

CITY OF ELDORET



GENDER MAINSTREAMING AND INCLUSION FRAMEWORK

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DEFINITION OF KEY TERMS

1 **Gender:** Gender is a term that refers to socially and culturally defined roles and attribute 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 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 in a project means integrating a gender perspective in all the stages of the project-in planning, implementation, monitoring evaluation

2 **Gender Mainstreaming:** Gender mainstreaming is a process of integrating a gender perspective in all the stages of the project in 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, economic harm, physical violence, sexual violence,

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CHAPTER 1

1 INTRODUCTION

1.1 Background

The City of Eldoret, located in Uasin gishu County, is a fast-growing urban centre with diverse population drawn from different ethnic, culture, social and economic backgrounds. This diversity creates unique gender dynamics in access to opportunities, services and participation in development.

Women, men, girls and boys in Eldoret experience the city differently due to cultural norms and traditions, Education and skills gaps, safety and mobility and economic inequalities. 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 exclusivity in urban planning and design is crucial for creating equitable, safe, and accessible spaces for all residents within Eldoret City. 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 spaces.

2. Economic Empowerment:

Designing marketplaces, commercial areas, and public facilities with gender considerations can empower women economically. For instance, providing childcare facilities in markets, provide play ground for children 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. Builds Resilient and sustainable cities:

This involves reduces social conflicts, strengthens community ownership and ensure projects are used and maintained.

Importance of Gender-Inclusive Urban Planning and Design

Incorporating gender inclusive in urban planning and design is critical for creating equitable, safe, and accessible cities for all residents. In City of Eldoret, 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 enhance safety and security in public spaces, reducing gender-based violence.
2. To promote equal access to urban infrastructure and services for all genders
3. To improve support 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.
7. Improves urban health and well-being by providing recreational spaces ,streets Walk-able streets and clean water and sanitation
8. Builds sustainable and resilient cities through better disasters preparedness and Climate- responsive housing.
9. Reduces inequality and exclusion by promotes equal use of public spaces and Ensures fair distribution of resources

1.3 Gender Gaps in Urban Planning .

1. Limited participation in decision making:

women are often underrepresented in urban planning, leadership and community consultations.

2. Safety Concern:

Women and gender minorities often face safety risks in public spaces due to poor lighting and inadequate security measures and public transport.

3. Economic and employment gaps

Unequal access to markets, business opportunities, and employment hubs hinders economic empowerment.

4. Access to services and infrastructure:

women faces barriers in accessing health facilities, sanitation and child care and education centers

5. Insufficient Social Services:

Limited childcare facilities, public restrooms, and healthcare centers disproportionately affect women.

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:

Training urban planners and policy makers on gender-sensitive approaches.

4. Implementation and Monitoring:

Ensure continuous evaluation and improvement of gender-inclusive initiatives.

1.5 Gender Equality Wheel

1. 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, housing 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:

Support women-owned businesses and gender-sensitive labor policies and entrepreneurs

● Social Inclusion:

Providing equal access to education, healthcare, and social services.

1.6 Vision 2030 and Gender Inclusion

The 2010 Constitution of Kenya is a trans-formative document for gender inclusion, establishing equality as a core principle through Article 27, which guarantees equal rights and mandates affirmative action to correct historical injustices. Key provisions include the "two-thirds gender rule," ensuring no more than two-thirds of elective or appointive public bodies are of the same gender, alongside protections for women's land rights, employment equity, and political participation.

Key constitutional aspects of gender inclusion in Kenya:

- **Equality and Non-Discrimination (Article 27):** This article guarantees equality before the law, including equal opportunities for women and men in political, economic, cultural, and social spheres. It explicitly prohibits discrimination based on gender, sex, or marital status.
- **The Two-Thirds Gender Rule (Articles 27 & 81):** This rule mandates that elective and appointive bodies, including Parliament and county assemblies, must have no more than two-thirds of their members from the same gender.
- **Affirmative Action and Representation:** The Constitution provides for affirmative action to address past discrimination against women. Article 100 requires Parliament to pass laws to promote the representation of women, among other marginalized groups.
- **Devolution and Leadership:** The 2010 Constitution introduced 47 County Governments, which has increased women's participation in leadership and decision-making roles.
- **Family and Property Rights:** The Constitution ensures equal rights in marriage, divorce, and the right to own property, overriding customary laws that previously disadvantaged women in inheritance and land ownership.
- **Public Service Representation (Article 232):** Principles of public service include fair competition and representation of both women and men, as well as persons with disabilities, in appointments.

City of Eldoret IDEP 2021-2026 (Reviewed 2025) provides for Gender Inclusion and Mainstreaming under the Community and Social Development Strategy through a long-term commitment between City of Eldoret, City stakeholders, and communities served by the City.

The social development plan intends to ensure the economic and social development of the City through the involvement of individuals, the wider community, and development partners working within the City.

Objectives

This strategy sets out: -

1. To Build a partnership base among local players within the communities, between support organizations and agencies that serve the communities and varied levels of government. To achieve remarkable success requires all the communities within the City to work together to address their collective economic challenges.

2. To ensure a community-driven initiative that intends to bring together individuals, communities, City leaders, government, and stakeholders to initiate a strategy and build an action plan.
3. To address the needs identified by the community members through the exploitation of various economic opportunities. Many of the proposed development interventions in actionable programs and projects are community-based and require a significant amount of community commitment.

4.

Social Management Plan for the City of Eldoret

The Plan has identified priority areas of focus which include the under listed areas below: -

1. **High poverty levels:** to be addressed through provision of adequate economic opportunities such as income-earning activities, training, start-up packages, business incubation centers, and formation of self-help groups by;
 - Establishing and mobilize financing institutions i.e. credit schemes, MFIs and KIE,-Developing a capacity building and training program for small-scale traders, and
 - Provision of water, sanitation, and security services in all informal Settlements and slums.
2. **Inadequate Community Facilities:** This can be addressed through Land banking for construction of community facilities, Construction of community facilities and Develop a Green Parks.
3. **Slums/Informal Settlements upsurge:** Slums/informal settlements upgrading through upgrading programs, Provision of basic infrastructure and services, Provision of land ownership documents, Provision of adequate community facilities, Provision of adequate economic opportunities and Security improvement.
4. **Street Families:** The families face constant harassment by the law enforcement, those engaged in small-scale trading activities, Child Labour, Unsustainable Street feeding program, Lack of medical care and services, Glue sniffing has lifelong consequences. This will be addressed through provision of free medical care, Provision of donations and foodstuffs to institutions caring for children, creation of teams to work with street children and strengthen the rehabilitation and rescue program.
5. **Marginalized Communities and Disadvantaged Groups:**
Marginalized Groups: Integration of the minority into mainstream society is central in the implementation of Social strategy within the City of Eldoret in development and governance.

i)The Youth

Youth Participation through active decision-making, sports, schools, or faith communities shall upheld and advance through Youth Mainstreaming that acknowledges the roles the youth can play in the development.

ii) Women

Women face a myriad of Challenges including violence and lack access to the same economic opportunities as men; underrepresented in decision Making; discrimination; widespread unemployment; lack of adequate capital to start a business; inability to access credit facilities due to requirement of collateral and lack of exclusivity and gender-based discrimination.

The City will deliberately propagate gender mainstreaming in program development, monitor the one third gender rule that ensures equity through affirmative actions that require employees to be women and draw policies that allow upward mobility of women in both the private and public sector.

iii) PWDs

The City has identified challenges facing People with Disabilities including, lack of designated trading spaces for PLWD traders; poor infrastructure planning and development (e.g. lack of parking reserved for PLWD); communication barriers hindering access to services especially among the deaf and the blind; inadequate employment opportunities. The strategy will be ensured by addressing the development of social protection for persons with disabilities, development of a disability framework/legislation, prioritization of disability in all the programs, establish a multi-purpose skills Centre for people with disabilities, strategies for the recruitment of people with disabilities are needed and engagements with disability NGOs are crucial.

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:

- **Inadequate gender responsive budgetary:**
gender priorities are not allocated specific funds for gender programme.
- **Economic Inequality:**
Women have limited access to land ownership, financing, and employment opportunities.
- **Low representation in leadership:**
challenges in two-thirds gender rule
- **Gender-Based Violence:** Cases of domestic violence and weak reporting and survivor support systems.

1.9 Strategic Objectives

1.9.1 Increase Awareness and Advocacy

- Conduct public campaigns to promote gender equality.
- Provide gender-sensitivity training for city 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 city decision-making bodies.
- Support women's participation in local governance through mentor-ship 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 city 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 the city planning.
- Appoint a gender focal person in the city 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.
- Conduct public sensitization forums in wards and estates.

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.
- **Inter-sectionality:** 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:

- Community-based organizations (CBOs) and FBOs
- Traditional leaders.
- Civil society and NGOs
- Private sector players.
- Political leadership
- Special interest groups and associations

Stakeholders analysis should be done in a transparent, participatory process and provide the basis for developing and implementing the stakeholder engagement plan.

The role of the city is to actualize implementation of project activities to improve lives of urban residents at the implementation stage by :

1. Engage citizens in selecting and prioritizing projects
2. Planning and implementation of interventions
3. Sensitize the beneficiaries on the projects including grievance redress mechanisms

1.11.2 Principles and Considerations for Stakeholder Engagements

The City of Eldoret will ensure that stakeholder engagements are appropriate, effective, meaningful and meets the expected objectives. This will be preceded by an analysis of the proposed project, its context, and potential impacts, who the relevant stakeholders are, and

followed by genuine consideration of stakeholders views and concerns in decisions related to project planning and implementation.

The following are the Key considerations for stakeholder engagements in pre- implementation phases include;

a) **Continuous and Interactive:**

The stakeholder consultation process should be continuous and interactive throughout the sub-projects cycle, starting as early as possible.

b) **Differentiated needs and requirements of stakeholders**

It should ensure that different categories of stakeholders are represented and involved. This may include individuals and groups, as well as formal and informal local institutions at different levels, including women, persons with disabilities and minorities.

c) **Transparent:**

The engagement process should be transparent and based on factual information, including the scope of consultation and the ability of stakeholders to influence project decisions

d) **Equitable and non-discriminatory:**

It should be equitable and non-discriminatory, and ensure that women, the poor and vulnerable groups among stakeholders are given a voice and are not disproportionately impacted by the project.

e) **Resources and budgeting:**

Enough resources should be allocated. This includes budgets as well as staffing and capacity. During the ESIA the City and County Teams should take stakeholder views seriously and consider modifying designs and implementation to reflect stakeholder concerns, particularly in high-risk circumstances. This may also include the need for capacity building for affected stakeholders, to establish a level playing field for different groups to engage

f) **Prior Information:**

Stakeholders should have prior information about relevant aspects of the project, in a language, format, and manner that is appropriate, clear, and accessible

g) **Respectful and free of intimidation and coercion:**

Consultation events and other forums or means of engaging with stakeholders should be respectful and free of intimidation and coercion. Stakeholders should not be lectured to but engaged in a dialogue where differences in views are respected. Stakeholders who express concerns or criticism against the project or authorities should be protected from retaliation or retribution

h) **Confidentiality:**

Confidentiality of information and stakeholders should be provided where requested, or where there is a concern about retribution.

i) **Timing:**

To be meaningful, a consultation process should also be respectful of participants' time by avoiding consultation for consultation's own sake, or excessive discussions that do not lead to anything or that may lead to unrealistic expectations

j) **Documented:**

The process should be systematically documented, and relevant aspects of it should be disclosed publicly.

This identify needs, expectations and potential risks from stakeholders before implementation
This is done through meetings with stakeholders

2. Project implementation stage

This keep stakeholders informed and involved while activities are on going trough regular progress meetings , public for a an site visits.

3. Monitoring and evaluation.

This is to assess the projects performance and gather stakeholder feedback .

4. Closure handing over stage.

This is to ensure stakeholder are prepared for post project sustainability .

1.11.4 Capacity Building

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

CONTENT	WHO TO BE TRAINED
ESIA process	City staff
Environment, Health and Social Framework	City staff, PIT, Contractor and stakeholders
Training on Social and labour	CPCT, PIT and contractor
Occupation health and safety (OSH)	CPCT, PIT, Contractor and city staff
Grievance Redress management	CPCT, PIT and community stakeholders

1.11.5 Data Collection and Monitoring

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

1.11.6 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.

1.11.7 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 influences, including local youth and women leaders, to act as advocates for gender inclusion.

- **Social Media and Digital Platforms:** Use platforms such as Whats app, Facebook, and local radio stations to reach a broader audience, especially youth, who are active on these platforms

1.11.8 Engagement with Traditional and Religious Leaders

- **Dialogue with Elders:** Engage elders and cultural leaders to facilitate open conversations about changing gender norms.

- **Faith-Based Organizations:** Collaborate with churches and mosques to promote gender equality within religious teachings and community events.

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 contributions.

1.11.8.2 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.

1.11.8.3 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.

1.11.8.4 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.

1.11.8.5 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.

1.11.8.6 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.

1.11.8.7 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.
- **Gender-Sensitive Agricultural Policies:** Develop policies that ensure women farmers have access to government subsidies, agricultural extension services, and technology

1.11.8.8 Key Activities

No.	Activity	Target group	Time line	Responsible
1.	Gender training	City staff	quarterly	City Gender Committee
2.	Public awareness campaigns	community	Bi- annual	FBOs, CBOs, NGOs and locals
3.	Leadership mentoring programmes	Youth and women	Annual	City and NGOs
4.	Gender - based violence response units	survivors	On going	Law enforcement and NGOs

1.11.9 Cultural Considerations in Gender Inclusion

Gender inclusion in Eldoret must be implemented with strong awareness of local cultural realities. Eldoret is multicultural and culture strongly influences how men and women participate in urban life.

Implementation Roadmap

PHASES	CONTENT	DURATION	ACTIVITY
Phase 1.	Planning and capacity Building	6-12 months	<ul style="list-style-type: none"> ● Conduct a baseline survey on gender disparities in city of Eldoret ● Form a multi- stakeholder Gender inclusion committee ● Develop and disseminate a Gender Action Plan
Phase 2.	Implementation	2-4 years	<ul style="list-style-type: none"> ● Role out programs, community forums and infrastructure projects. ● Implement pilot programs (eg gender-inclusive budgeting and mentorship schemes) ● Monitor progress with quarterly reports
Phase 3.	Evaluation and Scaling	On going	<ul style="list-style-type: none"> ● Conduct annual reviews of policies and programs ● Share success stories to build momentum for scaling initiatives

CHAPTER: 2

2 SITUATION ANALYSIS

Despite progress, gender disparities persist in urban governance, service delivery, economic participation, access to resources and leadership within Eldoret.

Women, youth, Person with disabilities and other marginalizes groups often faces structural barriers that limit their full participation in city development.

This includes:

1. Economic inclusion barriers

Women faces difficulty securing formal credit and resources

2. Gender- based violence (GBV)

On going safety issues and calls for strong legal enforcement.

3. Political representation.

Women are underrepresented in decision - making positions.

4. Access to Justice

Legal awareness and affordable legal support are limited

Gender- responsive planning is therefore essential to address these inequalities.

2.1 Population Size and Composition

City of Eldoret has a diverse population, with a nearly equal distribution of men and women.

• **Total Population:** Approximately 600,000 - 700,000 residents.

• **Gender Breakdown:** 50.1- 51% women, 49- 49.5% 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

City of Eldoret, Gender Inclusion and Participatory Framework focuses on the following thematic areas:

2.2.1 Governance and Leadership

- Ensure gender balance in city boards, committees, and leadership positions
- Promote affirmative action in appointments and recruitment
- Build leadership capacity for women, youth, and marginalized groups

2.2.2 Gender-Responsive Planning and Budgeting

- Integrate gender analysis into city planning processes
- Implement Gender-Responsive Budgeting (GRB)
- Allocate adequate resources for gender equality programs

2.2.3. Service Delivery and Urban Development

- Ensure equitable access to health, education, housing, water, sanitation, transport, and security services
- Promote safe, accessible, and gender-sensitive urban infrastructure
- Address the specific needs of informal settlements and vulnerable populations

2.2.4 Economic Empowerment

- Promote equal access to employment, procurement opportunities, and credit
- Support women- and youth-led enterprises
- Enforce fair labor practices and equal pay for equal work

2.2.5. Education, Training, and Capacity Building

- Build capacity of city staff on gender mainstreaming
- Promote public awareness on gender equality
- Support mentor-ship and skills development programs

2.2.6. Prevention of Gender-Based Violence (GBV)

- Strengthen prevention and response mechanisms for GBV
- Collaborate with relevant stakeholders to provide support services
- Promote safe public spaces and reporting mechanisms

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

- The Constitution of Kenya (2010), particularly Articles on equality, non-discrimination, and inclusion
- The County Governments Act
- The Public Finance Management Act
- The National Gender and Development Policy
- The Sustainable Development Goals (SDGs), especially SDG 5 (Gender Equality)
- International and regional instruments on gender equality ratified by Kenya

3.4 Reviewing Local Legislation

- **Gender-Responsive Policy Review:**
- Regularly review city 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 City 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 City 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
Advocacy and public campaigns	15%	Forums, and outreach
Gender inclusive programs	25%	Leadership mentoring enterprise support
Monitoring and evaluation	10%	Data collection , audit and reporting
Capacity building and training	20%	Workshops, materials and stakeholders training

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 strategic plan.
- Advocate for sustained funding through Uasin Gishu 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.

● Long-Term Sustainability and Scaling Up

- For this framework to be truly impact-full, 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 policies with national gender initiatives, ensuring that Uasin Gishu 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 GENDER MAINSTREAMING EVALUATION

4.1 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.

4.2 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 Point

<i>Evaluation criteria</i>	<i>Check points</i>
Relevance	<p>Development policies and needs of the target country</p> <ul style="list-style-type: none"> - 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? 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? <p>Appropriateness of the plan and approach</p> <ul style="list-style-type: none"> - 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?
Efficiency	<ul style="list-style-type: none"> - 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 balance?
Coherence	<p>Coherence between global goals and initiatives such as SDGs and global norms and standards</p> <ul style="list-style-type: none"> - Did the gender-responsive project activities align with global initiatives? - Did the aforementioned activities contribute to achievement of global goals such as SDGs?

Effectiveness	<ul style="list-style-type: none"> - Did the gender-responsive activities achieve the expected results? - Did the aforementioned activities contribute to achievement of the project objectives and outcomes?
Impact	<ul style="list-style-type: none"> - Did the gender-responsive activities facilitate positive impacts? (e.g., women's leadership, equal participation in all decision making 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	<ul style="list-style-type: none"> -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.

4.3 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.

5 CONCLUSION

The City of Eldoret commits to advancing gender equality as a cornerstone of inclusive urban development. Effective implementation of this policy will contribute to social justice, economic growth, and improved quality of life for all residents.

