

# COUNTY GOVERNMENT OF THARAKA NITHI



## COUNTY GENDER MAINSTREAMING POLICY

*Transforming Tharaka Nithi: Unlocking the Great Potential!*

## FOREWORD

According to the United Nations (1997) Gender mainstreaming is defined as the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. More so, it is a principle that means bringing gender into the main stream and into all decision making and organisational work.

Commonwealth Secretariat (1999) said that gender mainstreaming is women and men having equitable access to resources which includes opportunities and rewards. This means equal participation on what shapes the society and sharing equitably the benefits of development. They should both have an opportunity to influence who does what in society in terms of who owns and can own, who has access to jobs and income, who controls the society's resources and institutions, who makes decisions and who sets priorities. Gender mainstreaming does not restrict efforts of specific measures to help women, but mobilizing all general policies and measures for the purpose of achieving equality by ensuring at the planning stage effects on men and women is considered. This is done by systematically examining measures and policies and taking into account such possible effects when defining and implementing them (Hannan, 2004; UNIFEM, 2009).

I believe the formulation of this policy is a landmark achievement in ensuring gender equity. I would like to assure the people of Tharaka Nithi County the full support of my department in implementing the commitments and actions proposed in the policy and call upon everybody in the county to render the necessary support.

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County Executive Committee Member

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## **ACKNOWLEDGEMENT**

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## ABBREVIATIONS AND ACRONYMS

ARH&D	Adolescent and Reproductive Health and Development
ASAL	Arid and Semi-Arid Lands
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CG	County Government
CRC	Convention on the Rights of the Child
CSOs	Civil Society Organizations
FBOs	Faith Based Organizations
FGM	Female Genital Mutilation
GAD	Gender and Development
GBV	Gender Based Violence
GDP	Gross Domestic Product
GEWE	Gender Equality and Women’s Empowerment
GOK	Government of Kenya
HIV/AIDS	Human Immuno Virus & Acquired Immune Deficiency Syndrome
ICCPR	International Covenant on Civil and Political Rights
ICERD	The International Convention on the Elimination of All Forms of Racial Discrimination
ICT	Information Communication Technologies
IDLO	International Law and Development Organization
IDUs	Injecting Drug Users
IGRTC	Intergovernmental Relations Technical Committee
IPV	Intimate Partner Violence
KDHS	Kenya Demographic and Health Survey
KNBS	Kenya National Bureau of Statistics
KV2030	Kenya Vision 2030
M & E	Monitoring and Evaluation
MDGs	Millennium Development Goals
MOPSYG	Ministry of Public Service, Youth and Gender Affairs
NALEAP	National Legal Aid and Awareness Programme
NGEC	National Gender and Equality Commission
NG	National Government
NGOs	Non-Governmental Organisations
NSAs	Non-State Actors
NPGAD	National Policy on Gender and Development
PTSD	Post-Traumatic Stress Disorder
PWDs	Persons with Disabilities
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender Based Violence
STIs	Sexually Transmitted Infections
TB	Tuberculosis
UNICEF	United Nations Children’s Fund
UN	United Nations
WEF	Women Enterprise Fund
WHO	World Health Organisation

## **CHAPTER ONE: INTRODUCTION**

### **1.1 Introduction**

Equal participation and involvement in development is key to national development. An increase in access and equity in development opportunities for both females and males is critical to socio-economic growth and productivity, increased individual earnings and, subsequently reduced income inequalities and the reduction of poverty. Equal opportunities for development will contribute significantly to improved health, enhanced democracy, good governance and effective leadership.

Gender mainstreaming is an internationally accepted strategy to promote sensitivity and integration of gender issues and concerns that affect men and women. An important strategy to bring about gender equity and equality through specific interventions is to integrate gender in institutional policies. This will lead to a transformation in which women and men's concerns and experiences are an integral part in the design, implementation, monitoring and evaluation of policies, programmes, activities and projects at all levels. Further, this will enable the needs, concerns and experiences of both men and women to become centrally institutionalized beyond projects and programmes to include systems, structures and to ensure that all actors and stakeholders recognize and understand this strategy. The ultimate goal is to achieve gender equality.

The Tharaka Nithi County Gender Mainstreaming policy is based on the following guiding principles and assumptions:

- a) The commitment by the County Government to ensure an enabling environment that promotes and facilitates gender equality at all levels. This will ensure that adequate resources including development programmes and staff training are gender responsive to enhance gender parity
- b) Tharaka Nithi County government will be committed to creating and promoting a gender sensitive work environment within its areas of operations and influence. Towards achieving this goal, it would organize regular workshops/seminars and exposure to a variety of other inputs. All Tharaka Nithi County Government events/programmes, both internal and external, will have a gender component and address gender specific needs of the participants.
- c) The county government will also ensure a detailed documentation of all the processes related to the activities on the issue of gender within the county. These will be accessible to all those who wish to use the same to promote and

strengthen gender equality within their work spheres. In addition, these will be reported in Newsletters and Website regularly.

- d) Gender mainstreaming will apply in the main with considerations of specific interventions to redress historical imbalances of any gender.
- e) Gender is a cross-cutting issue and therefore intervention strategies should encompass all County functions, systems and processes.

The national leadership and governance system has been characterised by gender disparities that go way beyond academic and administrative programmes. This emancipates from a strong cultural tradition that has tended to impede girls and women education and effective participation in governance and management. Under representation of females in overall enrolment and in positions of leadership has meant that they are rarely part of, or involved in the decision making process. In order to positively transform these attitudes and inclinations, there will be need for regular provision of accurate information as well as affirmative action to address existing disparities. This Policy provides a conceptual framework of the principles and strategies to be pursued in order to achieve gender equity and equality within the county.

This will involve:

- 1) Collaboration and networking to build synergies and utilize available expertise within and outside the University.
- 2) Participatory approach in the implementation of the various programmes of activities
- 3) Specific attention paid to women's and men's concerns.
- 4) Academic programmes including research, documentation and publications
- 5) Advocacy and sensitization.

Attainment of gender equity and equality in education together with institutions of higher learning is, therefore, a core development issue and a goal in its own right.

## **1.2. LEGAL AND POLICY CONTEXT**

The commitment of the Government of Kenya to attain gender equality is underlined in various international and national policy documents. The Constitution of Kenya creates a platform for gender equality and non-discrimination. It also provides an impetus for county level policy to chart a roadmap for the attainment of the constitutional provisions. Article 10 of the Constitution highlights such principles as equality, equity, inclusiveness and non-discrimination. These principles provide an anchorage for gender equality. Further, Article 27 (1) provides that every person is equal before the law and has the right to equal protection and benefit; Article 27 (3) provides that women and men have the right to equal treatment including the right to equal opportunities in political, social, economic and cultural spheres. The Constitution also outlaws discrimination on any basis including, pregnancy, race, sex, marital status, health, ethnicity or social origin, colour, age, disability, religion, conscience, belief, culture, dress, language or birth in Article 27.



To realize the above aspirations, the Constitution in Article 27 (6) requires the government to take legislative and other measures including affirmative action to redress disadvantages suffered by individuals and groups because of past discrimination. On public leadership, Article 27 (8) requires that not more than two thirds of the members of elective or appointive bodies are of the same gender. Thus, the National and County Governments have come up with various institutions and functions to oversee compliance with these important provisions.

The State Department for Gender in the Ministry of Public Service, Youth and Gender developed the National Gender and Development Policy in 2019 as a review of the Gender Policy adopted by the cabinet in 2000. The policy outlines the national agenda for gender equality and how Kenya intends to realize these ideals. It details the overarching principles, which will be adopted and integrated into the National and County Government sectoral policies, practices and programmes and by all state and non-state actors.

Within Tharaka Nithi County Government, the Department of Education, Youth, Gender, Culture and social Services. One of its key responsibilities is to promote Gender, youth and women empowerment. The Department has spearheaded the development of this gender mainstreaming policy in line with the County Government vision of A Prosperous, Industrialized and Cohesive County. The policy outlines the county agenda for gender equality, women empowerment and inclusivity. It further spells how these aspirations will be realized. It details the overarching principles, which will be adopted and integrated into the County Government sectoral policies, practices and programmes including activities undertaken by non-state actors. The policy is thus premised on the following:

- a) The values and principles set out in the Constitution of Kenya;
- b) Pieces of legislation aligned to the Constitution, specifically on devolved functions;
- c) Kenya Vision 2030 (Third Medium Term Plan), Tharaka Nithi County CIDP and Tharaka Nithi County Vision 2040;
- f) The applicable International and Regional Treaties and Conventions on gender equality that Kenya has ratified such as the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the Maputo Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa;
- g) Lessons learnt from the National voluntary reports on implementation of SDGs in Kenya

### **1.3 Rationale for the Tharaka Nithi County Gender Mainstreaming Policy**

The rapidly changing global, economic, technological and social trends have created the necessity for governments to re-examine and prioritize their mandate. This transformation is intended to capture and articulate core functions and values with a focus to improved performance. Tharaka Nithi County is committed to align its Strategic objectives to national policy documents, including medium term plans, MDG's and Kenya's Vision 2030. This is captured in the county's CIDPs (2013-2017; 2018-2022) as well as the Tharaka Nithi County HIV & AIDS Strategic Plan 2015/2016

- 2019/2020. These documents provide a framework for people centred development, hence there is need for mainstreaming gender within the development agenda abound in all these documents.

It is within this context and the Constitutional requirements for equality and non-discrimination that the development of this policy becomes necessary. The Constitution is express on its gender equality provisions and aspirations. Article 2(6) obliges the Government to implement the obligations of the international treaties it has ratified. We are cognizant of the need of the County Governments to contribute to the realization if these broader regional, international and national goals. As such, the development and adoption of this gender mainstreaming policy remains timely.

### **1.4 The Problem**

Gender inequality is pervasive in most parts of Kenya generally and in Tharaka Nithi in particular, although the nature and extent of gender differences varies considerably across countries and regions. This is evident in employment sector, community and political leadership, wealth quartiles, educational achievements and enrolments. These practices are embedded in private and public patriarchy to the disadvantage of women and girls relative to men. In Tharaka Nithi County, men and women experience substantial disparities in their legal rights, access to and control over resources, economic opportunities, power, and political voice. Women and girls bear the greatest and most direct costs of gender inequalities, but there are adverse impacts that affect all of society, ultimately harming everyone. The disparities are further heightened by issues of disability, social and economic positions and ethnic marginality. Given the complexity and intersectionality at play, these issues cannot be addressed by gender-neutral development approaches but those based on gender and intersectionality-sensitivity. 'Gender mainstreaming' is a strategy for redressing these inequalities.

### **1.5 Policy Context**

The commitment of the Government of Kenya to attain gender equality is underlined in various international and national policy documents. Both the Constitution of Kenya and the Sessional Paper on African Socialism and its Application to Planning in Kenya (1965) outlaw discrimination on the basis of gender and emphasize social justice and

equal opportunities with regard to education. The Declaration of the UN Women's Decade in 1975 led to the establishment of the Women's Bureau as the first single most important National Machinery for the advancement of women rights in Kenya. This was an acknowledgement of women as a population category with special needs that required special attention. Other policy documents seek to mainstream gender in all sectors, pledge to enforce a policy of equal opportunities, lay emphasis on the education of girls, and stipulate measures for mainstreaming gender in the education sector. They also seek to ameliorate the impact of HIV and AIDS and actions for Most Vulnerable Children.

The Government is also a signatory to international protocols relating to education and human rights of women and girls, including the Universal Declaration on Human Rights (1948), Convention on the Elimination of all Discrimination Against Women [CEDAW] (1979), Convention on the Rights of the Child [CRC] (1989), Beijing Declaration and Platform for Action (1995), Jomtien World Conference (1990), Dakar Framework of Action on EFA (2000), Millennium Development Goals (MDGs) as well as Goals of the African Union. The Sexual Offences Act (2006, Revised 2007) provides for sexual offences, their definition, prevention and the protection of all persons from unlawful sexual acts. All these documents reiterate the need to eliminate all forms of discrimination, enhance the right to education, promote gender equality and gender inclusion and empowerment. The documents also set goals and targets for achievement.

Kenya hosted the United Nations Third World Conference on Women in 1985 which evaluated the progress made during UN Decade for Women and devised a new course of action for the advancement of women. The result was the Nairobi Forward Looking Strategies, which provided a blueprint for action linking the promotion and maintenance of peace to the eradication of violence against women throughout the broad spectrum of society. Member states were also urged to take constitutional and legal steps to eliminate all forms of discrimination against women, and tailor national strategies to facilitate the participation of women in an effort to promote peace and development. Within this context, Kenya has taken steps in ratifying international treaties and regional conventions on gender equality and participating in forums where gender equality is canvassed. Of importance is the 2019 Gender and Development Policy which gives impetus to County governments and other government agencies to develop and implement their context specific gender mainstreaming policies

### **1.5.1 National Policies and Legislation**

This policy builds on the Tharaka Nithi county's CIDPs (2013-2017; 2018-2022) as well as the Tharaka Nithi County HIV & AIDS Strategic Plan 2015/2016 - 2019/2020, and Sessional Paper No. 2 of 2006 on Gender Equality and Development which envisaged women empowerment and mainstreaming the needs of women, men, girls and boys in all sectors of development in Kenya so that they can participate and

benefit equally from development initiatives. Kenya's National Development plans specifically medium term plan 3 (2018-2022).

The Parliament has legislated laws to implement the Constitutional provisions for gender equality. These include the Matrimonial Property Act, 2013 which safeguards women's property rights during and upon dissolution of the marriage; the Marriage Act, 2014 that gives effect to constitutional provisions on equality between parties to a marriage; and the Land Act and Land Registration Acts which secure women's rights to land. Revision of the Succession Act Cap 160 is also at an advanced stage and is expected to address gender issues in succession. Similarly, the Counter-Trafficking in Persons Act, 2010, the Prohibition of Female Genital Mutilation (FGM) Act, 2011 and the Sexual Offences Act, 2006 outlaw specific forms of violence against women and the girl child.

### **1.6 The Scope of Tharaka Nithi County Gender Mainstreaming Policy**

The Policy will apply specifically and directly to all county government departments. It is also expected that the principles, strategies and approaches in the policy shall also apply to the, private sector and civil society operational within Tharaka Nithi County. This Policy aims at achieving equality of opportunity and outcomes with respect to access to and control of county resources and services; and equality of treatment that meets the specific and distinct needs of different categories of women and men. Special programmes and the commitment of additional resources will be required to achieve these outcomes.

Although this Policy is concerned with all categories and aspects of gender, special focus will be on the empowerment of women and members of the special interest groups currently marginalized. The policy identifies a set of factors that will act as indicators for measuring the implementation and effectiveness of the gender and development agenda. It is envisaged that the policy will create an equitable and transformed society that benefits both genders across different socio-economic categories.

## CHAPTER TWO: SITUATION ANALYSIS AND KEY ISSUES

### 2.1 Introduction

This section provides a broad sectoral overview of the critical issues which impact on county government of Tharaka Nithi's progress towards gender equality and women empowerment. The situational analysis focuses on key development sectors that are thematically sequenced the Kenya's Vision 2030. This policy has also been aligned with current Tharaka Nithi County development blueprints. A range of gender-related challenges and problems have been identified in each thematic area and key issues identified.

### 2.2 Thematic Areas and Key Issues

#### 2.2.1 Poverty

Poverty is defined to include not only lack of material or monetary resources but also the structural and systemic factors that impact on people's capabilities, opportunities and agency in political, social and economic spheres.<sup>1</sup> According to the Tharaka Nithi County CIDP (2018-2022), unemployment in the county stand at 63%<sup>2</sup>. Poverty has taken a gender dimension in Kenya, and Tharaka Nithi County, where women are poorer than men according to the various Economic Surveys. This is exemplified by the fact that men by far outnumber women in various categories of basic human development indicators as indicated by UNICEF (2016).<sup>3</sup> According to the Kenya County Climate Risk Profile report, poverty in the area is attributed to lack of resources to invest in the other sectors that can enhance their capacity to generate income, poor infrastructure, low food productivity, and adverse climatic conditions<sup>4</sup>. Given the dynamics of gender inequality, such causes of poverty becomes structural and systematic and thus relegating women to a position of lesser power over resources, decision making in the management of national affairs and access to opportunities. It thus limits women's right for participation in politics, decision-making, education, health, the economy as well as access to justice.

#### **Key issues:**

- a) Implementing gender responsive poverty eradication programs and policies towards alleviating and, eventually, eradicating poverty;
- b) Adequate representation of women in key development management committees of the County Development Funds. Such committees should also be sensitized to be more responsive to the needs of women leaders;

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<sup>1</sup> UN Economic Commission for Africa, Africa Gender Development Index 2011

<sup>2</sup> Tharaka Nithi County Integrated Development Plan 2018-2022

<sup>3</sup> UNICEF 'Statistics' [http://www.unicef.org/infobycountry/kenya\\_statistics.html](http://www.unicef.org/infobycountry/kenya_statistics.html)

<sup>4</sup> Kenya County Climate Risk Profile Series; Tharaka Nithi

[https://cgspace.cgiar.org/bitstream/handle/10568/96281/Tharaka%20Nithi Climate Risk Profile Final.pdf](https://cgspace.cgiar.org/bitstream/handle/10568/96281/Tharaka%20Nithi%20Climate%20Risk%20Profile%20Final.pdf)

- c) Capacity building women and special interest groups targeted for specific Affirmative Action;
- d) Eradicating cultural practices that limit women's and girls' access to resources and assets.

### **2.2.2 Access to Labour and the Economy**

Access to labour and economy can be characterized by inequalities. This is due to existence of unequal opportunities or life chances and unequal conditions such as incomes, goods and services. Inequality, usually structured and recurrent, results into an unfair or unjust gap between individuals, groups or households relative to others within a population. In Tharaka Nithi County, women's economic activity is largely concentrated in subsistence agriculture and the informal business sector, while men tend to dominate in the formal sector thus making their contribution to the economy not fully appreciated.

#### **Key issues:**

- a) Gender inequalities in employment with a low concentration of women in high ranking decision making positions;
- b) Sectoral policies and Plans are largely gender neutral;
- c) Low uptake of credit facilities for the advancement of women and special groups

### **2.2.3 Access to Education**

Education is a fundamental right under Article 43 of the Constitution. Articles 53, 54 and 55 of the Constitution emphasize the primacy of the right to education for the youth, persons with disabilities and children. Article 56 emphasizes the need for affirmative action for marginalized groups such as women, girl-children and marginalized communities.

#### **Key Issues:**

- a) Masculine nature of TIVET courses and enrolment across the county
- b) Limited funding for Early Childhood Development and Education Centres (ECDE) alongside predominance of the sector by females
- e) Socio-cultural practices such as Female Genital Mutilation (FGM), defilement; unwanted pregnancies and child marriages hamper girls' education;

### **2.2.4 Access to Health Care**

The right to health is provided for under Article 43 of the Constitution. This includes the right to reproductive health care. It also provides that a person shall not be denied the right to emergency health care. A major barrier for women to the achievement of the highest attainable standard of health is inequality, inaccessibility, unacceptability and unaffordability of quality health services both between men and women.

### **Key Issues:**

- a) Maternal mortality remains high in the County, but has shown a decline from 488 deaths per 100,000 live births;
- b) Low number of medical personnel to meet the growing demand of healthcare at the county level.
- c) The growing burden of preventable disease among women such as Tuberculosis (TB), HIV, Malaria
- d) Outdated cultural practices such as Female Genital Mutilation (FGM/C), which exacerbate discriminatory practices against women and girls.
- e) There is a growing concern on Maternal Mental Health which is least attended to at both the County and National Level

### **2.2.5 Land and Agriculture**

Land is critical to the economic, social and cultural development of Kenya. It is a key factor of production and lack of access to land affects the enjoyment of other rights. Culture and traditions continue to support male inheritance of family land while the implementation of gender sensitive family laws is slow. Moreover, women are not equitably represented in institutions that deal with land and their rights under communal ownership are not defined making it easy for men to dispose of family land without consulting women. Few women have land registered in their names.<sup>5</sup>

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

#### **Key issues:**

- a) Lack of secure land rights for women affect their effective participation in and benefit from agriculture through legislation;
- b) Lack of harmonization of land laws in the country.

### **2.2.6 Sexual and Gender Based Violence (SGBV)**

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<sup>5</sup> Only eight percent of women own a house alone and 7 percent own land alone. Forty-two percent own a house and 39 percent of women own land (alone, jointly, or both) (KDHS, 2014).

Sexual and Gender Based Violence (SGBV) is based on socially ascribed gender differences between men and women which define power relations between men and women regarding who makes decisions and who owns resources. SGBV affects women; girls, men and boys, however, national statistics indicate that women and girls are disproportionately affected. All forms of SGBV are a major cause of mental health problems to the respective survivors.

**Key issues:**

- a) Poor implementation of Sexual Offenses Act (SOA)
- b) Persistence of customary practices on land ownership, FGM and Masculine leadership which discriminate against women and girls.
- b) Various initiatives have been taken to deal with Sexual and Gender Based Violence in the county including the development of the SGBV policy;
- c) Increased cases of defilement and teenage pregnancies in the county
- d) Encourage use of Alternative Dispute Resolution mechanisms for the prevention of Sexual and Gender-Based Violence;

**2.2.7 The Girl Child and Boy Child**

The girl child is discriminated against from the earliest stages of life, through her childhood and into adulthood. In some pockets of the Tharaka Nithi County, young girls are still exposed to female genital mutilation, child marriages, sexual abuse, and sexual exploitation. Due to the entrenched social-cultural attitudes, girls are often treated as inferior and are socialized to consider themselves of less value compared to men. This leads to a lifetime marginalization of girls.

**Key issues:**

- a) Improve the implementation of the Children Act, 2001 at the County level;
- b) Develop structures and programmes for role modeling and mentorship for both girls and boys.

**2.2.8 Intersectional Discrimination**

Multiple identities exist within the broad gender categories. There are women who are young, old, living with disability and members of marginalized communities. The gender identity in these circumstances intersects with other inequalities amplifying the impact on the woman. This raises the intra-categorical complexity of inter-sectionality to demonstrate the inadequacy of programmatic interventions for these target groups. Article 27 (4) of the Constitution lists grounds for legal action on discrimination on the basis of race, sex, pregnancy, marital status, health status, ethnic or social origin, colour, age, disability, religion, conscience, belief, culture, dress, language or birth.

Gender intersects with each of these inequalities creating layers of discrimination for women and girls which may be more overwhelming than for men because of women's limited access to opportunities, agency and capacity to negotiate and move between different intersections as the situation demands.



**Key issues:**

- a) Inadequate programmatic interventions to address intersectional discrimination at the county level;
- b) Lack of affirmative funds at the county level to address the plight of special interest groups.

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

National mechanisms and institutions for the promotion of gender and empowerment of women are critical for the promotion of gender equality and women's empowerment. While there are well crafted national Institutions and mechanisms, the Gender functions at the County level are either less resourced (Materially and in terms of human personnel) and normally intertwined with other functions. Further, there are no clear monitoring and evaluation mechanisms including accountability tools on realization of gender equality and women's empowerment operational at County level.

**Key issues**

- a) Limited financial and human resource commitment;
- b) Lack of /limited use of gender accountability tools;
- c) Poor linkages across different departments and sectors on realization of gender agenda at the county level.

## **CHAPTER THREE: POLICY GOAL, OBJECTIVES AND PRINCIPLES**

### **3.1 Introduction**

The policy framework is geared towards ensuring gender equality and women's empowerment (GEWE). These elements of empowerment span the social, economic, political and cultural spheres as envisaged in the Constitution. The development of this policy national instruments for GEWE that emphasize gender mainstreaming as the key strategy for the achieving development. Additionally, and contextually, the Tharaka Nithi County CIDP, MTP III and County Vision 2040 form the basis for the preparation of sectoral annual work plans and budgets. Other considerations include the situation analysis, stakeholder engagements and lessons learnt from the 2013-2017 CIDP for Tharaka Nithi County.

### **3.2 Policy Goal**

The overall goal of this policy is to achieve gender equality and empowerment of women by creating equitable society and development environment for Tharaka Nithi County.

### **3.3 Objectives**

Objectives of the Policy are to:

- a) Provide guidance on implementation and realization of the Constitutional provisions on gender equality and empowerment;
- b) Mainstream Gender in County development planning as well as resource allocation;
- c) Promote the nationally aspired rights-based approach in achieving the gender equality goals at the County level,
- d) Define institutional framework and performance indicators for effective tracking, monitoring, evaluation and reporting implementation of gender equality and women empowerment at the county level.
- e) Promote the development of guidelines and enforcement of standards against sexual and gender-based violence and gender insensitive language and actions in the workplace
- f) Develop a Gender Management System (GMS) within the county and promote its adoption throughout the county.
- g) Address gender-based barriers to the free movement of persons and goods across the county throughout the country
- h) Promote equitable access for both women and men to and control over resources, knowledge, information, land and business ownership, and services such as education and training, healthcare, credit, and legal rights; and
- i) Facilitate the implementation of remedial measures to address existing inequalities in access to and control over factors of production including land.

### **3.4 Guiding Principles**

In cognizance of intersectionality and the differences between men and women within Tharaka Nithi County, this policy is guided by the following principles:

- a) Equality, equity and non-discrimination;
- b) Recognition of differences, diversities and inequalities among women and men in Tharaka Nithi County;
- c) The inseparability of public and private spheres of life;
- d) Public participation, consultation and co-operation;
- e) Protection, inclusion and integration of the marginalized and special interest groups.

### **3.5 Policy Approach**

The following approaches will be used in realizing the objectives of this Policy:

- a) Gender mainstreaming and integration in all planned interventions in different departments and sectors;
- b) Use of positive discriminatory measures to address historical injustices;
- c) Empowerment of women, men, boys and girls to facilitate equality, equity and non-discrimination;
- d) Engaging men including the informal community leadership as key stakeholders in addressing gender equality issues;
- e) Gender responsive development planning and gender-aware resource allocation;
- f) Generating data and indicators that are disaggregated by sex, age and disability including other special interest groups

### **3.6 Policy Outcomes**

The anticipated outcomes of this policy include but not limited to:

- a) Equality and economic empowerment for men and women in the county;
- b) Diversity and intersectionality become grounds for evaluating inclusivity in county operations and programming;

- c) Women and men will have equality of opportunity to participate in decision making and to contribute to the political, social, economic and cultural development agenda;
- d) Sexual and Gender based Violence will abate and men, women, boys and girls will live with dignity.

## **CHAPTER FOUR: POLICY PRIORITY ACTIONS**

### **4.1 Introduction**

This chapter outlines the policy priority areas for the Ministry of Education, Technology, Gender, Culture and Social development. Policy actions taken on each priority area are expected to guide County gender mainstreaming efforts and ultimately lead to gender equality and women empowerment.

Kenya's commitment to gender equality requires that the views, needs, interests and rights of women, girls, men and boys and those of the special interest groups, shape the development agenda to ensure that all participate in and benefit equally for development. To achieve its goal of inclusive growth and attain Sustainable Development, Kenya must address the disparities between women and men and different social groups. In order for this to be realized, it will be necessary to mainstream gender in the identified key sectors.

This chapter therefore outlines the specific policy priority areas and the policy actions and their respective commitments. To achieve the policy objectives, an action plan will be developed separately specifying key result areas and the implementing institutions and indicative budgets assigned.

### **4.2 Poverty eradication**

**Empower women, men and persons of interest groups to have access to and control over economic opportunities and resources.**

#### **Policy Actions**

- a) Increase and strengthen access to credit opportunities for women and all other special interest groups through affirmative action initiatives;
- b) Review and enforce implementation of appropriate social protection systems and measures to ensure that all women and men, girls and boys in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services;
- c) Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for the country, to implement programmes and policies to end poverty in all its dimensions; and,

- d) Enhance and intensively promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin and religion, economic or other status.

### **4.3 Labour and the Economy**

**Eliminate discrimination in access to employment, promotion and training including equal remuneration to enhance income security for men and women.**

#### **Policy Actions**

- a) Enhance compliance to the “not more than two thirds” gender principle in recruitment, appointment and promotion of women and men in all spheres for greater inclusion and visibility in the County;
- b) Establish a database on employment records of women and men in formal and informal sectors to track, evaluate and improve employment conditions for all particularly women;
- c) Review skills development programmes and projects and target them at increasing decent employment for all particularly women;
- d) Build capacities of men and women’s entrepreneurial skills linked with start-up capital.

### **4.4 Access to Health Care**

**Facilitate affordable, accessible, acceptable and quality health care for women and men, girls and boys.**

#### **Policy Actions**

- a) Enforce targeted implementation of existing health and nutrition programmes to benefit vulnerable children in ECDE centres;
- b) Strengthen efforts to reduce maternal mortality and new HIV and AIDs infections among women and girls.

### **4.5 Land and Agriculture**

**Implement measures to overcome barriers inhibiting women’s access to and control of productive resources**

#### **Policy Actions**

- a) Enhance extension services and avail agricultural information and appropriate technologies to particularly benefit vulnerable women in agricultural practices;
- b) Facilitate and enhance adoption of engendered climate processes, smart inputs and out markets, to ensure that agricultural and other livelihood practices are climate resilient; and,
- c) Enhance women's participation in fisheries sector.

#### **4.6 Governance, Power and Decision-Making**

**Ensure equitable and meaningful participation and representation of women and men in governance, power and decision-making positions.**

##### **Policy Actions**

- a) Support effective collaboration of state and non-state actors to build the capacity of women to participate and engage in competitive politics, leadership and governance; and,
- b) Support and encourage active and meaningful participation of women in political and decision-making processes from the grassroots level.

#### **4.7 Intersectional Discrimination**

**Put in place measures to ensure that gender is considered in dealing with other forms of inequalities.**

##### **Policy Actions**

- a) Support evidence-based generation of data on the extent, effects and implications of different inequalities presented by intersectional and multiple discrimination;
- b) Ensure compliance with constitutional and legal provisions against discrimination; and,
- c) Develop targeted measures to address intersectional and multiple inequalities.

## **4.8 Sexual and Gender based Violence**

**Eliminate sexual and gender-based violence (SGBV) against women and men, girls and boys in both public and private spheres.**

### **Policy Actions**

- a) Ensure enforcement of SGBV related policies;
- b) Promote and establish safe spaces and shelters for SGBV survivors at county level;
- c) Promote advocacy and education programmes with a view to changing attitudes and culture that contributes to the acceptance and tolerance of SGBV;
- d) Develop and strengthen the capacity of relevant institutions to undertake effective and timely investigations and prosecution of SGBV related offences;
- e)
- e) Undertake research to identify underlying and systemic causes of SGBV and provide appropriate response measures for mitigation; and,
- f) Promote male involvement in managing and responding to SGBV.

## **4.9 The Girl Child and the Boy Child**

**Enhance the respect and promotion of children's rights for girls and boys.**

### **Policy Actions**

- a) Eliminate all forms of discrimination, negative attitudes and practices that prejudice the girl child and the boy child;
- b) Eliminate structural constraints that hinder the realization of the rights of boys and girl;
- c) Support women and men to work with children and youth to break down persistent gender stereotypes, taking into account the rights of the child and the responsibilities, rights and duties of parents; and,
- d) Support appropriate age sex education for boys and girls with parental involvement and emphasize on their respective responsibilities regarding their sexuality and fertility.



#### **4.10 Institutional Mechanisms for the Advancement of Gender Equality and Women Empowerment**

**Strengthen the Department responsible for gender to advance gender equality in all sectors and at all levels in Kenya.**

##### **Policy Actions**

- a) Support the definition of the mandate and functional responsibilities of different actors to avoid duplication, which can lead to competition between institutions and gaps in interventions hampering the realisation of gender equality;
- b) Dedicate resources in the county budget for effective delivery county Department for Gender Affairs mandate.
- c) Encourage collaboration with and between civil society groups supportive of gender equality so as to effectively address any gaps in the implementation of gender equality agenda.

## **CHAPTER FIVE: INSTITUTIONAL AND IMPLEMENTATION FRAMEWORK**

### **5.1 Introduction**

The implementation of the policy takes a multi-sectoral approach. The Ministry in charge of Gender Affairs will take the leading role of coordinating all the other players in the county so as to enhance harmony and avoid duplication. Along with the policy, an action Plan for implementing the policy will be developed in collaboration with key stakeholders. The action plan will provide clear roles and responsibilities as well as targets and timelines for each actor, among other key requirements.

### **5.2 Implementation Framework**

Different aspects of the policy will be implemented by various actors within the county government. Development partners will be engaged at various levels to support implementation of the policy. The table below specifies some of the key institutions identified in the different sectors and their specific the roles;

**Table 2: Matrix of actors and their respective roles**

Implementing Organ	Roles and Responsibilities
County Department of Education, Technology, Gender, Culture and Social development	<ul style="list-style-type: none"> <li>• Developing a detailed Strategic Action Plan and establishing relevant structures for the implementation of the policy</li> <li>• Developing a detailed Monitoring and Evaluation Framework and establishing targets and guidelines for achievement of desired results; Coordinating regular collection of gender segregated data on all key success factors, its synthesis, interpretation and dissemination;</li> <li>• Mobilizing resources and skills necessary for the successful implementation of this policy;</li> <li>• Providing technical guidance and supporting all implementing partners and gender focal points across all sectors.</li> </ul>
Gender Working Groups	<ul style="list-style-type: none"> <li>• Ensuring sector policies and programmes are gender responsive and providing technical guidance on integrating gender justice during planning, budgeting, programming, monitoring and evaluation;</li> <li>• Monitoring progress towards implementation and achievement of gender policy objectives outlined in the policy;</li> <li>• Building in-house capacity of all staff in their respective departments to ensure systematic integration of gender issues in all sectors;</li> <li>• Working closely with multi-sectoral stakeholders on gender compliance in their respective work;</li> <li>• Collecting package, analyse and disseminate relevant information of gender statistics.</li> </ul>
County Department of Finance (County Treasury)	<ul style="list-style-type: none"> <li>• Ensuring Treasury support towards implementation of the Gender Policy</li> </ul>

Tharaka Nithi County Assembly, Service Committees and Women Groups	<ul style="list-style-type: none"> <li>• Facilitating the effective implementation of the gender policy by engaging in county assembly debates and passing relevant county bills required to achieve gender justice;</li> <li>• Providing a legislators’ forum for discussion on matters affecting women in the county;</li> <li>• Taking a leading role in promoting the effective involvement and participation of women in all political spheres;</li> <li>• Sensitizing all County Assembly Members to the principles of gender equality in the county and country;</li> </ul>
Sexual and Gender-Based Violence Working Group	<ul style="list-style-type: none"> <li>• County research on the status of SGBV and disseminate findings to stakeholders;</li> <li>• Coordinate the provision of services for SGBV among stakeholders;</li> <li>• Monitor the implementation of SGBV policy outcomes;</li> <li>• Report regularly to the relevant ministry.</li> </ul>
County Government and Private Research Institutions	<ul style="list-style-type: none"> <li>• Developing standardized research methods and tools for collecting gender segregated data and gender equality reporting, monitoring and evaluation;</li> <li>• Developing research programmes and mobilizing resources for conducting research for successful implementation of the gender policy;</li> <li>• Contributing to evidence-based gender legislation, policy reviews and programmes</li> </ul>
Women and Community Men’s Forums	<ul style="list-style-type: none"> <li>• Providing platforms for discussions, lobbying and advocacy;</li> <li>• Monitoring and evaluation.</li> </ul>

Private Sector	<ul style="list-style-type: none"> <li>• Incorporating gender policy priorities in private sector policy, legislation and practice;</li> <li>• Implementing the monitoring and evaluation framework in the private sector in line with the gender policy priorities;</li> <li>• Ensuring that gender disparities are addressed through equity in employment, access to resources and decision making;</li> <li>• Developing and implementing corporate social responsibility programmes designed to contribute to the policy objectives</li> </ul>
Development Partner	<ul style="list-style-type: none"> <li>• Collaborating with the Ministry of Gender and relevant Ministries, civil society and private sector on matters of gender mainstreaming in development programming;</li> <li>• Supporting some of the budgetary requirements for the implementation of the national gender policy and other strategies for gender equality;</li> <li>• Provide technical support towards implementing gender policy priorities</li> </ul>

### **5.3 Resource Mobilization**

The successful implementation of this policy will require adequate financial, human and technical resources to ensure effective and efficient implementation for desired policy outcomes. Funding will be sought from the National Treasury driven by the annual budgetary provisions. Additional support will be sought from development partners and Non-State Actors. The strategies include:

- a) Budgetary allocation from the National Treasury;
- b) Partnerships through bilateral agreements and support by other international development and grants agencies;
- c) Support by Regional Development partners such as the African Development Bank;
- d) Partnerships with Corporate Social Responsibility (CSR) in Kenya;
- e) Partnerships with Faith based Organisations, Civil society Organisations, private sector institutions and other funding agencies for specific projects; and,
- f) Fundraising activities.

## **CHAPTER SIX: MONITORING AND EVALUATION**

### **6.1 Introduction**

Monitoring and evaluation (M&E) shall be an essential strategy in the implementation of the National Policy on Gender and Development. This will ensure that results frameworks on each policy action detailing outputs, outcomes, impacts and key actors shall be developed to facilitate annual plans and development planning processes in all sector at all levels. The M&E processes will follow a strategic implementation plan that will be put in place for each component of the policy commitments. The M&E strategy will involve quarterly and annual updates.

### **6.2 Monitoring and Evaluation**

#### **Establish a monitoring and evaluation mechanism to ensure the policy objectives are monitored, tracked and evaluated Policy Actions**

- a) Develop and implement monitoring and evaluation tools and performance indicators that are integrated in the annual plans and development planning processes at the two levels of Government; and,
- b) Develop and institutionalize tools for effective monitoring and evaluation.

### **6.3 Research and Documentation**

#### **Enhance the collection, collation and analysis of sex disaggregated data to inform policies, planning and decision making Policy Actions**

Monitoring and evaluation components aiming at:

- a) Researching issues of Gender Equality and Women Empowerment;
- b) Establish a gender management database to be updated regularly and include disaggregated data as a minimum standard;
- c) Develop and implement National Guidelines on Collection, Collation and Analysis of Sex Disaggregated Data;

- d) Strengthen capacity to the develop and use of the national guidelines on collection, collation and analysis of sex disaggregated data;
- e) Assessing all programs to ascertain whether they meet the policy targets and aspirations of GEWE; and,
- f) Evaluating whether implemented programs have had positive impacts on target beneficiaries.

## **6.4 Reporting**

### **Policy Action**

- a) Produce quarterly and annual progress reports in a consultative manner;
- b) Facilitate timely reporting, decision making and direction on progress of implementation at both levels of Government; and,
- c) Initiate, harmonization of reporting on gender equality.

## **6.5 Policy Review**

This Policy will be reviewed after every five years or any such other period as may be determined by the Ministry of Education, Technology, Gender, Culture and Social development.

## **7.0 Timeframe of the Gender Policy**

The life span of this County Gender Mainstreaming Policy is 10 years (2020-2030). Within the first six months following the approval of Policy, Ministry of Education, Technology, Gender, Culture and Social development and the Gender Working Group in the county will develop a detailed Gender Policy Implementation Strategy and Action Plan and a Monitoring and Evaluation Framework. The Ministry of Education, Technology, Gender, Culture and Social development and its implementing partners will conduct a midterm review in 2022 and an end of term review in 2024.



## 8.0 DEFINITION OF TERMS

**Access to Justice:** - This is the ability of any person, regardless of gender, income or status etc. to use the legal system to advocate for themselves and their interests or opportunity to seek and obtain justice when one's rights have been violated.

**Affirmative Action:** - The process by which institutions identify and take positive steps to enhance opportunities in education, training, and employment of people who are underrepresented. It is often time bound, ending when the perceived imbalance has been addressed.

**Capacity Building:** - This is a conceptual approach to social or personal development that focuses on understanding the obstacles that inhibit people, governments, international organizations and non-governmental organizations from realizing their development goals while enhancing the abilities that will allow them to achieve measurable and sustainable results. It involves the creation of an enabling environment with appropriate policy and legal frameworks; institutional development, including community participation (of women in particular); and human resources development

**Discrimination:** - It refers to the biases, prejudices and intolerance that people suffer from on account of their sex, race, social status, religion, health condition or related factors. In higher education institutions, gender discrimination may manifest in systematic exclusion of women or men from executive authority, unfairness in the allocation of research, teaching and other resources, discouragement from pursuing specific courses and hostility to gender activism in higher education.

**Empowerment:** - Refers to the process of building critical analytical skills for an individual to gain self-confidence in order to take control of his or her life. Empowerment of women is an essential process in the transformation of gender relations because it addresses the structural and underlying causes of subordination and discrimination.

**Equality of Opportunity:** - Refers to a fundamental human right embedded in the Constitution of Kenya. This Gender Policy Framework aims towards the achievement of equality of opportunity, in access to and share of employment opportunities, services and resources as well as in equality of treatment by employers and service providers.

**Equality of Treatment:** - Refers to meeting the specific and distinct needs of different social categories of women and men. This can often involve special programmes and the commitment of additional resources, for example in the case of women and men with disabilities. Equality of treatment does not mean treating all men and all women in exactly the same way (i.e. in a gender blind fashion) as this would only serve to perpetuate existing disparities.

**Exploitation:** - Taking non-consensual advantage of another person. Exploitation

includes, but is not limited to: electronically recording, photographing, or transmitting

sounds or images without the knowledge and consent of all parties involved, voyeurism, and distributing intimate or sexual information about another person without that person's consent.

**Gender analysis:** - The identification, investigation and use of data to inform action to address inequalities that arise from the different roles of men and women, or the unequal power relationships between them and the consequences of these inequalities on their wellbeing.

**Gender and Development (GAD):** - Refers to a planning process which is based on an analysis of the different situations and needs of women and men. It aims at creating gender equity and equality between women and men. A gender and development perspective recognizes the importance of the relations between women and men.

**Gender Awareness:** - Refers to a state of knowledge of the differences in roles and relations of women and men and how this results in differences in power relations, status, privileges and needs. Gender awareness recognizes that the life experiences, expectations, and needs of women, men, boys and girls are different, and that they may involve inequities that are subject to change. Without gender awareness, development interventions might fail to meet the needs and interests of all people they are intended to support.

**Gender Based Violence:** - An umbrella term for any harmful act that is perpetrated against a person's will based on abuse of power and privilege of the socially ascribed (gender) differences between males and females. It takes the form of actions that result in physical, sexual and psychological harm or suffering to a person and affront to their human dignity, whether occurring in public or private life. It is men who predominantly carry out such violence, and women who are predominantly the victims of such violence, but men are increasingly becoming victims of Gender based violence.

**Gender Blindness:** - It refers to the conscious development of objectives, plans and program in an organization or institution with no effort to recognize or incorporate gender issues that might influence functioning of that organization, the production of plans, the implementation of programs or their outcomes.

**Gender Budgeting:** - This is the examination of all expenditures and revenues from a gender perspective. All expenditure is examined for its relevant accessibility, impacts and consequences for men and women. It involves scrutinizing the ways the resource expenditure can be made to reflect the institutional goal of gender equity.

**Gender discrimination:** - Refers to the unfair treatment of a person based on their gender. Acts of gender discrimination can include sexual harassment, pregnancy discrimination, and unequal pay for either men or women who do the same jobs.

**Gender Dynamics:** - The relationships and interactions between and among boys and girls, women, and men. Gender dynamics is informed by socio-cultural ideas about gender and the power relationships that define them. Gender dynamics either reinforce or challenge existing gender norms.

**Gender Equality:** - Refers to the state of equal rights, responsibilities and opportunities of women & men and girls & boys. Equality does not mean that women and men are the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. The concept of Gender Equality as used in this policy takes into account women's existing subordinate positions within social relations and aims at the restructuring of society so as to eradicate male domination. Therefore, equality is understood to include both formal equality and substantive equality; not merely simple equality to men. Substantive Equality refers to a stage of real equality underpinned by equality of opportunity, access and treatment between women and men strengthening of managerial systems.

**Gender Equity:** - Refers to the fair and just distribution of all means of opportunities and resources between women and men. To ensure fairness, strategies and measures need to be in place to compensate for women's historical and social disadvantages that might have prevented women and men from operating on a level playing field. Thus, Equity is seen as a precursor to the realization of equality.

**Gender Gap:** - Gender Gap is the difference in the scores between men and women on attitudes, interests, behavior, knowledge and perspectives on particular issues.

**Gender Identity:** - Gender identity refers to how someone feels about and expresses her or his gender and gender roles for instance how she or he chooses her clothing, behaviour, and personal appearance.

**Gender Inequality:** - The ways in which males and females are treated differently in relation to opportunities and responsibilities in the society.

**Gender Issues:** - These are defined in the form of relationships between women and men, their roles, privileges, status and positions are identified and analysed. Gender issues arise where inequalities and inequities are shown to exist between people purely on the basis of their being female or male. The fact that gender and gender differences are socially constructed is itself a primary issue to deal with in the form of programming and legislation.

**Gender Mainstreaming:** - The process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

**Gender Parity:** - Numerical concept related to gender equality. Gender parity concerns relative equality in terms of numbers and proportions of women and men, girls and boys, and is often calculated as the ratio of female-to-male values for a given indicator.

**Gender Responsive Budget:** - This is a fiscal-based mechanism for ensuring greater consistency between economic goals of a country and social commitments in

as far as engendering gender equality is concerned.

**Gender Responsive Indicators:** - Refers to a gauge of measure used as evidence to demonstrate that a change has occurred as a result of a policy, programme, initiative or action. Gender-sensitive indicators measure whether gender equality or gender equity is being achieved. These indicators are therefore designed to track gender related changes as a result of a policy, programme, initiative or action over a specific period of time. Indicators can be quantitative showing or qualitative, they are essential for monitoring and evaluation.

**Gender Responsive:** - Refers to a planning process in which programmes and policy actions are developed to deal with and counteract problems which arise out of socially constructed differences between women and men.

**Gender Roles:** - Clusters of socially or culturally defined or learned expectations about how male and female members of a society should behave in specific situations. Gender roles are usually based on stereotypical beliefs that males and females possess distinct, mutually exclusive physical and psychological characteristics which determine their behavior and characteristics.

**Gender Roles/Dynamics:** - These are set of societal norms dictating the types of behaviours which are generally considered acceptable, appropriate, or desirable for people based on their actual or perceived sex or sexuality and are usually centred on conceptions of femininity and masculinity.

**Gender Sensitive:** - Refers to the state of knowledge of the socially constructed differences between women and men, including differences in their needs, as well as to the use of such knowledge to identify and understand the problems arising from such differences and to act purposefully to address them.

**Gender Sensitivity:** - Gender Sensitivity is the translation of gender awareness into practices that result in changes in the perceptions, plans and activities of institutions and organizations. A gender sensitive institution not only has the awareness, but also demands gender responsiveness that includes acting on gender issues.

**Gender Stereotype:** - Gender Stereotype is a rigid and over-simplified definition of a group of people in which all members of that group are labeled with similar characteristics. Stereotypes produce behavior patterns that conform to expectations in a society and are used as standards for evaluating categories of people based on their gender.

**Gender stereotyping:** - Refers to the practice of ascribing to an individual woman or man specific attributes, characteristics or roles on the sole basis of her or his membership of the social group of women or men.

**Harassment:** - Threatening to commit an action against another person, stalking and cyber-stalking. Sexual harassment includes, but is not limited to words, persistent requests for sexual favours or dates, gestures, touching, unwanted sexual overtures, engaging in indecent exposure, coerced sexual intercourse and rape.

**Intimidation:** - Workplace intimidation is an intentional and malicious attempt to cause a coworker/student to feel inadequate or afraid. Intimidation includes verbal threats, unjust criticism, sabotage or sexual harassment and physical violence.

**Participation:** - Refers to the process of involving person(s) in the running of an organization. Participation can also be the joint consultation in decision making, goal setting, profit sharing, teamwork, and other such measures through which a firm attempt to foster or increase its employees' commitment to collective objectives.

**Practical Gender Needs:** - Refers to the needs identified to help women and men cope bettering their existing subordinate positions. Practical needs are related largely to issues of welfare and do not challenge the existing gender division of labour or to women's subordinate positions in society.

**Strategic Gender Needs:** - Refers to needs which are identified as necessary to transform the existing unequal relations between women and men. Addressing women's strategic gender needs expedites women's empowerment and facilitates the fundamental social transformation necessary for establishment of gender equality.

**Violence:** - A means of control and oppression that ranges from emotional, social or economic force, coercion or pressure to physical harm. It may be overt in the form of physical assault or covert in the form of intimidation, threats and deception. Violence can be a one-time incident or repeated over time.

## Annex 1: Human Resource Practical Guide

### PRACTICAL WAYS TO HAVE A BALANCED TEAM OF WOMEN, GIRLS, BOYS AND MEN

	Widely distribute vacancy announcements to attract a diverse pool of applicants
	Rather than using technical competencies and educational background as the primary filter in screenings and interviews, general life & work experiences-related competencies are valued too
	Where women or men are underrepresented, the vacancy announcement could say "qualified women/men are encouraged to apply"
	Include both women and men on interview panels, i.e. the HR representative can be switched easily depending on whether a male/female is needed to balance the panel
	Evaluate all candidates against the same criteria
	Do not assume that some jobs are too difficult or dangerous for women
	Consider alternative working arrangements to overcome cultural limitations for employment of women, staff with disabilities, staff with minimal education etc.
	Provide training on gender and cultural diversity to all staff.
	Offer separate facilities (toilets, sleeping quarters) for women and men
	Keep all staffing data disaggregated by sex for easy monitoring
	Promote generous family friendly policies i.e. provide childcare to staff, where possible
	Gender-sensitive job descriptions (JDs) - A standard criterion for JDs, which would be universal and standard for ALL job descriptions can be very general, e.g. ' proven experience and understanding of gender-sensitive work
	Gender-sensitive interview questions - Interview questions could be simply focusing on people's experience adapted to the particular position



## Annex 2: Applying a Gender Lens to Develop an M&amp;E Plan

<b>M&amp;E Plan Component</b>	<b>Gender Lens Application</b>
<b>Programme Overview, Description</b>	
Problem Statement	Describe norms and known gender differentials that influence, affect, or relate to the specific outcomes addressed at the programme and activity levels.
Conceptual Framework, Theory of Change	Demonstrate the effect and influence resulting from addressing gender norms and gender differentials on the county's strategic objectives
Goals and Objectives	List programme goals and objectives and clearly state expected results from integrating gender in the programme or addressing gender differentials or norms. Goals and objectives should be specific, measurable, appropriate, realistic, and time-based.
Description of Interventions	Describe how gender norms or known gender differentials in knowledge will be addressed in programme strategies and interventions.
<b>Monitoring Plan</b>	
Performance Indicators	<p>Include data disaggregation by sex and age on indicator reference sheets.</p> <p>List gender performance indicators relevant to the programme.</p>
Data Sources and Reporting systems	<p>Identify data sources for gender indicators, considering the requirements for data disaggregated by sex and age.</p> <p>Set up data reporting systems to collect information for gender indicators and data disaggregated by sex and age.</p>
Data Quality Checks and	Ensure that data quality checks and audits include a review of gender indicators and data

Audits	disaggregation by sex and age.
Data Analysis	Ensure that the data analysis plan explains the process for gender data analysis
Data Use and Dissemination Plan	Identify stakeholders, including key gender stakeholders, in the data use and dissemination plan.  Identify recipients of shared programme data  Explain how identified stakeholders will use gender data. Describe the plan to disseminate gender data to stakeholders over the life of the programme.
<b>Evaluation Plan</b>	
Evaluation Questions	Ensure that gender-specific questions are included in the comprehensive list of evaluation Questions
Planned Evaluations	List different planned programme evaluations and how gender will be incorporated or gender measures will be assessed in evaluations.
Sharing and Disseminating Evaluation Results	Ensure that the evaluation dissemination plan identifies stakeholders, including key gender stakeholders, who will receive the evaluation findings and how the findings will be used (for example, to inform policy and programme design).
<b>M&amp;E Plan Implementation</b>	
Detailed Implementation Plan	Include a description of gender-specific data collection, compilation, analysis, reporting, use and dissemination tasks; a timeline for the tasks; the person(s) responsible; and associated costs.
Roles and Responsibilities	Identify key personnel and focal points who will collect, compile, analyse, report, use, and disseminate gender data.

This policy, The Tharaka Nithi County Gender Mainstreaming Policy, was developed by Tharaka Nithi County Government, Directorate of Culture, Gender and Social Services in partnership with Ripples International and Government of Kenya Directorate of Gender

