



SOCIAL INCLUSION FRAMEWORK [SIF]

KERUGOYA-KUTUS MUNICIPALITY

KIRINYAGA COUNTY

SEPTEMBER, 2024

FOREWORD

The Kerugoya-Kutus Municipality Social Inclusion Framework has been prepared by the County Social Risk Management Specialist with the support of the Kenya Urban Support Program in Kirinyaga County. It is a framework that purposes to create a platform for streamlining equal and equitable involvement of all vulnerable populations as classified and identified in the Municipal stakeholder engagement to promote inclusive socio-economic development. It also purposes to translate the dictates in the constitution and the World Bank frameworks on equality and non-discrimination through addressing the existing gaps in gender mainstreaming, legal and regulatory environment so as to establish sustainable strategies.

The framework provides sufficient direction regarding the coordination of mainstream county and municipal structures within the already existing and new framework for the stakeholder engagement, as well as strategic partnership. The priority of the framework is to promote inclusion during investment and development intervention, recruitment and running of human resource affairs, building capacity, promotion, provision of procurement opportunities and overall good governance.

The framework is guided by the already existing Municipal Stakeholder Engagement Plan, County Integrated Development Plan, Kirinyaga Mountain Cities Blue-Print 2032 and The 2030 Agenda for Sustainable Development (17 SDGs).

I am delighted to state that the framework is coming at a time we are kicking off some of the most essential development milestones in the municipality. Having mapped the community and established potential inequalities, this is a timely framework. I also applaud the CPCT KUSP II team under the leadership of the County Social Risk Management Specialist in developing this framework.

Signed..........Date..... 7/11/2024

Rev. Samuel Kanjobe

CECM Land, Physical planning and Urban Development.

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Executive Summary

Social inclusion is a critical concept for inclusive economic development. It is a concept that is anchored in the global, regional, Kenyan and county-based legislation with an intention of speaking into specific fundamental rights and privileges. Social inclusion primarily focuses on improving the specific terms of participating in societal agenda and especially targeting disadvantaged persons through promoting access to resources, opportunities, voice and concurrently respect for rights.

Kenya Urban Support Program primary development objective is to strengthen the capacities of urban institutions to (i) improve the delivery and resilience of urban infrastructure and services, (ii) enhance the private sector engagement in urban planning, and (iii) support the transition of refugee camps into integrated host community and refugee settlements. The municipality is mandated to promote sufficient urban planning and designing especially in the context of shaping the environment that is around. That implicates movements, work-environment, residential environments, as well as, recreation. The process of planning, designing and implementing structures and societal behaviours deeply demands that absolute consideration is done with regards reflecting and reinforcing inequities.

The social inclusion framework will be guided by a set of core-principles.

- (i) *Inclusive lifecycle approach:*
- (ii) *Rights-based approach:*
- (iii) *Evidence-based programming:*
- (iv) *Equity and social justice:*
- (v) *Gender transformative approach:*
- (vi) *Good governance, accountability and participation:*
- (vii) *Adequacy, affordability, and sustainability:*
- (viii) *Flexibility and responsiveness to changing contexts:*

Acknowledgement

Kerugoya-Kutus Municipality wishes to acknowledge H.E Ann Mumbi Waiguru EGH and the CECMs, as well as, the Kerugoya-Kutus Municipal Board Members for supporting the development of this framework. The collective efforts in the development of this framework cannot be underscored as it has pulled a series of consultations in the designing phase of the framework.

The Municipality also wishes to thank the technical working team led by the Municipal Manager CPA. Paul Muchira in conjunction with the KUSP II CPCT team led by the County Social Risk Management Specialist George Macharia, The municipal Social Development Officer Christine Wangeci, The Municipal Grievance Redress Mechanism Officer Brian Gitei, Municipal Budget Specialist, Naphtali Muikia, Municipal Accountant Sylvia Muli and the rest of the team for their unwavering support.

The Municipal also wishes to thank all members of the community who were involved in the ratification of this framework allowing its adoption into the municipality as a key document in the implementation of projects.

Acronyms

KUSP II	: Kenya Urban Support Program II
SIF	: Social Inclusion Framework
SEP	: Stakeholder Engagement Framework
SDGs	: Sustainable Development Goals
KUSP	: Kenya Urban Support Program
CPCT	: County Project Coordinating Team
PLWD	: People Living with Disability
GBV	: Gender Based Violence
SGBV	: Sexual Gender Based Violence
G&CM	: Grievance and Case Management
CIDP	: County Integrated Development Plan

CHAPTER 1: BACKGROUND

1.1 Introduction

Social inclusion is a critical concept for inclusive economic development. It is a concept that is anchored in the global, regional, Kenyan and county-based legislation with an intention of speaking into specific fundamental rights and privileges. Social inclusion primarily focuses on improving the specific terms of participating in societal agenda and especially targeting disadvantaged persons through promoting access to resources, opportunities, voice and concurrently respect for rights.

Kenya Urban Support Program is a program whose key components of operation oscillate around social inclusion as captured in the Program Operations Manual Core Principles 5 and Core Principle 6. Core principle 5 focuses on giving focus to indigenous people and vulnerable groups. Pursuant to this principle, there is sufficient need to give due consideration to the cultural appropriateness, and equitable access to program benefits, and access to special attention to the interests and rights of indigenous people and those persons with concerns and needs of the pre-determined vulnerable groups. Core principle 6 reflects on the element of social conflict. This implies that the marginalized and vulnerable persons within a given scope of operation are protected.

The Kerugoya-Kutus Municipality covers approximately 7 wards either in entirety or partially implying that the level of exposure and impact on various categories of gender-related vulnerable persons, disability-related vulnerable persons and other demographic related vulnerable persons. The estimated total area covered by the municipality is 70.52Km² with a population of approximately 99,000 persons. It is the mandate of the Municipality to profile and to establish a critical framework that will guide the management and prioritization of the target vulnerable populations.

1.2 Background

Kenya Urban Support Program primary development objective is to strengthen the capacities of urban institutions to (i) improve the delivery and resilience of urban infrastructure and services, (ii) enhance the private sector engagement in urban planning, and (iii) support the transition of refugee camps into integrated host community and refugee settlements. The municipality is mandated to promote sufficient urban planning and designing especially in the context of shaping the environment that is around. That implicates movements, work-environment, residential environments, as well as, recreation. The process of planning, designing and implementing structures and societal behaviours deeply demands that absolute consideration is done with regards reflecting and reinforcing inequities. The current estimate population of the municipality ranges at 99,845 person where the female are the majority at 50,804.

It is universally understood that women, youth (female and male), persons with disabilities, as well as the aged all constitute the population that is significantly at the risk of social and economic vulnerabilities. The diversity hypnotised in the society provides the rationale for a well-structured social inclusion framework. Investments in urban environments are affiliated with mobility, safety and freedom from violence, climate resilience, and security of tenure, health and hygiene. All these factors create a complex experience and burden for the women, girls, and gender minorities in all abilities and ages hence exacerbating and influencing gender inequities.

Rationale and Importance of Social Inclusion in Planning and Implementation.

It makes it feasible to;

- a) Demonstrate the ways in which gender inequities intersect with urban planning and design, with clear, digestible summaries of the negative impacts for women, girls, and sexual and gender minorities of all ages and abilities

- b) Establish clear social and economic cases based on which social inequities and consideration should be made for the primary purpose of gender inclusion.
- c) Highlighting the essence of considering gender inclusion across contemporary circumstances including gender identity, emerging minority groups.
- d) Set-out clear guidelines and commitments regarding social-inclusive planning, implementation, and monitoring and evaluation practices.

1.3 Framework rationale

Social inclusion and protection programs are considered powerful tools in promoting a successful eradication of poverty and inequalities. Presumably, the society in the municipality has made significant progress in promoting equal access to education opportunities, affordable and quality healthcare, secure shelter, increased income security, and adequate access to food. However, the municipality and the county at large has a significance population that is vulnerable. Specific vulnerable persons categories that are accounted for in the generally accepted national publications such as 2019 KNBS – Kenya Population and Housing Census Reports – include the elderly, persons with disability, orphans and vulnerable children, persons with chronic illnesses, women, youth, street families and other marginalized populations.

Some of the outstanding triggers of vulnerability include underdeveloped and non-inclusive infrastructure, poor or unsustainable market systems, continued environmental degradations, increased occurrences of project related SGBV and other gender-related inequalities.

Kerugoya-Kutus Municipality acknowledges and recognizes the importance of cushioning vulnerable groups against all forms of discrimination and exclusion. In addition, it gives priority to supporting and advocating for inclusivity in capacity building, institutionalization, and development programs. Accordingly, this framework purposes to provide a guideline on how planning and designing of projects and programs, implementation of the said

programs, and monitoring of the programs within the municipality. That invokes the need the need to have an all-inclusive stakeholder participation in the socio-economic development.

One overarching goal associated with the social inclusion agenda in Kenya and in the Municipality is to ascertain that every Kenyan lives in a dignified and exploitation-free environment. That includes ensuring that there is exclusive utilization and appreciation of the available social intervention platforms and inclusion-friendly development agenda in socio-economic development activities within the municipality.

CHAPTER 2: KEY CONCEPTS AND PRINCIPLES OF GENDER AND SOCIAL INCLUSION

2.1 Introduction

The implementation of the municipality social inclusion framework will be guided by a set of core-principles.

- (ix) *Inclusive lifecycle approach*: Addressing vulnerabilities faced by all residents across the lifecycle.
- (x) *Rights-based approach*: social protection will respect and protect the rights of all citizens.
- (xi) *Evidence-based programming*: social protection programming will be informed by regular research.
- (xii) *Equity and social justice*: building a more equitable society and promote social justice.
- (xiii) *Gender transformative approach*: a more inclusive approach in addressing gender issues.
- (xiv) *Good governance, accountability and participation*: the implementation of social protection interventions will be transparent, consultative and inclusive.
- (xv) *Adequacy, affordability, and sustainability*: the municipality will ensure sustainability of Social Protection programmes and quality of benefits while taking into consideration the economic status in the county.
- (xvi) *Flexibility and responsiveness to changing contexts*: social protection programmes will adapt and respond to paradigm shifts and innovations through coordinated institutional channels.

2.2 Framework Statement

This framework endeavours to create a governance framework for addressing the shortcomings faced by Kerugoya-Kutus Municipality in attempts to foster gender equality and promote cooperation among stakeholders in realisation of the constitutional requirements for inclusive, just and equitable development of

the County. Upon successful implementation, the resulting gains will greatly enhance Municipality's ability to achieve equitable growth and better living standards of its people.

Scope of the Policy

The Policy will apply specifically and directly to all municipality sub-sectors and key stakeholders as captured in the stakeholder engagement plan. It is also expected that the principles, strategies and approaches in the policy shall also apply to the private sector and civil society organizations. Although this framework is primarily concerned with all categories and aspects of gender and persons with disabilities, focus will be given to any emerging marginalized.

CHAPTER 3 - OBJECTIVE OF THE FRAMEWORK

Framework Objective 1: To strengthen the policy, legal and regulatory framework on gender equity and inclusion.

Through this framework, Kerugoya-Kutus Municipality confirms its commitment and determination to address legal and policy issues, procedures and practices that will serve to ensure equal rights and opportunities for women and men, boys and girls in all spheres. The framework will address issues on empowerment, affirmative action, equity, non-discrimination and public participation.

Policy Direction

The Municipality shall establish adequate policy, legislative and regulatory framework to facilitate the realization of equitable and just development.

Strategies

The Kerugoya-Kutus Municipality, working with other stakeholders, shall:

- i.** Review existing legislative framework to ensure all laws, policies and administrative guidelines observe gender equality and inclusion;
- ii.** Domesticated national laws and policies as may be necessary for the achievement of gender principles;
- iii.** Uphold and implement the legal, policy and regulatory framework on gender equality/inclusion; and
- iv.** Ensure compliance with the set legal, policy and regulatory framework on gender equality/inclusion.

To promote and implement gender responsive poverty eradication initiatives.

The causes of poverty in the county are structural and systemic and hinge on the social organization that relegates women to a position of lesser power over resources, decision making in the management of national affairs and access to opportunities. Poverty makes it difficult for women to realize rights in areas

such as politics, decision- making, education, health, the economy and access to justice even when these are provided for in the law.

Framework Direction

Kerugoya-Kutus Municipality shall commit to alleviate poverty in the county through its programs and initiatives.

Strategies

Kerugoya-Kutus Municipality, working with other stakeholders, shall:

- i. Increase and strengthen access to credit opportunities for women and all other special interest groups through affirmative action initiatives;
- ii. Enforce women’s representation and participation in management committees of national and devolved funds initiatives, development projects and programs;
- iii. Promote implementation of constitutional economic and social rights protecting the family;
- iv. Review and support implementation of appropriate social protection systems and measures to ensure that all women and men, girls and boys in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services;
- v. Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate means for the county, to implement programs and policies to end poverty in all its dimensions;
- vi. Enhance and intensively promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status;

- vii. Initiating municipal social protection programs for vulnerable target groups; and
- viii. Eradicating cultural practices that limit women's access to resources and assets.

Framework Objective 2: Eliminate discrimination in access to employment, promotion and training including equal remuneration to enhance income security for men and women.

Policy Direction

The county government commits to ensure equal and equitable access to opportunities in order to realize the achievement of gender equality in the county.

Strategies

Kerugoya-Kutus Municipality, working with other stakeholders, shall:

- i. Enhance compliance to the 'not more than two thirds' gender principle in recruitment, appointment and promotion of women and men in all spheres for greater inclusion and visibility;
- ii. Implement labor policies that support minimum wage guidelines, regulations on work hours, and protection for trade union and collective bargaining rights, particularly for women to close the differences in access to economic opportunities, earnings and productivity gaps;
- iii. Establish a database on employment records of women and men in formal and informal sectors to track, evaluate and improve employment conditions for all, particularly women;
- iv. Review skills development programs and projects and target them at increasing decent employment for all particularly women;
- v. Build capacities of women's entrepreneurial skills linked with start-up capital.

Framework Objective 3: To advocate for elimination of retrogressive cultural beliefs and practices and all forms of discrimination against men, women, boys and girls.

Policy Direction

The county government and the municipality commits to put in place measures to eliminate retrogressive cultural beliefs and practices that hinder achievement of gender equality in the county.

Strategies

The Municipality, working with other stakeholders, shall:

- i. Strive to eliminate all forms of discrimination, negative attitudes and practices that prejudice the girl child and the boy child;
- ii. Support women and men to work with children and youth to break down persistent gender stereotypes, taking into account the rights of the child and the responsibilities, rights and duties of parents;
- iii. Integrate gender mainstreaming and social inclusion in all levels of curricula development in order to remove gender stereotypes in school and training curriculum, educational materials and practices;
- iv. Develop and implement gender transformative approaches;
- v. Develop structures and programs for role modelling and mentorship for both girls and boys;
- vi. Promote the realization of the Two-Thirds Gender Principle in appointments, promotion and assignments and tasks;
- vii. Support evidence-based generation of data on the extent, effects and implications of different inequalities presented by discrimination;
- viii. Ensure compliance with constitutional and legal provisions against discrimination;

- ix. Eliminate structural constraints that hinder the realization of the rights of boys and girls; and
- x. Support comprehensive sex education for boys and girls with parental involvement and emphasize on their respective responsibilities regarding their sexuality and fertility.

Framework Objective 4: To promote and implement gender responsive poverty eradication initiatives.

The causes of poverty in the county are structural and systemic and hinge on the social organization that relegates women to a position of lesser power over resources, decision making in the management of national affairs and access to opportunities. Poverty makes it difficult for women to realize rights in areas such as politics, decision- making, education, health, the economy and access to justice even when these are provided for in the law.

Policy Direction

The municipality shall commit to alleviate poverty in the county through its programs and initiatives.

Strategies

The municipality, working with other stakeholders, shall:

- i. Increase and strengthen access to credit opportunities for women and all other special interest groups through affirmative action initiatives;
- ii. Enforce women's representation and participation in management committees of national and devolved funds initiatives, development projects and programs;
- iii. Promote implementation of constitutional economic and social rights protecting the family;
- iv. Review and enforce implementation of appropriate social protection systems and measures to ensure that all women and men, girls and boys in particular the poor and the vulnerable, have equal rights to economic

resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services;

- v. Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate means for the county, to implement programs and policies to end poverty in all its dimensions;
- vi. Enhance and intensively promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status;
- vii. Initiating county social protection programs for vulnerable target groups; and eradicating cultural practices that limit women's access to resources and assets.

CHAPTER 4: SITUATION ANALYSIS

4.1 Introduction

There is intensive commitment of the County and the Municipality to attain equity and equality as underlined in various National and International legal and policy documents. Both the Constitution of Kenya and the Employment Act (2007) outlaw discrimination on the basis of gender and emphasize social justice and equal opportunities, terms and conditions of employment, or other matters arising out of the employment. The National Policy on Gender and Development (2019) recognizes that it is the right of men, women, boys and girls to participate in and benefit from development and other initiatives. It is a policy that seeks to help Kenya meet its development goals and establish women and men-friendly institutions.

The County Government successfully engaged in the construction of a Gender Based Violence and Recovery Centre in Kerugoya Town adjacent to the Kerugoya Referral Hospital which sits within the Municipality. This was necessitated by the ever increasing number of GBV cases in the county. The project has provided sufficient support to the victims of gender based violence and sexually gender based violence.

The Department intends to conduct follow up forums in order to evaluate and monitor impact of previous safe spaces forums and address emerging issues. Despite a progressive Constitution that promotes gender equality and women's empowerment, gender inequality remains a key issue of concern in Kirinyaga County. The patriarchal social order supported by statutory, religious and customary laws and practices; and the administrative and procedural mechanisms for accessing rights have continued to hamper the goal of attaining gender equality and women's empowerment. Progressive provisions in law have not delivered gender equality in practice raising the need to develop a policy that addresses the variety of manifestations of gender discrimination and inequality.

In Kirinyaga County and the , development planning has not been disaggregated to respond to gender, youth, persons with disabilities and other diverse needs that are unique to these groups. Quite often, these groups have been excluded in decision making processes and their needs have not been well articulated. For instance, past experience has revealed that initiation of ample water projects impacts women positively as they can save time spent drawing water to engage more in other economic activities such as agribusiness or income generating activities. Yet, women have generally not been fully involved in key areas of decision making including maintenance of water projects. Development practitioners and planners fail to recognize that development policies impact men, women, boys and girls differently. Their priority needs and those of Special Interest Groups (SIGs) are not taken on board during policy development, budgeting, implementation, Monitoring and Evaluation. This calls for a collective process of articulating a shared vision of sustainable human development and translating it into reality (through policy, programmes and budgets) hence the need for the effective participation of both women and men.

It has been noted that the County lacks a proper gender analysis that reveal clarification of gender roles across departments for instance, what positions and job groups are assigned to men, women and PLWDs(men and women). How does gender inequity in the workplace contribute to violence against women and men? In addition, the CIDP does not clearly emphasize on participation, processes and mainstreaming of gender including gender based planning and budgeting as well as mainstreaming diversity (disability, youth- both men and women, elderly, boys and girls) and other marginalized groups. In its commitment to mainstream gender in various sectors, the Government of Kirinyaga County continues to advocate for adoption of affirmative action in development programmes and processes. The County has conducted a survey to establish the level of gender mainstreaming and analysis of gender issues, needs, gaps and priorities across departments. This will help in future planning

of County Government to respond and address gender issues/concerns and empowerment.

Despite the fact that the County has committed to mainstreaming gender across all sector, there still exists gaps that hinder efforts towards attainment of equality and greater participation of women and equal access to development resources and development.

4.2 Inclusivity in Working Environments

The municipality and the county Department responsible for economic planning conducted public participations based on which one establishes the level of gender mainstreaming across the municipality internal structure and the community therein. According to feedback gathered during discussions, it was clear there was gap and that little consideration to gender and other vulnerable person's perspectives. There was less emphasis on gender disaggregated data and indicators that enables women, men, boys, girls and PWDs benefit from development and empowerment programmes geared towards improving their livelihoods and reducing inequality gaps thus promoting equal opportunities in access to government benefits, equity, fairness and justice for all.

During the various public participation forum for investment projects and agenda, employees and especially young mothers working in Kerugoya requested for a facility to host their young children and support essentials such as breastfeeding especially in the Wezesha aligned apparel. If implemented, this will promote breastfeeding of children, increase retention of female employees, and reduce employee absenteeism associated with taking care of sick children and increase male participation in the reproductive role of nurturing their children. It is evident that a supportive work environment with a private place to express milk and access to a quality breast pump helps women feel more confident in continuing to breastfeed after returning to work.

4.3 Public participation and budgeting process

The process of integrating gender and participation into the county development cycle is done at each stage in the annual development/budgeting and implementation cycle from the budget circular to the evaluation report. The process is inclusive of men, women, boys, girls and PWDs both men and women.

4.4 Gender Based Violence

As in many communities in Kenya, gender-based violence among the Kamba community is systemic and culturally entrenched. Both men and women are socialized to expect and to accept violence as part of normal relationships and family or community life. As such the perpetrators are many times protected and or encouraged by family, community or even state institutions, while the victims are prevailed upon to bear with violations as a confirmation that they are worthy women. The family and community also conspire to conceal the violations and ensure that women and girls who are victims of violence do not get justice.

Added to this is the fact that gender-based violence is seen as a private rather than a public issue, and which therefore does not warrant the intervention of the wider community or public institutions. A woman who dares speak out about experiencing violence could be ostracized by the family for “taking matters of the home outside”– therefore exposing the family to shame or ridicule. Men are advised to beat their wives while “bringing them inside the homestead” rather than chasing them out, because wife beating should have a function of strengthening the Marriage union by disciplining the woman, rather than breaking it. Many times women who report battery, sexual assault or expropriation of property to the authorities are referred back to the family or community elders for their complaints to be “solved” through community customs. Further, reports from Kerugoya Gender Based Violence Recovery Centre reveal that violence against men is generally minimal and it stands at 16% but is suspected to be significantly higher. This is not to say that men and

boys are not subjected to the violence, but women and girls are disproportionately affected by the vice. That notwithstanding, a majority of men continue to suffer in silence due to cultural stereotypes and fear of ridicule.

4.5 Land & Property Ownership

In Kirinyaga County, very low percentage of women have access and control over land. Under the dominantly patriarchal culture of the Kikuyu community, men often hold exclusive rights to household and community resources, as well as control of power for decision making. Land and livestock which are by far the most critical resources in the agro-pastoral economy are owned and controlled by men and inherited along the male lineage. In most instances, unmarried women are deterred from inheriting land, and many single mothers are therefore forced to live as squatters on their parent's land. Families and clan units vest in men overbearing power and control over family property, therefore compounding property related violation of women as they are prevented from inheriting land. It is evident that when agriculture transitions from subsistence to commercial, there is a paradigm shift of access and control and women do not control the produce (mainly food and cash) that accrue out of their work. In addition, most women do not make decisions on household property such as land, livestock and farm produce, even though most of this is earned through women's unpaid work. Women also have less access to modern farming technology yet they provide up to 75% of agricultural labour.

4.6 Public Participation and Budgeting Process

The process of integrating the vulnerable and marginalized groups and participation into the county development cycle is done at each stage in the annual development/budgeting and implementation cycle from the budget circular to the evaluation report. However, the process is articulate on the targeted inclusion of men, women, boys, girls and PWDs both men and women. In addition, it has been noted that the process exhibits commitment to quality

and meaningful participation particularly by women, the elderly and PLWDs. However, the commitment is not manifested in official communication but is done through opinion leaders who assist the planning departments and the municipalities in ensuring that their presence and participation is guaranteed.

4.7 Legislation

- i. The Convention on Elimination of All forms of Discrimination against Women (CEDAW).
- ii. The Protocol to the African Charter on human and People's Rights of the Right of Women (Maputo Protocol)
- iii. African Charter on the Rights and Welfare of the Child
- iv. African Union Agenda 2063
- v. The Solemn Declaration on Gender Equality in Africa.
- vi. The Constitution of Kenya, 2010
- vii. Marriage Act (No. 4 of 2014)
- viii. Protection Against Domestic Violence Act (No. 21 of 2015)
- ix. Basic Education Act 13
- x. The Kenya Citizenship and Immigration Act, 2011 Act
- xi. Matrimonial Property Act (No. 49 of 2013)
- xii. Micro and Small Enterprises Act (No 55 of 2012)
- xiii. The Prohibition of Female Genital Mutilation Act 2011
- xiv. Anti-Trafficking in Persons Act 2010
- xv. Sexual offences Act 2006
- xvi. Citizenship and Immigration Act, 2011
- xvii. Law of Succession Act 2012
- xviii. National Gender and Equality Act 2011
- xix. The Children Act (2010);
- xx. The Refugee Act (2006);
- xxi. Employment Act (2007);
- xxii. Sexual Offenses Act (2006)

- xxiii. National Policy on Gender and Development Under review to align to the 2010 constitution (sessional paper 2, 2019).
- xxiv. The National Children Policy Kenya, 2010
- xxv. National Land policy
- xxvi. National Policy for Response to Gender Based Violence
- xxvii. National Policy for the Abandonment of Female Genital Mutilation
- xxviii. Relevant frameworks including The Kenya Vision 2030, Mountain Cities Blue print on the development agenda and the medium Term Plans CIDPs)
- xxix. Municipal IDP and County Integrated Development Plan

CHAPTER 5: FRAMEWORK IMPLEMENTATION ROADMAP

Pursuing social inclusion is a dynamic move by the Government institutions towards promoting better management of diversity within the populace. This framework reflects on the manner in which the vulnerable and marginalized persons will be embraced in the development agenda of the County Government of Kirinyaga and specifically Kerugoya-Kutus municipality. A fully operational coordination and accountability mechanism is very key for the effective implementation of this policy. This chapter provides details of how the different actors and structures should work together to ensure multi-sectorial and interagency collaboration.

5.1 The Kerugoya-Kutus Municipality Board

The board which comprises of significant and technically endowed persons appointed by the governor also constitutes the CECM lands, physical Planning and Urban Development, and the Municipal manager.

Key Roles of the Municipal Board

- To receive and deliberate annual work plans of each stakeholder for purposes of cooperation and coordination at county level.
- To harmonize gender related activities to avoid duplication in the county investments
- To develop joint implementation strategies for similar gender related works
- To receive and deliberate on progress of joint programs and give recommendations on the improvement of the implementation of such activities/programs.

- To make policy and program recommendations through the steering committee to the intergovernmental forum on social inclusion.
- Carry out mapping of partners on Gender equality and women empowerment areas of operation at the county
- Resource mobilization of activities at the county on matters related to social inclusion
- Participate in the planning, approval and implementation of Gender related activities/events
- Partner with the relevant County and National government departments in formulation and review of gender responsive IDPs, policies, and strategies at the Municipal level
- Ensure adherence to principals of gender based budgeting
- Promote inter-county and inter-municipality consultative forums on social inclusion
- Contribute to joint knowledge management by sharing and documenting best practices in the gender sector; and
- Support thematic sectorial groups such as Gender based violence, Social economic empowerment and financial inclusion.

5.2 County Social Risk Specialist Office

Key Roles of the County Social Risk Specialist include;

- Coordination of social risks management implementation with the National and County Program Implementation Teams
- Promotion of awareness of the relevant agencies and social risk management systems and requirements
- Ensure that there is an accessible grievance focal point at the project level and integrate the details with the affected persons to ensure complete communication cycle
- Ensure there is an accurate focal point log and follow-up on the issues and grievances that are affiliated with the investment

- Preparation of the quarterly and the annual implementation reports, and participate in the documentation of the key lessons learned
- Engage in articulate stakeholder mapping
- Oversee key functions such as the preparation of Abbreviated Resettlement Action Plans
- Prepare environmental and Social Management plans and reports for social impacts.

5.3 County Department of Gender

The Key roles of the department include but are not limited to

- Integrate national standards and gender indicators in County Integrated Development
- Plans (CIDPs);
- Formulate and ensure implementation of county specific gender policies and laws;
- Ensure allocation of adequate resources for implementation of gender equality and other empowerment programs;
- Develop and implement County Gender Action Plans;
- Ensure gender responsive budgeting is adopted in the budget cycle;
- Identify and implement programmes targeting gender equality and women’s empowerment;
- Collect, collate and disseminate county gender disaggregated data;
- Coordinate, organize and develop capacities of special interest groups;
- Monitoring and evaluate effectiveness of affirmative action programs in the County;
- Promotion of community organization and development

5.4 County Government Departments, Collaborating institutions and other stakeholders

No	Department/institutions & partners	Roles and responsibilities
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No	Department/institutions & partners	Roles and responsibilities
1.	Office of the Governor	<ul style="list-style-type: none"> ▪ Lobby and monitor gender mainstreaming across departments; ▪ Resource mobilization and; Technical support.
2.	Department of Finance & Socio-Economic Planning	<ul style="list-style-type: none"> ▪ Ensure that women, men, girls and boys are equally targeted in economic planning and development within the municipality; ▪ Avail adequate budgetary resources to the Department in charge of Gender Affairs; ▪ Ensure gender issues are adopted in the entire budget cycle and are mainstreamed in all aspects of the national and county financing, accounting and related processes; ▪ Enforce compliance with the national gender responsive budgeting guidelines; ▪ Undertake gender audits of sector budgets and expenditures; Issue gender budget statements.
3.	Department of Health Services	<ul style="list-style-type: none"> ▪ Facilitate affordable, accessible, acceptable and quality health care services including reproductive health care emergency services family planning, HIV/AIDS services for women, men, boys and girls ▪ Ensure that they support the intervention process in the event of SGBV awareness creation and management

No	Department/institutions & partners	Roles and responsibilities
4.	Department of Education	<ul style="list-style-type: none"> ▪ Ensure equal education opportunities in education ▪ Development of gender sensitive curricular
6.	National Gender & Equality Commission (NGEC)	<ul style="list-style-type: none"> □ Promote gender equality and freedom from discrimination;
		<ul style="list-style-type: none"> ▪ Monitor all aspects relating to equality and non-discrimination in Ministries, Counties, Departments and Agencies including the private sector; ▪ Continuously undertake gender audits and act as the principal organ of the state in ensuring compliance with the constitutional provisions; ▪ Ensure equality and freedom from discrimination relating to special interest groups including minorities and marginalized persons, women, persons with disabilities and children; and, ▪ Investigate complaints relating to gender appropriate action.
7.	Other line Departments, Ministries and agencies	<ul style="list-style-type: none"> ▪ Develop, review and implement sector specific policies to integrate gender in their budget processes, plans and programmes; ▪ Coordinate implementation of the policy components; ▪ Enforce compliance with the national gender equality guidelines and standards; ▪ Mainstream gender in training curricula at all levels and institute gender sector specific capacity building programmes; ▪ Enforce measures to implement gender friendly terms of recruitment, promotion and training to comply with equality and non-discrimination principles; ▪ Facilitate communication of efforts on sectoral gender activities and achievements; and

No	Department/institutions & partners	Roles and responsibilities
		<ul style="list-style-type: none"> ▪ Collect sector specific sex disaggregated data; ▪ Ensure allocation of adequate resources for implementation of gender equality and women's empowerment programs; ▪ Ensure gender responsive budgeting is adopted in the budget cycle; ▪ Identify and implement programmes targeting gender equality and women's empowerment; ▪ Collect, collate and disseminate county gender data; ▪ Report on policy implementation and county gender activities
8.	Public Service Commission of Kenya (PSCK), Teachers Service Commission (TSC), Judicial Service Commission (JSC), County Public Service Boards (CPSBs) and County Assembly Service Boards	<ul style="list-style-type: none"> □ Integrate the constitutional gender equality and non-discrimination principles and develop frameworks for human resource recruitment, training and; ▪ Integrate the 'not more than 2/3 gender principle' in recruitment, training and promotions; ▪ Collect data on human resource capacity and report on outcomes; and; ▪ Facilitate establishment of gender focal points
9.	Parliament and County Assembly	<ul style="list-style-type: none"> ▪ Enact relevant laws to promote gender equality and nondiscrimination principles; ▪ Enhance compliance to the 'not more than 2/3 gender principle' in all sectors at all levels; ▪ Ensure national and county budgetary processes are gender responsive; ▪ Undertake investigations and report on non-compliance to the equality and non-discrimination principles; and ▪ Ensure compliance to equality and non-discrimination principles in approving development projects

No	Department/institutions & partners	Roles and responsibilities
10.	Civil Society Organizations and Faith Based Organizations	<ul style="list-style-type: none"> ▪ Continuously advocate for gender mainstreaming in all spheres at all levels; ▪ Advocate for budgetary provisions in the national and county budgets to cater for the needs of the poor, vulnerable groups and the marginalized in society particularly women and children ▪ Collaborate with Government to sensitize the public on this policy; ▪ Support the Department in charge of Gender Affairs in reporting on implementation of policies, plans and programmes ▪ In collaboration with Department in charge of Gender Affairs, identify target areas for research; ▪ Conduct awareness and civic education to popularize this policy; ▪ Offer platforms for effective dissemination of information and education; ▪ Participate in Gender Sector Working Group and Technical Working Groups and national planning and budgetary processes; ▪ Develop and implement programmes that address key gender intervention areas; ▪ Translate the policy into organizational policies, programmes and activities; and
		<ul style="list-style-type: none"> <input type="checkbox"/> Provide legal services to the vulnerable groups.
11.	Private Sector	<ul style="list-style-type: none"> ▪ Ensure gender mainstreaming in corporate policies; ▪ Mobilise and release resources to support programmes aimed at gender awareness creation and mainstreaming; ▪ Provide incentives and support to women entrepreneurs; <input type="checkbox"/> Institute and implement affirmative action measures; and

No	Department/institutions & partners	Roles and responsibilities
		<ul style="list-style-type: none"> ▪ Support Corporate Social Responsibility programmes
12.	Judiciary	<ul style="list-style-type: none"> ▪ Enhance access to justice for women, men, girls and boys ▪ Integrate the constitutional principles on equality and nondiscrimination in adjudicating disputes; ▪ Integrate the not more than 2/3 gender principle in their sectors; □ In liaison with key stakeholders leverage legal aid services; and, □ Support vulnerable groups to access justice.
13.	Office of the Director of Public Prosecutions (ODPP)	<ul style="list-style-type: none"> ▪ Ensure effective prosecution of cases relating to gender equality and discrimination; ▪ Formulate prosecution policies in respect of gender; and ▪ Strengthen the special unit and its structures for handling and prosecuting cases of SGBV.
14.	Political parties	<ul style="list-style-type: none"> ▪ Promote gender mainstreaming in all political parties, structures, activities and systems; ▪ Ensure affirmative action measures in party structures, processes and mechanisms to implement the ‘not more than two thirds principles’; ▪ Ensure women effectively participate in political party activities.

No	Department/institutions & partners	Roles and responsibilities
15.	Media	<ul style="list-style-type: none"> ▪ Publicize, inform and educate the public about the policy; ▪ Promote ethical reporting in the media and eliminate gender stereotypes; ▪ Build capacity for gender sensitive research and reporting; ▪ Expose cases of GBV; ▪ Support media houses to develop a gender perspective in their programme content and reporting; and, ▪ Enhance and promote capacity of women in media to work in the technical production aspects of media.
16.	Development Partners	<ul style="list-style-type: none"> ▪ Facilitate mobilization of resources to support implementation of the policy; ▪ Establish appropriate institutions and donor coordination mechanisms for ensuring gender responsiveness of development cooperation; ▪ Provide technical and financial resources for gender mainstreaming;
		<ul style="list-style-type: none"> ▪ Support provision of incentives for good practices in gender mainstreaming in all sectors at all levels; and, ▪ Provide funding support for gender programmes to reduce gender gaps and disparities in development.

No	Department/institutions & partners	Roles and responsibilities
17.	Councils of Elders/ Traditional Groups	<ul style="list-style-type: none"> ▪ Create awareness of practices, customs, traditions and cultures that undermine equal opportunity efforts in society; ▪ Guide communities and other organisations on what is culturally acceptable or unacceptable; and; ▪ Collaborate with Government departments, CSOs, FBOs and the private sector to sensitize and advocate for social and attitude change towards gender justice and empowerment for all.
18.	Individuals and Communities	<ul style="list-style-type: none"> ▪ Participation in awareness raising activities; ▪ Reporting incidences of gender discrimination and SGBV; ▪ Promote positive attitudes towards gender and development; and, ▪ Comply with the laws that protect dignity of persons and communities, including the use of social media.

CHAPTER 6: COMMUNICATION AND MONITORING & EVALUATION

6.1 Communication

Communication is important in order to enhance performance, transparency and accountability with clear understanding of roles and responsibilities, build trust and ownership of the interventions by the stakeholders including communities, and ensure timely feedback and adherence to established policies and guidelines. A clear communication strategy can help to avoid overburdening the grievance mechanisms as well as minimize exclusion errors and inadequate information about eligibility and guidelines of the different gender mainstreaming programs. It ensures that the various actors are fully aware of their rights and responsibilities.

In gender services provision communication involves areas of: program, interventions; policy objectives, strategies/ interventions and measures; monitoring and evaluation reports; partnerships and financing; expenditure accounting and feedback mechanism through grievance and case management systems. The intended recipients for such communication include: the community, other county departments, the National Government, County Assembly, Parliament, the Office of the Auditor General, private sector/philanthropic foundations, development partners, faith-based and community-based organizations. Means of communication are varied and comprise staff/stakeholder meetings, dissemination of policy documents, public participation forums including workshops and seminars, central information and document repository, community complaints committees and the use of established national and county structures by the county and national governments. The use of media i.e. radio, television, braille and sign language, social media.

6.2 Monitoring and Evaluation

Monitoring and evaluation is important in measuring the level of change brought about by policy interventions. The resulting information is useful for

continuous program adjustments against intended commitments and objectives, mobilizing additional resources and assessing the efficiency and effectiveness in using resource to address the needs of vulnerable groups. Various methods will be used to monitor and evaluate programs in the county and the municipality to ensure that they are gender responsive. These include adoption and modification of existing tools such as the M&E Framework and Indicators Handbook to include gender sensitive programs, conducting baseline and impact evaluation studies and the use of program accountability checklists. The defined activities in the departmental work plans will determine the frequency of monitoring and evaluation.

The department responsible for of Gender affairs will coordinate all other key actors, county departments and agencies as applicable.

6.3 Progress Reports

The department of Gender, Culture, Children and Social Services shall prepare annual M&E reports on implementation of the Policy. The Department shall also commission a midterm evaluation, to be conducted by an independent agency to measure outcomes and impacts of the Policy and inform its review. M&E studies are to be undertaken jointly with relevant stakeholders.

6.4 Accountability

Accountability in gender services provision is necessary for building trust and confidence with stakeholders, ensuring adherence to set timelines, reducing the risks of error, fraud and corruption and ensuring optimum value for money. Lack of accountability can lead to inefficiencies and compromises service delivery, entrenches negative organizational culture, waste of resources, erodes stakeholder trust and compromises the sustainability of projects. Accountability is done by establishing controls (legal frameworks, policies, and systems) to ensure accountability, participatory project planning, timely implementation and periodic project Reviews.

6.5 Learning and Knowledge Management

Learning and knowledge management is a vital part of children services programming. It enables program actors to document the good practices and enable information-sharing on perspectives, ideas that inform decision-making, planning, take corrective actions and make program adjustments. This contributes to improved service delivery, productivity, effectiveness and innovation. Learning and knowledge management for programs in the Municipality will be fostered by leveraging on technology to document processes and enable transfer of information, ideas and replication of good practices. Learning can also be propagated through continuous capacity building through trainings, mentoring, and coaching

6.6 Feedback Mechanisms and Stakeholder Consultation

The department responsible for Gender Affairs shall provide feedback to stakeholders through various platforms

6.7 Grievance and Case Management (G&CM)

The purpose of the G&CM mechanisms is to ensure that beneficiaries and communities have access to appropriate channels through which to voice grievances or concerns about the social protection programme and case management. The main objective of the case management process is to ensure that all community members and programme implementers are enabled to file complaints and updates related to the programme which can be resolved in a reasonable timeframe. It ensures transparency, accountability and efficient implementation of the programs. Kirinyaga County and the Kerugoya-Kutus Municipality has a departmental Grievance Redress Mechanism (GRM) System that is both offline i.e. established GRM desks from the lowest level of a program/project all the way to the county level, and online i.e. forms downloaded from the county website, filled and submitted via email, SMS, phone calls or visitation of a decentralized unit.

6.8 Policy Funding Mechanisms

The successful implementation of this policy will require adequate financial, human and technical resources to ensure effective and efficient implementation for desired policy outcomes. Increased government financing for gender programs will help to realize the gender equality agenda set out in national and global aspirations/agenda in county and national policies and relevant SDGs. Municipality prioritize and set aside a specific annual budgetary allocation for social inclusion programs and activities in the County. Additional funding can be attained through strategic partnerships with development partners (faith-based, community-based, nongovernmental and intergovernmental organizations, donor agencies), private sector and philanthropic organizations. The county government shall therefore aim to expand sources of financing through these collaborations and partnerships.

6.9 Policy Review

The department shall from time to time, in collaboration with all key stakeholders, review the policy to ensure that it remains relevant and addresses the emerging issues and trends at international, national and county level.