Abridged Gender & Inclusivity Framework

AN INTEGRATED REVIEW OF GENDER ISSUES IN NANDI COUNTY

2023

1. Introduction

Nandi County recognizes that achieving gender equality and inclusivity is fundamental to the county's sustainable development. Gender inclusivity is about ensuring that both women and men can equally contribute to, and benefit from, social, economic, and political development. The county seeks to implement a gender-responsive strategy that cuts across all sectors and reforms.

The Gender Inclusivity Framework will provide a roadmap for integrating gender into the county's planning, budgeting, implementation, monitoring, and evaluation processes. This framework will address current inequalities and ensure that future development is gender-sensitive, equitable, and responsive to the needs of all citizens

Nandi County's Gender Inclusivity Framework is designed to promote gender equality by addressing the unique needs and challenges of women, men, and marginalized communities across all sectors. By integrating gender considerations into the county's planning and budgeting processes, the framework aims to create a more inclusive, equitable, and sustainable development path for the county. Continuous monitoring, stakeholder engagement, and gender-responsive budgeting will ensure that the framework remains effective and impactful in closing gender gaps and fostering an inclusive county for all.

This framework offers a structured approach to integrating gender inclusivity into Nandi County's governance and development agenda, with measurable outcomes and sector-specific actions.

Based on the **Nandi Gender Policy,** the following framework has been developed for gender inclusivity, focusing on key issues, measurable indicators, strategies, and ways to address challenges:

2. Objectives of the Gender Inclusivity Framework

Main Objective: To promote gender inclusivity across all sectors of Nandi County's government, ensuring gender equity in planning, policy formulation, resource allocation, and service delivery.

Specific Objectives:
- To integrate gender considerations in the county's development and strategic plans, ensuring all policies are gender-responsive.
- To increase the participation of women and marginalized groups in decision-making processes.
- To ensure equal access to county resources, services, and opportunities for both genders.
- To eliminate gender-based violence and discrimination in all forms across sectors.

- To create a monitoring and evaluation system that tracks gender inclusivity progress in county programs

3. Sector-Specific Gender Strategies

1. Economic Empowerment and Poverty Reduction (Gender, Poverty, Labour, and Economy)

- **Key Issues:**
  - Gender disparity in formal employment; most women in Nandi work in the informal sector.
  - Limited access to land and finance for women.
- **Indicators:**
  - Percentage of women in formal employment.
  - Number of women accessing land and credit facilities.
  - Percentage of county procurement opportunities awarded to women, youth, and PWDs.
  - Gender wage gap reduction.
  - % of women in leadership and senior roles across the county.
  - Number of women-led businesses supported through county initiatives.

- **Strategies:**
  - Increase women's access to microloans and credit by offering targeted financial programs.
  - Civic education on gender-responsive budgeting and procurement opportunities.
  - Collaborate with National Government to ensure women's access to resources like land ownership and financing.
  - Enforce equal pay for equal work policies and ensure women have equal opportunities for promotion.
  - Provide entrepreneurship training and financial support targeted at women-led enterprises.
  - Encourage private sector collaboration to create job opportunities for women in non-traditional sectors.
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- **Challenges & Solutions:**
  - **Challenge:** Cultural barriers and unequal access to land.

  - **Solution:** Sensitization and enforcement of legal rights under the Constitution, such as rights to land ownership and inheritance.

2. Education and Capacity Building

Objective: Achieve gender parity in education enrollment, retention, and completion rates.

- **Key Issues:**
  - High dropout rates for girls due to early pregnancies and forced marriages.
  - Gender gaps in vocational and technical training.
- **Indicators:**
  - School dropout rates disaggregated by gender.
  - Number of girls and boys completing secondary education and vocational training.
  - Increase in the number of bursaries and scholarships for vulnerable groups.
  - Girls' completion rate in secondary education.
  - % increase in girls enrolling in STEM courses.
  - Number of girls receiving scholarships or bursaries.

- **Strategies:**

  - Implement comprehensive sexual and reproductive health education in schools.
  - Increase funding for vocational training targeted at marginalized groups.
  - Capture and analyze sex-disaggregated data on school attendance and completion rates.
  - Implement policies to ensure girls' retention in school, particularly after primary school.
  - Provide scholarships and mentorship programs for girls in STEM fields.
  - Address socio-cultural barriers that limit girls' access to education, such as early marriage and gender-based violence.

- **Challenges & Solutions:**
  - **Challenge:** Social stigma and cultural practices leading to early marriages.

  - **Solution:** Community-driven campaigns on the importance of education for both genders and legal enforcement of child protection laws.

3. Health (Gender and Health)

Objective: Ensure equal access to healthcare services for both genders, with a focus on maternal health and reproductive rights.

- **Key Issues:**
  - Gender inequalities in access to healthcare services.

- Prevalence of preventable diseases like HIV/AIDS and high maternal mortality rates.
- **Indicators:**

  - Maternal mortality rates.
  - Percentage of women accessing reproductive health services.
  - HIV prevalence rates disaggregated by gender.
  - Number of gender-sensitive health campaigns conducted.

- **Strategies:**

  - Improve access to Universal Health Care (UHC) for marginalized groups.
  - Enhance gender-responsive health facilities and services.
  - Regular sensitization on preventive health measures, especially non-communicable diseases.
  - Increase access to reproductive health services and family planning, especially for rural women.
  - Provide gender-sensitive health education, targeting both men and women.
  - Strengthen maternal healthcare services, including emergency services for pregnant women.

- **Challenges & Solutions:**
  - **Challenge:** Limited access to reproductive health services for women.

  - **Solution:** Strengthen partnerships with health institutions for gender-friendly health services and provide free maternal healthcare.

4. Governance and Decision-Making (Gender in Governance)

- **Key Issues:**
  - Underrepresentation of women in decision-making positions.
  - Lack of gender mainstreaming in county leadership.
- **Indicators:**
  - Percentage of women in leadership positions within county government.
  - Compliance with the two-thirds gender rule in public offices.
- **Strategies:**
  - Enforce the two-thirds gender rule in all county departments.
  - Provide leadership and decision-making capacity building for women and marginalized groups.
  - Increase women's participation in management committees of county funds.
- **Challenges & Solutions:**
  - **Challenge:** Patriarchal resistance to women in leadership roles.

  - **Solution:** Promote awareness and enforce constitutional provisions on gender equality in leadership.

5. Prevention and Response to Sexual and Gender-Based Violence (SGBV)

- **Key Issues:**
  - High levels of SGBV, including child marriage, FGM, and domestic violence.
- **Indicators:**
  - Number of reported SGBV cases.
  - Number of SGBV survivors accessing services such as shelter and legal aid.
- **Strategies:**
  - Establish and coordinate GBV rescue centers and safe spaces for survivors.
  - Provide toll-free numbers for reporting and services linked to mobile apps for SGBV cases.
  - Conduct the "HeforShe" campaign to engage men in SGBV prevention.
- **Challenges & Solutions:**
  - **Challenge:** Underreporting of SGBV due to fear of stigma.

  - **Solution:** Community awareness and legal protections for SGBV survivors, enhancing access to justice.

6. Gender and Agriculture

Objective: Promote gender equity in agricultural productivity and access to resources, training, and markets.

- **Key Issues:**
  - Women's overrepresentation in subsistence farming and limited land rights.
- **Indicators:**
  - Percentage of women with access to land and agricultural resources.
  - Number of women benefiting from agricultural extension services.
- **Strategies:**
  - Promote gender equality in land ownership rights.
  - Enhance women's access to modern farming technologies and training.
  - Strengthen women's cooperatives and microfinance schemes in agriculture.
  - Train women farmers on modern farming techniques and provide access to agricultural financing and inputs.
  - Prioritize women's representation in agricultural cooperatives and decision-making bodies.
  - Facilitate equal access to agricultural extension services for both men and women.
  - Indicators:
  - % of women accessing agricultural loans and subsidies.
  - % of agricultural extension services provided to women farmers.
  - Increase in women's participation in agricultural cooperatives.

- **Challenges & Solutions:**
  - **Challenge:** Cultural resistance to women's land ownership.
  - **Solution:** Implement legal reforms and provide gender-responsive agricultural policies.

7. Gender, Environment, and Climate Change

- **Key Issues:**
  - Gender inequalities in access to natural resources and decision-making on climate action.
- **Indicators:**
  - Number of women participating in environmental conservation projects.
  - Percentage of women benefiting from clean energy initiatives.
- **Strategies:**
  - Ensure equitable participation of women in decision-making processes regarding environmental conservation.
  - Implement climate-resilient projects that address women's needs, such as clean cooking solutions.
- **Challenges & Solutions:**
  - **Challenge:** Exclusion of women from resource management.
  - **Solution:** Develop gender-sensitive policies for natural resource management.

8. Disability and Intersectional Discrimination

- **Key Issues:**
  - Gendered discrimination against persons with disabilities.
- **Indicators:**
  - Number of PWDs accessing gender-responsive services.
  - Gender-disaggregated data on disability inclusion in county programs.
- **Strategies:**
  - Establish inclusive policies that consider both gender and disability in all county programs.
  - Provide special services for disabled persons to access education, healthcare, and employment opportunities.
- **Challenges & Solutions:**
  - **Challenge:** Lack of intersectional focus in county policies.
  - **Solution:** Create specific action plans that address multiple layers of discrimination (gender, disability, etc.).

4. Integration Into County Planning Process

The Gender Inclusivity Framework will be integrated into Nandi County's planning and budgeting processes by:

1. Policy Alignment: Ensuring that gender inclusivity is integrated into the County Integrated Development Plan (CIDP) and annual development plans.

2. Gender-Responsive Budgeting: Allocating budgetary resources that specifically address gender issues across sectors, ensuring funds are available for gender-sensitive programs.

3. Capacity Building: Providing training and technical support for county officials to apply gender analysis in their respective sectors. This includes workshops on gender-responsive budgeting, gender mainstreaming, and monitoring gender impacts.

4. Stakeholder Engagement: Involving local communities, civil society, and women's groups in decision-making processes, ensuring policies reflect the needs of women and marginalized communities.

5. Monitoring, Evaluation, and Impact Assessment

The framework includes a robust monitoring and evaluation system to track progress on gender inclusivity. Key elements include:

1. Gender-disaggregated Data Collection: Ensuring that all sectors collect and report data by gender, which will help track disparities and measure progress.

2. Gender Impact Assessments: Conducting regular assessments to measure the impact of gender-sensitive policies and programs across sectors.

3. Performance Reviews: Holding annual reviews of sector-specific performance in relation to gender objectives, with adjustments made based on findings.

4. Community Feedback Mechanism: Establishing channels for community feedback, especially from women and marginalized groups, to ensure that their voices inform ongoing policy reforms.

- Regular Gender Audits: Annual evaluations of gender mainstreaming across all sectors.
- Public Participation Mechanisms: Engage communities in assessing gender inclusivity programs.
- Impact Indicators: Reduction in gender-based violence cases, increase in women's employment, and improved health outcomes disaggregated by gender.

6. Actors, Roles and Responsibilities

This gender inclusivity framework offers Nandi County a comprehensive guide to mainstream gender in all sectors, address the challenges, and measure progress.

Actor	Role and Responsibilities
County Department of Gender Affairs	- Coordinate the implementation of the gender inclusivity framework. - Coordinate and monitor progress on gender mainstreaming in all sectors.
County Treasury	- Allocate financial resources for gender-related initiatives. - Ensure gender-responsive budgeting for gender reforms.
County Department of Gender Affairs	- Coordinate the implementation of the gender inclusivity framework. - Monitor progress on gender mainstreaming in all sectors.
County Health Department	- Implement free maternity services and reproductive health programs. - Oversee gender-sensitive healthcare provisions.
County Education Department	- Ensure equal access to education for boys and girls. - Manage programs such as gender clubs in schools and sanitary pad distribution.
Sub-County Administrators	- Mobilize local communities to participate in gender programs. - Ensure community-level execution of gender initiatives.
Non-Governmental Organizations (NGOs)	- Provide technical and financial support for gender empowerment programs. - Lead training in areas such as economic empowerment and SGBV prevention.
Civil Society Organizations (CSOs)	- Advocate for gender reforms at the grassroots level. - Support capacity building and awareness on gender-related issues.
Private Sector	- Implement gender-responsive policies in recruitment and workplace environments. - Support corporate social responsibility programs for gender equality.
Faith-Based Organizations (FBOs)	- Promote gender equality and awareness on harmful cultural practices. - Assist in community education and advocacy on gender issues.
Media Organizations	- Raise awareness on gender equality and SGBV through media campaigns. - Promote gender-inclusive messaging in media platforms.
Development Partners (Donors)	- Provide funding and technical assistance for gender initiatives. - Support research and capacity building on gender mainstreaming

County Assembly and Public Service Boards	- Ensure compliance with the two-thirds gender rule in public appointments. - Legislate gender-responsive laws and policies.
County ICT Department	- Develop ICT platforms for SGBV reporting and case management. - Manage gender-related data systems for decision-making.
SGBV Response Teams	- Provide services and safe spaces for SGBV survivors. - Ensure timely referral and reporting of SGBV cases.
Community-Based Organizations (CBOs)	- Facilitate public participation in gender equality programs. - Mobilize local communities to support gender reforms and initiatives.
Women's Groups and Persons with Disabilities (PWD) Forums	- Advocate for economic empowerment programs targeting women and PWDs. - Monitor gender-responsive projects at the grassroots level.
Youth and Gender Champions	- Lead initiatives to engage young people in gender equality programs.] - Promote awareness on transforming gender norms and stereotypes.
Research Institutions	- Conduct gender-related research and provide evidence-based recommendations. - Collect and analyze gender-segregated data for policy planning.

This matrix outlines the expanded roles of various actors, ensuring collaboration across multiple sectors for effective implementation and monitoring of the gender inclusivity framework in Nandi County.

7. Matrix of Indicators

Based on the overall strategies document and gender policy analysis, here is a **matrix of indicators** for each strategy:

Strategy	Indicator	Data Collection Method
Documentation and communication office for gender matters	-Establishment of a gender documentation office -Number of reports or publications generated per year	-Monitoring reports from the gender office
Training of government staff on gender mainstreaming	-Number of training sessions conducted annually -Percentage of staff trained	-Training records Feedback surveys

Strategy	Indicator	Data Collection Method
Sensitizing MCAs on gender issues and responsive budgeting	-Number of sensitization sessions held -Proportion of MCAs participating in the sessions	-Session attendance records
Robust communication infrastructure for GBV referrals	-Development of communication channels -Number of GBV cases referred via communication channels	-Records from communication systems
Engaging sub-county staff for gender communication	-Frequency of meetings with community members -Number of community members engaged	-Community meeting reports
Public Participation for gender parity projects	-Proportion of development projects integrating gender issues -Number of public consultations held	-Project monitoring and evaluation reports
Promotion of equal rights and opportunities for all genders	-Percentage increase in gender representation in leadership and decision-making roles -Number of complaints on gender discrimination resolved	-Gender audits Reports from human resources
Free maternity health care and NHIF access	-Number of women accessing free maternity services -Percentage of population enrolled in NHIF	-Health facility reports NHIF enrollment data
Maternity centers and sanitary towels for girls in schools	-Number of maternity centers established -Number of sanitary towels distributed	-School records Health facility records
Address needs of vulnerable groups (PWDs, elderly, youth)	-Proportion of county programs addressing vulnerable groups -Number of vulnerable people accessing services	-Program records Beneficiary feedback surveys
Promotion of climate-resilient energy and clean cooking technologies	-Number of households adopting clean energy solutions -Amount of biomass reduction in energy use	-Environmental monitoring reports Household surveys
Cooperation with NGOs and civil societies for gender equality	-Number of partnerships established with NGOs	-Partnership agreements

Strategy	Indicator	Data Collection Method
	-Number of joint initiatives undertaken	Program evaluation reports
Civic education on available constitutional opportunities	-Number of civic education sessions held -Percentage of the population attending civic education sessions	-Session attendance records Post-session surveys
Economic empowerment programs (loans for women, PWDs, youth)	-Number of loans issued to marginalized groups -Percentage of loans successfully repaid	-Financial records Program evaluation reports
Training women on table banking	-Number of women trained -Number of active table banking groups formed	-Training records Monitoring reports
Sensitizing marginalized groups on Accelerating Government Procurement Opportunities (AGPO)	-Percentage of women, youth, PWDs accessing AGPO -Number of AGPO sessions conducted	-Procurement records AGPO participant data
Establishment of gender clubs in schools (VTCs, Primary, ECDE)	-Number of gender clubs established -Number of students participating in gender clubs	-School records Gender club activity reports
SGBV toll-free reporting mechanisms	-Number of calls received via toll-free numbers -Number of SGBV cases successfully referred	-Call logs Case referral records
SGBV awareness and prevention campaigns	-Number of awareness campaigns held -Public awareness levels on SGBV	-Campaign reports Public awareness surveys
Support for male involvement in gender norm transformation	-Number of male champions recruited -Number of male-targeted sensitization sessions held	-Session attendance records Male champion engagement data
Establishment of safe spaces and shelters for GBV survivors	-Number of safe spaces established -Number of survivors accessing shelter services	-Shelter records Survivor feedback surveys
Gender mainstreaming in county operations	-Percentage of county departments implementing gender mainstreaming -Number of gender-responsive policies developed	-Departmental reports Gender audit reports

Strategy	Indicator	Data Collection Method
ICT database for SGBV case reporting and management	-Establishment of an ICT database -Number of SGBV cases recorded and managed via the system	-ICT system reports Case management records
Periodic research on gender and SGBV gaps	-Number of research studies conducted annually -Implementation of research recommendations	-Research reports Policy change reports
Advocacy for SGBV-related legislation	-Number of advocacy campaigns conducted -Number of SGBV-related laws passed	-Legislative records Advocacy reports

This matrix includes measurable indicators and data collection methods to assess the effectiveness of each strategy. The indicators can be further tailored to specific needs during implementation, and additional metrics may be developed as new insights arise during monitoring and evaluation.