



MUNICIPALITY OF GILGIL

GENDER INCLUSION AND PARTICIPATION FRAMEWORK

Promoting Inclusive Governance and Gender-Responsive Urban Development

Prepared by

Gilgil Municipality

In collaboration with

County Government of Nakuru

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Municipality of Gilgil

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Foreword

Inclusive governance serves as the cornerstone of sustainable urban development. The **Gilgil Municipal Board** recognizes that gender equality and equitable civic engagement are not just moral imperatives, but essential drivers of social justice, robust economic growth, and enhanced service delivery.

Purpose and Scope

This **Gender Inclusion and Participation Framework** provides a strategic roadmap for embedding gender-sensitive perspectives into the core pillars of municipal operations:

- **Governance & Leadership:** Ensuring diverse representation in decision-making.
- **Strategic Planning:** Integrating inclusivity into urban design and development.
- **Fiscal Budgeting:** Implementing gender-responsive budgeting to ensure resources reach those who need them most.
- **Service Delivery:** Tailoring municipal services to the specific needs of different demographic groups.

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

Sustainable urban governance is built on the pillars of **gender equality** and **inclusive participation**. The Gilgil Municipality acknowledges that when decision-making is inclusive and policies are gender-responsive, the results are twofold: enhanced social equity and superior development outcomes for the entire community.

Core Principles

This framework establishes a structured, systematic approach to embedding gender perspectives across all municipal functions. It moves beyond theory to ensure that inclusivity is a practical reality in:

- **Municipal Governance:** Ensuring diverse voices are represented at the leadership level.
- **Development Programs:** Designing infrastructure and social programs that serve all citizens equitably.
- **Policy Formulation:** Applying a "gender lens" to identify and remove systemic barriers.

2. Policy and Legal Framework

This framework is anchored in a robust hierarchy of national laws and international commitments. It ensures that municipal operations are not only compliant with Kenyan law but also aligned with global standards for equitable development.

National Legislative Foundation

The framework derives its mandate from the following key statutory instruments:

- **The Constitution of Kenya (2010):** The supreme law providing the right to equality, freedom from discrimination, and the principle of public participation.
- **Urban Areas and Cities Act:** Governs the management and inclusive administration of municipalities.
- **Public Finance Management (PFM) Act:** Mandates transparency and equity in the allocation and utilization of public resources.
- **Physical and Land Use Planning Act (2019):** Ensures that urban spatial planning considers the needs of all social groups.
- **National Gender and Equality Commission (NGEC) Act:** Provides the institutional basis for monitoring and promoting gender equality and freedom from marginalization.

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

3. Vision, Mission and Objectives

Vision

To be a model municipality where residents of all genders engage equitably as architects of our governance, drivers of our economic prosperity, and beneficiaries of our social progress

Mission

The Mission: To systematically integrate gender equality into the core of municipal governance, urban planning, and the lifecycle of service delivery.

Key Strategic Objectives

To achieve this mission, the Municipality is committed to the following five pillars of action:

- **1. Equitable Governance & Representation** Actively promoting and sustaining balanced gender representation within all municipal boards, committees, and decision-making bodies to ensure diverse perspectives lead our city.
- **2. Targeted Economic Empowerment** Breaking down barriers to financial independence by strengthening women's participation in the local economy, supporting entrepreneurship, and ensuring equitable access to municipal procurement opportunities.
- **3. Gender-Responsive Service Delivery** Optimizing public services—from sanitation and transport to healthcare—to be inherently responsive to the unique safety, accessibility, and usage needs of all genders.
- **4. Eradication of Gender-Based Violence (GBV)** Implementing robust municipal safety strategies and support systems designed to prevent violence and create a secure urban environment for every resident.
- **5. Institutional Capacity Building** Strengthening the internal expertise of municipal staff through continuous training, gender-sensitive budgeting, and the adoption of data-driven mainstreaming tools.

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
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5. Strategic Pillars

The Five Strategic Pillars of Inclusive Development

These pillars represent the structural foundation of the Municipality's commitment to gender-responsive urban growth. Each pillar is designed to address a specific dimension of equity, ensuring no resident is left behind.

Pillar 1: Gender-Responsive Governance

- **Core Mandate:** Championing the equitable participation of women, youth, and marginalized groups within all municipal decision-making bodies.
- **Strategic Action:** Implementing consultative forums and leadership pipelines to ensure that "nothing for us is done without us."

Pillar 2: Economic Empowerment & Financial Inclusion

- **Core Mandate:** Fostering an environment where entrepreneurship and formal employment are accessible to all.
- **Strategic Action:** Streamlining financial inclusion through gender-sensitive procurement, business training, and support for micro-enterprises.

Pillar 3: Inclusive Urban Services & Infrastructure

- **Core Mandate:** Designing and maintaining a city where infrastructure is a bridge, not a barrier.
- **Strategic Action:** Ensuring that transport, sanitation, and public lighting meet the specific safety and accessibility requirements of diverse gender groups.

Pillar 4: Social Protection & Public Safety

- **Core Mandate:** Proactively addressing Gender-Based Violence (GBV) and enhancing the safety of the urban commons.
- **Strategic Action:** Developing "Safe City" initiatives, improving emergency response systems, and reclaiming public spaces for vulnerable populations.

Pillar 5: Institutional Capacity & Mainstreaming

- **Core Mandate:** Embedding gender awareness into the DNA of the municipal workforce.
- **Strategic Action:** Strengthening internal systems through gender-disaggregated data collection, gender-responsive budgeting, and continuous staff sensitization.

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
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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.
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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

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

11. Implementation Timeline

Phase	Activities	Timeline
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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

13. Municipal Gender Reporting Templates

Template 1: Gender Activity Report

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

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

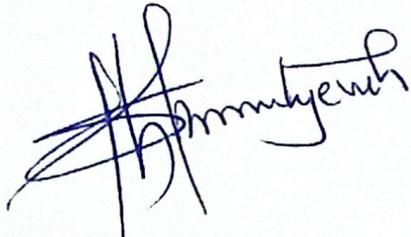
The **Gender Inclusion and Participation Framework** serves as a definitive testament to the **Gilgil Municipality's** unwavering commitment to equitable governance. By placing inclusivity at the heart of our operations, we are not just planning for growth—we are ensuring that the benefits of urban development are accessible, sustainable, and shared by every member of our community.

Our Core Commitment

- **Equitable Governance:** Bridging the gap between policy and people by ensuring fair representation in all municipal affairs.
 - **Inclusive Urban Development:** Building a city where infrastructure, services, and economic opportunities are designed with the needs of all genders and social groups in mind.
 - **Institutional Accountability:** Setting a high standard for transparency and responsiveness in accordance with national and international best practices.
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16. Approval and Adoption

Municipal Board Approval



Joseph M. Njeru

Municipal Manager

Gilgil Municipality