



Municipality of Naivasha

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GENDER INCLUSION AND PARTICIPATION POLICY.

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1. Introduction

Gender equality is essential for achieving sustainable development, good governance, and inclusive growth. The Municipality of Naivasha recognizes the need to mainstream gender in all its operations, ensuring equal opportunities and participation for all genders, particularly women, in political, economic, and social spheres. This policy builds on Kenya's constitutional framework, national policies, and lessons from municipalities worldwide to address the unique needs of the Naivasha community.

2. Vision and Objectives

Vision:

A municipality where all genders are empowered to participate equitably in governance, economic activities, and social development, contributing to the collective prosperity of Naivasha.

Objectives:

- ❖ To mainstream gender equality across all municipal activities, policies, and programs.
- ❖ To enhance the representation and participation of women and marginalized groups in governance and decision-making.
- ❖ To promote economic empowerment of women and improve access to resources, markets, and services.
- ❖ To prevent and address gender-based violence (GBV) and harmful practices within the municipality.
- ❖ To provide gender-responsive public services and infrastructure.
- ❖ Design and implement municipal programs and services that are responsive to the diverse needs of all residents irrespective of gender.

3. Policy Rationale

Gender disparities in Naivasha continue to hinder equitable development. Women, who constitute a significant portion of the population, often face barriers such as limited access to economic opportunities, under-representation in leadership roles, and higher vulnerability to GBV. Addressing these challenges will create a more inclusive society, boosting economic productivity and fostering social cohesion.

4. Global Reference Policies

This policy integrates lessons from successful gender strategies implemented globally, including:

Vienna, Austria (Gender Mainstreaming): A gender lens is applied to urban planning, infrastructure, and public service delivery.

Cape Town, South Africa (Gender Equality Strategy): Emphasis on gender-responsive budgeting and safety initiatives.

Nairobi City County, Kenya: Focused on empowering women in governance and entrepreneurship through affirmative action and targeted programs.

5. Policy Provisions

5.1 Governance and Leadership

- ❖ Ensure compliance with Kenya's constitutional Two-Thirds Gender Rule in all municipal boards, committees, and leadership positions.
- ❖ Establish mentorship and leadership development programs for women to enhance their participation in governance.
- ❖ Create a Gender Desk within the municipal offices to coordinate and monitor gender-related programs and initiatives.

5.2 Economic Empowerment

- ❖ Facilitate access to financial resources for women through partnerships with microfinance institutions.
- ❖ Provide training in entrepreneurship, digital literacy, and vocational skills targeting women and other marginalized groups.
- ❖ Implement gender-responsive procurement policies that prioritize women-owned businesses in municipal contracts.

5.3 Public Services and Infrastructure

- ❖ Ensure the design of public spaces and transport systems are inclusive and safe for all genders, particularly women.
- ❖ Provide accessible sanitation facilities, including separate and secure toilets for women and men in public areas.
- ❖ Expand access to water and energy services to reduce the burden of unpaid domestic work on women.

5.4 Gender-Based Violence (GBV) Prevention and Response

- ❖ Establish a GBV Response Center offering legal, psychological, and medical support to survivors.
- ❖ Strengthen community-based mechanisms to address GBV, including partnerships with local leaders and civil society organizations.
- ❖ Promote awareness campaigns to challenge harmful practices like early marriages, domestic violence, and female genital mutilation (FGM).

5.5 Education and Skills Development

- ❖ Partner with local schools and training institutions to promote gender equality in education.
- ❖ Support programs that encourage girls' enrollment and retention in schools, particularly in STEM subjects.
- ❖ Introduce community training programs to educate residents on the benefits of gender equality.

5.6 Monitoring and Evaluation

- ❖ Develop gender-sensitive performance indicators for all municipal programs and services.
- ❖ Conduct periodic gender audits to assess progress and identify gaps.
- ❖ Publish annual gender inclusion reports to foster transparency and accountability.

6. Implementation Framework

Lead Entity:

The Municipal Gender and Social Services Department will oversee implementation, working closely with other municipal departments and stakeholders.

Stakeholders and partnerships

Involve both state and non state actors especially those with an interest with the municipality through collaboration with Community-based organizations, women's groups, religious leaders.

- Gender-responsive budgeting will be adapted to ensure equitable resource distribution.
- Engage stakeholders—including women's organizations and gender experts—in the budget planning process.

Municipality of Vienna, Austria:

The municipality will integrate gender perspectives in infrastructure planning, ensuring that public spaces are safe for women and children.

Municipality of Nairobi City County, Kenya:

Empowering women in leadership and entrepreneurship through targeted programs will be a key focus.

The Municipality of Malmo, Sweden: Promoting Women's Economic Empowerment

- Municipality will Create economic empowerment programs for women, particularly in rural areas, that focus on entrepreneurship, access to finance, and vocational training.
- Municipality will Partner with local businesses and organizations to provide mentorship and capacity-building for women entrepreneurs.

The Municipality of Durban, South Africa: Community-Based Gender Advocacy and Awareness Campaigns

- Launch gender equality campaigns at the community level, focusing on education about gender rights, violence prevention, and the importance of women's participation in all spheres of life.
- Use local media and community networks (including schools, churches, and women's groups) to disseminate these messages.

The Municipality of Barcelona, Spain: Strengthening Gender Data Collection and Analysis,

- Develop and implement systems for collecting gender-dis aggregated data on service access, employment, education, and other municipal services.
- Naivasha municipality shall Use this data to identify and address gender-specific gaps in service provision and resource allocation.

The Municipality of Buenos Aires, Argentina: Collaboration with Local NGOs and Gender Experts

- Partner with local women's groups, gender experts, and NGOs to develop and implement gender-focused training programs for municipal staff.
- Ensure that external stakeholders are involved in the creation, monitoring, and evaluation of gender-inclusive policies.

The Municipality of Kigali, Rwanda: Ensuring Inclusive Governance and Decision-Making

- Establish gender quotas for local leadership positions and advisory bodies to promote gender parity in decision-making.

10. Conclusion

The Municipality of Naivasha is committed to creating a gender-inclusive society where men, women, and children have equal opportunities to thrive. This policy is a call to action for all stakeholders to collaborate in building a municipality that values and leverages the potential of all genders for a prosperous society.