



**COUNTY GOVERNMENT OF LAIKIPIA**  
**MUNICIPALITY OF NANYUKI**  
**PO BOX 1271-10400**  
**NANYUKI**



# **GENDER INCLUSION AND PARTICIPATION FRAMEWORK.**

**DECEMBER 2023**

## **Preamble**

As the Municipality of Nanyuki;

- We adopt this gender inclusion and participation framework to express our commitment to be an inclusive municipality that does not discriminate on gender or any other basis as expressed in our core values.
- We recognize the current inequalities that exist in the society and are committed to empower both genders towards achieving equality and equity.
- We commit to ensure development and adoption of relevant gender-responsive requirements for planning, budgeting and implementation of social, economic and development programs.
- We recognize that being under the County Government of Laikipia, we will be guided and bound by the County Gender policy that guides the operations of the County Government of Laikipia.

## **Objectives**

The objectives of this Gender Inclusion and Participation Framework are:

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

## **Legal Framework**

In formulating this gender inclusion and participation framework, we recognize and commit to ensure that it aligns with national and international laws and conventions related to gender equality. We in particular stand guided by the constitution of Kenya 2010, that vests sovereignty with the people of Kenya who are comprised of male and female. The Kenyan parliament has passed enabling legislative frameworks that give implementation push to the Constitution. These Acts together with the National Gender and Development Policy 2000, will guide the municipality in enforcing gender equality and equity in all its undertaking. In addition, the municipality will also be guided by the international treaties ratified by the nation in pushing for a gender sensitive service to the people of Nanyuki.

## **Inclusive Language**

We commit to use inclusive and non-discriminatory language in all Municipal communications and documents recognizing the diversity of gender identities. This will help create an inclusive environment and acknowledge the diversity of gender identities.

## **Workplace Policies**

We shall implement policies within the municipality that promote gender equality in the workplace, addressing issues such as equal pay, nondiscrimination, and opportunities for career advancement. Such policies already exist in the County Government of Laikipia and in the national government.

## **Training and Capacity Building**

The Municipality shall provide training programs for its staff to raise awareness about gender issues, diversity, and inclusion. This will help ensure that employees are knowledgeable about the principles of gender equality and can apply them in their work.

## **Service Delivery**

The Municipality commits to ensure that municipal services are accessible and responsive to the diverse needs of all residents, taking into account gender-specific concerns. This will include services related to health, education, housing, and public safety. We will use citizen engagement meetings to establish the specific needs of all genders in regards to services offered by the municipality as mandated by the Municipal Charter.

## **Public Spaces and Facilities**

The Municipality will endeavor to design and manage public spaces and facilities in a way that is safe and inclusive for all genders. Such facilities must consider issues such as lighting, accessibility, and security to create welcoming environments for all genders. In approving building plans for public facilities, gender considerations must be factored in the check-list.

## **Citizen Engagement**

We commit to engage with the citizens to gather input on gender-related issues and ensure that the municipality is responsive to the needs of all residents. Our citizen engaged fora must involve both men and women with none of genders dominating more than two-thirds of the attendees. In the event that this is not achieved, the municipality will arrange for a special meeting targeting the gender that was least represented.

## **Data Collection and Analysis**

Nanyuki municipality will collect and analyze gender-disaggregated data to identify disparities and monitor progress in achieving gender equality goals. This information will inform evidence-based decision-making.

## **Grievance Redress**

We commit to take gender differences into consideration when handling grievances. Women and men may communicate their grievances differently and also may have different types of grievances. We commit to avoid subjectivity while handling grievances and avoid gender biases. Should a situation arise where women or men feel uncomfortable discussing a grievance with a person of the opposite sex, the officer handling the grievance should provide the option of handing the case over to someone of the same sex with the one reporting the grievance.

## **Preventing Gender-Based Violence**

We commit to develop strategies to prevent and respond to gender-based violence within the municipality. This will include partnerships with local organizations that specialize in providing support to victims of gender-based violence. Gender based violence within the work place will be addressed in accordance to policies set by the County Government of Laikipia.

Special attention in the GRM will be given to sexual and gender based violence cases, giving them the urgency, sensitivity and the confidentiality they deserve.

## **Partnerships**

We shall endeavor to Collaborate with local organizations, advocacy groups, and other stakeholders working on gender equality to leverage resources and expertise. This will involve both state and non-state actors especially those with an interest in our municipality.

## **Regular Review and Evaluation**

We shall periodically review and evaluate the effectiveness of the gender framework, making adjustments as needed. This will ensure that the municipality remains committed to promoting gender equality and adapting to changing needs and circumstances.

## **Conclusion**

A robust gender inclusion framework is essential for fostering equality, dismantling barriers, and creating an inclusive environment that honors the diverse experiences and needs of all genders. Continuous evaluation and adaptation are key to ensuring its effectiveness and relevance over time in the Municipality.