



COUNTY GOVERNMENT OF KISUMU

**COUNTY DEPARTMENT OF
WOMEN, YOUTH, PWD AND SOCIAL SERVICES**

GENDER MAINSTREAMING POLICY



**KISUMU COUNTY
GENDER
MAINSTREAMING
POLICY**



PREFACE

On behalf of the Department of Education, ICT & Human Resource Development, it is my great honor and pleasure to record the Department's satisfaction on the development of the first ever Kisumu County Gender Mainstreaming Policy. The County Gender Mainstreaming Policy aims at mainstreaming gender, women empowerment and social protection concerns into the County development processes for equitable livelihood for women and men, boys, girls and PWDs. The policy process which was participatory, drawing stakeholders, Development Partners, the Media, Civil Society Organizations across the County, incorporated lessons learnt from the successes and challenges faced by the Gender Directorate.

The County Gender Mainstreaming Policy provides broad objectives and policy commitments, as well as a detailed institutional framework for the operationalization of County Government 's commitments to achieve gender equality and women's empowerment in its vision of **“investing in people for better social and economic growth”**. The 4 broad policy objectives [rendered as policy commitments] are: women socio-economic empowerment & livelihoods, women, peace and conflict resolution, women in leadership and decision-making, women sexual and gender-based Violence.

The four areas of concern form the conceptual framework upon which the overall goal of the policy will be delivered. They consist of sectoral and crosscutting gender equality issues for policy response; resource allocation; program development and accountability; actions for achieving gender equality targets and social safeguards for women empowerment. The four policy commitments were developed from lessons learnt and challenges in the sector. These were firmed up at several inclusive consultative meetings held regionally and nationally to ensure ownership of the process and the policy. The policy articulates issues from gender perspectives, ensuring those women and men, girls and boys as well as the vulnerable, the marginalized population and persons living with disability participate and have a voice in decision-making power in governance processes.



John Obiero Awiti,

County Executive Committee Member

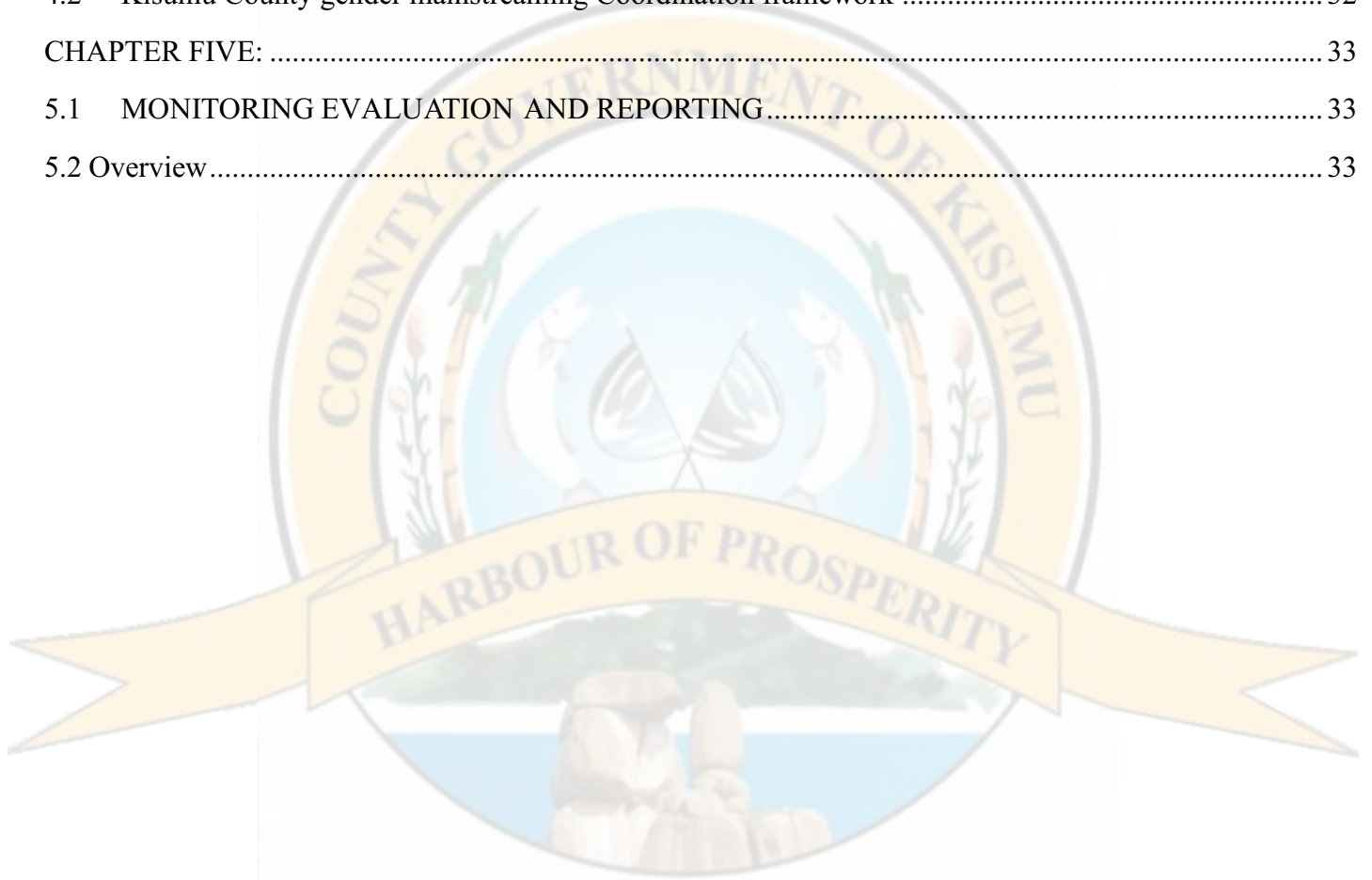
Education, Information Communication Technology and Human Resource Development.

Table of Contents

Contents

PREFACE.....	1
FOREWARD.....	4
ACKNOWLEDGEMENTS.....	5
ABBREVIATION AND ACRONYMS	6
KEY POLICY DEFINITIONS	7
CHAPTER ONE	9
1.1 Background Information.....	9
1.2 Problem statement	10
1.3 Aims and Objectives Aims	11
1.4 Policy objectives.....	11
1.5 Principles underlying the gender mainstreaming policy framework.....	11
1.6 Service Delivery principles	12
1.7 Justification.....	14
1.8 Scope of the policy	15
CHAPTER TWO	16
2.1 Situational Analysis.....	16
2.2 Legislative and policy frameworks.....	17
2.3 Institutional Framework	19
2.4 Kisumu County Government Initiatives	20
2.5 Roles and Responsibilities of Civil Society.....	22
2.6 Roles and Responsibilities of the Media.....	22
2.7 Roles of Development Partners	22
CHAPTER THREE	23
3.1 KEY FOCUS AREAS OF THE GENDER MAINSTREAMING POLICY	23
3.2 County Transformation and Organizational Development.....	23
3.3 County Transformation and Organizational Development.....	23
3.4 Possible Policy Interventions Program- Capacity Building	24
3.4 Representation	25

3.5	Gender responsive budgeting	25
3.6	Service Delivery Unit.	26
3.7	County Departmental, Program and Gender Responsive Budgeting	30
3.8	Governance And Public Participation.....	30
3.9	SGBV As a Special Area of Interest.....	31
CHAPTER FOUR.....		32
4.1	Institutional /Coordination Framework.....	32
4.2	Kisumu County gender mainstreaming Coordination framework	32
CHAPTER FIVE:		33
5.1	MONITORING EVALUATION AND REPORTING.....	33
5.2	Overview.....	33



FOREWARD

The **Kisumu County Gender Mainstreaming Policy** is consistent with the government's efforts of spurring economic growth, achieving sustainable development goals and Vision 2030 in full harnessing of human resource. The Policy provides a basis for the County' commitment to addressing any existing gender imbalances by taking into account the different needs and skills of both men and women. The County is cognizant on the value of every individual and is keen to create an enabling environment that respects the diversity of the County residence, the staff and the realization of each person's potential. The declining economic performance, poverty & erosion of cultural values have also resulted in increased incidences of gender-based crime and violence against men and women. Since independence, national and sectorial policies have held different impacts on Kenyan population and more often than not, have overlooked gender concerns.

The gender mainstreaming policy provides platform to guide gender responsive planning, operations and practices within the County Government. It sets out strategies for integration of gender perspectives in the workplace and the challenges of addressing the various objectives. It is therefore envisaged that this policy will provide a framework for advancement of both men and women for greater efficiency in resource allocation and utilization for empowerment for all. The commitment covers broad areas of gender and education, gender and governance, gender and the work environment, gender-based violence, gender and agriculture, gender responsive health services, gender and linkages, gender in relations to marginalized and vulnerable groups. This Policy and its implementation will be subjected to monitoring and review to gauge the degree of satisfaction and acceptability of both the staff and the residents of Kisumu County. As the County grows, services and facilities for people of all genders will be continually reviewed to be in line with modern times.

The Policy should reinforce the legislative framework already in force alongside other legislation the County Assembly seeks to develop, review and the oversight role in implementation aimed at empowering both male and female in the County. The policy framework developed will further strengthen mechanisms and strategies that will enhance accountability, coordination, monitoring and evaluation for sustainable mainstreaming programs while also enhancing partnerships for a comprehensive response to increasing gender mainstreaming in the County.



Haggai H. H. Kadiri
Chief Officer,
Women, Youth, PWD & Social Services

ACKNOWLEDGEMENTS

The development of the Kisumu County Gender Mainstreaming Policy has come a long way. The process started in August 2019, and the possibility of presenting a completed policy to the County Assembly was envisaged as early as January 2020. Although it has taken the Directorate longer than earlier projected, this milestone has finally been achieved. Thanks to a team of dedicated experts consisting of professionals, stakeholders, development partners, and civil society organizations (CSOs) who participated in the first, second and third stakeholders' fora on the Gender Mainstreaming Policy development process. We take the opportunity particularly to recognize the commitment of the County Government, Directorate of Gender and Youth Affairs for their valuable contribution under the noble leadership of the office of the County Executive Committee member for Education, ICT and Human Capacity Development, Mr. John Obiero Awiti.

We acknowledge the technical input of Adah Omedi, and George Orude both of the Directorate of Gender and Youth Affairs respectively, Matilda Atieno Communications Directorate, Harrison Okello Department of Agriculture, Winnie Janet Ogot Administration Department who have overwhelmingly supported the Development of the Gender Mainstreaming Policy formulation. Not forgetting the invaluable technical inputs of Joel Okumu, Principal Gender Officer of the State Department of Gender Affairs, Programme Officers, Stephanie Chebet and Nahason Lotaruuk of National Gender and Equality Commission (NGEC), Denis Mudhune, State Department of Social Development. The technical support from all the above team, have gone a long way in making this policy document a reality.

We also acknowledge the support by our partners towards the production of this policy framework. This would not have been possible without their financial and technical Input. Special gratitude goes to the Executive Director of Kenya Female Advisory Organization (KEFEADO), Ms. Easter Okech and Sustainable Development Goals Kenya (SDGK) for their indispensable role in championing the development of the Gender Mainstreaming Policy. We wish to sincerely express our profound gratitude to Rosemary Kerubo Migiro (PLAN International -K) -Girls Advocacy Alliance and now, 'she leads' project. Mr. Edwin Nyanja Family Health Options Kenya (FHOK), and now KELIN, Patricia Nudi - Kisumu Medical and Education Trust (KMET), Alex Otina Nyanza Initiative for Girls Education & Empowerment (NIGEE).

The Directorate also wishes to extend their gratitude to the Gender Culture, Children and Social Services Committee of the County Assembly for their input, initiatives and their blessings during the entire process.

Finally, the work was made easier through the contributions made by our volunteers, Imelda Radier, Emma A. On'gonge & Eunice Miruka and our other benevolent partners, Joshua Kaluoch (SDYA), Essy Olang & Milanya Jackline (KEFEADO), Ann Barasa (SDGK), Betty Okero (CSO Network), Davis Okeyo (NGEC), Benard Ochola (Afya Halisi), Seanny Odero (TransAlliance), and last but not least Eli Opondo of Champion of Peace (COP). The Gender Directorate is honored to have worked with all the above-esteemed people to realize this project.

ABBREVIATION AND ACRONYMS

ADP-Annual Development Plan**AU-African Union**

CAF-County Assembly Forum

CEDAW -Convention on Elimination of Discrimination Against Women

CGK-County Government of Kisumu CIDP-County Integrated Development PlanCOP-Conference of the Parties

ECDE-Early Childhood Development Education

ECOSOC-Economic and Social Council

FPE-Free Primary Education

GBV-Gender Based Violence

GBVRC-Gender Based Violence Recovery Centre

GRA-Gender Rapid Assessment GRB-Gender Responsive BudgetHIV-Human Immune Virus

IEBC-Independent Electoral and Boundaries Commission ICPD-International Conference on Population and DevelopmentIT-Information Technology

KNBS-Kenya National Bureau of Statistics

KNHCR-Kenya National Commission on Human Rights

KPIs-Key Policy Indicators

MCA-Member of County AssemblyM&E-Monitoring and Evaluation MOH-Ministry of Health

NGAAF-National Government Affirmative Action Fund

NHIF-National Hospital Insurance Fund PADV-Prevention Against Domestic ViolencePWD-Persons living with Disability

REDD+ -Reducing Emissions from Deforestation and Forest Degradation.

SIG-Special Interest Group

SGBV-Sexual and Gender Based ViolenceSTI-Sexually Transmitted Infection SRHR-Sexual Reproductive Health Rights

TVET-Technical Vocational Education Training UNDHR-Universal Declaration of Human RightsUHC – Universal Health Coverage

UN-United Nations

UNFCCC-United Nations Framework Convention on Climate Change

VTC-Vocational Training Centre WASREB-Water Service Regulation Board WEF-Women Enterprise Fund

WHO-World Health Organization

YEDF-Youth Enterprise Development Fund

KEY POLICY DEFINITIONS

Gender: A social and cultural constructs based on sex. A term used to identify social, cultural and psychological features that identify one as a man, woman, boy or girl. It is the shaping of thinking, attitude and values of women, men, girls and boys.

Gender Mainstreaming: 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, boys and girls 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 Based Violence: Any harmful act whether is sexual psychological or physical that is perpetrated against a person and is simply bases on differences between male and females.

Gender Responsiveness: Refers to Action take to correct Gender Imbalances.

Gender Responsive Budgeting: (GRB) is a means of integrating a **gender** perspective into all steps of the **budget** process — planning, drafting, implementing and evaluating — so as to ensure that **budget** policies take into consideration the **gender** issues in the society.

Gender Equity: Refers to the practices of fairness and justice in the distribution of benefits, access to and control of resources, responsibilities, power and opportunities.

Gender Equality refers to equal rights, responsibilities and opportunities for women and men and girls and boys.¹³ It means that women and men enjoy the same status and have equal opportunities to realize their full human rights and potential to contribute to political, economic, social and cultural development.

Refers to the equal treatment of men and women, boys and girls so that they can enjoy the benefits of development including equal access to and control of opportunities and resources.

Gender discrimination: Refers to unequal treatment of individuals or groups of people on the basis of their gender that results in reduced access to/ or control of resources and opportunities.

Gender Parity: A numerical concept referring to equal number of girls and women, boys and men relative to their respective numbers in the population.

Gender stereotypes: The uncritical beliefs and judgments about a person because of his/her gender but which is often not true.

Feminism: A belief that men and women are equal, and they should be valued equally and have equal rights.

Gender Index: measures discrimination against women in social institutions

Human Rights: These are the basic **rights** and freedoms that belong to every person in the world, from birth until death.

Leadership: is the art of motivating a group of people to act toward achieving a common goal.

Capacity Building: Is the process of developing and strengthening the skills, instincts, abilities, processes and resources that organizations and communities need to survive, adapt, and thrive in a fast- changing world.

Engender: The Process of ensuring that Planning and Programming is appreciative of and takes into account gender differences and concerns.

Sex disaggregated data: Data that is collected and presented separately on men and women.

Green Energy: is that which comes from natural sources, such as the sun.

Affirmative Fund: The Fund is a product of our Constitution in support of the Government's commitment to putting in place measures to redress past disadvantages among certain segments of our population.



CHAPTER ONE

1.1 Background Information.

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes in all areas and at all levels. It is a strategy for making women's as well as men, boys and girls 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.

The concept of gender mainstreaming was first introduced at the 1985 Nairobi world conference on women, it was established as a strategy in International Gender equality policy through the Beijing platform for Action, adopted at the 1995 4th UN world conference on women in Beijing, and subsequently adopted as a tool to promote gender equality at all levels. Numerous global and regional commitments underscore the importance of and uphold gender equality, including the Protocol on the Rights of Women in Africa. According to UNDHR (1948) human Rights are inherent to all human beings regardless of race Sex, Nationality, Sexuality, Ethnicity, Language, Religion or any other status.

The gender mainstreaming policy provides a framework which will accelerate the realization of gender equality, fairness between men and women, non-discrimination and fundamental rights within Kisumu County. In a more advanced manner, the policy is conceived as a tool to ensure political and social economic integration, accelerate mainstreaming of SIGs issues, increase awareness on the crucial role played by women in conflict, post conflict and consideration of peace reconstruction and reconciliation. The policy thus cultivates the requisite need for identifying means and measures to stimulate interventions focused on gender, reorientation of existing institutions to pay greater attention to gender equality.

The framework lays down the obligation of Governments to act in certain ways or refrain from certain Acts in order to promote and protect human rights and fundamental freedom of individual or groups its calls for government to establish mechanisms to promote and protect these rights.

The Constitution of Kenya 2010 creates a platform for gender equality and nondiscrimination. It also provides impetus for a national policy to chart a roadmap for the attainment of the constitutional provisions. Article 10 of the Constitution is on the National Values and Principles of governance. It 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.

Kisumu County policy on Gender mainstreaming will uphold the government's realization that; without a coherent and comprehensive overall framework for guiding the different County sectors involved in development, enormous resources may continue to be misplaced.

Equitable distribution of Government resources between women and men and the use of resources to 'level the playing field', have emerged as critical components of effective Gender Mainstreaming. Several Gender Audits have reported that women and men were not benefiting equally from resources spent in the operations of the County. A gender audit report by the Kenya National Commission on Human Rights (KNCHR) 2017 indicated that 42% of the sampled Women Human rights defenders mentioned that patriarchy, poverty and inequalities were the main factors of human rights violations against women. Further to this, a Gender Rapid Assessment (GRA) conducted by the County Assemblies Forum (CAF) 2018 to help understand the underlying causes of gender marginalization in the legislative roles, allocation of roles in house committees and budgeting processes in County Assemblies in 12 counties Kisumu included: the findings of this gender audit showed that the majority of Counties had attained the 33% constitutional threshold for gender representation. However, the majority of women MCAs-70% (162 out of 233) were nominated. On committee leadership, majority of Assemblies did not have adequate representation of women chairpersons.

Transformation for County government systems and practices is paramount and necessary to achieve gender equality in all spheres of development. The content of such transformation must include the alignment of all systems, processes and practices, with the needs of SIGs, particularly those historically marginalized due to gender discrimination.

The gender mainstreaming policy seeks to consolidate the Gender Mainstreaming exercises by ensuring that not only is gender mainstreamed in all departmental aspects, but the money trail therein effectively supports gender transformation within the Departments and the sectors which they operate.

1.2 Problem statement

Gender mainstreaming cannot come about through changes in people's condition, it requires transformation of the structures and systems which lie at the root of the Special Interest Groups subordination and gender inequalities. According to Wanjala et al 2010,¹ Gender mainstreaming calls for equitable interventions that create a level playing field for both sexes, enabling the equal enjoyment of opportunities, socially valued goods, resources and benefits. In reference to the situational analysis, all sectors in Kisumu County lack equal representation.

Since existing inequality tends to burden women more than it does to men, empowering women will ensure their access to opportunities is in a manner unburdened by their gender. Throughout history, socio-cultural values have defined a distribution of Gender opportunities that impacts differently on men and women, boys and girls as well as people with disabilities – purely because individuals belong to different sexes. Indeed, in many cultures including traditional practices within Kisumu County, women have been and continue to be largely invisible, for example, while women's reproductive functions maintain households, national accounting systems have traditionally ignored this output since it is unpaid work. Thus, while gender concerns often appear to seek affirmative action in favor of women and girls, this is only an incidental consequence of the need to attend historical injustices against these categories in society. However, gender concerns focus on the reality that interventions have varied impacts on youth, the elderly, people with disabilities, men and women, boys and girls.

Lack of an effective redistribution framework meant that the mal-distribution of scarce investment resources expanded the development gap between the high and marginal potential areas and individuals. This reality has fueled long-standing demands for decentralized management of equitably shared budget resources and service delivery. Meanwhile, Kenya's social cultural heritage – such as patriarchy and elder veneration – has also disadvantaged certain groups in the population, most notably SIGs. In the case of women, youth and children even Kenya's extensive commitment to various gender equality protocols has hardly narrowed the inequality gap.

Gender mainstreaming therefore demands for a process that leads to greater participation in social and political processes, decision-making at the different power levels and to conscious action for social transformation. The drafters of the Constitution of Kenya were very much alive to this reality, hence the reference to 'the achievement of equality', in the founding principles and the substantive equality clause in Section 27 of the Constitution. The essence of substantive equality is recognition and responsiveness to differences and disadvantages. The idea is to achieve equal enjoyment of all rights and freedom by ensuring appropriate and responsive treatment for all, regardless of differences or disadvantages. With regard to government service delivery, this entails ensuring that all have factual rather than theoretical access to services and that such services meaningfully respond to their needs.

Mainstreaming gender is an instrument for promoting substantive equality between women and men. The essence of Gender Mainstreaming is ensuring that all activities, decisions and plans operate to benefit all, taking into account the intersectional ties of discrimination

¹ Wanjala et al 2010.

1.3 Aims and Objectives Aims

- i. To integrate gender into the key priority areas for County Government as contained in its five-year CIDP.
- ii. To establish Gender mainstreaming measures for key programs in the County Government.
- iii. To comprehensively give effect to the role of CIDP to provide policy guidelines, support, and monitor and Evaluate implementation.
- iv. To provide the implementation plan; specify indicators and mechanism for evaluation and monitoring.

1.4 Policy objectives.

- i. To promote the integration of Gender equality, inclusion and empowerment of special interest groups in the county development agenda and service delivery.
- ii. To provide a clear mandate for effectively mainstreaming gender into policy formulation, strategic planning, project and program development and implementation, performance monitoring, reporting and decision making at all levels.
- iii. To provide the gender section within the sectors with legitimacy to coordinate and support gender mainstreaming efforts and facilitate gender accountability across all the sectors.
- iv. To promote a gender responsive culture within Kisumu County.

1.5 Principles underlying the gender mainstreaming policy framework

This policy is constructed based on the values and principles stipulated in the Constitution of Kenya (2010) as well as other commitments both at the national and County levels:

- a) The spirit of Constitutionalism
- b) Women's rights are human rights
 1. Promotion of good governance and the rule of law which guarantees human rights and probity institutions at the county level.
- c) Adhere to the principle of Gender Equality between men and women as well as the SIGs in enjoying their rights, sharing opportunities, benefits and contributions.
- d) Guarantees fairness and Equity in treatment for All.
- e) Gender Equality and justice
- f) Equity in treatment of women, girls, men and boys as well equal opportunities to access resources
- g) Affirmative action interventions targeting SIGs be developed as a corrective measure to equalize opportunities and access.
- h) Commitment to change discriminatory laws, policies, regulations and practices so they remain cognizant and equally value the similarities and differences amongst all cohorts.
- i) Appropriate and relevant training provided to improve knowledge, skills and attitudes towards gender equality and equity.
- j) Enhanced relationships and synergies between the state and non-state actors for securing gender equality and equity.

1.6 Service Delivery principles

Gender integration has been established as the global strategy of the states, governments and institutions for promoting gender equality, which refers to the equal rights, responsibilities and opportunities of women and men, girls and boys. The Vienna Declaration and Program of Action (1993) reaffirmed that women's rights are human rights within the international human rights framework. In implementing human rights work, the county government of Kisumu must comply with human rights guiding principles and these should also inform its gender integration agenda. Gender integration has been explicitly called for in the Beijing Declaration and Platform for Action (1995), as well as in several General Assembly, ECOSOC and Security Council resolutions. The constitution of Kenya is also in agreement to these legal instruments. The policy framework is a commitment to the transformation of service delivery as espoused in the gender and youth service delivery charter.

a) Universality: All people everywhere, women and men, are entitled to all human rights because of the immutable and inalienable character of rights. However, people in many parts of Kisumu County continue to be victims of unequal access and treatment in all spheres of life. Women, people with disabilities, elderly and the youth constitute groups whose very entitlement to human rights is often challenged. For example, in some cases, the application of the right to property which, in some instances, is denied to women and orphans.

b) Indivisibility, interdependence and inter-relatedness of rights/rights-based approach: The spectrum of human rights instruments covers civil, cultural, economic, political and social rights. These human rights are intertwined and as such, cannot be subjected to selectivity. The deprivation of a section of people of their right to food, shelter, employment opportunities, nutrition and other services, for example, will inevitably impact and may threaten the right to life and human dignity.

c) Inclusiveness and participation: all humans have the right to access information and participate in decision-making processes that affect their lives, well-being and enjoyment of other human rights.

d) Gender Equity: is the process of being fair to women and men. To ensure fairness, measures must be taken to compensate for historical and social disadvantages that prevent women and men from operating on a level playing field. The policy seeks to accord women and SIGs equal opportunities recognizing the differences between genders and acknowledging their different needs, constraints and aspirations. Equality ensures commitments to substantive realization of equitable outcomes, and implementation and monitoring of affirmative actions, policies, legislations and other legal measures.

e) Gender Equality: is the state or condition that affords women and men equal enjoyment of human rights, socially valued goods, opportunities, and resources. Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of the society including economic participation, SRHR and decision making at all levels.

f) Sex: refers to biologically defined and genetically acquired differences between males and females, according to their physiology and reproductive capabilities or potentialities. It is universal and mostly unchanging, without surgery.

g) Gender: refers to the economic, social, political, and cultural attributes and opportunities associated with being women and men. The social definitions of what it means to be a woman or a man vary among cultures and change over time. Gender is a socialist-cultural expression of particular characteristics and roles that are associated with certain groups of people with reference to their sex and sexuality.

h) Gender Analysis: - is a methodology that both:
Describes existing gender relations in a particular environment, ranging from within households or firms to a larger scale of community, ethnic group, or nation. It involves collecting and analyzing sex dis-aggregated data and other qualitative and quantitative information.

Organizes and interprets, in a systematic way, information about gender relations to make clear the importance of gender differences for achieving development objectives.

- i) Gender Assessment:** -examines how a program or project addresses and responds to gender disparities and inequalities through its objectives, activities, and policies. It responds to two key questions:
- i. How will the different roles and status of women and men within the community, political sphere, workplace, and household affect the work to be undertaken?
 - ii. How will the anticipated results of the work affect women and men differently? And their relative status?
- j) Gender Integration:** refers to strategies applied in program assessment, design, implementation, and evaluation to take gender norms into account and to compensate for gender-based inequalities.
- k) Gender Mainstreaming:** is the process of incorporating a gender perspective into policies, strategies, programs, project activities, and administrative functions, as well as into the institutional culture of an organization.
- l) Gender Stereotypes:** are ideas that people have on masculinity and femininity: what men and women of all generations should be like and are capable of doing. (e.g., girls should be obedient and cute, are allowed to cry, and boys are expected to be brave and not cry, women are better housekeepers and men are better with machines, or boys are better at mathematics and girls more suited to nursing).
- m) Gender-Based Violence:** is violence derived from gender norms and roles as well as from unequal power relations between women and men. Violence is specifically targeted against a person because of his or her gender, and it affects women disproportionately. It includes, but is not limited to, physical, sexual, and psychological harm (including intimidation, suffering, coercion, and/or deprivation of liberty within the family or within the general community). It includes violence perpetuated by the state.
- n) Sexual & Gender Based Violence:** (SGBV) refers to any act that is perpetrated against a person's will and is based on gender norms and unequal power relationships. It includes physical, emotional or psychological and sexual violence, and denial of resources or access to services.
- o) Empowerment:** refers to the expansion of people's capacity to make and act upon decisions (agency) and to transform those decisions into desired outcomes, affecting all aspects of their lives, including decisions related to health. It entails overcoming socioeconomic and other power inequalities in a context where this ability was previously denied. Programmatic interventions often focus specifically on empowering women because of the inequalities in their socioeconomic status.
- p) Men's Engagement:** is a programmatic approach that involves men and boys a) as clients and beneficiaries, b) as partners and c) as agents of change, in actively promoting gender equality, women's empowerment and the transformation of inequitable definitions of masculinity. In the health context, this comprises engaging men and boys in addressing their own, and supporting their partners' reproductive, sexual and other health needs. Men's engagement also includes broader efforts to promote equality with respect to care giving, fatherhood, and division of labor, and ending gender-based violence.
- q) Access to comprehensive quality services:** Access to quality services is paramount to all, and governments have a bigger role to play in ensuring that equality and non-discrimination is upheld in service delivery.
- r) People centered approach to service delivery:** inclusion is key in the delivery of services to citizens; inclusive development through participatory channels should be at the center stage of all governments in achieving gender mainstreaming.
- s) Good governance:** Good governance is the process whereby public institutions conduct public affairs, manage public resources and guarantee the realization of human rights in a manner essentially free of abuse and corruption, and with due regard for the rule of law. The true test of 'good' governance is the degree to which it delivers on the promise of human rights: civil, cultural, economic, political and social rights.

1.7 Justification

Gender mainstreaming is a strategy for making concerns and experiences for all, an integral dimension of the design, implementation, monitoring and evaluation of policies and programs; in political, economic and all societal spheres. It is integral to a County's sustainable development. Development progress of any Country is pegged on access to optimal use of resources and good governance for all. Gender mainstreaming of policies and programs in both the public and private sector is important if gender equality and equity for all citizens is to be achieved.

Mainstreaming world over has been embraced internationally as a strategy towards realizing gender equality. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programs with a view to promoting gender inclusivity. (European Institute of Gender Equality 1996)

According to KNBS (2019) housing and population census, Kisumu County had a population of 1,155,574 persons, of whom 48.5% (560,942) were male, female was 51.5% (594,609) and intersex 0.00019% (23), Kisumu County poverty level was at 34%. This calls for the effort to economically empower the vulnerable to contribute to poverty reduction. Further to this, the census 2019, revealed that, the number of People with Disability in the County was 1274 of whom male were 588 while female 686 translating to approximately an average 36 PWDs (M17: F19) per ward. IEBC data of 2017 indicated the percentages of men who registered as voters were at 54% whereas women were at 46%-thus the need to involve more women in democratic and governance processes. From the 2017 general elections, County Assembly of Kisumu had 35 elected MCAs of whom 5 are female and 30 males.

The Ministry of Education statistics on Basic Education enrollment level in Kisumu County shows that; Kisumu Central is at 13.5 %, Kisumu West 14.1 %, Muhoroni 15.4 %, Nyakach 16.9 %, Nyando 16.3 % and Seme 13.2 %, the dropout rate was recorded to be high in Nyakach at 0.81% followed by Seme sub-county at 0.18%. The county departments ought to prioritize interventions in schools and at the community level to curb the high dropout rates and enhance retention and transition of children in schools. ECDE enrolment in the County in 2019 was 50.97% for boys and 49.02 % for girls. Teachers employed were 3,639 of which male were 62 and female 1411 in public ECDE, and 64 were male and 2164 were female in private ECDE. Total number of teachers in 2019 was 3375 of which male teachers were 106 representing 3.1% while female was 3269 representing 96.85%. (% to be converted to numbers and disaggregated data)

Agriculture, livestock and fisheries has a total arable land of 1718.1 square kilometer under agricultural activities in the county with 204,419 households. Kisumu county has poverty index of 34 %, the vulnerability of women, girls, boys and men has a high indication of poverty that hardly matches the county food security which is at 31.4 % (Kisumu County CIDP 2018-2022). The county must have policies that can inform implementation and improve capacities of duty bearers which in turn enhance the well-being of all.

In Kisumu County, absolute poverty is 33.9%, food poverty 32.5%, hardcore poverty 6.0%. In Kenya absolute poverty is 36.1%, food poverty 32.0% and hardcore is 8.6%. Absolute poor for female is 34.8%, food poor is 33.9%. On the other hand, absolute poor for male is 33.1% and food poor is 31.2%. The overall poverty rate for female is 34.4% while male is 32.2%. (KNBS Data Sheet 2019).

Kisumu County had a teenage pregnancy rate at 21 % (7,981) which surpasses the national rate that stands at 18%. The National Aids Control Council HIV estimates 2018 indicates HIV prevalence at 16.3% (15.0% male and 17.4% female) for Kisumu County visa-vi the National prevalence rate that stands at 4.9%. Infant mortality is at 54/1000 (KDHS 2014) with pneumonia as the leading cause of deaths at 906/1000. According to the CIDP 2018-2022 the health sector in Kisumu faces a number of challenges among which Malaria, Pneumonia, Diarrhea, skin diseases and respiratory diseases ranks as the top five leading causes of deaths. The doctor patient ratio stands at 1:44634 while nurse ratio is at 1:2383 against the recommended WHO standard of 1 physician per 1000 people and nurse to population ratio should be 1:435. Kisumu County has 1,848 healthcare personnel against a demand of 21,891 demonstrating a glaring shortage of 20043 healthcare workers that needs to be addressed urgently. This calls for the need of the county to upscale access to affordable comprehensive health services integrating with UHC program which is to ensure quality, promote, preventive, curative and rehabilitative health services that are affordable.

1.8 Scope of the policy

Gender mainstreaming is an internationally accepted strategy to promote sensitivity and integration of gender issues and concerns that affect special interest groups. This Policy provides the County government structures with a mandate and framework for realizing this commitment through mainstreaming gender equality and equity into its policies, structures, systems and operations. It is intended to strengthen and guide the collective effort of all duty bearers and non-state actors to ensure that the special interest groups benefit equally from their work; and those inequalities are not perpetuated. Its ultimate goal is to support the achievement of gender equality and equity as a means of achieving democracy, peace, sustainable development and poverty eradication in Kisumu County. This policy document outlines the gender equality principles, goals, objectives and policy measures that should guide the County's work. An Implementation and Reporting Framework will accompany this document and provide further details regarding the specific roles, responsibilities, strategies, activities and indicators for effective implementation and monitoring of the policy across the County sectors. The Framework shall provide a system for tracking implementation, planning for the filling of gaps in implementation, and regularly and transparently reporting on the status of implementation internally and to all relevant governing bodies including the policy makers.



CHAPTER TWO

2.1 Situational Analysis

Despite efforts at the policy level and a growing awareness of the crosscutting gender issues in development programs, gender mainstreaming implementation has been slow to translate from policy into action. Gender issues continue to be viewed by many development practitioners as separate and unrelated to programmatic issues (Tiessen, 2005). For many program implementers, gender issues are not prioritized in the development issues and plans they seek to address. Research conducted locally, regionally and internationally shows existence of cultural norms that perpetuate gender inequality within communities, organizations and institutions. This discrimination in public and private spaces is often produced and reproduced at different levels on a daily basis through the sanctioning of norms, behaviors and practices. This systemic action reinforces special interest groups' subordinate position in society thus requiring gender mainstreaming approaches to thought and practice and ensure gender egalitarian societies at all levels.

Gender mainstreaming is a critical means of contributing to the Kisumu County's goals of eradicating poverty, building resilient communities and economies, harmonious coexistence and promoting sustainable development. Gender disparities still exist in legal, social, economic and political spheres, and access to and control over resources and opportunities. The challenges inhibiting achievement of gender equality include inadequate resources for gender equality work. Resources allocated for gender responsive programs especially for implementation of existing gender related policies have not been adequate.

Gender Based Violence thus increased violence against women which is characterized by physical, sexual or psychological harm or threats of such acts and limited access of women to productive resources such as land, and discrimination against daughters in land inheritance are also pressing challenges.

The Gender Mainstreaming Policy responds to a gap in the CIDP and calls on the County Government and her Partner organizations to mainstream gender into County Integrated Development Plans (CIDP 2018- 2022), ongoing county programs and projects, including efforts to analyze and assess the specific needs, roles, benefits, impacts and risks for both women, men and special interest groups as appropriate to each intervention. The county has a diverse background comprising of urban and rural set-ups as well as rich ethnic, racial, cultural diversity-including Minorities and marginalized. The gaps noted include no gender mainstreaming indicators thus ensuring that the gender development index alluded in the CIDP may not be effectively measured.

The purpose of this section is to provide an overview of the critical issues which impact Kisumu County gender equality and non-discrimination. This Gender Mainstreaming Policy has been crafted in an inclusive and consultative process. The youth (18-34) years comprise 29 percent of the national population while the County's youth is estimated to account for approximately 30.3 percent of the total county's population. Alarming, 61 percent of them remain unemployed.

Despite the indication in the last Population census that there were more women than men in the country at 19,417,639 and 19,192,458 respectively (KDHS 2018), county specific data there still exist gaps that show the female gender to be at a disadvantage in regard to access to education, employment and decision making at both the legislative and executive arms and other levels of governance. In addition, though the introduction of Free Primary Education (FPE) created near gender parity in primary school enrolment in most parts of the country, transition to secondary schools was skewed at 60% compared to the anticipated transition rate of 70% for boys and girls respectively.

In leadership and governance 13 women out of 49 are in elective positions, making it 27 % female and 73% male. Further, County Executive/management, 20% female while male is 80%. County Public Service Board membership consist of 33.3% are female while males are 66.6%. The County Assembly Service Board Membership consists of 44.4% female and 55.6% male. (KNBS Gender Data Sheet 2019). In Kisumu County, the enrollment rate is at 46.4% for female while male is 32.2% (KNBS Gender Data Sheet 2019). It is important to look at retention,

completion and transition of different cohorts to ensure the youth development index, gender development index and skills inventory responds to gender and development needs.

According to 2019 National census report Kisumu County had a population of 1,155,574 persons of whom 48.5% (560,942) were male and 51.5% (594,609) were female intersex were 0.0009% (23), further to this

youth population accounted for 30.3% (349,610) persons. Out of this 49% (171,309) were male while 51% (178,301) were female youth in the age category of 15-34 years. Unemployment in Kenya today is a national challenge with over 60% of youth between 18-34 years are either in one form of unemployment or the other.

In Kisumu County, 104,498(30%) male youth and 108,764(31.1%) female youth is either in one form of unemployment or the other. Unemployment is a complex issue that bears a global characteristic which require a multi-sectoral and systematic approach in handling. Majority of those affected are the female gender with issue of property ownership one of the exacerbating factors to unemployment. While women owned only 1% of property titles men owned 99% of the titles. The ownership of property should concern all duty bearers and even the right holders too. Giving it a superficial attention for instance a mere mention in the policies document without implementation framework has become the norm or the order of the day.

As much as women contribute so much to the economy high volume investments are predominantly controlled and owned by men. The existing gaps between the genders were due to various reasons including culture and access to education, values, gender roles and relations which also gave greater preference to the male while assigning the woman responsibilities of homemaking. The situation of the imbalance in access to education, access to wealth and capacity to make decisions are issues that push to the fore the need to enhance equity among the genders for development of the county.

According to water and sanitation program (WSP report of 2014) approximately 30.4% of people in Kisumu use improved latrine; 31.3% use unimproved latrines while 12.4% practice open defecation. WASREB impact report 2018, the percentage of Kisumu water coverage stands at 66%, Hours of water supply stands at 24hrs; revenue collection and efficiency stand at 97%; non-revenue water is 41% and sewerage coverage is 48%.

Kisumu County needs a multi-sectoral gender analysis framework to ensure the implementation of gender responsive budget processes that anchors gender responsive planning and implementation through gendered data sources and financing. This framework should reflect affirmative action planning and financing of at least 5% of the total county budget allocated to different departments which is critical to address gendered community needs.

2.2 Legislative and policy frameworks

The Gender Mainstreaming Policy is based on the international human rights framework including the Universal Declaration of Human Rights 1948, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, and the Convention on the Elimination of All Forms of Discrimination against Women CEDAW 1979. It reflects the application of international human rights standards, norms and principles, which include gender equality and non-discrimination.

The 1993 declaration on the Elimination of Violence against Women is the first international human rights instrument to exclusively and explicitly address the issue of violence against women. It affirms that the phenomenon violates, impairs or nullifies women's human rights and their exercise of fundamental freedoms.

The 1994 International Conference on Population and Development in Cairo was a milestone in the history of population and development, as well as in the history of women's rights. ICPD delegates reached a consensus that the equality and empowerment of women is a global priority. This issue was approached not only from the perspective of universal human rights but also as an essential step towards eradicating poverty and stabilizing population growth.²

The UN's guiding documents for women; peace and security are Security Council Resolutions 34 on sexual violence in armed conflict. These resolutions have laid the foundation for the efforts of the UN community to expand the

role of women in leadership positions in every aspect of prevention and resolution of conflicts, including peacekeeping and peacebuilding efforts, and to improve the protection of women and girls within a framework of rule of law and respect for human rights. The Cancun Agreement⁵ Convention for Climate Change emerging out of the UN Framework for Climate Change was the first global climate change policy to include multiple references to gender equality. Since then, more gains have been made to foster women's participation in negotiations and entrench gender equality in UNFCCC outcome documents in such areas as guidelines for national adaptation plans, mitigation, capacity building and technology and REDD+ safeguards. Gender considerations were also integrated with Green Climate Change Fund, the Adaptation Fund and Climate Investment Fund.

At COP-18 in Doha in 2012, a decision was adopted promoting gender balance and improving the participation of women in UNFCCC negotiations and the representation of Parties in bodies established under the Convention or the Kyoto Protocol⁶. The decision includes calls mechanisms to track progress toward gender balance; the inclusion of gender equality and climate change as a standing item on future COP agendas; organization of a workshop on gender balance in the UNFCCC process at COP-19; and gender-sensitive climate policy and capacity building activities to promote the greater participation of women in the UNFCCC process.⁷

Kenya is a signatory to International and Regional instruments that advocate for the rights of all. These have today informed part of our law as prescribed in Article 2 (6) of the Constitution of Kenya, 2010. Some of the instruments among others include The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adopted in 1979; UN Resolution 1325 on Women, Peace and Security, adopted in 2000. It recognized that women's safety, engagement and empowerment are essential to effective peacebuilding and recovery. The UN Convention on the Rights of the Child, ratified in 1990 requires States Parties to protect children from all forms of violence, maltreatment or exploitation, including sexual abuse. Globally, the Beijing Declaration and Platform for Action of 1995 adopted a set of priority areas to which Kenya acceded.

UN commitment under SDG 2015-2030 also provides strong leverage on the promotion of the rights of women and girls. Further, the African Union (AU) adopted the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol) in 2003 which was ratified by Kenya in 2010. Kenya has been at the forefront in efforts to eliminate all forms of SGBV especially since the promulgation of the Constitution 2010. Kenya has also enhanced its policy and legal framework towards gender equality. The challenge is in implementation.

A number of National Legislative Frameworks addressing elements of gender inequality in Kenya include:

- I. The Constitution 2010
- II. The Children Act, 2001
 - a) HIV/AIDS Prevention and Control Act, 2006
 - b) The Sexual Offenses Act, 2006
 - c) Employment Act, 2007
 - d) Counter Trafficking in Persons Act, 2010
 - e) Prohibition of Female Genital Mutilation Act, 2011
 - f) The Land Act, 2012
 - g) The Land Registration Act, 2012
 - h) Matrimonial Property Act, 2013

² International declaration on violence against women 1993

³ security are Security Council Resolutions 1325 (2000) and 1889 (2009) on women, peace and security and 1820 (2008), 1888 (2009),

⁴ (2013) and 2122 (2013)

⁵ COP 16 of 2010

⁶ Cop 18 of 2012

⁷ COP 19 of 2013

- i) Marriage Act, 2014
- j) The Protection Against Domestic Violence (PADV) Act, 2015

Other Policy and legislative Frameworks in Kenya include:

- a) National Gender and Development Policy (2014)
- b) Kenya Adolescent Reproductive Health Policy (2003)
- c) National Adolescent Sexual and Reproductive Health (2015)
- d) National Guidelines on the Management of Sexual Violence (2014)
- e) The Education Gender Policy (2007)
- f) Vision 2030 Second Medium Term Plan (2013- 2017)
- g) The National Reproductive Health Strategy (2009 – 2015)
- h) Micro and Small Enterprises Act (No 55 of 2012)
- i) Employment and Labor Relations Court Act
- j) Treaty making Ratification Act 2012
- k) The prohibition of female Genital Mutilation Act 2011
- l) Counter Trafficking in Persons Act 2010
- m) Citizenship and Immigration Act, 2011
- n) Law of Succession Act 2012
- o) National Gender and Equality Act 2011
- p) Children’s Act of 2001
- q) HIV prevention and control Act
- r) PWDs Act 2003
- s) Kisumu County PWDs Act 2015
- t) Physical planning Act. 2012
- u) Kisumu County Sexual & Gender Based Violence Policy (2019)

The Kenya Constitution has been hailed as one of the most progressive constitutions in the world. It has very progressive articles that indicate the commitment with the international and regional obligations arising from treaties and conventions and other commitments signed and or ratified.

2.3 Institutional Framework

Gender Mainstreaming is accomplished through the establishment of a Gender Management System (GMS) that puts in place structures, mechanisms and processes. Much emphasis is placed on the establishment of appropriate institutional structures as well as frameworks for gender analysis, gender training, monitoring and evaluation. The GMS is intended to advance gender equality through political will, forging partnerships with stakeholders, including governments, development partners, private sector, and civil society, and building capacity and sharing good practices. This presents the institutional and implementation framework for Gender mainstreaming within the County Government of Kisumu.

The institutions identified will facilitate integration and mainstreaming of gender concerns as part of their mandates in implementing the policy. Implementation of the policy will thus take a multi-sect-oral approach cutting across both the state and non-state actors at all levels. The Department in charge of Gender Affairs will take the leading role of coordinating all the other players in the county to enhance harmony and avoid duplication. The action plan

will provide clear roles and responsibilities as well as targets and timelines for each actor, among other key requirements. There is a need to institutionalize and strengthen gender units in all sectors, include gender in performance contracts for all county government departments and units, build capacity for all gender units and customize this mainstreaming document to their sectors. The policy recognizes the need for coordination and collaborative efforts to ensure its effective implementation towards creating a just fair and transformed society free from Gender-based discrimination in all spheres in Kisumu County.

To promote gender equality and freedom from Discrimination to facilitate implementation of gender equality and freedom, the county government has put in place the Department of Women, Youth, Persons living with Disabilities and social services mandated to:

- I. Institutionalize gender mainstreaming in Departments, Directorates and units as well as the private sector.
- II. Promote the development and review of Gender Policies and legislation
- III. Promote research, collection and analysis, storage and dissemination of sex-disaggregated data to inform programming
- IV. Coordinate programs for reduction of SGBV
- V. Oversee the implementation of socio-economic empowerment for the benefit of women and youth
- VI. Set standards to build the capacity of county-level actors, monitor compliance and report on progress.

2.2.1 National Development programs

- a) Women Enterprise Fund (WEF) that provides micro-finance credit and other financial support for women;
- b) The Youth Enterprise Development Fund (YEDF) that provides credit for young men and women to enable them establish businesses to earn a living aimed at reducing unemployment;
- c) The Uwezo fund that empowers women, persons with disabilities and youth that give seed money to the special interest groups as startup capital for businesses. It gives up to 5000 USD to one group.
- d) The Social protection Fund is given as a stipend/ cash transfer to older members of the society(70yrs), orphans and all persons of severe disability.
- e) AGPO 30% procurement reservation affirmative action to Special Interest Groups (SIG) that include women, persons with disabilities and the youth.
The SIG access 30 % value of all all-public procurement tenders
- f) There is the National Government Affirmative Action Fund, established in 2015 administered through County Women Representative of Parliament to run programs targeting socioeconomic empowerment of women, youth, persons with disabilities, children and elderly persons.

2.4 Kisumu County Government Initiatives

- ✦ Kisumu County Women, Youth and PWDs fund: Meant for people who lack the collateral to access bank loans. -
- ✦ The Trade fund: Economic empowerment for small traders
- ✦ Public participation Act. 2015
- ✦ Kisumu County administration (Village Unit) Act 2019
- ✦ Kisumu County Economic and social Council 2019 Act.
- ✦ Kisumu County Bursary and scholarship fund Act
- ✦ Kisumu County school feeding program

The County Government through its Departments will consider establishing Gender Management System (GMS) along the following broad guidelines with these enabling structures:

- ✦ The Executive Management Level (Political will)
 - ✦ Gender Management & Mainstreaming Team (GMT)
 - ✦ Gender Directorate/Division (the Lead Agency)
 - ✦ Departmental/Sector Focal Points
 - ✦ Satellite Gender Focal Points in partner institutions, centers of higher learning, Universities, public and private sector institutions
 - ✦ Gender Commission/Expert committees/Technical working groups/Gender task forces
 - ✦ Media Roles and Responsibilities of the County Government, and the relevant Department will share the coordination role, especially relating to donor relations, use of infrastructure and logistics, resource mobilization, expertise, programme financial and technical support, as required, to implement the Kisumu County Gender Mainstreaming Policy. All County Organs and relevant Departments will establish a Gender Management System (GMS) in their respective establishments. The County Government Organs will:
 - i. Implement the County Gender Mainstreaming Policy and its Action Plan by allocating a minimum of 10%, of their budget to Women empowerment and Gender equality programme goals, especially measures to enhance women's participation and empowerment programmes.
 - ii. Adopt Action plans to promote implementation of the Gender Department's Programs, based on CEDAW, and the SDGs.
 - iii. Create work friendly environments that enable women and men to balance work in the workplace, taking into consideration the basic Gender differences in their biological roles and needs. iv. Participate and support the implementation of the African Women's Decade and provide resources.
 - iv. Institutionalize the County Gender training and find resources to support it. The County Government will:
 - a. Provide the necessary coordination and leadership role in kick starting the implementation of the Gender Policy and focus on organizing consultative meetings, fund raising, technical briefings, popularizing the Policy among interest groups, reporting on progress and review plans.
 - b. Facilitate High Level Advocacy Platforms to speak to CEOs, Heads of Departments and other leaders in the County and make them reaffirm their commitments to accelerate actions to achieve gender equality by 2023, especially in the areas of taking women out of poverty, increase women's participation in politics, removing sociocultural and legal barriers to gender.
 - c. Establish measures to hold leaders accountable for policy implementation and establish sanctions for non-compliance in implementing the County Gender Policy.
 - d. Together with others, establish a mechanism for celebrating and awarding County Women and Men Achievers in realizing Gender Equality.
 - e. Develop joint programs to introduce County Assembly debates on Gender and Mainstreaming policies, Women's Care work in the County and linkages to gender equality issues.
1. Review organizational structures to determine their capacity for implementing gender concerns of programs and/or projects and redesign them appropriately.
 2. Ensure that all administrative systems and procedures are reviewed to ensure they are gender sensitive,
 3. Implement the National directive on 2/3 Gender Parity and representation in all structures, operational policies and practices and ensure gender is mainstreamed within strategic thinking.
 4. Make Gender training a Central feature of staff development programme to include awareness-raising to incorporate Gender analysis, Gender Responsive Budgeting, Gender Audit and Gender planning skills.
 5. Ensure that women's empowerment and Gender equality goals are mainstreamed in Departmental Policies, Strategic Plans, Programs, Projects, Annual Plans and all work processes.

6. Establish a Monitoring and Evaluation systems to yield sex dis-aggregated data, to facilitate analysis of Programme/Project impacts on women and men.

2.5 Roles and Responsibilities of Civil Society

Civil Society Organizations will:

- i. Generally, lay the ground for the spread of Gender Equality norms and issues.
- ii. Are important actors in providing knowledge on Gender issues, language and arguments for new Gender norms.
- iii. The Civil Society will also generate public support through its advocacy, and by holding the County Government accountable to the standards and agreements that they have already made.
- iv. The Civil Society Organizations will form a number of fruitful alliances and Partnerships with the County Government in developing Gender based Policies.

2.6 Roles and Responsibilities of the Media

The media will be encouraged to:

1. Be a platform for dialogue on gender relations and mindset change,
2. Be partners to eliminate sexist languages and stereotype representation of women.
3. Act as a lobby group to further the Gender agenda,
4. Be an effective communication channel for dissemination and sensitization at the grass root level.
5. Promote Gender sensitive media coverage and reporting,
6. Develop codes of conduct and ethics for equal representation in the media and in decision-making,
7. Support media coverage on women's issues.

2.7 Roles of Development Partners

Development Partners will:

1. Provide technical assistance and resources to facilitate the implementation of the Gender Policy.
2. Assist in facilitating the exchange of best practices instruments and guidelines between and among the Citizens of Kisumu County.

Strategies

The elements, outlined in the gender mainstreaming policy, will be supported by:

- ✦ The establishment of a Gender Technical Working Group at County to guide this process
- ✦ Defining roles and responsibilities at both management and staff level to commit to making this gender policy effective
- ✦ Engendering performance indicators to monitor for its progress

A detailed implementation Action Plan to include:

- ✦ Providing gender mainstreaming guidelines for projects and programmes
- ✦ CapacityBuilding of key stakeholders, including County staff, and other partners
- ✦ Annual monitoring and evaluation of the progress of gender mainstreaming within projectsand processes
- ✦ Human Resource efforts to ensure processes are in place to support managers in reaching genderparity levels of staff within an equitable workplace milieu
- ✦ A strategy for resource mobilization to support gender mainstreaming in initiatives

CHAPTER THREE

3.1 KEY FOCUS AREAS OF THE GENDER MAINSTREAMING POLICY

Gender mainstreaming policy framework will focus on the 5 key areas which are:

- i. County Transformational and organizational development
- ii. Service delivery unit
- iii. County Departmental programs and Gender responsive budgeting.
- iv. Governance and public participation
- v. SGBV as a special area of interest

3.2 County Transformation and Organizational Development

The departments within the county organizational structure should have a gender mainstreaming unit to coordinate gender issues, Basic Service delivery, Gender responsive, County Departmental programs, Governance and public Participation. These special areas of interest in the policy framework are the well- being of Special Interest Group with regards to issues of SGBV.

3.3 County Transformation and Organizational Development

In accordance with the County Government Act 2015, the working environment aims to improve equitable, fair, open and non-discriminating working conditions. County Government Administration is bound to comply with the Constitution 2010, Article 27, 54, 55, 56, 57 and the bill of Rights chapter 4 that emphasizes that women and other special interest groups are not only fast tracked into position of management but are also offered other National Government affirmative programs; NGAAF, Women Enterprise Fund, Youth Enterprise Fund and Uwezo Fund to mainstream them for purposes of economic empowerment.

Guidelines for transformation

Co-ordination must be specific to:

Employment	<ol style="list-style-type: none"> i. There shall be affirmative action policy in line with employment ii. Criteria for job advertisement iii. interview panel to be gender balanced (by what standards? 2/3 gender rule, PWD, qualifications) iv. Promotion of gender equality in all policies, programs and projects v. Affirmative action on appointment positions including committees, trainings and promotions. vi. There shall be a defined effort through mainstreaming to address existing gaps in employment, promotions, training and even co-option in the committees. vii. There shall be an existing code of regulation in workplace security on issues of harassment and SGBV. viii. There shall be defined code of regulation to protect all persons who work in risky environment. (need to define) ix. There shall be a defined code of regulations in the county assembly to protect special interest groups.
-------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Table 1a) Institutional Transformation

It's a known fact that women and vulnerable groups face obstacles that prevent them from effective participation and equal contributions in decision making structures. At the County the institutional transformation will be adhered to through;

- i. **Leadership:** county administration including county assembly will strive to promote gender equality and equity in order to meet the constitutional requirement there shall be developed policies and programs aimed at reducing gender stereotypes, attitudes in order to promote gender equality and equity.
- ii. **Commitment:** the county administration units commit to the development and implementation of policies and laws that shall contribute to the outcome of gender equity, equality and justice
- iii. **Policies:** all policies, by laws, and regulations shall meet the gendered implications of their effects such as gender sensitivity in service delivery in facilitation and or programs
- iv. **Development Plans:** (County Integrated Development Plan and ADP); all programs, service delivery and procurement within the county departments should reflect gender responsiveness in its KPIs.
- v. **Communications:** all forms of communications should both be gender and disability sensitive and also embrace diversity on the basis of age, race, religion and culture.

3.4 Possible Policy Interventions Program- Capacity Building

Issue	Related indicators
Gender mainstreaming	<ol style="list-style-type: none"> i. The county shall organize diversity and gender sensitive trainings to MCAs and all cadres of administrative officers in the County. ii. The county shall also commit to carry out gender analysis training. iii. The County Executive shall ensure that there is inclusive participation of all gender in specific programs and plans. iv. The establishment of interdepartmental gender mainstreaming units.
Skills development	<ol style="list-style-type: none"> i. The County Executive shall ensure that there is equal participation of all gender in specific programs and plans. ii. The County Executive shall strive to address glaring gaps in key sector performance, promotion, access to information, public participation, mediation, lobbying, advocacy and networking iii. The County Executive shall promote the development of skills programs through internships and volunteerism laying emphasis on women, girls and other special interest groups in order to promote gender parity.
Attitudinal development	<ol style="list-style-type: none"> i. The County Assembly and County Executive shall develop programs and trainings aimed at empowering special interest groups. MCAs to effectively participate in policy and bill formulations debates in the Assembly. ii. Promotion of openness when addressing issues of special interest groups in the assembly. iii. Promotion of inclusion of special interest groups at all public participation fora.
Gender Responsive Budget	<ol style="list-style-type: none"> i. Gender police ii. Citizen budget iii. Strengthened communications

3.4 Representation

The County government of Kisumu has committed itself to ensuring gender parity and support for special interest groups realized in all levels of decision making. This is in conformity to the requirement of the constitution 2010 and devolution Act 2015. The county has gone ahead to enact PWD Act 2015. The constitution 2010 requirement on the realization of 2/3 gender rule is not only limited to National government but applies to Counties as well.

Issue	Related Indicators
Representation	<ul style="list-style-type: none"> i. The County Executive and Assembly shall undertake to promote the legislation of SIGs and eligible voters to boost their participation in democratic processes. ii. The county shall undertake to support SIGs candidates in elections through civic awareness and engagement. iii. The promotion of SIGs in the county executive committees, chairpersons of various assembly strategic committee e.g., budget committee. iv. Appointment of qualified SIGs in traditionally male dominated positions in the County e.g., public works.
Participation	<ul style="list-style-type: none"> i. Promotion of interventions put in place for special interests' groups participation in key public decisions.
	<ul style="list-style-type: none"> i. The extent of involvements of SIGs to influence decisions and even power to veto decisions. ii. The extent of SIGs effective participation in Barraza, county assembly debates and committee meeting. iii. Availability of adequate resources to support SIGs in county assembly for effective participation. iv. Measures put in place for the county government to support and or encourage the involvement of SIGs in the county administration.

Table 3

3.5 Gender responsive budgeting

The county budget MUST be gender responsive; a budget is gender responsive if it ensures that:

- a. Resources are specifically allocated for the development of county policies, annual development plans and county integrated plans flowing from the mainstreaming framework.
- b. Gender is taken into consideration in all county budget allocation and expenditure.
- c. County budget review reflects a considered differential impact on spending on SIGs.
- d. Gender analysis accompanying all budget submissions to ensure equitable distribution to SIGs.
- e. Resources are allocated for overcoming the historical disadvantages faced by the SIGs.
- f. Conditional allocations for gender programs are included in every departmental and sectional budget.
- g. Gender management system provided for in this policy framework requires gender specific allocation for its functioning.
- h. Gender line items appear as captured in CIDP and appear in line item in the Annual Development Plan, budget and expenditure and are reported upon at every ADP review process.

Possible intervention – policy development and implementation

Issue	Related Indicators
Gender Policy	<ul style="list-style-type: none"> i. The county to develop and implement gender policy that is integral part of the organization policy and mandate ii. Ensure that the policy include the program implementation. iii. Gender is reflected in key policy document such as in the mission, vision and service charter.
Budget	<ul style="list-style-type: none"> i. Ensure budget is developed to support SIGs in promotion of equality. ii. Ensure budget is developed to promote employment of SIGs to ensure equity iii. Prioritization of SIGs in budgeting process. iv. Adherence of budget line to ensure that all expenditure budget benefit SIGs equally
Communication	<ul style="list-style-type: none"> i. Develop a policy to inform all public communication from the governor's office and all other departments and assembly supports gender issues. ii. Policy documents in the county by laws and bills from the assembly reflect a gender sensitive language. iii. The County government to review communication and participation frame. iv. The County government to embrace the use of communication technology.

Table 4

3.6 Service Delivery Unit.

In the County Annual Development Plan and CIDP, women have a major responsibility for meeting the basic needs of their households because of the socially prescribed roles in the patriarchal society. The quality- of service delivery affects SIGs directly, CIDP as the critical tool for County's development must include gender analysis as a core component of each action. During reviews gender specific processes and measures should become part of each ADP composition. Thus, with regard to M&E a set of gendered target and indicators must be developed to measure the progress and ensure that these are mainstreamed into the County Integrated Development Plan.

Issue	Related Indicator intervention
Health Services	<ul style="list-style-type: none"> i. Sustainable, accessible, affordable, equitable and quality health services (UHC & NHIF) ii. Access to comprehensive GBVRC and Safe spaces. iv. Comprehensive management of HIV/AIDS & STIs iii. Access to affordable Cancer management iv. Management of Drug and substance abuse v. Proper Waste Management and disposal vi. Special interest group friendly services vii. Strategic information and logistic systems viii. Access to SRHR services ix. Gender dis-aggregation of data at all levels of healthcare xii. Access to affordable mental healthcare
Transport and Public Work	<ul style="list-style-type: none"> i. Accessible, efficient and affordable means of transportation ii. Road furniture: traffic lights, zebra crossing, signage, pedestrian walks, footbridges, bus stops Improved, developed and maintained infrastructure ii. Disability friendly vehicles, parking sites and signage. iii. Development of transport policies that are gender responsive.
Livestock, Agriculture, and fisheries	<ul style="list-style-type: none"> i. Provision of subsidized inputs and services ii. Capacity building of extension officers, farmers and on eservices iii. Emphasis on high value enterprises e.g., aqua-culture, horticulture, bee keeping etc. iv. Enhanced productivity and sustainability for food, income and nutrition security v. Establishment of Gender mainstreaming unit to coordinate all agricultural sector program. vi. Recovery programs against crops lost during natural disasters vii. Expo and exhibition of agricultural products through agricultural annual events viii. Sustainable land use and management program by all gender ix. Enhance market access and linkages by all gender. x. Quality Control of crops, fisheries and livestock pest and diseases xi. Inspection and quality control on farm inputs xii. Inclusive participatory scenario planning and management. xiii. Establishment of resource centers xiv. Access to credits and control of resources xv. Reduced levies on agricultural products

Environment	<ul style="list-style-type: none"> i. Conservation and management of natural resources ii. Encourage and facilitate environmentally friendly sources of energy. iii. Promoting blue economy and green energy iv. Conservation and beautification of recreational areas v. Capacity building on climate change, adaptation and mitigation measures. vi. County to develop comprehensive Waste management programs.
Sports, Culture, Arts & Tourism	<ul style="list-style-type: none"> i. Promote varied sports, talent search and development. ii. Preservation of progressive culture and Heritage sites iii. Establishing and equipping Resource centers and talent academies. iv. Promotion of Art exhibitions and expo for all V. Promotion of gender inclusivity in sports v. Promote gender sensitive and responsive portraits vi. Promotion of digital literacy for all vii. Develop and promote tourism infrastructure
Trade and Industrialization	<ul style="list-style-type: none"> i. Adherence to minimum of 30% procurement rules for women, PWD and youth. ii. Accessibility and provision County Trade fund iii. Enhanced lighting system within market centers iv. Small and Medium Enterprise development and promotion. v. Gender inclusivity in allocation of productive assets e.g., stalls, business spaces and industrial incubation centers. vi. Subsidized County levies to special interest groups and waiver to PWD vii. Development and Promotion of Cottage industries to support special interest groups. viii. Establishment of market centers with lactating rooms, PWD friendly areas, washrooms and skip bins. ix. Establishment of trade and investment policy that promotes diversification, exports and value addition with focus to women led entities as well as SIGs. x. Empowerment of special interest group through promotion of trade fairs. xi. Capacity building on trade innovation and creativity emphasizing on women and SIGs led business.

Physical Planning, Lands, Housing and Urban Development.	<ul style="list-style-type: none"> i. Affordable housing and fair house allocation that manifests inclusivity. ii. Develop PWD accessible buildings pathways Upgrading informal settlements to enhance growth and development. iii. Development of County spatial plan that promotes inclusivity. iv. Avail data related to housing disaggregated by gender v. Ensure accessibility of titles to all gender as well as availing of dis aggregated data on title deed ownership.
Security	<ul style="list-style-type: none"> i. County to ensure operational gender desk in all its departments. ii. Capacities building of community and security officers on peace and conflict management to detect and deter SGBV and other humanitarian risk. iii. Establishment of Safe Spaces/GBVRC in all the Sub Counties. iv. Development of emerging, contingencies and sector plans that manifests inclusivity. v. Development and implementation of a comprehensive Safety net program in the County. vi. Deter discriminatory practices especially sexual harassment and developing redress mechanism.
Water and Sanitation	<ul style="list-style-type: none"> i. Accessibility to clean, safe and affordable water. ii. Proper sewer and sanitation systems and management iii. Conservation and sustainable use of water and sewer system.
Education	<ul style="list-style-type: none"> i. Sex dis-aggregated data on enrollment, retention and transition rates in school to guide in planning and budget allocation. ii. Comprehensive life skills education iii. Implementation on re-entry policy iv. Inclusive quality education v. Comprehensive ECDE programs vi. Comprehensive bursary and scholarship management vii. Access to technical trainings at VTC/TVETs. viii. Comprehensive program on home crafts ix. An emphasis on science and technical subjects especially for girls in learning institutions and properly equipped laboratories. x. Career development programs in learning institutions
IT and Communication	<ul style="list-style-type: none"> i. Increased SIGs participation in the media and information system ii. Establish and operationalize toll free lines iii. Public participation portal within the county website

3.7 County Departmental, Program and Gender Responsive Budgeting

- i. Develop gender responsive budget
- ii. Enhance capacity of staff and community on Gender Responsive Budget
- iii. Strengthen affirmative action programs
- iv. Develop resource mobilization strategy
- v. Strengthen capacity of communities to hold institutions accountable through community social audit.
- vi. A minimum 20% allocation of sect-oral budget to the special interest group
- vii. Uphold public financial management.

3.8 Governance And Public Participation

Key performance areas:

- i. Communication
- ii. Participation

Specific program interventions

- i. Inclusion and amplified gender voices
- ii. Develop and strengthen policies, regulations and guidelines
- iii. Capacity building on gender responsive participation
- iv. Affirmative action in social- political elective, nominative and appointive positions
- v. Gender responsive service charter
- vi. Use of simplified version of communication
- vii. Development of poverty eradication programs
- viii. Offering enabling environment for SIGs to participate
- ix. Provision of incentive to PWD & expectant mothers
- x. Devolving public participation to the lowest level possible
- xi. Dis-aggregated population
- xii. Gender focal point personnel in all the Departments
- xiii. Gender analysis /survey specifically on GBV
- xiv. Mapping of all development agencies for common understanding and appreciation of the efforts of stakeholders
- xv. Budgetary allocations for emergencies and times of crisis (Response funds)
- xvi. Establish Feedback mechanism on public participation
- xvii. Security to be enhanced during public participation sessions
- xviii. Enhanced effective access to information on upcoming public participation for improved participation
- xix. Key decision makers to be capacity built and participate in public participation
- xx. Timely availing of documents before public participation date
- xxi. Strengthen public participation directorate in the County government
- xxii. Establish a portal for public participation
- xxiii. Promote Civic education on the importance of Gender inclusivity in political leadership and participation
- xxiv. Political mentor-ship programs for special interest group

3.9 SGBV As a Special Area of Interest

Gender Violence remains one of the most daunting challenge in Kisumu County, currently the prevalence of SGBV stands at 8.7% for domestic violence compared to 8.3% which is the national statistics, rape cases are at 35.9% against 24.6% nationally, and defilement is at 9.7% compared to 17.3% nationally. This has been necessitated by sociocultural norms, economic, as well as other emerging global phenomenon making domestic violence a salient problem in the County. The SGBV manifests itself in the following form of Sexual violence; Physical violence-germicide, psychological violence and Emotional violence. The County therefore needs a stop shop GBVRC.

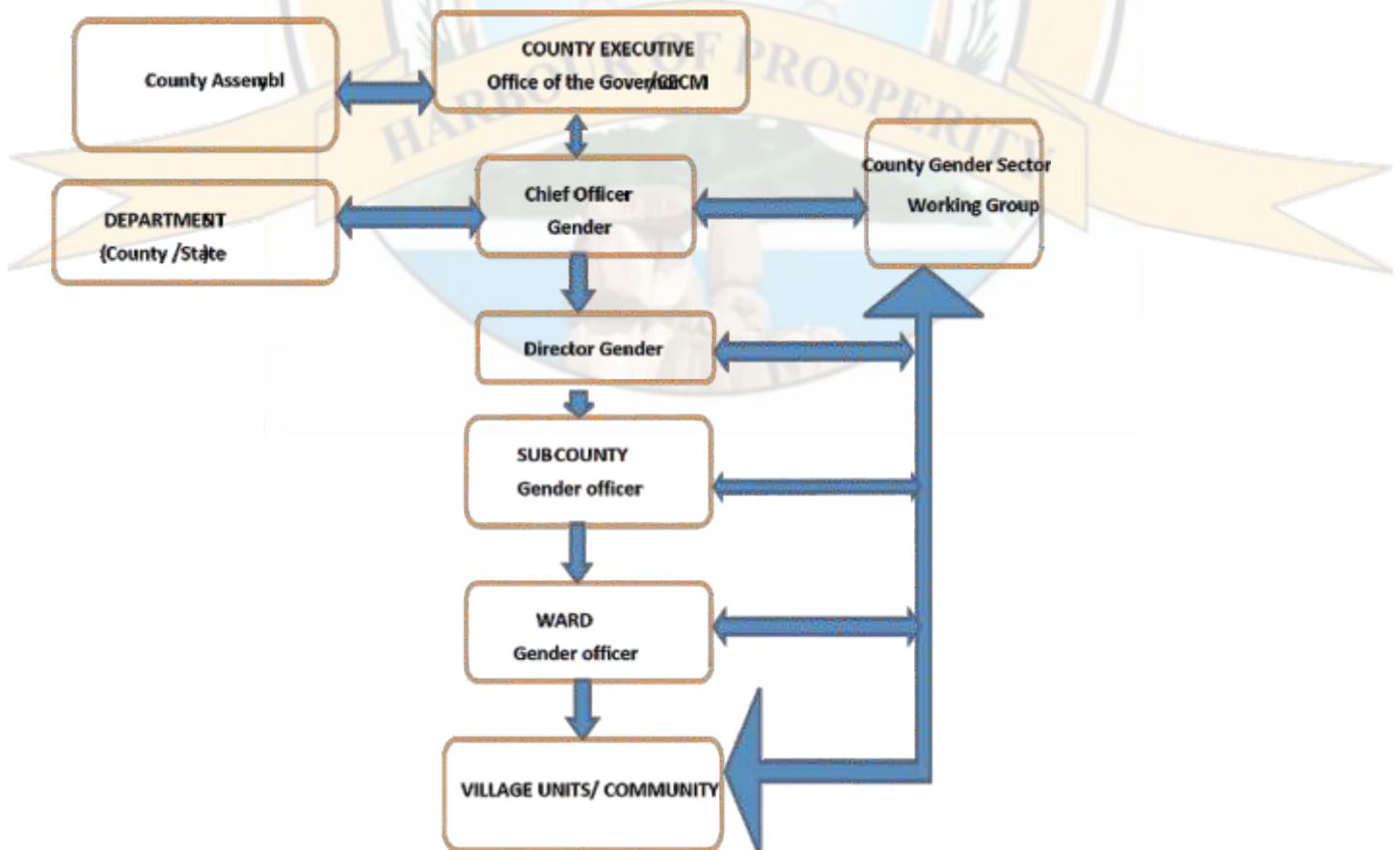


CHAPTER FOUR

4.1 Institutional /Coordination Framework

- i. Ensure that each department implements the Gender mainstreaming policy through departmental focal persons and inclusion in the performance contract.
- ii. Ensure that Gender issues are routinely considered in departmental strategic plan including review of ADPs, annual work plans and CIDPs
- iii. The structure shall ensure that departments reflect gender considerations in budgeting and public participation frameworks.
- iv. The county assembly shall review and legislate departmental policies and planning in line with gender policy framework as well as providing oversight.
- v. The directorate shall review gender implications in all policies, projects and programs
- vi. Gender officers shall ensure that respective departments provide and use gender dis-aggregated data in their work
- vii. The county directorate shall establish mechanisms to link and liaise with civil Society organizations in implementing and strengthen gender mainstreaming policy
- viii. To coordinate gender training and education of all staff within departments so as to ensure that gender integration into all work aspects.

4.2 Kisumu County gender mainstreaming Coordination framework



CHAPTER FIVE:

5.1 MONITORING EVALUATION AND REPORTING

5.2 Overview

An effective mainstreaming of gender issues requires a system that is successful to the complete implementation of the policy framework. The policy framework seeks to provide a robust outlay of laws and others legal mechanisms put in place to address the concerns of the SIGs in programs and project implementation.

5.1 Key priority areas

PRIORITY AREAS	ACTIVITY	INDICATOR	OUTCOME	PARTNER
Development of the Gender Mainstreaming Policy	Policy developed and Implementation framework outlined	Gender Mainstreaming Policy	Holistic adoption and implementation by CGK including a functional intergovernmental/ sectoral committee	Directorate of Gender/ Partners
Promotion of the role of county department with the aim of achieving Gender Equality	Dissemination, public participation, approvals by the county assembly and Launch	Adoption and implementation of Gender Policy Framework, legislation developed and programs rolled out.	Improved Gender Response services	Directorate of Gender/ Partners

<p>Health – Ensure access, affordability, appropriateness and equity of health care services by all</p>	<ul style="list-style-type: none"> ● Establish and equip GBVRC centers and safe houses at sub county level. ● Equip comprehensive cancer centers ● Increase number of qualified personnel and medical supplies ● Increase availability of gender responsive services 	<p>No. of established and equip GBVRC centers and safe houses at sub county level</p> <p>No. of equipped comprehensive cancer centers</p> <p>No. of Increased number of qualified personnel and medical supplies.</p> <p>No of Increased availability of gender responsive services</p>	<p>Established and equipped GBVRC centers/ safe houses at subcounty level.</p> <p>Equipped comprehensive cancer centers</p> <p>Increased number of qualified personnel and medical supplies</p>	<p>MOH/ Partners</p>
<p>Water - Ensure access to clean, affordable and quality water and sanitation by all</p>	<p>Establish accessible water points across the county</p> <p>Sensitization on alternative water supply and storage projects</p>	<p>No. of accessible water points across the county</p> <p>No. of alternative water supply and storage projects</p>	<p>Increased number of accessible water points across the county</p> <p>Increased number of alternative water supply and storage projects</p>	<p>Department of Environment Water and Natural Resources/ Partners</p>

<p>Education Ensure access to quality education</p>	<p>Strengthening school feeding programs. Regular sanitary distribution Strengthen bursary and scholarship programs. Establish psychosocial support programs Capacity building programs through trainings/ workshop.</p>	<p>No. of schools benefiting from the feeding programs. Number of sanitary towels distribution annually. No of bursary and scholarship programs. No. of psychosocial support programs No of capacity building programs through trainings/work shop</p>	<p>Increased number of schools benefiting from the feeding programs Increased no. of sanitary towels distribution.</p>	<p>Directorate of ECDE /VET/ Partners</p>
<p>Agriculture</p>	<p>Inclusion of Gender mainstreaming activities in Departmental policy documents and frameworks i.e., County Integrated Development Plan, Strategic Plan, Annual Work plans, Annual Development Plan, Annual Reports, Performance Contracts and Budgets including strengthened ethical frameworks</p>	<p>No of policy documents with gender mainstreaming activities</p>	<p>Gender responsive community</p>	<p>Department of Agriculture Livestock and Fisheries/ Partners</p>
<p>Human Resource</p>	<p>Inclusion of Gender mainstreaming activities in departmental policy documents and frameworks i.e., County Integrated Development Plan, Strategic Plan, Annual Work plans, Annual Development Plan, Annual reports, Performance Contracts and Budgets including strengthened ethical frameworks.</p>	<p>No of policy documents with gender mainstreaming activities</p>	<p>gender responsive community</p>	<p>CGK/ Partners</p>
<p>Trade</p>	<p>Inclusion of Gender mainstreaming activities in departmental policy documents and frameworks i.e., County</p>	<p>No of policy documents with gender mainstreaming activities</p>	<p>Gender responsive community</p>	<p>CGK/ Partners</p>

	<p>Integrated Development Plan, Strategic Plan, Annual Work plans, Annual Development Plan, Annual Reports, Performance Contracts and Budgets including strengthened ethical frameworks</p>			
<p>Energy and Industrialization</p>	<p>Inclusion of Gender mainstreaming activities in departmental policy documents and frameworks i.e., County Integrated Development Plan, Strategic Plan, Annual Work plans, Annual Development Plan, Annual reports, Performance Contracts and Budgets including strengthened ethical frameworks</p>	<p>No of policy documents with gender mainstreaming activities</p>	<p>gender responsive community</p>	<p>CGK/ Partners</p>
<p>Tourism, Sports and Culture</p>	<p>Inclusion of Gender mainstreaming activities in departmental policy documents and frameworks i.e., County Integrated Development Plan, Strategic Plan, Annual Work plans, Annual Development Plan, Annual Reports, Performance Contracts and Budgets including strengthened ethical frameworks</p>	<p>No of policy documents with gender mainstreaming activities</p>	<p>gender responsive community</p>	<p>CGK/ Partners</p>
<p>Economic Planning</p>	<p>Performance Contracts and Budgets including strengthened ethical frameworks Inclusion of Gender mainstreaming activities in departmental policy documents and frameworks i.e., County Integrated Development Plan, Strategic Plan, Annual Work plans, Annual Development Plan, Annual Reports, Performance Contracts and Budgets including strengthened ethical frameworks</p>	<p>No of policy documents with gender mainstreaming activities</p>	<p>gender responsive community</p>	<p>CGK/ Partners</p>



