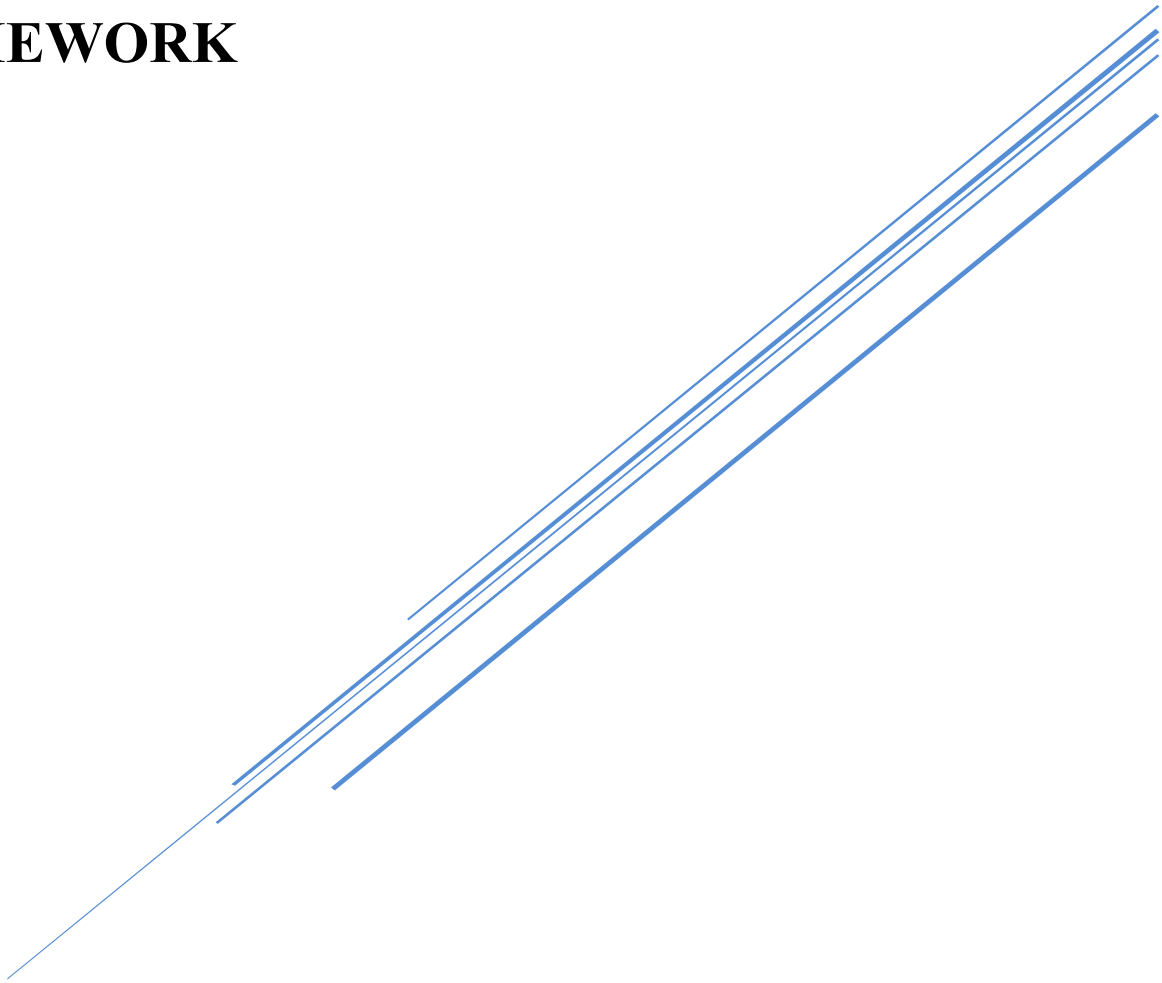
BOMET MUNICIPALITY

GENDER INCLUSION AND ENGAGEMENT FRAMEWORK



DEFINITION OF KEY TERMS

1 **Gender:** Gender is a term that refers to socially and culturally constructed attributes associated with being female or male. Many societies not only categorize humans as "female" or "male" based on biological features but also give specific values to each and prescribe their respective roles and behaviors. Thus, gender not only refers to "sex" in a biological sense but also associates sex with specific roles and behaviors expected to women and men by society. A perspective of gender (or gender perspective) is a perspective that focuses on gender issues, needs, and impacts arising from the different social roles and power relations of women and men in all spheres of the society, including policies, programs, institutions, and organizations. In development projects, this perspective is indispensable to deliver equitable benefits to women, girls and all other beneficiaries regardless of their gender Gender Mainstreaming Gender mainstreaming in a project means integrating a gender perspective in all the stages of the project: planning, implementation, monitoring,

2 **Gender Mainstreaming:** Gender mainstreaming in a project means integrating a gender perspective in all the stages of the project: planning, implementation, monitoring, and evaluation

3 **Gender based violence:** Gender based violence is deeply rooted in gender inequality it is violence that is directed against a person because of their gender examples include psychological violence, stalking, physical violence, forced marriages, sexual violence, including rape, female genital mutilation, forced abortion and forced sterilization, sexual harassment.

Table of Contents

1 INTRODUCTION 1

1.1 Background and Context 1

1.2 Objectives 2

1.3 Gender Gaps in Urban Planning 2

1.4 Steps in Gender Mainstreaming 2

1.5 Gender Equality Wheel 2

1.6 Vision 2030 and Gender Inclusion 3

1.7 Key Sections of Vision 2030 Promoting Gender Inclusion 3

1.8 Key Challenges: 3

1.9 Strategic Objectives 4

1.9.1 Increase Awareness and Advocacy 4

1.9.2 Promote Equitable Representation 4

1.9.3 Enhance Access to Resources 4

1.9.4 Strengthen Institutional Capacity 4

1.9.5 Prevent and Respond to Gender-Based Violence 4

1.10 Guiding Principles 4

1.11 Implementation Mechanisms 5

1.11.1 Stakeholder Engagement 5

1.11.2 Policy and Legislative Support 5

1.11.3 Capacity Building 5

1.11.4 Data Collection and Monitoring 5

1.11.5 Community Engagement and Mobilization Strategies 5

1.11.6 Community Sensitization Campaigns 5

1.11.7 Engagement with Traditional and Religious Leaders 6

1.11.8 Cultural Considerations in Gender Inclusion 6

2 SITUATION ANALYSIS 9

2.1 Population Size and Composition 9

2.2 Thematic Areas and Key Issues 9

3 Policy Key Issues and Commitments 11

3.1 Key Policy Issues 11

1. Legal and Institutional Gaps 11

2. Resource Allocation 11

3. Societal and Cultural Barriers 11

4. Monitoring and Accountability 11
3.2 Commitments for Gender Inclusion 11
3.3 Gender-Responsive Legal and Policy Frameworks 11
3.4 Reviewing Local Legislation 12
3.5 Data Collection and Research for Evidence-Based Policy Making 12
3.6 Gender-Disaggregated Data Collection 12
3.7 Monitoring and Evaluation Framework 12
3.7.1 Indicators for Monitoring and Evaluation 12
3.8 Budget 13
3.8.1 Budget Breakdown 13
3.9 Sustainability Plan 13
3.9.1 Community Ownership 13
3.9.2 Policy Integration 14
3.9.3 Capacity Development 14
3.9.4 Resource Mobilization 14
4 IMPLEMENTATION IN ALL PROGRAMMES, PROJECTS, ACTIVITIES AND POLICIES 15
4.1 Introduction 15
4.2 Advocacy and Partnership 16
4.2.1 Proposed Activities 16
4.3 Internal Monitoring and Cross-Support 17
4.3.1 Proposed Activities 17
4.4 Gender-Specific Programming 17
4.5 Planning for Gender Diversity and Inclusivity 18
4.5.1 Proposed Activities 18
4.6 Equality, Diversity and Inclusivity-Participatory Gender Sensitive planning 18
5 GENDER MAINSTREAMING EVALUATION 20
5.1 Introduction 20
5.2 Gender Response Evaluation Table 20
5.3 Specific Agency 23
6 CONCLUSION 23

CHAPTER 1

1 INTRODUCTION

1.1 Background and Context

Bomet Municipality, located in Bomet County, faces unique challenges that influence gender inclusion, such as cultural norms, socio-economic disparities, and limited access to resources for certain groups. This framework seeks to address these challenges by fostering a participatory and inclusive governance structure.

Importance of gender-inclusive in urban planning & design

Incorporating gender inclusivity in urban planning and design is crucial for creating equitable, safe, and accessible spaces for all residents, including those in Bomet Municipality. Here are some key points to consider:

1. **Safety and Accessibility**: Gender-inclusive planning ensures that public spaces, transportation, and infrastructure are safe and accessible for everyone, particularly women and marginalized genders. Features like well-lit streets, secure public transit, and accessible pathways can reduce harassment and enhance mobility.

2. **Economic Empowerment**: Designing marketplaces, commercial areas, and public facilities with gender considerations can empower women economically. For instance, providing childcare facilities in markets and designing vendor spaces that cater to women can enhance their participation in the local economy.

3. **Health and Sanitation**: Ensuring that public restrooms and sanitation facilities are designed to meet the needs of all genders, including menstrual hygiene management, is essential for health and dignity. This also supports the participation of women and girls in education, work, and public life.

4. **Participation in Decision-Making**: Gender-inclusive urban planning involves engaging diverse voices in the planning process, ensuring that the needs of women, children, elderly, and persons with disabilities are represented. Participatory frameworks encourage equitable decision-making and foster a sense of community ownership.

5. **Promoting Social Cohesion**: Inclusive public spaces that cater to diverse groups encourage social interaction, reduce gender-based violence, and build community trust. Designing parks, recreational areas, and community centers with gender perspectives promotes unity and cultural exchange.

6. **Addressing Mobility Needs**: Women's mobility patterns often differ from men's, involving multiple short trips for caregiving, shopping, and work. Designing pedestrian-friendly streets, reliable public transport, and safe cycling routes can better serve these needs, enhancing overall urban efficiency.

By integrating gender-inclusive practices into the planning and design processes of Bomet Municipality, urban environments can become more equitable, fostering sustainable development and improving the quality of life for all residents.

Importance of Gender-Inclusive Urban Planning and Design

Incorporating gender inclusivity in urban planning and design is critical for creating equitable, safe, and accessible cities for all residents. In the context of Bomet Municipality, a gender-inclusive approach recognizes the diverse needs and experiences of different genders, including women, men, and gender minorities, and aims to address systemic inequalities that affect how individuals navigate and experience urban spaces.

1.2 Objectives

1. To promote equal access to urban infrastructure and services for all genders.
2. To enhance safety and security in public spaces, reducing gender-based violence.
3. To improve women's economic participation through gender-sensitive urban planning.
4. To ensure participatory governance by involving all genders in decision-making.
5. To create a sustainable and resilient urban environment aligned with Vision 2030.

1.3 Gender Gaps in Urban Planning

1. **Safety Concerns:** Women and gender minorities often face safety risks in public spaces due to poor lighting and inadequate security measures.
2. **Limited Mobility:** Urban transport systems do not always accommodate the diverse mobility needs of women and caregivers.
3. **Economic Barriers:** Unequal access to markets, business opportunities, and employment hubs hinders economic empowerment.
4. **Lack of Representation:** Women and gender minorities are often underrepresented in decision-making processes related to urban planning.
5. **Insufficient Social Services:** Limited childcare facilities, public restrooms, and healthcare centers disproportionately affect women.
    1. **Policy Development:** Establish gender-responsive policies in urban planning.

1.4 Steps in Gender Mainstreaming

1. **Stakeholder Engagement:** Include women, gender minorities, and community organizations in decision-making.
2. **Data Collection and Analysis:** Conduct gender-disaggregated data studies to understand the needs and gaps in urban services.
3. **Capacity Building:** Train urban planners and policymakers on gender-sensitive approaches.
4. **Implementation and Monitoring:** Ensure continuous evaluation and improvement of gender-inclusive initiatives.

1.5 Gender Equality Wheel

The Gender Equality Wheel represents the key aspects needed to achieve gender balance in urban development:

- **Access to Resources:** Ensuring equal access to public services, land, and economic opportunities.
- **Participation:** Involving all genders in governance and decision-making.
- **Safety and Security:** Addressing gender-based violence and ensuring public spaces are safe for everyone.
- **Economic Empowerment:** Supporting women-owned businesses and gender-sensitive labor policies.
- **Social Inclusion:** Providing equal access to education, healthcare, and social services.

1.6 Vision 2030 and Gender Inclusion

Kenya's Vision 2030 recognizes gender equality as a key driver of sustainable development. In line with this, Bomet Municipality aims to:

- Foster gender-sensitive urban development policies.
- Reduce gender-based disparities in economic opportunities.
- Strengthen legal frameworks to support gender inclusivity in urban governance.
- Promote sustainable urban infrastructure that caters to the diverse needs of all residents.

1.7 Key Sections of Vision 2030 Promoting Gender Inclusion

1. **Social Pillar:** Focuses on gender equity in education, health, and social welfare, ensuring women and marginalized groups have access to necessary resources.
2. **Economic Pillar:** Encourages women's participation in the workforce, entrepreneurship, and equal access to financial services and credit facilities.
3. **Political and Governance Pillar:** Supports increased representation of women in leadership and decision-making roles within governance structures.
4. **Equity and Poverty Reduction Strategies:** Seeks to address gender disparities in economic empowerment and social services, reducing inequalities in access to opportunities.
5. **Legal and Policy Frameworks:** Strengthens laws and policies to promote gender equality, eliminate discrimination, and ensure fair participation in all sectors of development.

1.8 Key Challenges:

- Patriarchal Practices: Traditional roles often limit women's participation in leadership and decision-making.
- Economic Inequality: Women have limited access to land ownership, financing, and employment opportunities.
- Education Disparities: Girls face higher dropout rates due to early marriages and household responsibilities.
- Gender-Based Violence: Cases of domestic violence, female genital mutilation (FGM), and child marriage are prevalent1.1. Expanded Strategic Objectives

1.9 Strategic Objectives

1.9.1 Increase Awareness and Advocacy

- Conduct public campaigns to promote gender equality.
- Provide gender-sensitivity training for municipal staff and community leaders.
- Collaborate with local schools, faith-based organizations, and NGOs to disseminate inclusive messages.

1.9.2 Promote Equitable Representation

- Establish quotas or targets for gender representation in municipal decision-making bodies.
- Support women's participation in local governance through mentorship and leadership training.
- Facilitate forums for marginalized groups to voice their needs and concerns.

1.9.3 Enhance Access to Resources

- Ensure equitable allocation of municipal resources such as land, credit, and education.
- Provide targeted support for women- and youth-led enterprises.
- Develop inclusive infrastructure that accommodates the needs of all genders (e.g., safe public spaces, clean water, and sanitation).

1.9.4 Strengthen Institutional Capacity

- Integrate gender-responsive budgeting in municipal planning.
- Appoint a gender focal person in the municipal office to oversee the implementation of gender policies.
- Establish a Gender Inclusion Committee to guide and monitor initiatives.

1.9.5 Prevent and Respond to Gender-Based Violence

- Create safe reporting mechanisms for survivors of violence.
- Partner with law enforcement to ensure timely and effective responses to cases of abuse.
- Develop community programs to address harmful practices such as early marriage and gender discrimination.

1.10 Guiding Principles

- Equity: Ensure that both men and women have access to resources, opportunities, and decision-making platforms.

- Empowerment: Build capacity and confidence among marginalized groups to actively engage in governance and community development.

- Participation: Promote meaningful involvement of all genders in policy making and implementation.

- Intersectionality: Acknowledge and address the overlapping factors (e.g., age, disability, and ethnicity) that influence gender inequality.

- Accountability: Establish systems to monitor and evaluate progress toward gender inclusion.

1.11 Implementation Mechanisms

1.11.1 Stakeholder Engagement

- Identify and involve key stakeholders, including:
  - ✓ Local government authorities.
  - ✓ Community-based organizations (CBOs).
  - ✓ Traditional leaders.
  - ✓ Civil society and NGOs.
  - ✓ Private sector players.

1.11.2 Policy and Legislative Support

- Review and revise local by-laws to align with national gender equality standards.
- Advocate for gender-inclusive legal reforms where gaps exist.

1.11.3 Capacity Building

- Organize workshops and training for municipal staff and community representatives.
- Provide technical support to local businesses and cooperatives to ensure they are inclusive.

1.11.4 Data Collection and Monitoring

- Establish a database to track gender-disaggregated data on participation and resource allocation.
- Use surveys and focus groups to evaluate the impact of gender-inclusive programs.

1.11.5 Community Engagement and Mobilization Strategies

Community engagement is a cornerstone for the successful implementation of gender inclusion initiatives. Effective strategies ensure that both men and women, as well as marginalized groups, are actively involved in all stages of the process, from planning to execution.

1.11.6 Community Sensitization Campaigns

- **Public Education**: Organize roadshows, open forums, and town hall meetings to discuss the importance of gender equality and participation.
- **Peer-to-Peer Advocacy**: Train community influencers, including local youth and women leaders, to act as advocates for gender inclusion.
- **Social Media and Digital Platforms**: Use platforms such as What Sapp, Facebook, and local radio stations to reach a broader audience, especially youth, who are active on these platforms.

1.11.7 Engagement with Traditional and Religious Leaders

- **Dialogue with Elders**: Engage elders and cultural leaders to facilitate open conversations about changing gender norms. This is critical in addressing practices like female genital mutilation (FGM) and child marriage.
- **Faith-Based Organizations**: Collaborate with churches and mosques to promote gender equality within religious teachings and community events.
- **Traditional Media**: Use local languages and traditional forms of communication (e.g., storytelling, songs, and dances) to spread messages of inclusion and equality.

1.11.8 Cultural Considerations in Gender Inclusion

Bomet is home to diverse ethnic communities, with the Maasai being the predominant group. Cultural sensitivity is key to designing programs that are accepted and embraced by the community. Efforts should be tailored to challenge harmful traditions while respecting cultural heritage.

1.11.8.1 Addressing Patriarchal Norms

- **Male Involvement**: Engaging men is critical for achieving gender equality. Organize workshops where men are educated on how to support women's rights and empowerment.
- **Redefining Masculinity**: Promote the idea of positive masculinity, where men are encouraged to share domestic responsibilities, support women's education, and challenge toxic gender norms.

1.11.8.2 Incorporating Traditional Knowledge

- **Traditional Knowledge Sharing**: Integrate indigenous knowledge systems to address gender issues, such as women's roles in resource management or community healing practices.
- **Celebrating Women in Culture**: Elevate the role of women in traditional ceremonies, history, and storytelling, thereby acknowledging and promoting their historical contributions.

1.11.8.3 Infrastructure Development for Gender Inclusion

Physical infrastructure plays a pivotal role in ensuring equal access to services and opportunities. Gender-sensitive infrastructure makes it easier for women and marginalized groups to participate in both public and economic life.

1.11.8.4 Safe Public Spaces

- **Women and Child-Friendly Spaces**: Design public spaces, parks, and marketplaces that are safe for women and children, with well-lit areas, accessible paths, and gender-sensitive amenities.

- **Inclusive Transport Systems**: Ensure that transportation options are safe and accessible for women and people with disabilities, offering affordable fares and convenient schedules.

1.11.8.5 Inclusive Health and Educational Facilities

- **Reproductive Health Access**: Ensure that women have easy access to maternal and reproductive health services, such as clinics for antenatal care, family planning, and postnatal care.
- **Female Education and Skills Development**: Expand vocational training centers focused on women and girls, providing opportunities for women to acquire marketable skills.

1.11.8.6 Economic Empowerment of Women and Youth

For gender inclusion to be truly effective, economic independence is essential. Programs that promote entrepreneurship, access to financial resources, and economic literacy will enable women to have a stronger voice in society.

1.11.8.7 Women-Led Enterprises and Cooperatives

- **Business Development Training**: Offer business management, financial literacy, and digital skills training for women entrepreneurs. This can be done through collaborations with local business incubators and banks.
- **Access to Credit**: Work with financial institutions to create loan products that are specifically designed for women and youth, ensuring that they have the necessary capital to start and expand businesses.
- **Market Linkages**: Create networks and platforms that connect women entrepreneurs with markets, both locally and nationally, to sell their products and services.

1.11.8.8 Agricultural Support for Women Farmers

- **Agricultural Training**: Provide female farmers with training on modern farming techniques, sustainable agriculture, and climate-resilient crops.
- **Access to Land**: Advocate for land rights reforms that allow women to own and control land, which is crucial for economic empowerment in rural areas.
- **Gender-Sensitive Agricultural Policies**: Develop policies that ensure women farmers have access to government subsidies, agricultural extension services, and technology

1.11.8.9 Key Activities

Activity	Target Group	Timeline	Responsible Entity
Gender-sensitivity training	Municipal staff	Quarterly	Municipal Gender Committee
Public awareness campaigns	Community members	Bi-annual	Local NGOs, CBOs
Leadership mentoring programs	Women and youth	Annually	Municipal Office, NGOs

Safe public spaces project	General public	Ongoing	Urban Planning Department
Gender-based violence response units	Survivors	Ongoing	Law Enforcement, NGOs

- **Implementation Roadmap**

Phase 1: Planning and Capacity Building

Duration: 6–12 months

Activities:

- Conduct a baseline survey on gender disparities in Bomet.
- Form a multi-stakeholder Gender Inclusion Committee.
- Develop and disseminate a Gender Action Plan.

Phase 2: Implementation

Duration: 2–4 years

Activities:

- Roll out training programs, community forums, and infrastructure projects.
- Implement pilot programs (e.g., gender-inclusive budgeting and mentorship schemes).
- Monitor progress with quarterly reports.

Phase 3: Evaluation and Scaling

Duration: Ongoing

Activities:

- Conduct annual reviews of policies and programs.
- Share success stories to build momentum for scaling initiatives

CHAPTER: 2

2 SITUATION ANALYSIS

Bomet Municipality is experiencing rapid urbanization, bringing both opportunities and challenges in achieving gender inclusivity. Women, gender minorities, and marginalized groups face systemic barriers in accessing urban services, employment, and governance. Traditional gender roles and cultural practices further influence participation in economic and social spheres, impacting the inclusivity of urban planning.

Despite national efforts to promote gender equity, gender-based violence, limited access to education for girls, and unequal participation in decision-making remain pressing concerns. The municipality requires a more structured framework to ensure equitable development and gender-responsive policies.

2.1 Population Size and Composition

Bomet Municipality has a diverse population, with a nearly equal distribution of men and women. However, demographic trends indicate a higher proportion of women in informal employment sectors, while men dominate formal employment and leadership roles.

- **Total Population:** Approximately 200,000 residents.
- **Gender Breakdown:** 51% women, 49% men.
- **Youth Population (15-35 years):** 60% of the total population.
- **Marginalized Groups:** Includes indigenous communities, people with disabilities, and gender minorities facing economic and social exclusion.

Understanding these demographic dynamics is crucial for implementing gender-responsive urban planning policies that cater to all community members.

2.2 Thematic Areas and Key Issues

To address gender disparities, Bomet Municipality's Gender Inclusion and Participatory Framework focuses on the following thematic areas:

1. **Governance and Participation**
    - Underrepresentation of women and gender minorities in leadership roles.
    - Limited participation in policy-making and urban planning processes.
    - Need for affirmative action to increase women's representation in governance.
2. **Economic Empowerment and Employment**
    - Unequal access to job opportunities, business financing, and entrepreneurship support.
    - High levels of informal employment among women with limited social protection.
    - Barriers to property ownership and land rights for women.
3. **Urban Infrastructure and Services**
    - Lack of gender-responsive public transportation and infrastructure.
    - Inadequate public sanitation facilities for women, including safe restrooms.
    - Poorly lit streets, increasing vulnerability to gender-based violence.
4. **Education and Capacity Building**
    - Gender disparities in education, especially in higher education and STEM fields.
    - Limited vocational training opportunities for women and gender minorities.
    - Need for awareness programs on gender rights and inclusivity.
5. **Health and Social Welfare**

- Limited access to gender-sensitive healthcare services, including reproductive health.
- High rates of gender-based violence with inadequate response mechanisms.
- Lack of childcare facilities hindering women's workforce participation.

CHAPTER 3

3 Policy Key Issues and Commitments

3.1 Key Policy Issues

1. Legal and Institutional Gaps
   - Weak enforcement of gender equality laws and policies.
   - Lack of gender-specific urban planning guidelines.

2. Resource Allocation
   - Limited funding for gender-focused development programs.
   - Inadequate allocation of resources for women's economic empowerment.

3. Societal and Cultural Barriers
   - Deep-rooted gender stereotypes affecting decision-making and participation.
   - Resistance to gender mainstreaming in governance and urban planning.

4. Monitoring and Accountability
   - Lack of clear indicators to measure gender inclusion progress.
   - Weak accountability mechanisms to enforce gender-related commitments.

3.2 Commitments for Gender Inclusion

- Strengthen legal and policy frameworks to support gender mainstreaming in urban planning.
- Allocate adequate resources for gender-sensitive infrastructure, economic programs, and social services.
- Enhance participation of women and marginalized groups in governance and decision-making.
- Implement robust monitoring and evaluation mechanisms to track gender inclusion progress.
- Promote awareness campaigns and capacity-building initiatives to challenge societal norms that hinder gender equality

3.3 Gender-Responsive Legal and Policy Frameworks

In formulating this gender inclusion and participation framework, we recognize and commit to ensure that it aligns with national and international laws and conventions related to gender equality. We in particular stand guided by the constitution of Kenya 2010, that vests sovereignty with the people of Kenya who are comprised of male and female. The Kenyan parliament has passed enabling legislative frameworks that give implementation push to the Constitution. These Acts together with the National Gender and Development Policy 2000, will guide the municipality in enforcing gender equality and equity in all its undertakings. In addition, the municipality will also be guided by the international treaties ratified by the nation in pushing for a gender sensitive service to the people of Bomet.

3.4 Reviewing Local Legislation

- Gender-Responsive Policy Review: Regularly review municipal policies to ensure they align with national and international gender equality standards. Policies should address issues like violence against women, land ownership, and access to education.

- Legislative Advocacy: Advocate for the enactment of laws that ensure equal representation of women in political office and decision-making bodies at the local level.

- Access to Legal Services

- Legal Aid for Women: Set up community legal aid centers to provide free legal advice and representation to women and marginalized groups, particularly in cases of land disputes, domestic violence, and inheritance issues.

- Gender-Based Violence (GBV) Response: Strengthen local legal frameworks to ensure effective prosecution of gender-based violence cases and provide comprehensive support for survivors (e.g., protection orders, counseling).

3.5 Data Collection and Research for Evidence-Based Policy Making

Data is crucial for monitoring progress and ensuring that policies are effectively addressing gender disparities.

3.6 Gender-Disaggregated Data Collection

- Baseline Survey: Conduct a comprehensive baseline survey to gather data on gender-based violence, access to education, employment, and health services.
- Annual Gender Report: Publish an annual gender report that tracks the progress of the municipality in terms of gender inclusion and participation. This can include statistics on gender representation, economic participation, and legal cases.
- Community-Driven Research
- Participatory Research: Engage the community in identifying local gender issues through participatory research methods, ensuring that the voices of women, youth, and marginalized groups are heard.
- Data Transparency: Make gender data publicly available and accessible to all stakeholders, including the community, local organizations, and policymakers.

3.7 Monitoring and Evaluation Framework

3.7.1 Indicators for Monitoring and Evaluation

To track progress effectively:

1. **Quantitative Indicators**:

    - Percentage of women in local governance roles.
    - Number of women accessing municipal funds.
    - Reduction in reported cases of GBV and FGM.

2. **Qualitative Indicators**:

- Improved perceptions of gender equality in the community (measured through surveys).
- Feedback from community forums and focus groups.

3. **Program-Specific Indicators**:

- Participation rates in gender-sensitivity training programs.
- Utilization of municipal services by women and marginalized groups

3.8 Budget

Allocate resources through:

- County government revenue.
- Partnerships with international donors and NGOs.
- Community contributions and public-private partnerships.

3.8.1 Budget Breakdown

Indicative Budget Allocation:

Category	**Proposed Allocation (%)**	**Details**
Capacity building and training	20%	Workshops, Materials, and Stakeholder Training.
Infrastructure development	30%	Building Safe Spaces and Inclusive Facilities.
Advocacy and public campaigns Programs.	15%	Media campaigns, forums, and outreach
Gender-inclusive programs	25%	Leadership mentoring, enterprise support.
Monitoring and evaluation	10%	Data collection, audits, and reporting.

3.9 Sustainability Plan

To ensure long-term impact:

3.9.1 Community Ownership:

- Involve community members in program design and implementation.
- Create community-based committees to oversee initiatives.

3.9.2 Policy Integration:

- Embed gender-inclusive policies into the municipality's broader strategic plan.
- Advocate for sustained funding through Bomet County budgets.

3.9.3 Capacity Development:

- Continuously train leaders and community members on emerging gender-related issues.
- Build partnerships with educational institutions to incorporate gender studies into local curricula.

3.9.4 Resource Mobilization:

- Leverage public-private partnerships (PPPs) to attract investments in gender programs.
- Apply for grants and support from international donors.

This enhanced framework provides a comprehensive and actionable guide for Kilgoris Municipality to build a gender-inclusive society that values the participation of all its residents.

Long-Term Sustainability and Scaling Up

For this framework to be truly impactful, there must be a clear strategy for ensuring its sustainability and scaling up beyond the initial implementation phase.

Strengthening Institutional Partnerships

- Collaboration with National Government: Align municipal policies with national gender initiatives, ensuring that Bomet is integrated into national gender equality programs.
- Donor funding and Partnerships: Cultivate partnerships with international development organizations, foundations, and the private sector to secure long-term funding for gender inclusion programs.
- Capacity Building for Local Institutions
- Leadership Development: Invest in leadership development programs for women and marginalized groups to foster long-term participation in governance and decision-making.
- Institutionalizing Gender: Embed gender considerations into the core structure of local governance, ensuring that gender is a priority at all levels of decision-making

CHAPTER 4:

4 IMPLEMENTATION IN ALL PROGRAMMES, PROJECTS, ACTIVITIES AND POLICIES

4.1 Introduction

To ensure that Bomet Municipality rebuilds its urban Centre guided by promoting Gender Equality and women' empowerment then it will develop A Gender Action Plan that will guide its strategies for ensuring the interests and voices of women and the most marginalized are fully integrated in all their programming. The Municipality propose to develop a strategy for gender equality consideration by coming up with activities for gender mainstreaming across all the sector

Figure 1: Implementation Framework

Our urban agenda is clearly aligned with the New UN Habitat Urban Agenda that recognizes the potential of cities if well planned to realize sustainable development goal in an integrated and coordinated manner. Our proposal to fulfill our own obligations towards meeting the 2030 Agenda for Sustainable development will focus on ending poverty and hunger, reducing inequalities, promoting inclusivity, economic growth and realizing gender equality and women and girls' empowerment.

The Municipal will organize internal capacity-building training and learning sessions annually to share and discuss results, experiences, and available tools for gender mainstreaming within the institution. Ongoing training for staff will be provided with updated and new tools, and further learning events such as webinars and workshops. Monitoring and evaluation will be enhanced by reviewing indicators to capture gender impacts more effectively and developing a baseline to measure programme progress. Gender-focused activities and performance indicators will be included in grant agreements with capacity development support to the municipal. More targeted, better structured reports will document learning from both successes and failures.

4.2 Advocacy and Partnership

A crucial aspect of the municipal's projects and policies will be enhancing collaboration with partners and residents to improve advocacy. It will do this by engaging key residents, stakeholders and partners to influence policies locally and within the county and by continuing to push for an urban center planned for women and by women, gender equality promotion at the local level, climate resilience in urban center and gender, and women-led infrastructure.

Activities will be designed to analyze, compare, and evaluate project outcomes and local knowledge in order to improve awareness of relevant policies or activities, effectively communicate how these influence policies and behavior, and contribute to global debates on women's inclusion in urban development.

4.2.1 Proposed Activities

- DEVELOP a gender-sensitive communication strategy (or guidelines) for communicating and sharing (broadcasting) Municipal's gender mainstreaming approach at the strategic level, such as with potential donors, private sectors and residents. It will include a clear understanding of target groups and targeted, structured messages.
- DEVELOP residents and private sector engagement strategy, ensuring constant and regular communication of key messages and activities with residents and partners.
- COMPILE AND DISSEMINATE Gender reports that highlight Municipal's activities, successes, and lessons learned
- HOLD semi-annual residents and private sector webinars and workshops for women to discuss mutual areas of focus, experiences, and synergies to promote a more collaborative approach across the sector.
- ENSURE regular one-on-one engagement with key residents and private sector and donors/partners through newsletters, emails, webinars and personal contact and consultation as much as possible.
- PLAN a series of learning events (e.g. exhibitions, radio shows, trainings, debates) to facilitate peer-to-peer exchange and networking

- ENSURE that the programme content on the Municipal's website is updated regularly and acts as a usable resource for external users. Communicate the value of the website as a resource to all appropriate stakeholders.

4.3 Internal Monitoring and Cross-Support

Effective internal monitoring of programs, projects and policies, aggregating results, and building an evidence base are extremely important in promoting the progress of municipal's work, alongside providing effective support to staff, partners, and the residents.

4.3.1 Proposed Activities

- Expand and refine the Municipal's Monitoring, Evaluation and Learning Framework and develop a baseline to measure programme progress over time.
- Review indicators to capture gender and impact more effectively.
- Revise reporting processes to ensure more targeted, structured reports that document learning from successes and failures.
- Ensure the systematic collection of information/results on gender from programmes.
- Continue to improve gender training for Municipal's staff, residents, and partners on new tools, the framework, and concepts related to women's empowerment and gender equality in cities, as well as provide ongoing support in this regard.
- Include gender-focused activities and performance indicators in grant agreements and provide related capacity development support to grantees to ensure that they understand the activities and indicators, why they are necessary, and how to report on them.
- Develop satisfaction surveys for project participants and include more qualitative indicators, such as, "Do people feel involved, how much voice they feel they have?"
- Present members with a well-developed evidence base, documentation of lessons learned, and continuous monitoring

4.4 Gender-Specific Programming

Gender-specific programming aims to raise awareness, build capacity, develop partnership, test ideas, and open up opportunities for long-term, in-county programmes focusing on gender-related issues. Recognizing that an urban center that is inclusive towards women's needs is more equitable for everyone, the municipal will design women programs that specifically targets women and their needs, aiming to increase the engagement of girls and women in urban development and governance so that they can live in inclusive, equitable cities and communities.

To do so, Municipal will work with the County Government, private sector, local partners (CSOs/NGOs/CBOs, WAMASCOS), partners, and stakeholders to collect data and evidence, raise awareness, build capacity, and develop pilot projects to address the issues identified in this participatory process

4.5 Planning for Gender Diversity and Inclusivity

All planning decision have a gendered impact, hence the importance of listening to the people especially women who are mostly impacted and understand the extent to which they feel included. Diversity recognizes that we are different in both visible and invisible ways and by appreciating that these differences exist, will promote the need to have a diverse approach to accessing services result in the Council strengthening inclusivity. It provides an opportunity acknowledge these differences leading to the removal of barriers that impede engagement by being flexible and intentional in our programming work towards a more just world.

4.5.1 Proposed Activities

- Working with partners and residents to design and expand women specific projects and programmes and policies. This includes designing and testing tools for co-designing gender-sensitive infrastructures and public spaces as well as guidelines for targeting and involving marginalized women in urban governance.
- Conducting women's safety audit diagnosis reports (physical and online) and gender-based community mapping in different contexts (roads, water points, markets, transport, etc.)
- Developing and testing two to four pilot projects, such as public space interventions, urban campaign on women's safety and engagement, or implementation of a gender-sensitive WASH facility.
- Conducting surveys with key stakeholders to collect and generate relevant gender disaggregated data and develop and measure indicators to establish a baseline and assess both progress and impact over time.
- Develop a digital storytelling approach focused on the experiences of women and girls in urban center and their neighborhoods across multiple domains (e.g., mobility, political participation, safety and heritage). This will be done in conjunction with local partners and stakeholders and steps taken to ensure that the outcome/product is shared with the local community and participants.

4.6 Equality, Diversity and Inclusivity-Participatory Gender Sensitive planning

A Participatory Gender sensitive planning must take into consideration the difference and diversity present within our community, whether age, genders, their status, incomes, disability and cultural and social gender roles and how women and girls go about their daily social, economic activities observing their daily lives. Hearing about how our development programmes impact them and learning their concerns around issues of safety, their use of the available public space and using these experiences to support us in planning for inclusion.

Policies also impact women and men differently and Bomet Municipal Council recognizes that structural barriers impact the enjoyment of rights and therefore designing polices that addressing discrimination by marginalized groups like Persons with Disability and intersecting forms of discrimination. To achieve the principle of leaving no one behind, we shall review our policies and current programmes to address biases to expand opportunities and make services available to the most marginalized.

Equality, Diversity and inclusivity, is part of a sustainable strategy that must be incorporated but it can only be successfully applied if there is accurate data to back any recommendation. Bomet

Municipality will have to consistently collect data and carry out survey to influence gender sensitive planning. Developing tools for data collection will also have to take into consideration the target groups. For example, literacy and availability of respondents will influence the type of strategy to be applied for collecting the necessary information. The use of data to improve management of development and transform lives is important because it put the users at the center and ensure that they benefit all the unique solutions that addresses unconscious biases and discrimination by creating opportunities for their inclusion.

CHAPTER 5:

5 GENDER MAINSTREAMING EVALUATION

5.1 Introduction

The Gender Participatory Framework recognizes that during the evaluation phase, project achievements, implementation process, outcomes, and impacts shall be assessed with a gender perspective, while evaluating the project in accordance with a prescribed project evaluation framework (ex-post evaluation) and evaluation methodology. When identifying the outcomes and impacts, attention will be paid to signs of emerging outcomes and impacts as well as already achieved outcomes and impacts. If there is difference in benefits received by women and men, details of the difference and its causes shall be analyzed.

5.2 Gender Response Evaluation Table

The following shows gender-responsive evaluation questions to be used as the adopted

Municipal's evaluation criteria.

Table 4 Evaluation Criteria and Check Points

Evaluation criteria ***** OECD DAC 6 evaluation Criteria	Check points
Relevance	Development policies and needs of the target country - Are the gender-responsive activities of the project consistent with priorities of gender equality policies and urban and regional development policies? Inclusion of people with special needs - Do specific genders or groups occupy the majority of beneficiaries? - Prior to beneficiary selection, was information collected from women and women's groups? - Did the project promote the participation of female-headed households, women with disabilities, and elderly women?

	Appropriateness of the plan and approach
	- Have methods been taken that do not exclude certain gender groups? - Did the project take an approach to benefit diverse people? - Have methods been taken that ensure no increase in the workload of a particular gender group? - Did the project made any revision based on the monitoring results?
Coherence	Coherence between global goals and initiatives such as SDGs and global norms and standards - Did the gender-responsive project activities align with global initiatives? - Did the aforementioned activities contribute to achievement of global goals such as SDGs?
Efficiency	- Did the project make use of knowledge and experiences of women and vulnerable groups, and collaborative groups of women and persons with disabilities to realize effective project implementation? (e.g., were initiatives taken to disseminate information to the vulnerable groups by utilizing the networks of women's groups and groups of persons with disabilities?) - Are the training participants gender-balanced?

Effectiveness	- Did the gender-responsive activities achieve the expected results? - Did the aforementioned activities contribute to achievement of the project objectives and outcomes?	
Impact	- Did the gender-responsive activities facilitate positive impacts? (e.g., women's leadership, equal participation in all decisionmaking processes, and supporting government review systems) - If there are any negative impacts, are there any differences in impacts depending on people's attributes such as gender and age? (e.g., women's workload increased, increase in domestic violence and SGBV against women, etc.)	
Sustainability	-	Will women and girls be able to continue their activities without difficulty?
	-	Will women and girls be able to participate in urban and regional development-related activities continuously and contribute to the sustainability of project effectiveness?
	-	Will the role and contribution of women and girls in the community and households be recognized and will there be continued cooperation between women and men in urban and regional development-related activities?
	-	Will relevant agencies keep implementing gender mainstreaming? - Will relevant agencies keep facilitating women's participation in decision-making?
	-	Will the voices of women and girls continue to be reflected in policies, measures, and institutions of the urban and regional development sector?
	-	Will activities with gender perspective be reflected in the urban and regional development sector policies and plans?
	-	Will activities with gender perspective be reflected in the budget of the urban and regional development sector?

Regarding effectiveness (outcomes), impact and sustainability, identify how gender-responsive activities have contributed to the promotion of gender equality and women's empowerment, taking into account the three aspects of agency, relations, and structure and systems.

5.3 Specific Agency

Specifically, "agency" refers to what women have become able to do as a result of the implementation of the activities (including not only their own abilities but also changes in the external environment surrounding the women). “Relations” refers to how the activities have helped transform the gender relations among stakeholders and in societies. As for “structure and systems,” the scope of evaluation includes how the activities have been integrated into policies and systems, as well as operational policies and plans of the implementing agencies, and how gender equality has been promoted in the organization. If a negative impact is identified, lessons learned should be extracted as much as possible for reflecting in future projects.

6 CONCLUSION

The Gender Inclusion and Participation Framework for Bomet Municipality provides a comprehensive, multi-dimensional approach to creating a more equitable society where all individuals regardless of gender can thrive. Through a combination of awareness campaigns, legislative reforms, capacity building programs, economic empowerment, and community engagement, the framework aims to promote gender equality, protect human rights, and ensure long-term sustainable development in Bomet.