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## **NANYUKI MUNICIPALITY GENDER ENGAGEMENT FRAMEWORK**

### **1.0 Background and Rationale**

Gender equality is a fundamental principle in Kenya’s governance and development agenda. The Constitution of Kenya (2010) provides a strong legal foundation for equality, inclusivity, and non-discrimination, while national development policies emphasize equitable participation in socio-economic opportunities. Urban development projects increasingly require gender mainstreaming to ensure infrastructure investments benefit all population groups equitably.

Within Nanyuki Municipality, urban expansion, infrastructure development, and economic transformation have created opportunities for inclusive growth. However, disparities remain in access to services, employment opportunities, safety, and participation in decision-making, particularly affecting women, youth, persons with disabilities (PWDs), and other vulnerable groups.

This Gender Engagement Framework provides structured guidelines to ensure that gender considerations are systematically integrated into municipal planning, infrastructure development, service delivery, and community engagement initiatives.

### **2.0 Objectives of the Gender Engagement Framework**

#### **2.1 General Objective**

To mainstream gender considerations into municipal development planning and implementation processes to ensure equitable access to services, infrastructure, and economic opportunities.

#### **2.2 Specific Objectives**

1. Enhance equitable access to urban infrastructure and services.
2. Promote inclusive participation in municipal decision-making.
3. Strengthen economic empowerment opportunities for women and vulnerable groups.
4. Improve safety and social inclusion within public infrastructure.
5. Institutionalize gender-responsive planning and service delivery mechanisms.

## **3.0 Gender Analysis and Context**

### **3.1 Municipal Gender Dynamics**

Nanyuki Municipality has experienced rapid urbanization accompanied by growth in informal settlements, commercial activities, and transport infrastructure. Gender disparities are evident in:

- Access to safe public transportation.
- Economic participation within formal sectors.
- Representation in decision-making structures.
- Access to safe sanitation and social amenities.
- Exposure to gender-based violence in public spaces.

Women and youth dominate informal economic sectors, while persons with disabilities face structural barriers in accessing infrastructure and services.

## **4.0 Gender Engagement Strategies**

### **4.1 Gender Responsive Planning and Policy Integration**

Integrate gender considerations into all municipal policies, planning documents, and development projects by conducting gender impact assessments and ensuring infrastructure designs incorporate inclusivity principles

#### **How the Strategy is Achievable**

- Establishing gender focal persons within municipal departments.
- Incorporating gender analysis as a mandatory requirement in project feasibility studies.
- Developing gender checklists and compliance guidelines for all projects.
- Conducting staff training programs on gender-responsive planning.

#### **Importance of Implementation**

Gender-responsive planning ensures infrastructure investments address the real needs of different population groups. Without integration, infrastructure projects risk excluding vulnerable populations, reducing project effectiveness and sustainability.

### **4.2 Gender Inclusive Public Participation**

Promote meaningful participation of women, youth, and vulnerable groups in municipal planning, project design, and implementation processes.

#### **How the Strategy is Achievable**

- Scheduling public participation forums at accessible times and venues.

- Using targeted mobilization strategies such as engaging women groups, youth organizations, and disability advocacy groups.
- Providing interpretation services and accessible participation materials.
- Partnering with community-based organizations to reach marginalized populations.

### **Importance of Implementation**

Inclusive participation enhances transparency, builds community ownership of projects, and improves project sustainability. It ensures infrastructure development reflects diverse community needs and minimizes resistance during project implementation.

### **4.3 Economic Empowerment and Gender Responsive Procurement**

Promote equitable economic participation by encouraging women, youth, and vulnerable groups to participate in municipal contracting opportunities and employment within infrastructure projects.

#### **How the Strategy is Achievable**

- Reserving portions of municipal procurement opportunities for women, youth, and PWD enterprises.
- Conducting supplier training programs to build capacity among vulnerable groups.
- Advertising tender opportunities through accessible communication platforms.
- Partnering with financial institutions to support enterprise development.

### **Importance of Implementation**

Economic empowerment reduces poverty, enhances household incomes, and promotes inclusive economic growth. Gender-responsive procurement also strengthens local enterprise development and stimulates economic diversification.

### **4.4 Gender Sensitive Infrastructure Design**

Ensure all municipal infrastructure incorporates safety, accessibility, and inclusivity considerations.

#### **How the Strategy is Achievable**

- Adopting universal design standards for public infrastructure.
- Installing adequate lighting in public spaces to improve safety.
- Constructing gender-segregated sanitation facilities.

- Designing transport infrastructure with safety considerations for women and vulnerable groups.

### **Importance of Implementation**

Gender-sensitive infrastructure improves safety, increases accessibility, and enhances service utilization. It also reduces exposure to gender-based violence and promotes equal participation in public life.

### **4.5 Capacity Building and Institutional Strengthening**

Strengthen institutional capacity to implement gender mainstreaming through training, policy development, and resource allocation.

### **How the Strategy is Achievable**

- Conducting regular gender training workshops for municipal staff.
- Developing gender mainstreaming manuals and operational guidelines.
- Establishing partnerships with gender advocacy organizations.
- Allocating budgetary provisions for gender mainstreaming activities.

### **Importance of Implementation**

Institutional capacity ensures gender initiatives are sustainable and systematically implemented rather than being treated as isolated interventions.

### **4.6 Gender Disaggregated Data Collection and Research**

Develop systems to collect and analyze gender-disaggregated data to inform planning and monitor gender outcomes.

### **How the Strategy is Achievable**

- Integrating gender indicators into municipal data management systems.
- Conducting periodic gender baseline surveys.
- Training staff on gender data analysis and reporting.
- Collaborating with research institutions for gender studies.

### **Importance of Implementation**

Reliable gender data enhances evidence-based decision-making and strengthens accountability in gender mainstreaming efforts.

### **4.7 Community Awareness and Gender Advocacy Programs**

Promote community awareness on gender equality, social inclusion, and prevention of gender-based violence.

## **How the Strategy is Achievable**

- Conducting community sensitization campaigns.
- Partnering with religious institutions, schools, and community leaders.
- Utilizing local media platforms to disseminate gender awareness messages.
- Integrating gender education into youth development programs.

## **Importance of Implementation**

Community awareness transforms social attitudes and cultural practices that perpetuate gender inequalities, thereby strengthening project acceptance and long-term social transformation.

## **5.0 Implementation Framework**

### **5.1 Institutional Responsibilities**

- Municipal Board: Policy oversight and governance.
- Municipal Social Development Officer: Coordination and implementation.
- Municipal Social Development Officer: Technical support and monitoring.
- Community Stakeholders: Participation and feedback.

### **5.2 Monitoring and Evaluation**

Monitoring shall focus on:

- Gender participation levels in municipal programs.
- Access to infrastructure by vulnerable groups.
- Gender equality outcomes in procurement and employment.
- Community satisfaction levels.

Regular reporting mechanisms shall be established to ensure accountability and compliance with gender objectives.

## **6.0 Budget and Resource Mobilization**

Adequate financial resources shall be allocated to support:

- Capacity building programs.
- Gender data collection initiatives.
- Community awareness campaigns.

- Monitoring and evaluation activities.

Resource mobilization shall include collaboration with development partners and integration of gender activities into municipal development budgets.

Below are steps/stages in sectors/projects / programme cycle, with what gender mainstreaming required at each stage.

Stage	What Needs to Happen to Mainstream Gender	Responsible Actors / Tools
1.Design/Planning	<ul style="list-style-type: none"> <li>▪ Conduct gender analysis / social inclusion assessment: understand who uses/should use the service, constraints/differential access, safety, mobility, time, cost burdens.</li> <li>▪ Include stakeholders from under-represented groups in design consultation: women, youth, PWDs, refugees.</li> <li>▪ Ensure plans (Spatial Plans, Integrated Development Plans) incorporate gender- sensitive design (e.g. lighting, safe movement, toilets, water availability).</li> <li>▪ Prioritize services that reduce the gender burden (access to water, sanitation, childcare, market infrastructure).</li> <li>▪ Set gender equality targets / indicators (e.g. % of female users, satisfaction by gender, accessibility).</li> </ul>	Municipal planning departments; gender focal persons; CSOs/SWs and community groups; use of guidelines(national/ county) on gender responsive planning
2. Budgeting / Resource Allocation	<ul style="list-style-type: none"> <li>▪ Use Gender Responsive Budgeting (GRB) tools: ensure budgets explicitly allocate for gender equality / inclusion measures.</li> <li>▪ Budget lines for women's / marginalized groups' needs (e.g. security lighting, sanitation, public toilets, ramps to access buildings, etc.).</li> <li>▪ Ensure gender coding (if available) in budget documents to track spending benefiting women / men / both.</li> <li>▪ Ensure sufficient allocation of funding (both capital and recurrent) for the gender-responsive components.</li> </ul>	Finance departments; county budget office; gender offices; national/ county GRB guidelines; budget circulars
3. Implementation	<ul style="list-style-type: none"> <li>▪ Ensure contractors apply social safeguards, inclusion of women, PWDs in labour, equal pay, etc.</li> <li>▪ Mobilize community, including women and marginalized groups, during implementation to ensure feedback, oversight.</li> <li>▪ Adjust schedules / locations of services to suit</li> </ul>	Municipal engineering / service delivery units; community liaison; gender focal person; monitoring teams

	daily routines of women (care responsibilities, etc.).	
4. Monitoring Evaluation/ Reporting	<ul style="list-style-type: none"> <li>▪ Define gender-sensitive indicators C collect sex disaggregated data (access, use, satisfaction, safety etc.).</li> <li>▪ Community feedback mechanisms that capture voices of women, youth, PWD, refugees etc.</li> <li>▪ Incorporate gender in MCE frameworks, service delivery monitoring, municipal performance assessments under KUSP2.</li> <li>▪ Report publicly on gender outcomes and use audits to assess how well gender-sensitive budgeting/implementation worked.</li> </ul>	MCE units; municipal boards; county / national oversight; auditors; civil society partners
5. Auditing/ Learning Corrections	<ul style="list-style-type: none"> <li>▪ Include gender in internal audits C external audits: check compliance with gender planning, budget, implementation commitments.</li> <li>▪ Learn lessons from what worked/ didn't for gender inclusion; feed back into next planning cycle.</li> <li>▪ Use periodic reviews and evaluations to assess impact on gender equality: e.g., have women / marginalized groups seen improved access, safety, participation.</li> </ul>	Internal audit units; external auditors; program evaluators; gender offices; community groups

## 7.0 Risks and Mitigation Measures

Risk	Mitigation Strategy
Cultural resistance to gender reforms	Continuous community engagement and awareness programs
Limited gender data availability	Establish gender data collection systems
Inadequate institutional capacity	Conduct continuous staff training
Budgetary constraints	Integrate gender mainstreaming into project budgets

## 8.0 Expected Outcomes

Implementation of this framework is expected to:

- Enhance equitable service delivery.
- Increase participation of women and vulnerable groups.

- Strengthen social cohesion and community development.
- Improve sustainability of municipal infrastructure investments.
- Promote inclusive economic growth.

## **9.0 Conclusion**

The Gender Engagement Framework provides a structured approach to ensuring municipal development initiatives promote inclusivity, equality, and sustainable urban growth. By integrating gender considerations into planning, implementation, and monitoring processes, Nanyuki Municipality will enhance the effectiveness of infrastructure investments and improve overall community well-being.