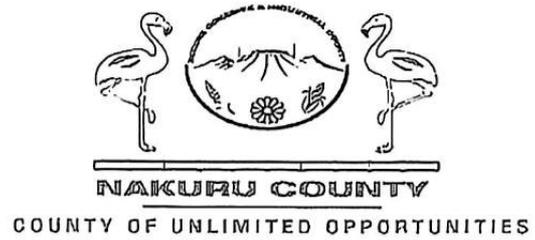


REPUBLIC OF KENYA



# MUNICIPALITY OF NAIVASHA

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## GENDER INCLUSION AND PARTICIPATION FRAMEWORK

Promoting Inclusive Governance and Gender-Responsive Urban Development

Prepared by

Naivasha Municipality

In collaboration with

County Government of Nakuru

@2024

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Foreword

Inclusive governance is fundamental to sustainable urban development. Naivasha Municipality recognizes that gender equality and equitable participation of all citizens are critical to achieving social justice, economic growth, and improved service delivery.

This Gender Inclusion and Participation Framework establishes a comprehensive policy framework for mainstreaming gender considerations into municipal governance, planning, budgeting, and service delivery.

The framework further operationalizes the provisions of the Nakuru County Public Participation Act, 2016, ensuring that public participation processes are inclusive, transparent, and responsive to the needs of all residents.

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### **Acronyms**

GBV – Gender Based Violence

PWD – Persons With Disabilities

CIDP – County Integrated Development Plan

ISUDP – Integrated Strategic Urban Development Plan

AGPO – Access to Government Procurement Opportunities

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### 1. Introduction

Gender equality and inclusive participation are central to sustainable urban governance. Naivasha Municipality recognizes that inclusive decision-making and gender-responsive policies enhance social equity and improve development outcomes.

This framework provides a structured approach to integrating gender perspectives into municipal governance and development programs.

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## 2. Policy and Legal Framework

The framework is guided by national legislation and policy frameworks including:

- Constitution of Kenya (2010)
- Urban Areas and Cities Act
- Public Finance Management Act
- Physical and Land Use Planning Act (2019)
- National Gender and Equality Commission Act

The framework also aligns with international commitments including the Sustainable Development Goals.

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## 3. Vision, Mission and Objectives

### **Vision**

A municipality where all genders participate equitably in governance, economic development, and social progress.

### **Mission**

To mainstream gender equality into municipal governance, planning, and service delivery.

### **Objectives**

- Promote equitable representation in governance structures
  - Strengthen women's economic empowerment
  - Improve gender-responsive public services
  - Prevent gender-based violence
  - Strengthen institutional capacity for gender mainstreaming
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## 4. Rationale for Gender Mainstreaming

Gender disparities continue to affect access to economic opportunities, leadership positions, and social services.

Addressing these disparities will:

- Improve social equity
  - Increase economic productivity
  - Strengthen community cohesion
- 

## 5. Strategic Pillars

- Pillar 1: Gender Responsive Governance

Promote equitable participation of women and marginalized groups in decision-making.

- Pillar 2: Economic Empowerment

Support entrepreneurship, employment, and financial inclusion.

- Pillar 3: Inclusive Urban Services

Ensure infrastructure meets the needs of all genders.

- Pillar 4: Social Protection

Address gender-based violence and promote safe public spaces.

- Pillar 5: Institutional Capacity

Strengthen municipal systems for gender mainstreaming.

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## 6. Public Participation and Gender Inclusion

The municipality will implement gender-responsive public participation in accordance with the Nakuru County Public Participation Act, 2016.

Participation mechanisms will include:

- Community forums
  - Ward meetings
  - Stakeholder workshops
  - Digital engagement platforms
  - Special efforts will ensure participation of:
    - Women
    - Youth
    - Persons with disabilities
    - Marginalized groups
-

## 7. Institutional Framework

### Municipal Gender Desk

Responsible for:

- Coordinating gender mainstreaming
  - Monitoring gender programs
  - Supporting gender-responsive budgeting
  - Municipal Board
  - Provides oversight and policy guidance.
  - Municipal Departments
  - Responsible for integrating gender considerations into departmental programs.
- 

## 8. Gender Action Plan Matrix

Strategic Area	Activity	Responsible Department	Timeline	Indicators
Governance	Establish Municipal Gender Desk	Administration	Year 1	Desk operational
Economic Empowerment	Women entrepreneurship training	Trade Department	Annual	No. of women trained
Urban Services	Install lighting in public spaces	Engineering	Year 2	No. of streets lit
Social Protection	GBV awareness campaigns	Social Services	Annual	Campaigns conducted
Public Participation	Inclusive public forums	Municipal Management	Continuous	Participation rate

## 9. Public Participation Implementation Framework

Indicator	Baseline	Target
Women in municipal leadership	30%	50%

Women participating in public forums	40%	60%
Women-owned businesses accessing procurement	20%	40%
Gender-responsive infrastructure projects	5	20

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## 10. Gender Indicators Dashboard

Phase	Activities	Timeline
Phase 1	Policy adoption and institutional setup	Year 1
Phase 2	Capacity building and pilot programs	Year 2
Phase 3	Full implementation	Year 3-5

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## 11. Implementation Timeline

Phase	Activities	Timeline
Phase 1	Policy adoption and institutional setup	Year 1
Phase 2	Capacity building and pilot programs	Year 2
Phase 3	Full implementation	Year 3-5

## 12. Monitoring and Evaluation

Monitoring will include:

- Quarterly progress reviews
- Annual gender mainstreaming reports
- Municipal Board oversight reviews

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## 13. Municipal Gender Reporting Templates

### Template 1: Gender Activity Report

Project	Activity	Beneficiaries	Gender Distribution
Entrepreneurship Training	Skills workshop	50	35F / 15M

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Template 2: Public Participation Gender Register

Meeting	Total Participants	Women	Men	Youth	PWD

Template 3: Gender Budget Tracking

Department	Budget Allocation	Gender Program Allocation

#### 14. Financing and Resource Mobilization

Funding sources will include:

- Municipal budget allocations
  - County government funding
  - Development partner support
  - Public-private partnerships
  - Gender-responsive budgeting will be promoted.
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#### 15. Conclusion

The Gender Inclusion and Participation Framework demonstrates Naivasha Municipality's commitment to equitable governance and inclusive urban development.

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#### 16. Approval and Adoption

Municipal Board Approval



D.M Ndiritu

Municipal Manager

Naivasha Municipality

MUNICIPAL MANAGER  
NAIVASHA MUNICIPALITY  
11 JUN 2024  
Sign: PO BOX 126 - 2011 / NAIVASHA

