesion and Disaster Management</b>						
<b>Priority Area 1.9</b>	<b>To enhance cohesion, prevention of and response to disaster/emergencies for improved livelihoods and resilience among men, women, boys, girls and intersex</b>					
<p><b>KRA 1.9.1</b> Development and implementation of a gender sensitive research agenda on humanitarian intervention, development and peace nexus in the County.</p>	<ul style="list-style-type: none"> <li>• Procurement of consultancy services to carry out research</li> <li>• Develop an implementation plan for the recommendations</li> <li>• Dissemination of research findings</li> </ul>	<ul style="list-style-type: none"> <li>• One consultant procured</li> <li>• Implementation plan developed</li> </ul>	<ul style="list-style-type: none"> <li>• Research report</li> <li>• Implementation plan</li> </ul>	Finances (2M)	2021-2027	<ul style="list-style-type: none"> <li>• Department of Youth, Gender, Culture, Sports and Social Services</li> <li>• Stakeholders</li> <li>• Partners</li> <li>• PSTD</li> <li>• (Department of Public Services, Training &amp; Devolution)</li> </ul>
<p><b>KRA 1.9.2</b> Increased recognition and support of inclusive and effective engagement of women at all decision-making levels in peace, security, and disaster preparedness, response and management.</p>	<ul style="list-style-type: none"> <li>• Advocate and have male engagement for inclusion of women and girls at all community decision making levels in peace, security and disaster preparedness, response and management</li> <li>• Identify and build capacity of women and girls in peace, security and disaster preparedness,</li> </ul>	<ul style="list-style-type: none"> <li>• No. of women and girls participating in decision making</li> <li>• No. of women and girls identified and capacitated</li> <li>• No. of capacity building forums and workshops</li> <li>• No. of community</li> </ul>	<ul style="list-style-type: none"> <li>• Reports</li> <li>• Attendance lists</li> </ul>	Finances (7M)	2021-2027	<ul style="list-style-type: none"> <li>• Department of Youth, Gender, Culture, Sports and Social Services</li> <li>• Office of the County Attorney</li> <li>• Stakeholders</li> <li>• Partners</li> <li>• PSTD</li> <li>• (Department of Public Services, Training &amp; Devolution)</li> </ul>

	<ul style="list-style-type: none"> <li>• response and management competencies</li> </ul>	<ul style="list-style-type: none"> <li>• dialogues for male engagement</li> <li>• No of male champions engaged</li> </ul>				
<p><b>KRA 1.9.3</b></p> <p>Increased community engagement in addressing social and gender norms that compromise risk perception thresholds among men and increase women’s vulnerability during conflict and disasters.</p>	<ul style="list-style-type: none"> <li>• Community dialogues to address social and gender norms that increase women’s vulnerability during conflict and disasters.</li> <li>• Establish community-based support groups for vulnerable and marginalized groups.</li> </ul>	<ul style="list-style-type: none"> <li>• No. of community forums held</li> <li>• No. of women, girls, men, boys, intersex reached in the dialogue sessions</li> <li>• No. of community-based support groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance lists</li> <li>• Reports</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Finance (3.5 M)</li> </ul>	2021-2027	<ul style="list-style-type: none"> <li>• Department of Youth, Gender, Culture, Sports and Social Services</li> <li>• Stakeholders</li> <li>• Partners</li> </ul>

## Strategic Pillar 10: Institutional Gender Mainstreaming Capacity

<b>Strategic Objective</b>	To Improve competence and accountability on gender equality					
<b>Priority Area 1.10</b>						
<b>KRA 1.10.1</b>  Capacity built for County personnel	<ul style="list-style-type: none"> <li>• Inter-county gender staff exchange forums</li> <li>• Conduct training on Gender Mainstreaming across the County departments</li> <li>• Conduct gender responsive Budgeting for all departments</li> </ul>	<ul style="list-style-type: none"> <li>• Number of exchange forums</li> <li>• Number of participants in attendance</li> <li>• Number of counties represented</li> <li>• Number of resolutions made and adopted</li> <li>• Number of staff trained</li> <li>• % allocation of resources in the Budget to respond to Gender issues</li> <li>• Number of actions taken to respond to Gender concerns</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Training report</li> <li>• Attendance list</li> <li>• Photos</li> <li>• Budgetary allocations</li> </ul>	Finances (14M)	2021-2027	CEC, C.O. and Directorate of Gender
<b>KRA 1.10.2</b>  Develop capacity to monitor gender mainstreaming issues I departmental programmes	<ul style="list-style-type: none"> <li>• Orientation of Chief officers on Gender mainstreaming</li> <li>• Chief officers to appoint focal persons</li> <li>• Developing ToRs for focal persons</li> <li>• Conduct capacity</li> </ul>	<ul style="list-style-type: none"> <li>• Number of chief officers oriented</li> <li>•</li> <li>• Number of Departments with focal persons</li> <li>•</li> <li>• ToRs developed</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance list</li> <li>• Reports</li> <li>• Photos</li> </ul>	Finances (7M)	2021-2027	CEC, C.O. and Directorate of Gender  All County departments



and projects.	<ul style="list-style-type: none"> <li>building forums</li> <li>Training on Gender Mainstreaming and Gender responsive Budgeting</li> </ul>	<ul style="list-style-type: none"> <li>Number of capacity building forums held</li> <li>Number of participants</li> <li>Number of actions taken to respond to Gender concerns</li> </ul>				
<b>KRA 1.10.3</b> Mechanism for tracking gender mainstreaming and learning in county institutional processes and programmes developed	<ul style="list-style-type: none"> <li>Develop a baseline for the current status of gender mainstreaming in the departments.</li> <li>Monitoring gender mainstreaming in the departments.</li> </ul>	<ul style="list-style-type: none"> <li>Number of departments involved in the baseline.</li> <li>Number of departmental reports generated</li> <li>Number of recommendations implemented.</li> </ul>	<ul style="list-style-type: none"> <li>Reports</li> </ul>	<ul style="list-style-type: none"> <li>Finances (14M)</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> </ul>	CEC, C.O. and Directorate of Gender
<b>KRA 1.10.4</b> Effective partnerships and collaborations with diverse actors	<ul style="list-style-type: none"> <li>Mapping stakeholders</li> <li>Courtesy visits/calls</li> <li>Hold Stakeholders forums</li> <li>Develop MoUs with partners and stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Number of stakeholders mapped</li> <li>Number of courtesy visits made</li> <li>Number of forums conducted</li> <li>Number of MoUs signed</li> <li>Number of joint activities held</li> <li>Number of resolutions made and adopted</li> </ul>	<ul style="list-style-type: none"> <li>MoUs</li> <li>Report</li> </ul>	Finances (14M)	<ul style="list-style-type: none"> <li>Annually</li> </ul>	Directorate of Gender, partners and stakeholders

			•			
--	--	--	---	--	--	--

## Annex 2: List of Contributors

No.	Name	Institution	Designation
1.	Joseph Wainaina Kiuna	County Government of Nakuru	CECM- Gender
2.	Dr. William Migwe	County Government of Nakuru	Chief Officer-Gender
3.	Selina Nkatha	County Government of Nakuru	Director- Gender
4.	Vivian Yegon	County Government of Nakuru	Principal Gender Officer
5.	Clara Kerich	County Government of Nakuru	Reproductive Health Coordinator
6.	Kennedy Mungai	County Government of Nakuru	Administrator
7.	Dennis Dikirr	County Government of Nakuru	Legal officer
8.	Alice Wanyonyi	Dept. for Children Services	County Coordinator
9.	Nimrod Kemboi	Dept. for Social Development	County Coordinator
10.	Clement Gisore	State Dept. of Gender	Director
11.	Lewis Mwaniki	NGEC	Regional Coordinator
12.	Susan Njogu	Egerton University	Lecturer
13.	Paul Masese	CEDGG	Programs Manager

14.	Joseph Omondi	MIDRIFT HURINET	Executive Director
15.	Emily Maranga	GROOTS-Kenya	Programs Manager
16.	Eva Komba	SDGs Kenya Forum	Consulting Gender Lead
17.	Jane Josiah	MIDRIFT HURINET	Programs Officer
18.	Wilkister Akinyi	CEDGG	Programs Officer
19.	Victor Herbert Okongo	Christian Aid-CASE OVC	Project Officer
20.	Paul Odipo	Pathfinder International- CASE OVC	M&E Officer
21.	Regina Mwabila	Springs of wholeness	Psychological Counsellor
22.	Harriet Chege	Wakili Mashinani	Lawyer
23.	Caleb Kibet	Kenya Red Cross	Programs Officer
24.	Catherine Wanjohi	Life Bloom Services	Coordinator
25.	Samuel Karanja	Boychild Pillar	Coordinator

