

COUNTY GOVERNMENT OF NAKURU



GENDER AND DEVELOPMENT POLICY:

Foreword

Commitments to gender equality as enshrined in the Constitution, the national and county development policies as well as laws are a 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 intersectionalities. 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.

**HON. SUSAN KIHKA HER EXCELLENCY THE 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 partners¹ played in the development of this Gender and Development Policy. The role that Liverpool Voluntary, Counselling and Testing(LVCT) Health, Centre for Enhancing Democracy and Good Governance(CEDGG), Mid-Rift Human Rights Network (MidRift Hurinet) Grassroots Organisations Operating Together in Sisterhoods (GROOTS)- Kenya and Comprehensive Assistance, Support and Empowerment of Orphans and Vulnerable Children (CASE-OVC), The Sustainable Development Goals Kenya Forum

¹ Annex 2- List of Partners and contributors in no apparent order

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.

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Acronyms / Abbreviations

AGPO	Access to Government Procurement Opportunities
ANC	Ante Natal Care
ATDC	Agricultural Technology Development Centre
BETA	Bottom-Up Economic Transformation Agenda
BPFA	Beijing Platform For Action
CBOs	Community Based Organization
CECM	County Executive Committee Member
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
CO	Chief Officer
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	GBV 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
MoU	Memorandum of Understanding
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
PSTD	Public Service Devolution and Training
PWDs	Persons with Disabilities
RVIST	Rift Valley Institute of Science and Technology
SIGs	Special Interest Group
SMART	Specific, Measurable, Attainable, Realistic, and Time bound
ToR	Terms of Reference
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.

CHAPTER ONE: BACKGROUND

1.1 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. Hence, the Policy has been informed by the third generation County Integrated Development Plan (CIDP) 2023-2027 in line with Kenya Kwanza County Charters, BETA priorities and the MTP IV.

1.2 Rationale for the Policy

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.

1.3 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.

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.

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.

1.4 Policy 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 a need to develop a policy that addresses the variety of manifestations of gender discrimination and inequity.

1.5 Scope of the Policy

This Gender and Development Policy will guide promotion of gender equality, socio-economic empowerment and inclusion in Nakuru County.

1.6 Policy Development Process

This policy was developed through a consultative process involving various departments of the County Government of Nakuru, stakeholders and partners in the county.

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CHAPTER TWO: SITUATIONAL ANALYSIS

2.1 Introduction

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. 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).

1.6 International and National Policy and Legal Frameworks

This policy is premised on international, regional and national policies and legal frameworks. Kenya is committed to numerous international legal and policy instruments promoting gender equality, including CEDAW, the Beijing Plan for Action, the Sustainable Development Goals, and the ICPD Programme of Action. The Africa Agenda 2063 and the Maputo Protocol also significantly influence gender equality in Kenya. CEDAW, ratified by Kenya in 1984, addresses inequalities in marriage, family, economic empowerment, and political representation, with a focus on GBV, trafficking, and forced prostitution. The Beijing Platform for Action outlines commitments to tackle issues like poverty, education, healthcare, and women's empowerment. SDG 5 aims to achieve gender equality by ending discrimination and violence against women, promoting women's leadership, and ensuring universal access to reproductive health rights. Kenya's commitments at the ICPD25 Nairobi Summit in 2019 include ending gender discrimination and adequately funding gender equality initiatives by 2030. In addition, The Generation Equality Forum in 2021, committed to accelerate the gender equality commitments in the Beijing Declarations of Actions of 1995 to achieve transformative change.

Gender inequality in Kenya stems from historical and structural causes perpetuated by socio-cultural and policy barriers. However, progressive dismantling of these barriers is recognized as beneficial, leading to significant changes through the new Constitution, legal instruments, and policy guidelines reflecting global commitments. The 2010 Constitution emphasizes human rights and equality, guaranteeing equal treatment and opportunities for all genders in various spheres. Critical legislation like the Employment Act, Land Act, and Matrimonial Property Act ensure equitable resource distribution. Affirmative action measures, such as gender quotas in elective bodies, have enhanced women's participation in decision-making, evidenced by increased female representation in Parliament and the Cabinet. Laws like the Children's Act and institutions such as the National Gender and Equality Commission are vital for gender equality in Nakuru County. Vision 2030 and its Medium-Term Plan IV focus on overcoming gender gaps, promoting affirmative action funds, and ensuring gender mainstreaming at all government levels.

2.4 Situational Analysis by Sector

This section presents an overview of the situation of Nakuru County across ten development thematic areas that are integral to achieving gender equality, socio-economic empowerment and inclusion. The thematic areas explored are: Socio-economic empowerment and self-reliance; Health; Education; Protection of human rights; Gender- Based Violence and access to justice; Governance and decision-making; agriculture and food security; Natural resources²and climate change; Land and housing; Peace, security and disaster management; and Institutional capacity for Gender mainstreaming. The situation observed and key issues highlighted in this section underpin the framing of the strategic pillars and priority actions of the Policy.

2.2.1 Protection of Human Rights and Access to Justice

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

The proportion of women who had experienced physical violence since the age of 15 reduced significantly from 45 per cent in 2018/2019 to 34 per cent in 2021/2022, against a target of 43 per cent and 40 per cent, respectively. The proportion of men who had experienced physical violence since the age of 15 was 27 per cent in 2021/2022. The number of girls and women (age 15-49 years) who had undergone Female Genital Mutilation (FGM) declined from 21 per cent in 2018/2019 to 15 per cent in 2021/2022 against the targets of 16 per cent and 13 per cent, respectively. The reduction is attributed to awareness creation on Gender Based Violence (GBV) and FGM through public fora, electronic, print, and social media, among others. REVIEW OF THE THIRD MEDIUM TERM PLAN 2018-2022. The proportion of vulnerable people covered by social protection systems were below the target, remaining steady at 13.7 per cent between 2018/2019 and 2020/2021, and slightly reduced to 13.4 per cent in 2021/2022. This is attributed to limited funding in the sector against a high number of vulnerable people. (*4th Medium Term Plan 2023-2027*)

According to a report by the department of Health KHIS for year 2022 and 2023, sexual Gender Based violence was as indicated below;

SUB-COUNTY	YEAR 2022	YEAR 2023
Gilgil	131	123
Kuresoi North	54	26
Kuresoi South	74	51

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

Molo	90	63
Naivasha	513	585
Nakuru East	515	382
Nakuru West	101	204
Bahati	485	524
Njoro	465	296
Rongai	47	28
Subukia	54	54
Total	2529	2336

Key Issues

- ⤷ **Institutional and human resource capacity:** 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.
- ⤷ **Poverty:** Women, men, boys and girls across the county cite poverty as an underlying root cause of their vulnerability to GBV.
- ⤷ **Social and gender norms:** Communities still uphold practices such as child marriage and FGM in total disregard of the law. Men undergo GBV especially psychological violence and rarely report because of expected social norms.
- ⤷ **Coordination:** Weak linkages between the county level GBV TWG and those at the sub county level and other structures like the Court Users Committees.
- ⤷ **Gender Based Violence in Emergencies (GBViE):** Weak institutional and human resource capacity for addressing GBViE while maintaining focus on humanitarian, development and peace nexus.
- ⤷ Elevated symptoms of Post-Traumatic Stress Disorder (PTSD), depression and impaired functioning due to high exposure to potentially traumatic events mostly attributed to GBV.
- ⤷ Lack of awareness on the relationship between mental health, and GBV.

2.2.1.2 Access to Justice

A baseline survey on the Status of Governance in Kenya by Uraia Trust³ 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/

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

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.

Key Issues

- Limited access to justice.
- 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.

2.2.2 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, 5 in 2017 and 8 in 2022. Notably, there was a decline in the number of elected in 2027, but in 2022 we got back to 8 elected MCAs. This trend is contrary to constitutional thresholds (**Table 1**).

Table 1: Male and Female MCAs for the year 2013, 2017 and 2022

Year	Representation			
	Male	Male (%)	Female	Female (%)
2013	52	67%	26	33%
2017	52	70%	22	30%
2022	50	67%	24	32%

Composition of the County Executive Committee Member(CECM) has been consistently skewed in favour of men since the 2013 General elections. For instance, the County had 3 female CECM members in the 2013 -2017 period, 2 in the 2017-2022 and 3 in the current tenure 2022 - 2027.

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 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:** Low implementation of policies and laws to promote effective participation in governance and development processes.
- ↳ **Accountability mechanism:** Inadequate tracking mechanism for women and men participation in decision making.
- ↳ **Social and Gender norms:** Retrogressive social and gender norms limit women from taking up leadership roles.

2.2.3 Peace, Security and Disaster Management

2.2.3.1 Peace and Security

In Kenya, challenges posed by organized criminal gangs include terrorism, maritime piracy, human/arms/drugs trafficking and cybercrime. UNODC, (2002)⁴ postulates that many of the problems that face Kenya on a criminological and development level are, for the most part, identical to those facing the surrounding countries in East Africa. In Kenya, organized criminal gangs have always been associated with their native communities, thus gaining protection and making them complicated.

In Nakuru some of the gangs include; include Uvumbo, Matharee, Kosovo, Wazebedee, India, Hekalu, Mangati, Kamiti, Ferrari, Wakaliwao(which is

⁴ United Nations Office on Drugs and Crime. Results of a Pilot Survey of Forty Selected Organized Criminal Groups in Sixteen Countries. September, 2002.

predominantly female) and Mbogigenje(also predominantly female), Watu Wengi, WaTz, Kamiti and Vijana wa London. A study by MIDRIFT HURINET on “Policy brief on: Mapping out, documenting and profiling organized gangs in Nakuru and Naivasha Municipalities, Kenya (2020)” , identified some of the causes of organized crime as; dysfunctional family structures, peer pressure, unemployment, poverty, drug and substance abuse and environment (informal settlements).

2.2.3.2 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 Solai Dam tragedy and the Mai Mahiu floods. The expansion of lakes in the County such as Lake Nakuru and Lake Naivasha are significant indications of natural disasters. This has resulted to loss of livelihoods, lives, displacement and conflict among communities and government agencies where men are the most affected. Nakuru is among counties in the country that was affected by the Covid-19 pandemic which saw increase in GBV cases, loss of livelihood, mental health conditions especially among men.

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 reinforces a culture of violent masculinity and is likely to increase sexual violence against men and boys, women and girls making them vulnerable to stigma and exclusion. Overall, men and women experience disasters and emergencies differently and demonstrate equally unique coping strategies that should not be homogenized in policies.

Key Issues

- ↳ **Lack of gender disaggregated data during emergencies to inform interventions:** disaster response and management disregards different gender needs and coping mechanism of men and women.
- ↳ **Limited participation of both men and women in peace building processes and programs:** Women and men are affected by conflict and disasters differently but the role of women 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.
- ↳ **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.
- ↳ **Dysfunctional family structures and poor parenting leading to young men engaging in crime.**

↳ Limited and unstructured mentorship programmes targeting boys and girls.

2.2.4 Socio - Economic Empowerment and Self-Reliance

The poverty level for Nakuru County stands at 39.4 per cent above the National target which is at 38.6 per cent (Kenya Poverty Report 2021). The economy of Nakuru County is largely supported by MSMEs. The County has 139,613 establishments with 124,540 (89.2%) being micro, 10,857 (7.8%) are small, 3,913 (2.8%) are medium, and 302 (0.2%) are large enterprises (KNBS, 2016). 41% are male-owned, 31.3% are female-owned, while 27.8% are jointly owned (male/female). For micro establishments, 42.4% are male owned, 32.6% are female-owned, while 25% are jointly-owned. Male-owners also dominate ownership among small sized establishments at 42.4%, females own 32.6%, and 25% are jointly owned.

In terms of employment, the medium sized establishments employ more people (33%) compared to micro (29.5%), large (19.4%), and small (18.1%). Micro firms employ 15.1% male and 14.4% female and small sized employ 10.3% male and 7.8% female. Equally, more men are employed among medium and large establishments at 21.4% and 19.4% while females include 11.5% and 0.03%, respectively. Overall, more men (66.2%) are employed by MSMEs in Nakuru County than women (33.8%).

The level of education of MSME owners in Nakuru County is secondary (44.6%), primary (21.7%), mid-level college diploma or certificate (20.2%), and degree (10.9%).

The main sources of credit according to FinAccess 2019 are from the conventional sources such as shops (46.3%), personal/business loans from banks (9.3%), SACCOs (7.5%), obtaining goods in kind from shopkeepers (6.0%), groups/chama (4.3%), government (2.7%), and MFI (1.0%) while, emerging sources of credit for businesses include mobile money (12.5%) and digital loans (6.6%).

Key Issues

- ↳ Limited access to skills training for nursing mothers and self-employed young parents.
- ↳ Inadequate knowledge of government funding and lack of tools and equipment for business start ups
- ↳ Inadequate public sanitation facilities.
- ↳ Low levels of entrepreneurial skills and financial literacy.
- ↳ Unstructured apprenticeship programme
- ↳ Limited time for women to participate in economic activities due to gender roles
- ↳ A majority of MSMEs are members of self-help groups and not cooperatives.

2.2.5 Health and Nutrition

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 county 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 five years was 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. HIV prevalence among females in Nakuru County (4.8%) is almost double the prevalence among males at 2.9%.

An estimated 18.5% of children under the age of 5 years living in Nakuru County are stunted, while 3% are wasted, 9% are under weight and 4% are overweight. These high levels of malnutrition remain a public health concern as well as a gender issue since malnutrition is highly related to both social and gender norms. Nakuru County is experiencing a rise in mental health incidences among men and women. 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 Mental Health and Psychosocial Support services. The most preferred sources of MHPSS would be a religious leader (80.8%) or community health volunteer (66.8%).(Lambert & Micheal, 2020)

Key Issues

- ↳ Gender and social norms that lead to malnutrition within households and poor health-seeking behaviour among men and boys.
- ↳ Inadequate knowledge and negative attitude towards family planning.
- ↳ Triple threat (HIV, teenage pregnancies, GBV) prevalence that affects women and girls disproportionately. ↳ Rise in mental health challenges among men, women, boys and girls.
- ↳ Rise in mental health challenges among men, women, boys and girls
- ↳ Limited awareness on available Mental Health and Psycho-Social Support Services (MHPSS).
- ↳ Lack of lactating spaces in public spaces.

2.2.6 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 total ECDE centres as at 2023 was 1,012 Public and 1,236 private. The male teachers being 94 for public and 2,017 female teachers while private ECDE centres had 114 male teachers and 2,124 female teachers. The single sex toilet-pupil ratio is at 1:40, however it falls short of the policy requirement of 1:25 for girls and 1:30 for boys. The County has put up 34 Vocational Training Centres of Excellence in the 11 sub-counties to provide adequate and conducive training environment. There are 3,918 and 2,024 female enrolled in the centre. Additionally, there are 71 male instructors and 75 female instructors. 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.
- ↳ Lower enrolment of female students in VTC
- ↳ Below the requirement on boys' and girls' toilet ratio
- ↳ Lack of community day care centres to release women and men of child care roles as they attend VTC

2.2.7 Agriculture and Food Security

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 spearhead agricultural extension services. However, according to the Kenya poverty report of 2021, indications shows that 82.9 of food is purchased, 14.7 is own production and 2.4 is gifted.

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 chains. 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 county. 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.

The Bottom-Up Economic Transformation Agenda (BETA) focuses on agricultural transformation and inclusive growth through key value chains. The implementation of the agriculture pillar aims to provide adequate and affordable working capital to all farmers through cooperative societies and deploy modern agricultural risk management instruments that ensure farming is profitable and income is predictable.

Key Issues

- ↳ Women are more involved in consumption agriculture than commercial agricultural production.
- ↳ Child labour: there is high prevalence of child labour especially boys across the agricultural value chain nodes.
- ↳ Women are overburdened by reproductive, production and community roles
- ↳ Leadership: Leadership of farmer associations is dominated by men.
- ↳ Climate Change: Climate change has posed serious food insecurities.

2.2.8 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 county. 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.

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. In addition, the wide range of flora and fauna in the county has made Nakuru 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 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 rural 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 in search of water and firewood. 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 utilize predominantly male labour enticing boys to drop out of school.

Key Issues

- ▷ **Evidence generation:** Absence of gender disaggregated data on the impact of climate change on agriculture, water, energy and effects of climate related disasters like drought, floods.
- ▷ **Community awareness and mobilization:** Limited community knowledge on the interface between gender, natural resources and climate change.
- ▷ **Safety:** Lack of protective gears in the extractive industry
- ▷ **Sexual violence:** Children and women are more at risk to sexual violence in forests and excavation sites.

2.2.9 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.

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 Demographic Health Survey (KDHS, 2022) indicated that women only hold 3% of land titles and therefore have almost no access to land of their own. 25% of women own agricultural land, 20% own land jointly either their spouse and partner and only 7% own non-agricultural land.

Housing and settlement is at the core of Kenya's development agenda as a key consideration among BETA components of the MTP IV. The Government aims at increasing investment through construction of 200,000 housing units annually, enabling low-cost mortgages, strengthening the capacity of Jua Kali industry to produce high quality construction products and providing incentives to developers to support the affordable housing programme.

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 ownership, access and utilization which affects decision-making.
- ↳ Limited understanding of gender issues and the complexity and diversity of land tenure rights.
- ↳ Gender blind public infrastructure.⁵
- ↳ 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 increases susceptibility Gender Based Violence.

2.2.10 Institutional Capacity for Gender Mainstreaming

The County Government of Nakuru has 10 departments. The Gender department has been mandated with the responsibility of gender mainstreaming across all the departments.

A Gender Audit commissioned by the county revealed limited understanding on issues of gender mainstreaming within the sectors. There is a lack of guidelines on gender implementation and integration of roles between the County and National levels. The visibility of staff with mandate for gender mainstreaming within NCG is low, according to the institutional Gender Audit report. The Department of Gender is underfunded to undertake gender mainstreaming across the departments.

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

Key Issues

- ↳ Capacity for gender mainstreaming: There is limited technical capacity for Gender focal persons in the County Departments to support in the realization of gender mainstreaming.
- ↳ Inadequate Resourcing: The human resource and budgetary allocation for the Directorate of Gender, programs and Projects is inadequate.
- ↳ Monitoring for accountability and learning: The County has a limited tracking mechanism for monitoring gender responsiveness in institutional and programmatic processes.
- ↳ Partnership and collaborations: The County has an inadequate framework, and a knowledge management system for partnership and collaborations.

CHAPTER 3: POLICY OBJECTIVES AND STRATEGIES

3.1 Introduction

This policy recognizes the need for appropriate strategies in tackling the identified challenges for the successful realization of gender equality, socio-economic empowerment and inclusion in Nakuru County. This chapter outlines the policy objectives, directions and strategies for addressing the issues identified in the first two chapters in relation to the goal of gender equality, socio-economic empowerment and inclusion in the County.

These objectives, directions and strategies provide specific guidance on how the overall goals and statements of this policy will be attained. The Government of Nakuru will put in place the necessary legislative and regulatory framework for harmonized gender and development programmes in the County. The County Government will also seek strategic partnership with stakeholders to advance gender equality, socio-economic empowerment and inclusion and explore ways of reducing inequalities, promoting socio-economic empowerment and inclusion in the County.

3.2 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.

3.3 Policy Strategies

Thematic Area 1: Protection of Human Rights and Access to Justice

Policy Statement: *The County commits to increase safety and well-being of women and men in Nakuru County*

Policy Strategy: 1.1 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 for GBV survivors 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 as well as strengthen coordination with other sectors like the Court Users Committees.
- i. Collaboration between departments in organizing emergency response programmes to help respond to GBV.
- j. Establishment of GBV survivor support groups.
- k. Advocate for establishment for a one stop center for GBV survivors.

Policy Strategy: 1.2 Access to Justice

Policy Statement: *The County will strengthen access to justice through provision of legal aid, linkages and referrals.*

- a. Work with partners to provide access to justice for vulnerable and marginalized men, women, girls, boys and intersex.
- b. Training of duty bearers on human rights-based approaches.
- c. Strengthen stakeholders' collaboration and coordination in access to justice at the county, sub county and ward levels for effective referral and service delivery.
- d. Promote alternative dispute resolutions mechanisms.
- e. Create awareness on gender laws and policies through civic education forums .

Thematic Area 2: Governance and Decision –Making

Policy statement: *The County commits to enhance public participation of women, men, boys, girls and intersex in decision making in the private and public spheres*

Policy Strategies:

- a. Establish mechanisms for tracking gender equality and inclusion in all sectors.

- b. Strengthen the capacity of duty bearers to deliver on their mandate for tangible gender equality results.
- c. Strengthen capacity, sensitize and create awareness on gender equality focused on leadership and decision making at the community level.
- d. Engage with relevant institutions and agencies on Gender mainstreaming in governance and decision making.
- e. Advocate for increased budgetary allocation for the implementation of policies.

Thematic Area 3: Peace, Security, and Disaster Management

Policy statement: *The County commits to enhance gender responsive approach to prevention and response to disaster/emergencies.*

Policy Strategies:

- a. Partner with Department of Disaster and Humanitarian Services to develop and implement gender responsive approach to prevention and response to disaster/emergencies.
- b. Advocate for inclusion and engagement of women at all decision-making levels in peace, security, and disaster management.
- c. Strengthen inter-agency partnerships for enhancing technical capacities, resource mobilization and advocacy for a gender sensitive approach to the humanitarian, peace and development nexus.
- d. Engage communities to address social and gender norms that compromise risk perception thresholds among men and increase women’s vulnerability during conflict and disasters.
- e. Collaborate with the County Department of Health Community Strategy sector (CHPs) to identify and support dysfunctional households.
- f. Collaborate with the Department of Health and relevant stakeholders to carry out age specific mentorship programmes .

Thematic Area 4: Socio-Economic Empowerment and Self-Reliance

Policy statement: *The County Commits to increase sustainable productivity and self-reliance of men and women in Nakuru County.*

Policy Strategy:

- a. Develop and implement a County economic empowerment fund to support procurement of tools and equipment for start up businesses for special interest groups.
- b. Strengthen capacities of the special interest groups on entrepreneurial skills and financial literacy.
- c. Mentorship and apprenticeship programmes in collaboration with partners.
- d. In partnership with the Trade and Cooperatives Department, support the formation of cooperatives by self-help groups.
- e. Establish community day care centers.
- f. Create awareness and build capacity for uptake of affirmative action’s funds.

Thematic Area 5: Health and Nutrition

Policy statement: *The County commits to provide comprehensive quality health and nutrition information.*

Policy Strategies:

- a. Partner with like-minded stakeholders in challenging retrogressive gender and social norms through community dialogues.
- b. Partner with the Department of Health and other stakeholders to advocate for increased utilization of Sexual and Reproductive Health Services (SRH) and involvement of men.
- c. Collaborate with the Health Department to enhance youth friendly service provision at the community level.
- d. Conduct awareness campaigns to increase knowledge on MHPSS.
- e. Advocate for establishment of lactating spaces in public facilities.

Thematic Area 6: Education

Policy statement: *The County commits to inclusive and equitable access to quality education in a safe learning environment.*

Policy Strategies:

- a. Create awareness and advocacy for increased participation of men in ECDE programmes.
- b. Create awareness on available bursary opportunities.
- c. Advocate for establishment of day care facilities at community level.

Thematic Area 7: Agriculture and Food Security

Policy statement: *The County commits to improve agricultural productivity and household food security through gender responsive practices.*

Policy Strategies:

- a. In collaboration with Department of Agriculture and partners, enhance capacity of women in agri-business.
- 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 redistribution of work in agricultural value chains to address overburdening and health risks.
- d. Support and facilitate women's participation in leadership roles in farmers' association.
- e. Strengthen capacities on gender and climate change among farmers.

Thematic Area 8: Natural Resources and Climate Change

Policy statement: *The County will increase capacity for mainstreaming and addressing gender issues in natural resource management and climate change adaptation.*

Policy Strategies:

- a. Train natural resource and climate change management and technical teams on gender mainstreaming.
- b. Build the capacity of community leaders to understand and communicate the link between gender, natural resources and climate change.
- c. In collaboration with Kenya Forest Services and Local leaders, create awareness and sensitization on sexual violence risks and safety in forests and excavation sites.
- d. Empower households on alternative sources of cooking fuel.

Thematic Area 9: Land and Housing

Policy statement: *The County commits to enhance equitable access to land ownership and housing.*

Policy Strategies:

- 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 on gender issues in land and housing projects.
- c. Create awareness on equitable involvement of women in land administration, adjudication and management processes.
- d. Challenge gender and social norms that underlie inequalities in land and housing as economic and social assets.

Thematic Area 10: Institutional Capacity on Gender Mainstreaming

Policy statement: *The County commits to improve institutional capacity and accountability for gender mainstreaming.*

Policy Strategies;

- a. Strengthen capacity of Gender Focal Points/ Persons on gender mainstreaming.
- b. Enhance County departmental and agencies capacity on gender mainstreaming.
- c. Advocate for increased budgetary allocation for gender mainstreaming initiatives.
- d. Develop and implement a tracking and reporting mechanism for gender mainstreaming and learning.
- e. Develop and implement a framework, and knowledge management system.
- f. Develop a framework for partnerships and collaborations.

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CHAPTER FOUR: IMPLEMENTATION FRAMEWORK

4.1 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 affairs. The department will lead in coordination of all gender sector players at national and county government, private sector and other relevant partners and stakeholders while, applying human rights-based approach, consistent accountability for the rights and interests of vulnerable and marginalized populations within the County.

4.2 Roles and Responsibilities

i. County Government Department Responsible for Gender

- a. Integrate gender equality, socio-economic empowerment and inclusion concerns in the County Integrated Development Plan.
- b. Ensure allocation of adequate resources for implementation of gender equality, socio-economic empowerment and inclusion programs.
- c. Advocate for gender responsive budgeting adoption by all County Departments in the budget cycle.
- d. Identify needed guidelines, policies and legislation for implementation of the Gender and Development Policy, and ensure they are developed and enacted.
- e. Establish and coordinate strategic partnerships and collaborative fora for purposes of implementation of the Policy.
- f. Develop and implement a resource mobilization plan, including annual round table fora with development partners, for implementation of the Gender and Development Policy.
- g. Coordinate implementation of the Policy Monitoring and Evaluation Framework to ensure timely reporting, generation and dissemination of gender disaggregated data for best practices, and lessons learnt.
- h. Develop and implement a research agenda that contributes to implementation of the Gender and Development Policy for achievement of high impact and transformative results.
- i. Develop and implement a communication plan for articulation of the Policy in its different stages of implementation and results.
- j. Liaise with and support relevant County department and agencies for effective participation in the implementation of the Policy.

ii. State Department Responsible for Gender.

- 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.

iii. National Gender and Equality Commission

- a. Promote gender equality and freedom from discrimination.
- b. Monitor all aspects relating to equality and non-discrimination in Ministries, Counties, Departments and Agencies including the private sector.
- c. Continuously undertake gender audits and act as the principal organ of the state in ensuring compliance with the constitutional provisions.
- d. Ensure equality and freedom from discrimination relating to special interest groups including minorities and marginalized persons, women, persons with disabilities and children.
- e. Investigate complaints relating to gender appropriate action.

iv. Non-State Actors (NGOs, CSOs, FBOs, CBOs) and Development partners

- a. Support mobilization of resources towards roll out of the Policy implementation plan.
- b. Advocacy for development, enactment and implementation of appropriate policies and legislations.
- c. Collaboration in the designing and execution of strategies and activities for effective, efficient and sustainable achievement of the objectives of the Policy.
- d. In collaboration with Department in charge of Gender Affairs, identify target areas for research.
- e. Participate in County Gender Sector Technical Working Group and Sub-County Gender Technical Working Groups.
- f. Develop and implement programmes that address key gender intervention areas.
- g. Advocate for budgetary provisions in the national and county budgets.

v. Media:

- 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. Publicize, inform and educate the public about gender issues.
- e. Promote ethical reporting in the media and eliminate gender stereotypes.
- f. Expose cases of GBV.
- g. Develop content and reporting with a gender perspective.
- h. Build capacity for media gender sensitive research and reporting.

vi. Academia:

- a. Research and evidence generation on opportunities for gender policy impact.
- 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.

vii. Community members

- a. Recognition and promotion of gender responsive and transformative practices in households as the new norm.
- b. Participation in service delivery and information activities initiated by diverse actors towards implementation of the Policy.
- c. Awareness creation, advocacy and action to challenge retrogressive practices and traditions.
- 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.
- f. Comply with the laws that protect dignity of persons and communities, including the use of social media.

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CHAPTER FIVE: POLICY COMMUNICATION, MONITORING AND EVALUATION AND REVIEW

5.1 Communication

Communication is important in order to enhance performance, transparency and accountability with clear understanding of roles and responsibilities, build trust and ownership of the interventions by the stakeholders including communities, ensure timely feedback and adherence to established policies and guidelines. The County department responsible for gender will develop a communication framework.

5.2 Monitoring and Evaluation Leadership

Monitoring and evaluation is important in measuring the level of change brought about by policy interventions. The resulting information is useful for continuous program adjustments against intended commitments and objectives, mobilizing additional resources and assessing the efficiency and effectiveness in using resource. Monitoring and evaluation of the policy will be integrated into the overall monitoring, evaluation and learning structures and responsibilities within the County Government.

Various methods will be used to monitor and evaluate programs in to ensure that they are gender responsive. These include adoption and modification of existing tools such as the M&E Framework and Indicators Handbook to include gender sensitive programs, conducting baseline and impact evaluation studies and the use of program accountability checklists. The defined activities in the departmental work plans will determine the frequency of monitoring and evaluation. The department responsible for of Gender affairs will coordinate all other key actors, county departments and agencies as applicable.

5.3 Capacity for Monitoring and Evaluation

There is 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.

5.4 Review of Gender and Development Policy

The Gender Policy will be reviewed in a consultative and participatory process. The Policy will be reviewed periodically to determine relevance applicability beyond the current period of implementation.

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Annex 1: Gender Policy Implementation Matrix

Thematic Area 1	Protection of Human Rights and Access to Justice			
Objective	Policy Strategy	Indicator (s)	Actor (s)	Timelines
Objective 1: To strengthen the policy, legal and regulatory framework on gender equity and inclusion	Gender Based Violence <ul style="list-style-type: none"> • Train all actors (multi-sectoral) in the County on prevention and response to GBV and harmful practices including in emergencies. • Strengthen county level GBV data collection through implementation of a GBVIMS and hotline. • Strengthen capacity for gender responsive budgeting to allocate sufficient resources for prevention of and response to GBV and harmful practices. • Initiate economic empowerment programmes for GBV survivors to address structural drivers of GBV and harmful practices. • Strengthen access to MHPSS for survivors of GBV through a community based psychosocial intervention. • Mobilize and create awareness in communities, including male engagement, on social and gender norms that lead to GBV and harmful practices. • Provide GBV rescue centres/ safe houses for survivors. • Strengthen GBV TWGs at the county and sub county levels for effective referral and service delivery as well as strengthen coordination with other sectors like the Court Users Committees. 	<ul style="list-style-type: none"> • Number of actors trained, capacity strengthened in GBV prevention and response, gender responsive budgeting and human rights-based approach • One GBVIMS developed and implemented • Number of GBV survivors supported with economic empowerment initiatives. • Number of GBV survivors reached with MHPSS services. • Number of male engagement forums on social and gender norms that reenforce GBV practices. • Number of rescue centers/ safehouses, one stop center for GBV survivors. • Number of cases referred to GBV service providers. • Number of GBV survivor support group established. • Number of stakeholder forums held. 	State Department for Gender, County relevant departments, Department for Gender and partners.	Policy period

	<ul style="list-style-type: none"> • Collaboration between departments in organizing emergency response programmes to help respond to GBV. • Establishment of GBV survivor support groups. • Advocate for establishment for a one stop center for GBV survivors. <p>Access to Justice</p> <ul style="list-style-type: none"> • Work with partners to provide access to justice for vulnerable and marginalized men, women, girls, boys and intersex. • Training of duty bearers on human rights-based approaches. • Strengthen stakeholders' collaboration and coordination in access to justice at the county, sub county and ward levels for effective referral and service delivery. • Promote alternative dispute resolutions mechanisms. • Create awareness on gender laws and policies through civic education forums . 	<ul style="list-style-type: none"> • Number of legal aid forums held. 		
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Thematic Area 2	Governance and Decision -Making			
Objective	Policy Strategy	Indicator (s)	Actors (s)	Timeline
Objective 2: To strengthen access to justice through provision of legal aid, linkages and referrals.	<ul style="list-style-type: none"> • Establish mechanisms for tracking gender equality and inclusion in all sectors. • Strengthen the capacity of duty bearers to deliver on their mandate for tangible gender equality results. • Strengthen capacity, sensitize and create awareness on gender equality focused on leadership and decision making at the community level. • Engage with relevant institutions and agencies on Gender mainstreaming in governance and decision making. • Advocate for increased budgetary allocation for the implementation of policies through civic education forums. 	<ul style="list-style-type: none"> • Number of actors trained and capacity strengthened on gender mainstreaming, gender equality and inclusion. • Gender tracking tool developed. • Budget allocation for gender mainstreaming, socio-economic empowerment and inclusion programmes. 	State Department for Gender, County relevant departments, Department for Gender and partners.	Policy period

Thematic Area 3	Peace, Security, and Disaster Management				
Objective	Policy Strategy	Indicator (s)	Actors (s)	Timelines	
<p>Objective 3: To enhance gender responsive approach to prevention and response to disaster/emergencies.</p>	<ul style="list-style-type: none"> Partner with Department of Disaster and Humanitarian Services to develop and implement gender responsive approach to prevention and response to disaster/emergencies. Advocate for inclusion and engagement of women at all decision-making levels in peace, security, and disaster management. Strengthen inter-agency partnerships for enhancing technical capacities, resource mobilization and advocacy for a gender sensitive approach to the humanitarian, peace and development nexus. Engage communities to address social and gender norms that compromise risk perception thresholds among men and increase women’s vulnerability during conflict and disasters. Collaborate with the County Department of Health Community Strategy sector (CHPs) to identify and support dysfunctional households. Collaborate with the Department of Health and relevant stakeholders to carry out age specific mentorship programmes. 	<ul style="list-style-type: none"> Gender sensitive framework developed to support response to disaster and emergencies. Number of women included and capacity strengthened in decision making in peace, security and disaster management at all levels. Number of community dialogue forums to address social and gender norms that hinders women from participating in peace, security and disaster management. Number of mentorship programs for at risk youth. Number of households reached by CHPs. 	<p>State Department for Gender, County relevant departments, Department for Gender and partners.</p>	<p>Policy period</p>	

Thematic Area 4	Socio-Economic Empowerment and Self-Reliance				
Objective	Policy Strategy	Indicator (s)	Actors (s)	Timelines	

<p>Objective 4: To increase sustainable productivity and self-reliance of men and women in Nakuru County.</p>	<ul style="list-style-type: none"> • Develop and implement a County economic empowerment fund to support procurement of tools and equipment for start up businesses for special interest groups. • Strengthen capacities of the special interest groups on entrepreneurial skills and financial literacy. • Mentorship and apprenticeship programmes in collaboration with partners. • In partnership with the Trade and Cooperatives Department, support the formation of cooperatives by self-help groups. • Establish community day care centers. • Create awareness and build capacity for uptake of affirmative action's funds. 	<ul style="list-style-type: none"> • Number of special interest groups start-up businesses supported with tools and equipment and capacity strengthened on entrepreneurial skills and financial literacy. • Number of boys mentored and men enrolled in apprenticeship programme. • Number of self-help group supported to form cooperatives. • Number of community day care established. • Number of community awareness forums held. 	<p>State Department for Gender, County relevant departments, Department for Gender and partners.</p>	<p>Policy period</p>
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Thematic Area 5	Health and Nutrition			
Objective	Policy Strategy	Indicator (s)	Actors (s)	Timelines
<p>Objective 5: To provide comprehensive quality health and nutrition information.</p>	<ul style="list-style-type: none"> • Partner with like-minded stakeholders in challenging retrogressive gender and social norms that perpetuate malnutrition through community dialogues. • Partner with the Department of Health and other stakeholders to advocate for increased utilization of Sexual and Reproductive Health Services (SRH) and involvement of men. • Collaborate with the Health Department to enhance youth friendly service provision at the community level. • Conduct awareness campaigns to increase knowledge on MHPSS. • Advocate for establishment of lactating spaces in public facilities. 	<ul style="list-style-type: none"> • Number of community dialogue forums held to challenge norms that perpetuate malnutrition • Number of men-engagement dialogue forums on Sexual Reproductive Health (SRH) held. • Number of collaboration meetings held to promote access to youth friendly services. • Number of awareness campaigns held on MHPSS. • Number of lactating spaces established in public facilities. 	<p>State Department for Gender, County relevant departments, Department for Gender and partners.</p>	<p>Policy period</p>

Thematic Area 6	Education			
Objective	Policy Strategy	Indicator (s)	Actors (s)	Timelines
<p>Objective 6: To enhance inclusive and equitable access to quality education in a safe learning environment.</p>	<ul style="list-style-type: none"> • Create awareness and advocacy for increased participation of men in ECDE programmes. • Create awareness on available bursary opportunities. • Advocate for establishment of day care facilities at community level. 	<ul style="list-style-type: none"> • Number of awareness forums on men participation in ECDE programmes and bursary opportunities available. • Number of day care facilities established within the VTC centers • 	<p>State Department for Gender, County relevant departments, Department for Gender and partners.</p>	<p>Policy period</p>

Thematic Area 7	Agriculture and Food Security				
Objective	Policy Strategy	Indicator (s)	Actors (s)	Timelines	
<p>Objective 7: To improve agricultural productivity and household food security through gender responsive practices.</p>	<ul style="list-style-type: none"> • In collaboration with Department of Agriculture and partners, enhance capacity of women in agri-business. • Collaborate with Department of Children Services and stakeholders to sensitize the community on child protection issues in the agriculture and food security sectors. • Sensitize men and women on gender redistribution of work in agricultural value chains to address overburdening and health risks. • Support and facilitate women's participation in leadership roles in farmers' association. • Strengthen capacities on gender and climate change among farmers. 	<ul style="list-style-type: none"> • Number of capacity enhancement forums for women in agri-business. • Number of community forums on child labour in agriculture value chain. • Number of community forums held on gender re-distribution of work in agriculture value chain. • Number of capacity building workshops to enhance leadership and decision making of women in farmers associations. • Number of trainings on gender and climate change held. 	<p>State Department for Gender, County relevant departments, Department for Gender and partners.</p>	<p>Policy period</p>	

Thematic Area 8	Natural Resources and Climate Change			
Objective	Policy Strategy	Indicator (s)	Actors (s)	Timelines
Objective 8: To increase capacity for mainstreaming and addressing gender issues in natural resource management and climate change adaptation.	<ul style="list-style-type: none"> • Train natural resource and climate change management and technical teams on gender mainstreaming. • Build the capacity of community leaders to understand and communicate the link between gender, natural resources and climate change. • In collaboration with Kenya Forest Services and Local leaders, create awareness and sensitization on sexual violence risks and safety in forests and excavation sites. • Empower households on alternative sources of cooking fuel. 	<ul style="list-style-type: none"> • Number of training workshops on gender mainstreaming. • Number of community leaders' forums held on the nexus between gender, natural resources and climate change. • Number of community awareness forums held on alternative sources of cooking fuel. 	State Department for Gender, County relevant departments, Department for Gender and partners.	Policy period

Thematic Area 9	Land and Housing			
Objective	Policy Strategy	Indicator (s)	Actors (s)	Timelines
Objective 9: To enhance equitable access to land ownership and housing.	<ul style="list-style-type: none"> • 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. • Build capacity on gender issues in land and housing projects. • Create awareness on equitable involvement of women in land administration, adjudication and management processes. • Challenge gender and social norms that underlie inequalities in land and housing as economic and social assets. 	<ul style="list-style-type: none"> • Number of sensitization forums held on gender mainstreaming for the Department of Lands. • Number of community forums held on land rights. • Number of community dialogue forums held to challenge gender and social norms that underlie inequalities. 	State Department for Gender, County relevant departments, Department for Gender and partners.	Policy period

Thematic Area 10	Institutional Capacity on Gender Mainstreaming			
Objective	Policy Strategy	Indicator (s)	Actors (s)	Timelines
<p>Objective 10: To improve institutional capacity and accountability for gender mainstreaming.</p>	<ul style="list-style-type: none"> • Strengthen capacity of Gender Focal Points/ Persons on gender mainstreaming. • Enhance County departmental and agencies capacity on gender mainstreaming. • Advocate for increased budgetary allocation for gender mainstreaming initiatives. • Develop and implement a tracking and reporting mechanism for gender mainstreaming and learning. • Develop and implement a framework, and knowledge management system. • Develop a framework for partnerships and collaborations. 	<ul style="list-style-type: none"> • Number of Gender focal persons capacity strengthened on gender mainstreaming. • Number of departments and agencies capacity enhanced on gender mainstreaming. • Percentage budgetary increase for gender mainstreaming initiatives. • Tracking tool for gender mainstreaming, learning and knowledge management developed. • Framework for partnerships and collaborations developed. 	<p>State Department for Gender, County relevant departments, Department for Gender and partners.</p>	<p>Policy period</p>

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