



**REPUBLIC OF KENYA**  
**COUNTY GOVERNMENT OF NYANDARUA**  
**MUNICIPALITY OF ENGINEER**

# **GENDER INCLUSION AND PARTICIPATORY FRAMEWORK**





## **GENDER INCLUSION AND PARTICIPATORY FRAMEWORK ENGINEER MUNICIPALITY**

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## **FOREWORD**

This framework is designed to understand how the cultural, economic, political, and social context of Engineer Municipality impacts the relationship between male and female, and how they interact with the different services, programs, and projects designed for them. The intersectionality of poverty, religion, education, and social status also affects the participation of women and men in decision-making, particularly for women living in urban and peri-urban areas of the municipality.

Recognizing that counties and municipalities were devolved to bring services closer to the people and ensure communities meet their basic needs, Engineer Municipality seeks to strengthen service delivery through a Participatory Gender Framework. The challenges faced by men and women are often unique and demand-driven; addressing them effectively requires a holistic, multi-sectoral approach that integrates economic empowerment, access to basic services, and gender equality.

The Participatory Gender Framework provides guidance for all municipal departments to develop specific strategies that enhance men/women's participation, access to resources, and decision-making power. To advance gender equality in Engineer Municipality, enabling laws and policies, appropriate training, skills development, positive attitudes, collaboration, and coordination across all sectors are critical. This also requires establishing and strengthening structures for service delivery, leadership, resource allocation, political engagement, and sustained commitment.

Our emphasis on establishing a Participatory Gender Framework marks the beginning of Engineer Municipality's journey toward Gender Equality. The framework provides principles and a reference point that the Municipality will apply in designing, planning, implementing, monitoring, and evaluating all projects. It aims to ensure that municipal interventions are responsive to the needs, capacities, and aspirations of women and men alike.

By providing a legitimate point of reference for addressing gender inequalities at

all levels and across all sectors, this framework enables gender mainstreaming in municipal operations. It ensures that development outcomes are both efficient and equitable, promoting a municipality where women and men can equally contribute to and benefit from sustainable growth and social transformation.

**Tabitha Wambui**  
**Chairperson**  
**Engineer Municipal Board**

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## **DEFINITIONS OF KEY TERMS**

### **1. Gender**

Gender refers to the socially and culturally constructed roles, behaviors, responsibilities, and attributes associated with being female or male. Unlike biological sex, gender defines societal expectations, opportunities, and limitations assigned to women and men, shaping participation, decision-making, and access to resources.

### **2. Gender Perspective**

Gender perspective is an approach that considers the different roles, needs, and power relations of women and men in all aspects of society, including policies, programs, institutions, and organizations. In development projects, it ensures that interventions equitably benefit all genders.

### **3. Gender Mainstreaming**

Gender mainstreaming is the systematic integration of a gender perspective into all stages of a project or program—including planning, implementation, monitoring, and evaluation—to ensure that women, men, and other gender groups equally benefit from development interventions.

### **4. Gender Equality**

Gender equality means that women, men, girls, and boys enjoy the same rights, responsibilities, and opportunities in all areas of life, including education, employment, decision-making, and access to resources. It does not imply that women and men are the same but that their rights and opportunities are equally valued.

### **5. Women's Empowerment**

Women's empowerment is the process of increasing women's ability to make strategic life choices, access resources, participate in decision-making, and exercise control over their lives. Empowerment strengthens women's agency, voice, and influence in households, communities, and institutions.

### **6. Gender-Sensitive Indicators**

Gender-sensitive indicators are measurable signs used to track progress toward gender equality and men/ women's empowerment. They capture differences in access, participation, and benefits between men women and gender minority, helping to assess whether interventions are inclusive and equitable.

## **7. Gender-Based Violence (GBV)**

GBV refers to harmful acts directed at individuals based on their gender. It includes physical, sexual, psychological, and economic abuse, and disproportionately affects women, men girls and boys. GBV undermines gender equality and social development

## **8. Intersectionality**

Intersectionality recognizes that individuals experience multiple, overlapping forms of discrimination or disadvantage based on gender, age, disability, socioeconomic status, ethnicity, or other social factors. Understanding intersectionality ensures that policies and programs address the needs of the most marginalized groups.

## **9. Agency**

Agency refers to the capacity of individuals to make decisions, act on them, and influence outcomes in their lives and communities. It reflects empowerment at the personal and collective levels.

## **10. Gender Relations**

Gender relations describe the interactions and power dynamics between male and female in households, communities, workplaces, and institutions. Positive gender relations promote equity, mutual respect, and shared decision-making.

## **11. Gender-Responsive Planning**

Gender-responsive planning involves designing policies, programs, and projects in ways that consider the specific needs, constraints, and opportunities of all genders, ensuring that development interventions do not reinforce inequalities.

## **12. Gender-Responsive Budgeting**

Gender-responsive budgeting ensures that public resources are allocated in ways that address gender inequalities, support gender minority empowerment, and deliver equitable services to all genders.

### **13. Gender Gap**

Gender Gap is an undesirable or unfair difference between men and women in terms of opportunities, pay, status, etc.

**14. 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.

**15. 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.

**16. Gender Minority:** This refers to individuals whose gender identity or expression differs from the societal norms or expectations typically associated with their sex assigned at birth.

# **1 CHAPTER 1: INTRODUCTION**

## **1.1 Background**

Engineer municipality recognizes that achieving gender equality and inclusivity is fundamental to the Municipality's sustainable development. Gender inclusivity is about ensuring that both women and men can equally contribute to, and benefit from, social, economic, and political development. The municipality seeks to implement a gender-responsive strategy that cuts across all sectors and reforms. The Gender Inclusivity Framework will provide a roadmap for integrating gender into the Municipality's planning, budgeting, implementation, monitoring, and evaluation processes. This framework will address current inequalities and ensure that future development is gender-sensitive, equitable, and responsive to the needs of all citizens. Engineer Gender Inclusivity Framework is designed to promote gender equality by addressing the unique needs and challenges of women, men, and marginalized communities across all sectors. By integrating gender considerations into the Municipality's planning and budgeting processes, the framework aims to create a more inclusive, equitable, and sustainable development path for the Municipality. Continuous monitoring, stakeholder engagement, and gender-responsive budgeting will ensure that the framework remains effective and impactful in closing gender gaps and fostering an inclusive Municipality for all. This framework offers a structured approach to integrating gender inclusivity into Engineer municipality governance and development agenda, with measurable outcomes and sector-specific actions.

## **1.2 Gender Participatory Framework Objectives**

### **Overall objective:**

To promote gender inclusivity across all departments of the municipality by ensuring gender equality, equity and justice in planning, policy formulation and implementation, resource allocation and service delivery.

**Specific objectives** of this Gender Participatory Framework is to:

- Promote gender-sensitive municipal policies, programs, and operations that address both systemic and local barriers to equality.
- Foster a gender-inclusive environment within the Municipality and among private sector and community.

- To promote equity, inclusion, affirmative action and diversity within the municipality
- To integrate gender considerations in the municipal development and strategic plans ensuring all policies are gender responsive.
- Integrate social, economic, and institutional measures to address systemic gender disparities and intersectional vulnerabilities.
- Eliminate gender- based violence and discrimination in all forms of across sectors
- Support continuous gender-focused capacity building, knowledge management, and monitoring to ensure accountability and sustainability.
- Support institutionalization of the culture of gender mainstreaming and gender equality through the implementation of gender-sensitive projects/programs and the monitoring of gender mainstreaming progress.

### **1.3 Scope**

- This Gender Participatory Framework applies to all municipal functions, programs, and projects. It ensures that gender considerations are integrated across social, political, economic, and civil sectors so that women, men, and marginalized groups benefit equally from municipal services, policies, and opportunities. Special attention will be given to women's empowerment, the inclusion of youth, persons with disabilities, and other marginalized groups, addressing both systemic and structural barriers to equality.
- The Framework provides guidance for mainstreaming gender in the design, implementation, monitoring, and evaluation of municipal policies, plans, and programs, ensuring that decision-making processes are participatory, inclusive, and responsive to the distinct needs and experiences of all residents.

### **1.4 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.

### **1.5 Policy Statement**

To ensure better inclusion when shaping this policy, the Municipality shall engage all residents in local governance and decision-making processes and applying a gender lens in different areas of policy-making, such as Municipality's planning, budgeting and development strategy. The policy supports the Municipality's efforts in delivering sustainable development and address urban poverty by promoting inclusive urban center that engage all the resident and provide them with equal access to urban opportunities while ensuring they are climate-resilient.

### **1.6 Legal and Institutional Frameworks and policies**

Kenya has ratified seven of the nine main global human rights instruments: International Covenant on Civil and Political Rights ("ICCPR") and the International Covenant on Economic, Social and Cultural Rights ("ICESCR"), the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment (CAT), and the Convention on the Rights of the Child (CRC) which all have gender equality imperatives as a state obligation. Kenya has also been party to other international initiatives that have drawn attention to the need for gender equality such as the Vienna Declaration on Human Rights, the Beijing Platform for Action, the International Conference on Population and Development (ICPD), the Sustainable Development Goals (SDGs), Africa vision 2063, Kenya Constitution 2010,

All these treaties and initiatives have influenced the National Policy on Gender

### **1.6.1 International Frameworks to Achieve Gender Equality in the Urban Development Sector**

#### **1.6.1.1 *The 2030 Agenda for Sustainable Development and Sustainable Development Goals (SDGs)***

Gender equality and women's empowerment are considered a prerequisite for achieving the Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development. In other words, gender equality and women's empowerment are the means to realize all 17 goals and 169 targets, and actions for achieving gender equality and women's empowerment are required. Among the 17 goals, Goal 5, which addresses gender equality and women's empowerment, aims to empower women and eliminate gender-based discrimination and build a society in which all people equally enjoy their rights and opportunities, and share responsibilities. The following is a list of targets of Goal 5, which is related to the urban development sector: -

- a) End all forms of discrimination against all women and girls everywhere
- b) Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
- c) Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- d) Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- e) Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- f) Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- g) Adopt and strengthen sound policies and enforceable legislation for the



promotion of gender equality and the empowerment of all women and girls at all levels

The table below shows other Goals, Targets and Global indicators relevant to the urban development sector and gender equality and women's empowerment, except for Goal 5.

*Table 1:Goals, Targets and Global Indicators*

Goal	Target	Target Indicator
Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	9.1.1 Proportion of the rural population who live within 2 km of an all-season road 9.1.2 Passenger and freight volumes, by mode of transport
Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable	11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums	11.1.1 Proportion of urban population living in slums, informal settlements or inadequate housing

	<p>11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons</p>	<p>11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities</p>
	<p>11.3 By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries</p>	<p>11.3.1 Ratio of land consumption rate to population growth rate</p> <p>11.3.2 Proportion of cities with a direct participation structure of civil society in urban planning and management that operate regularly and democratically</p>

<p>11.5 By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water related disasters, with a focus on protecting the poor and people in vulnerable situations</p>	<p>11.5.1 Number of deaths, missing persons and directly affected persons attributed to disasters per 100,000 population</p> <p>11.5.2 Direct economic loss in relation to global GDP, damage to critical infrastructure and number of disruptions to basic services, attributed to disasters</p>	
<p>11.7 By 2030, provide universal access to safe,</p>	<p>11.7.1 Average share of the built-up area of cities that is</p>	

	inclusive and accessible, green and public spaces, in particular for women and girls	open space for public use or all, by sex, age and persons with disabilities 11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months
	11.b By 2020, substantially increase the number of cities and human settlements adopting and implementing integrated policies and plans towards inclusion, resource efficiency, mitigation and adaptation to climate change, resilience to disasters, and develop and implement, in line with the Sendai Framework for Disaster Risk Reduction 2015-2030, holistic disaster risk management at all levels	11.b.1 Number of countries that adopt and implement national disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015–2030 11.b.2 Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies

#### ***1.6.1.2 United Nations Conference on Human Settlements (1976, 1996, 2016) and New Urban Agenda (2016)***

In 1976, the first United Nations Conference on Human Settlements (Habitat I)

was held in Vancouver, Canada, wherein issues such as excessive urbanization were recognized as international challenges. The second United Nations Conference on Human Settlements (Habitat II) was held in Istanbul, Turkey, in 1996 and adopted the Habitat Agenda, a global action plan to provide adequate living conditions for all, including women.

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In 2016, the third United Nations Conference on Human Settlements (Habitat III) was held in Quito, Ecuador, wherein the New Urban Agenda based on the achievements of countries in the 20 years since Habitat II was formulated as an international policy to address a wide range of human settlement issues by linking rapid urbanization to growth. The New Urban Agenda includes the following gender-related policies:

- a) Achieve gender equality and empower all women and girls.
- b) Ensure women's full and effective participation and equal rights in all fields and leadership at all levels of decision-making.
- c) Ensure decent work and equal pay for equal work, or work of equal value, for all women.
- d) Prevent and eliminate all forms of discrimination, violence and harassment against women and girls in private and public spaces.
- e) Promote age- and gender-responsive planning and investment for sustainable, safe and accessible urban mobility for all.

#### **1.6.1.3 Global Initiative (2011)**

UN Women's Global Flagship Programme Initiative "Safe Cities and Safe Public Spaces for Women and Girls" works with women's organizations, local governments, UN agencies, and other partners to develop, implement, and respond to comprehensive approaches to prevent and respond to sexual harassment against women and girls in public spaces in different settings. The effort began in Quito (Ecuador), Cairo (Egypt), New Delhi (India), Port Moresby (Papua New Guinea), and Kigali (Rwanda) and has spread to over 50 cities including Sakai, Japan.

Partner cities have implemented four main activities: -

- Identify gender-responsive locally relevant and owned interventions.
- Develop and effectively implement comprehensive laws and policies to prevent and respond to sexual violence in public spaces.
- Investments in the safety and economic viability of public spaces.
- Change attitudes and behaviors to promote women's and girls' rights to enjoy public spaces free from violence.

#### ***1.6.1.4 African Union Development Agenda 2063***

Agenda 2063 is Africa's development blueprint to achieve inclusive and sustainable socio- economic development over a 50-year period.

#### **1.6.2 National Frameworks**

##### ***1.6.2.1 Constitution of Kenya, 2010***

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Constitution of Kenya of 2010 protects the right to property for all citizens without discrimination prohibited under article 27 of the same. Article 43 1 (b) specifically recognizes housing as a right for all citizens without discrimination as above. These rights are enforceable in courts of law and other judicial mechanisms recognize for that purpose.

Kenya's 2010 constitution established a groundbreaking gender quota, requiring "not more than two-thirds of elective public bodies shall be of the same gender.

#### **1.6.2.3. Vision 2030**

Kenya's Vision 2030 provides a long-term development framework and initiatives aimed at sustaining rapid economic growth and tackling poverty. Under Vision 2030, Kenya hopes to become a globally competitive and prosperous nation with an all-inclusive high quality of life by 2030 for all including the women

#### **1.6.2.4 Land Act and the Land Registration Act, 2012, increasing women's rights over marital property.**

#### **1.6.2.5 Protection against Domestic Violence Act, 2015, addressing the issue of domestic violence for the first time.**

*Table 2: Summary of national legislative framework addressing Gender inequality and SGBV*

<b>Statute</b>	<b>Summary</b>
The Constitution 2010	Provides that every person has right to freedom and security of their person which includes the right not to be subject to any form of violence from either public or private sources, any form of torture whether physical or psychological or cruel, inhuman or degrading treatment.  The right to security means that the Constitutions safeguards women's right against SGBV and any other related form of gender-

	based violence.
The Penal Code Cap 63 Laws of Kenya	Other than bigamy which is provided for under section 171, there are no provisions for such forms of SGBV as marital rape, wife or husband battery, domestic violence etc. Some of these offences are only derivative of main offences such as assault under section 250 and 251.
The Children Act, 2022	Provides for a child care, administration institutions, and sets the age of sexual consent at 18 years in line with Convention on the Rights and Welfare of the Child.

HIV & AIDS Prevention and Control Act 2006	Prohibits deliberate transmission of HIV/AIDS and outlaws discriminatory acts and policies based on ones HIV/AIDS status in all places and safe guards rights and dignity of those already affected
The Sexual Offences Act, 2006	Provides for prevention and the protection of all persons from harm from sexual acts and access to justice and psychosocial support
Employment Act, 2017 (Amendment) 2022	The Act prohibits discrimination and sexual harassment of employees on the basis of sex, guaranteeing equal remuneration for work of equal value. Child Labour prohibited
Counter Trafficking in Persons Act, 2010	Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children.
Prohibition of Female Genital Mutilation Act, 2011	Prohibits the practice of Female Genital Mutilation and safeguards against violation of a person's mental or physical integrity
The Land Act, 2012 (Amended) 2023	Secures rights of women to matrimonial property
The Land Registration Act, 2012 (Amended) 2024	Requires spousal consent in any dealing with matrimonial property
Matrimonial Property Act, 2013 revised 2025	Defines matrimonial property to include the matrimonial home, household goods, and other movable or immovable property jointly acquired during the marriage.  Establishes that property ownership is based on contributions, which can be monetary or non-monetary (e.g., domestic work, childcare, companionship)

Marriage Act,2014 (Amended) 2024	Provides for the minimum age in marriage and types of marriages. The Act guarantees parties to a marriage through mutual agreement, equal rights at the time of the marriage, during the marriage and at the dissolution of the marriage as long as the marriage is registered and there is proof for your contribution.
The Protection Against Domestic Violence (PADV) Act, 2015	Provides for the protection and relief of members of a family from domestic violence.
The Computer Misuse and Cyber- crimes Act, 2018(Amended 2025)	Provides for offences relating to computer systems; to enable timely and effective detection, prohibition, prevention, response, investigation and Cyber-crimes Act, 2018(Amended 2025)
The Witness Protection Act 2020(Amendment Bill,2023)	prosecution of computer and cybercrimes; to facilitate international co- operation in dealing with computer and cybercrime matters; and for connected purposes.
The Persons With Disability Act 2025	Provides for the rights and rehabilitation of PWDs and to achieve equalization of opportunities
Victims Protection (Amendment) Bill, 2024, participation phase 2025	The person to whom a complaint is made shall assist the complainant or the victim or, where the victim is a child or physically, publicmentally, intellectually or sensory challenged person, the parent or guardian of the child or such challenged person, to apply for an order of protection.

## 2 CHAPTER 2: SITUATION ANALYSIS

### 2.1 Introduction

This chapter presents a comprehensive analysis of the socio-economic, demographic, and governance situation in Engineer Municipality and Nyandarua County, highlighting gender-related challenges. The analysis draws on the Kenya Population and Housing Census 2019, Nyandarua County development data, and municipal strategies as outlined in the CIDP. The purpose of this chapter is

to identify critical gaps and opportunities to inform the mainstreaming of gender equality and women empowerment within municipal development planning.

The analysis focuses on key development sectors thematically aligned with the Beijing Platform for Action, relevant gender treaties and conventions, and current county development blueprints, emphasizing inclusivity and equitable access to services.

## 2.2 Thematic Areas and Key Issues

### 2.1.1 Population Size and Composition

The population of Nyandarua County was 638,289 in 2020, growing at an annual rate of 3.3%, with Engineer Municipality mirroring this growth due to its urban nature and status as the county capital.

Engineer Municipality comprises Karau, Kaimbaga, Rurii, Mirangine and Kanjuri Wards. According to the 2019 Kenya Population and Housing Census, the population was as follows:

*Table 3: Population data*

Ward	Population	Males (49.2%)	Females (50.8%)
Engineer	34,671	16,157	18,514
Murungaru	16,536	7,013	9,523
Gathara	17,363	7072	10,291
North Kinangop	25,300	11,294	14,006
<b>Totals</b>	<b>93,870</b>	<b>46,157</b>	<b>47,713</b>

#### Observations:

- Females constitute approximately 50.8% of the population, slightly higher than males at 49.2%.
- Engineer Ward is the most populous, followed by North Kinangop, Gathara, and Murungaru respectively.
- The urban nature of Engineer Municipality as the county headquarters influences population distribution and migration patterns.

### **2.1.1.1      Population Growth (2020–2025)**

The municipality is projected to grow at the county’s annual population growth rate of **4.1%**, reflecting urban migration and natural population increase.

*Table 4: Population projection*

<b>Year</b>	<b>Projected Population</b>	<b>Males (51%)</b>	<b>Females (49%)</b>
2025	119,462	58,738	67,569
2026	124,360	61,146	70,339
2027	129,458	63,652	73,223

#### **Implications:**

- Rapid population growth increases demand for social infrastructure, including schools, healthcare, water, sanitation, and housing.
- Economic empowerment
- Urban expansion requires targeted interventions to address inequality, poverty, and access to municipal resources.

### **2.1.1.2      Gender Composition and Implications**

Women constitute a slight majority in the Municipality, consistent with national trends. Key considerations include:

- Women face systemic barriers in accessing land, finance, and formal employment.
- The majority of informal economic activities are dominated by women, who often work long hours for lower pay.
- Gender-responsive planning is essential for municipal service delivery, infrastructure design, and social protection programs.

### **2.1.1.3 Linkage to County planning documents**

By aligning population data with policy priorities, the Municipality can strategically plan for inclusive growth, equitable service delivery, and gender-responsive development.

#### **Key Issues:**

- Increased demand for schools, health facilities, water, sanitation, and housing.
- High dependency ratios and pressures on social protection services.
- Need for gender-sensitive planning to support women and girls' access to resources, healthcare, and economic opportunities.

## **2.2. GAPS AND CHALLENGES IN URBANIZATION**

### **2.1.2 Governance, Power and Decision-Making**

Governance is the bedrock of efficient, effective, transparent and sustainable delivery of services. Having more women participating in governance and in positions of power and decision-making would ensure that women are actively involved and make their contribution. Despite comprising over 50% of the population, women are underrepresented in leadership and decision-making positions.

#### **Key Issues:**

- Enforcement of the **Two-Thirds Gender Principle** in political and administrative leadership.
- Capacity building for women in governance and leadership roles.

### **2.1.3 Respect of Human Rights for All**

The Constitution provides for equality, non-discrimination and a raft of civil, political, economic and social rights in the Bill of Rights premised on the fact that human rights are inalienable, interdependent and applicable to all human beings and their enjoyment is a basic requirement and standard for the enjoyment of life. These constitutional provisions domesticate the international



and regional ratified legal instruments and commitments that women rights are human rights.

Key issues:

- Full implementation of the Bill of Rights; and,
- Encouragement and capacity building

#### **2.1.4 Sexual and Gender Based Violence (SGBV)**

Sexual and Gender Based Violence (SGBV) is based on socially ascribed gender differences between men and women which define power relations between men and women regarding who makes decisions and who owns resources. SGBV affects women; girls, men and boys but women and girls are disproportionately affected.

Key issues:

- Kenya has numerous pieces of legislations, policies and programs promoting response and prevention to SGBV;
- Improve municipality administrative and health facilities evidence preservation technologies for use during prosecution;
- Encourage use of Alternative Dispute Resolution mechanisms for the prevention of Sexual and Gender-Based Violence;
- Research on SGBV to identify underlying and systemic causes and the best ways of addressing them

#### **2.1.5 Access to Justice**

Access to justice is critical for the realization of the right to equality and nondiscrimination. The Constitution obligates the State to ensure access to justice for all persons and any fee required should be reasonable so as not to impede access to justice. Access to justice can be hindered by cost, inadequate forums and the procedures and processes of dispute resolution.

**Key Issues:**

- Affordable legal services and reduction of case backlog.

- Promotion of alternative dispute resolution mechanisms.
- Community awareness on legal rights and protections.

### **2.1.6 Institutional Mechanisms for the advancement of Gender Equality and Empowerment of Women**

The linkages among the institutions including the county government is not fully developed thus hampering effectiveness towards the full realization of gender equality.

Municipal mechanisms for gender equality are critical but often constrained by resources, unclear mandates, and weak coordination.

#### **Key Issues:**

- Strengthening institutional capacity and linkages.
- Adequate financing and staffing for gender-focused initiatives.
- Coordination between municipal, county, and national gender institutions

### **2.1.7 Poverty**

Poverty in Engineer Municipality is influenced by systemic gender inequalities, limiting women's access to income, property, and decision-making. Estimates suggest that significant portions of the population live under extreme poverty, with women disproportionately affected.

#### **Key Issues:**

- Implementation of gender-responsive poverty eradication initiatives.
- Capacity building for women to access affirmative action funds and government procurement opportunities.
- Addressing cultural practices that limit women's economic participation.
- Ensuring women's representation in municipal committees managing development funds.

### 2.1.8 Access to Labour and the Economy

Women contribute significantly to the local economy through informal trade, agriculture, and domestic enterprises, but most are underpaid and unrecognized in GDP calculations.

#### **Key Issues:**

- Low representation of women in formal employment and high engagement in unpaid domestic and informal work.
- Limited access to **credit and collateral** (e.g., land ownership) for women and youth entrepreneurs.
- Need for employment-driven investments to reduce dependency ratios.
- Training and skill development initiatives to increase women's participation in income-generating activities.

### 2.1.9 Access to Education

Education is a fundamental right and critical for socio-economic development. Engineer Municipality has relatively balanced enrolment rates in primary and secondary education, with slightly more girls than boys, but dropout rates remain high due to early pregnancies, child labor, and socio-cultural practices.

#### **Key Issues:**

- Low transition rates to higher education and tertiary institutions.
- Prevalence of early pregnancies, child marriages, and FGM affecting girls' education.
- Weak coordination between national and county governments in education provision.
- Emerging concerns: cyber abuse, betting, and misuse of technology among youth.
- Boys and girls drop out of school to assume household headship roles in the absence parents.
- Absenteeism and retention of girls in school.

### **2.1.10 Access to Health Care**

Women's health is affected by inequitable access to quality services, high maternal mortality, and prevalence of communicable diseases.

#### **Key Issues:**

- High maternal mortality and inadequate reproductive health services.
- Prevalence Stunting growth affecting women of reproductive age
- Limited mental health services linked to reproductive health and gender-based violence.
- Poverty-related barriers to malaria prevention and maternal care.

### **2.1.11 Land, Housing and Agriculture**

Land is critical to the economic, social and cultural development of Kenya. It is a key factor of production and lack of access to land affects the enjoyment of other rights. Culture and traditions continue to support male inheritance of family land while the implementation of gender sensitive family laws is slow. There is conflict between constitutional and international provisions on gender equality vis-à-vis customary practices that discriminate against women in relation to land ownership and inheritance.

#### **Key Issues:**

- Low proportion of women with land and housing rights.
- Limited access to modern agricultural technologies and financial resources.
- Weak enforcement of gender-sensitive land and property laws.

### **2.1.12 Environment and Natural Resources**

Access to and control over environmental resources is gender biased. Men are the main actors in the management of renewable and non-renewable natural resources such as forests, wildlife, minerals and natural gas. This has significant implications on the Gross Domestic Product and the livelihoods of Kenyans dependent on the environment and natural resources.

**Key Issues:**

- Limited participation of women in environmental decision-making.
- Vulnerability to climate change impacts, deforestation, and water scarcity.
- Need for **gender-disaggregated environmental data**.

**2.1.13 Peace and Security**

Kenya is directly and indirectly affected by conflicts. Being in the Greater Horn of Africa, Kenya has hosted refugees from war torn countries for many years and internally, has had political conflicts such as the 2007/2008 Post-Election Violence. Men and women are affected by conflict in diverse ways. Men are usually the combatants while women either play support roles or are casualties of the conflict. Sexual and Gender-Based Violence is exacerbated by armed conflicts and redress is difficult.

**2.2.13. Key issues:**

- Inclusion of women in peace and security initiatives.
- Increased capacity of security agencies to address SGBV.
- Implementation of UNSCR 1325 for women, peace, and security.

**2.1.14 Information and Communications Technologies (ICT)**

*Mainstreaming a gender perspective in ICT and promotion of gender equality and the empowerment of women*” recognizes that ICTs are tools through which gender equality and women empowerment can be advanced and are integral to the creation of societies in which both women and men can substantively contribute and participate. ICT is a tool for empowerment, but cultural and social norms limit women’s access and participation in technology fields.

**Key Issues:**

- Encourage women to study and work in **science, technology, Engineering, and mathematics (STEM)**.
- Gender-inclusive ICT training and awareness programs.

**2.3 Opportunities in urbanization**

- Smart municipal with gender-sensitive design

- Women-led urban innovation and startups
- Gender-responsive transport systems (safe buses, inclusive routes)
- Partnerships with GOK, NGOs, and global agencies for funding and advocacy
- Gender sensitive resource allocation within the municipal
- Digital transformation (Online services)
- Community Sensitization programs
- Youth and Men engagement platforms
- Policy and regulatory support.

## 2.4 Key Recommendations

Based on the analysis of demographic, socio-economic, and gender dynamics in the Municipality, the following recommendations are proposed to mainstream gender equality and empower women and girls:

### 1. Inclusive Governance and Decision-Making

- Strengthen women's representation in municipal leadership, boards, and decision-making bodies.
- Implement capacity-building programs for women in governance, leadership, and civic participation.
- Enforce the Two-Thirds Gender Principle in political and administrative appointments.

### 2. Education and Skills Development

- Promote retention of girls and boys in ECDEs and Vocational Training institutions.
- Address barriers such as early pregnancies, child labor, and socio-cultural practices limiting girls' education.
- Expand vocational and skills development programs targeting men/women and youth.

### 3. Economic Empowerment

- Facilitate access to credit, financial services, and markets for women/men and youth entrepreneurs.
- Support women/men-led enterprises and informal sector businesses with training, technology, and resource access.
- Support PWD-led enterprises and informal sector businesses with training, technology, and resource access.
- Promote men, women and youth participation in formal employment and equitable wages.

#### **4. Health and Well-being**

- Expand access to maternal, reproductive, and mental health services.
- Strengthen interventions to prevent and manage communicable diseases affecting men and women disproportionately.
- Integrate gender-sensitive approaches in health infrastructure planning and service delivery.

#### **5. Land, Housing, and Agriculture**

- Support women's secure land ownership, joint registration, and housing rights.
- Improve women's access to modern agricultural technologies, extension services, and financial resources.
- Strengthen enforcement of gender-sensitive land and property laws.

#### **6. Safety, Security, and Protection**

- Enhance measures to prevent and respond to Sexual and Gender-Based Violence (SGBV).
- Improve access to justice through affordable legal services and alternative dispute resolution mechanisms.
- Ensure safe public spaces, transport systems, and infrastructure for men, women, boys and girls.

#### **7. Environment and Climate Resilience**



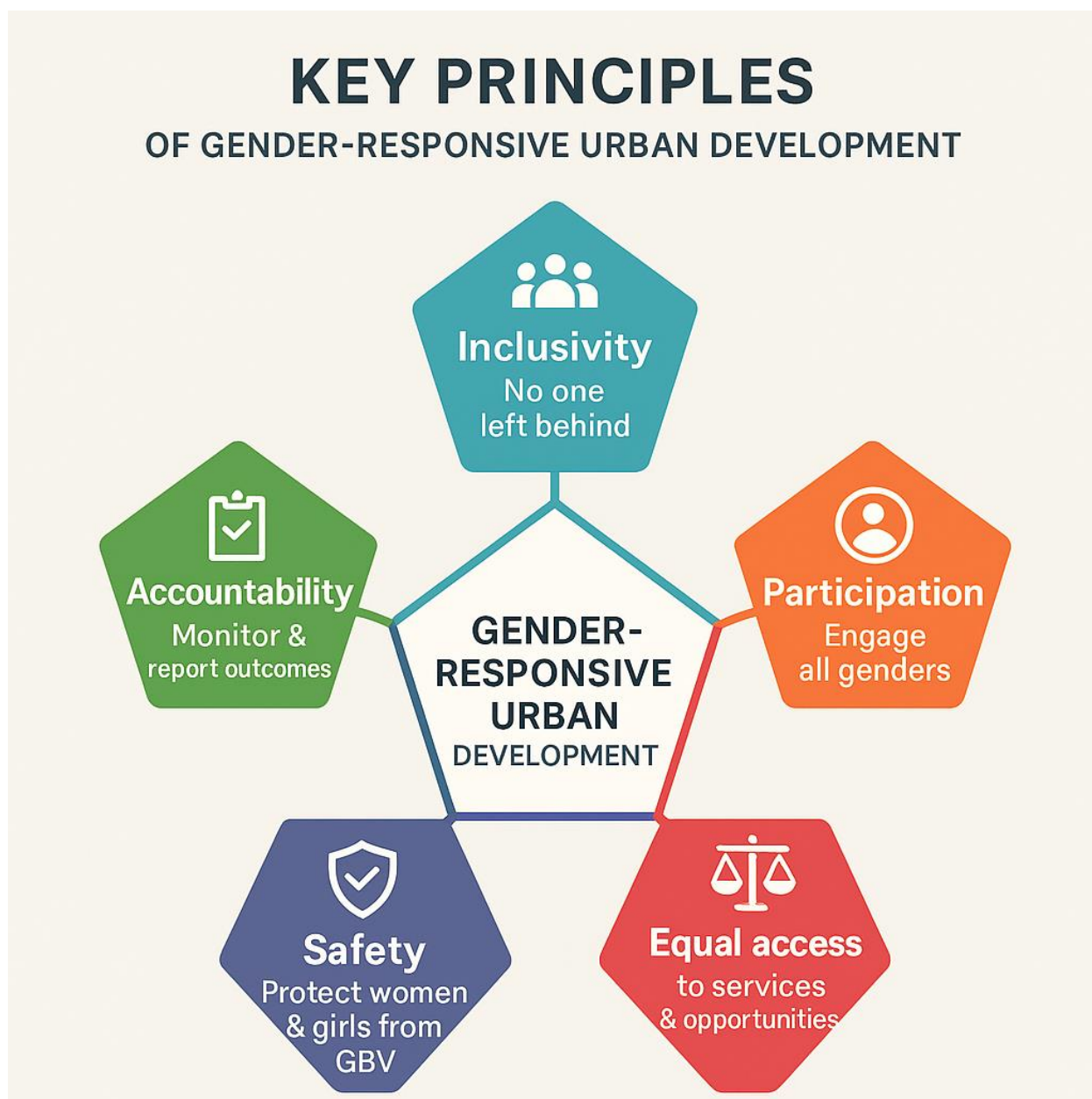
- Promote men/women's participation in environmental decision-making and sustainable resource management.
- Implement gender-responsive climate adaptation and water management programs.
- Collect and utilize gender-disaggregated environmental data to guide policy and planning.

#### **8. Information and Communication Technologies (ICT)**

- Encourage women's engagement in STEM education and ICT-based livelihoods.
- Develop gender-inclusive ICT training programs and promote digital literacy.
- Expand access to e-governance and online platforms for women's civic participation.

By implementing these recommendations, the Municipality can foster an inclusive, equitable, and resilient urban environment where women and girls can fully exercise their rights, contribute to development, and benefit from the municipality's growth.

#### 3.1 Introduction



*Figure 1: Key Principles of Gender Responsive urban development*

Women play a critical role in the Municipality's economy, social development, and cultural life. They are actively involved in small-scale trading, agriculture, informal businesses, and community-based organizations. Despite their contributions, women remain underrepresented in governance structures, urban planning processes, and decision-making platforms that shape the municipality's development trajectory.

Most women and girls in municipality combine productive and reproductive roles, managing household responsibilities while contributing to income generation. Their limited access to capital and formal employment opportunities often keeps them in informal economic activities. As a result, their voices and needs are seldom reflected in municipal planning, policies, and urban development strategies.

A participatory approach that includes men/women's perspectives is essential for creating **inclusive urban spaces**, improving municipal services, and promoting women's economic empowerment. Gender-responsive urban development ensures that women are visible, heard, and actively engaged in decision-making processes.

**Key commitments for the Municipality include:**

1. Integrating men/women's economic, social, and cultural needs into all municipal planning and development initiatives.
2. Empowering women, men, boys and girls people with special needs to participate as equals in decision-making processes at all levels.
3. Creating a supportive economic environment through gender-sensitive policies, legislation, and budgets.
4. Addressing safety concerns and implementing measures to prevent and respond to Gender-Based Violence (GBV).

### **3.2 Urban Centers as Engines of Growth**

Urban centers serve as hubs for economic growth, social inclusion, and cultural exchange. Gender-inclusive urban planning can reduce inequalities by fostering:

- Economic empowerment and opportunities for women entrepreneurs.
- Safe, accessible, and inclusive public spaces.
- Participation of marginalized groups in governance and civic engagement.
- Social cohesion and the preservation of local cultural heritage.

Strengthening gender mainstreaming in community engagement ensures that both women and men, people with special needs and youths can equally access services, influence policies, and benefit from urban development programs.

### **3.3 Gender Mainstreaming Frameworks**

To promote empowerment and gender equality, the Municipality will implement the following interlinked frameworks:

#### **3.3.1 Gender Mainstreaming and Integration Framework**

- Disaggregate data to understand program utilization and accessibility.
- Build Men, women, Youth and People with special needs capacity and increase participation in governance and urban planning.
- Encourage community mobilization to transform negative gender norms.
- Address sexual and gender-based violence (SGBV) and provide support services.
- Ensure equal representation in municipal workforce and leadership positions.

#### **3.3.2 Gender and Health System Framework**

- Integrate gender perspectives into health service planning and delivery, including maternal and reproductive health, childcare, and palliative services.
- Address socio-economic and cultural factors that limit women's access to healthcare.
- Promote respectful and equitable service provision.

#### **3.3.3 Gender and Governance Framework**

- Strengthen women's representation in municipal committees, boards, and decision-making bodies.
- Develop gender-sensitive policies that reflect gender needs and aspirations.
- Build leadership capacity of women and marginalized groups for active civic engagement.

### 3.3.4 Gendered Approach to Fighting SGBV

- Promote community conversations between male and female on GBV prevention.
- Address harmful stereotypes and social norms that perpetuate violence.
- Increase access to legal, medical, and psychosocial support services for survivors.

### 3.3.5 Gender Impact Assessment Framework

- Conduct regular gender analyses of municipal programs, projects, and policies.
- Review policies to move from gender-blind to gender-aware planning.
- Identify key performance indicators to measure success and guide future interventions.

## 3.4 Gender Mainstreaming Strategies

The municipality will adopt strategies that raise awareness of women's inequality, mobilize stakeholders, and promote inclusive urban planning:

1. Conduct gender analyses across all municipal projects, programs, and policies.
2. Increase collection of gender-disaggregated data.
3. Apply gender mainstreaming principles across local governance and planning frameworks.
4. Empower grassroots women to participate in urban decision-making.
5. Engage men and boys as allies in promoting gender equality.
6. Establish monitoring mechanisms (observatories) to track gender outcomes.
7. Develop inclusive and safe public spaces.
8. Provide gender-sensitive training for municipal officials, urban planners, transport operators, and security personnel.

## 3.5 Inform, Involve, and Collaborate

### **3.5.1 Inform**

- Use newsletters, social media, and municipal websites to update residents on gender initiatives.
- Publish technical reports, case studies, and guidance materials on gender-responsive urban development.
- Organize workshops and webinars to share knowledge and best practices.

### **3.5.2 Involve**

- Engage residents, private sector, and civil society in steering committees and decision-making forums.
- Facilitate participation in campaigns, events, and platforms that advance women's empowerment.
- Offer speaking opportunities at municipal events, town halls, and conferences.

### **3.5.3 Collaborate**

- Co-create initiatives with local partners, NGOs, and community organizations.
- Define objectives, methodologies, and monitoring tools jointly to ensure gender-sensitive outcomes.
- Promote joint learning, knowledge-sharing, and capacity-building among municipal staff and stakeholders.

## **4 CHAPTER 4: IMPLEMENTATION IN ALL PROGRAMMES, PROJECTS, ACTIVITIES AND POLICIES**

### **4.1 Introduction**

The Municipality is committed to ensuring that gender equality, women's empowerment, and inclusivity are central to all urban development program, projects, activities, and policies. To achieve this, the Municipality will adopt a Gender Action Plan (GAP), guiding the integration of gender considerations in planning, design, implementation, and evaluation across all municipal initiatives.

The GAP ensures all genders/ groups are actively engaged in decision-making processes, enabling equitable access to opportunities, services, and resources. This approach aligns with:

- The New UN-Habitat Urban Agenda, emphasizing sustainable, inclusive, and participatory urban development; and
- The 2030 Sustainable Development Goals (SDGs), particularly:
  - SDG 5: Gender Equality
  - SDG 8: Decent Work and Economic Growth
  - SDG 11: Sustainable Cities and Communities

Through participatory planning, community engagement, and collaboration with residents, civil society organizations, and private sector stakeholders, the Municipality seeks to create inclusive, safe, and economically empowering urban spaces. All implementation will be guided by evidence-based data, structured monitoring, and lessons learned, ensuring that no one is left behind in the urban development process.

### **4.2 Advocacy and Partnership**

Effective partnerships are key to strengthening gender-sensitive programming the Municipality will engage:

- County Government Departments: Integrate gender-responsive initiatives into urban planning, infrastructure, and public service delivery.

- Civil Society Organizations (CSOs/CBOs/NGOs): Collaborate on advocacy, women's empowerment, and gender equality programmes.
- Private Sector: Support women-led enterprises, fund gender-sensitive infrastructure, and create safe marketplaces.
- Community-Based Organizations (WAMASCOS, youth groups, women's groups): Ensure grassroots participation in municipal planning.

### **Proposed Activities:**

1. Develop a gender-sensitive communication strategy to share municipal gender initiatives with stakeholders.
2. Launch a residents' and private sector engagement strategy to ensure continuous interaction with Men, women, youth, and marginalized groups.
3. Compile and disseminate gender reports highlighting successes, lessons learned, and areas for improvement.
4. Hold webinars, workshops, and town hall meetings to discuss gender-focused municipal programs.
5. Conduct one-on-one engagements with key residents, donors, and private sector partners through newsletters, consultations, and digital platforms.
6. Organize learning events (e.g., exhibitions, radio shows, community debates) to facilitate peer-to-peer knowledge exchange.
7. Update the municipal website and digital platforms as usable resources for sharing gender-sensitive information.

### **4.3 Internal Monitoring and Cross-Support**

Monitoring, Evaluation, and Learning (MEL) are central to ensuring gender-responsive implementation the Municipality will:

- Expand and refine the Municipal MEL Framework to capture gendered outcomes and impacts.
- Establish a baseline for gender-disaggregated indicators to track progress.



- Revise reporting processes to produce structured, targeted reports documenting lessons learned and successes.
- Collect systematic gender-related data from all programs and projects.
- Conduct ongoing capacity-building training for staff on gender mainstreaming concepts, tools, and practices.
- Include gender-focused indicators in grant agreements and municipal projects.
- Conduct satisfaction surveys with qualitative indicators, such as residents' perception of safety, inclusion, and participation.

#### **4.4 Gender-Specific Programming**

Gender-specific programming focuses on empowering Men, Marginalized population, women and girls in Engineer's urban environment. Activities include raising awareness, building leadership capacity, piloting innovative initiatives, and partnering with stakeholders.

##### **Examples of Gender-Specific Projects:**

1. Women-led market access initiatives to increase income-generating opportunities.
2. Safe public transport campaigns to enhance women's mobility.
3. Urban WASH facilities designed with women's needs in mind.
4. Community-led women's safety audits for public spaces, roads, and markets.
5. Digital storytelling programmes documenting women's experiences in urban spaces and highlighting barriers to inclusion.

#### **4.5 Planning for Gender Diversity and Inclusivity**

All planning decisions have gendered impacts the Municipality recognizes the importance of considering age, gender, disability, income levels, and cultural roles to ensure equitable access to services and participation in decision-making.

##### **Proposed Activities:**

1. Design and expand women-specific programs and policies, including tools for co-designing infrastructure.
2. Conduct women's safety audits and gender-based community mapping in markets, water points, roads, and transport hubs.
3. Pilot urban campaigns promoting women's safety and participation.
4. Collect gender-disaggregated data through surveys, consultations, and community feedback.
5. Develop digital storytelling initiatives to amplify the experiences of women and girls in urban centers.

#### **4.6 Equality, Diversity, and Inclusivity: Participatory Gender-Sensitive Planning**

Participatory gender-sensitive planning ensures that the Municipality recognizes diversity within the community, including age, gender, disability, income, and cultural roles. Policies and programmes will be designed to remove structural barriers, promote inclusion, and ensure equitable access to resources.

##### **Proposed Activities:**

1. Collaborate with partners and residents to design and expand women-specific projects and policies, including guidelines for targeting marginalized women in urban governance.
2. Conduct diagnostic safety reports and gender-based mapping across urban contexts such as roads, water points, markets, and transport hubs.
3. Develop and test pilot projects, e.g., public space interventions, urban campaigns on women's safety, or gender-sensitive WASH facilities.
4. Conduct surveys to collect gender-disaggregated data, establish baselines, and assess progress and impact.
5. Implement digital storytelling approaches documenting the experiences of women and girls across mobility, political participation, safety, and heritage, ensuring outcomes are shared with the local community

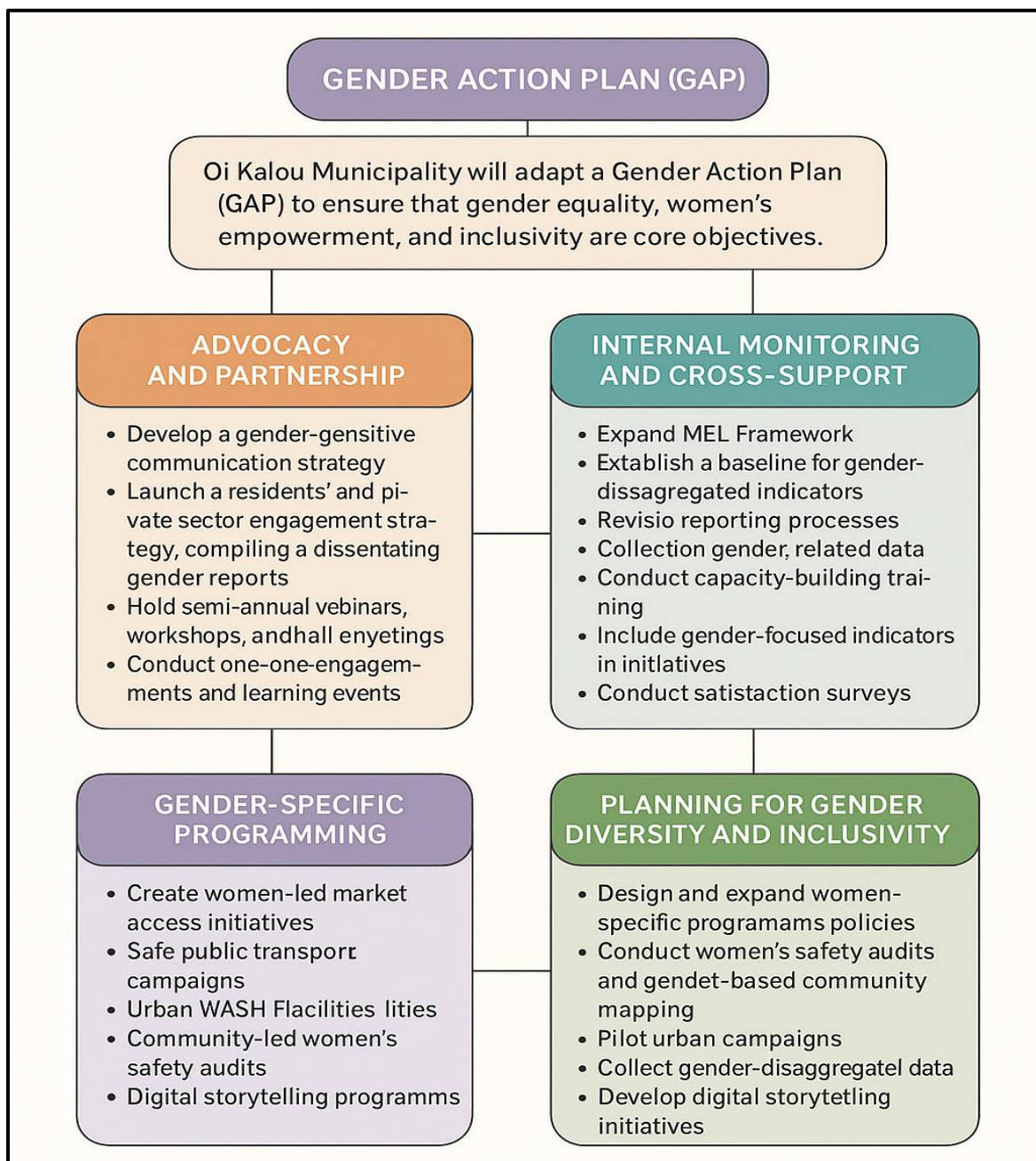


Figure 2: Implementation framework

## 5 CHAPTER 5: GENDER MAINSTREAMING EVALUATION

### 5.1 Introduction

The Gender Participatory Framework for the Municipality recognizes that during the evaluation phase, project achievements, implementation processes,

outcomes, and impacts shall be assessed with a gender perspective. Evaluation will follow the prescribed municipal project evaluation framework (ex-post evaluation) and methodology.

During this process, attention will be given to both emerging and already achieved outcomes and impacts. Any differences in benefits received by women and men within the Municipality will be analyzed, including the underlying causes, to ensure equitable development outcomes.

## 5.2 Gender Response Evaluation Table

The following gender-responsive evaluation questions will serve as the adopted evaluation criteria for Engineer Municipality's programs, projects, and policies.

*Table 5: Evaluation Criteria and Check Points*

<b>Evaluation Criteria</b>	<b>Check Points (for Municipality)</b>
<b>Relevance</b>	<ul style="list-style-type: none"> <li>– Are the gender-responsive activities of municipal projects consistent with Nyandarua County and national gender equality policies, as well as urban development priorities of Engineer Municipality?</li> <li>– Do municipal projects ensure inclusion of women-headed households, people with disabilities, the elderly, and other vulnerable groups?</li> <li>– Were baseline consultations conducted with women and women's groups before project implementation?</li> </ul>
<b>Appropriateness of Plan &amp; Approach</b>	<ul style="list-style-type: none"> <li>– Have project methods ensured that no gender group is excluded?</li> <li>– Did projects adopt approaches benefiting diverse groups within the Municipality?</li> <li>– Were workloads of women and men carefully balanced to avoid unintended gendered burdens?</li> </ul>

<b>Evaluation Criteria</b>	<b>Check Points (for Municipality)</b>
	<ul style="list-style-type: none"> <li>– Were municipal plans revised based on monitoring findings to enhance gender responsiveness?</li> </ul>
<b>Coherence</b>	<ul style="list-style-type: none"> <li>– Did project activities align with global goals such as the Sustainable Development Goals (SDGs) and international norms on gender equality?</li> <li>– Were local gender equality initiatives in the Municipality integrated into global and county-level frameworks?</li> </ul>
<b>Efficiency</b>	<ul style="list-style-type: none"> <li>– Were knowledge and experiences of women and vulnerable groups effectively utilized in project planning and implementation?</li> <li>– Were municipal trainings and capacity-building activities gender-balanced and inclusive of all stakeholders?</li> </ul>
<b>Effectiveness</b>	<ul style="list-style-type: none"> <li>– Did gender-responsive activities achieve expected results for both women and men in the Municipality?</li> <li>– Did these activities contribute to meeting municipal project objectives and improving service delivery and participation across genders?</li> </ul>
<b>Impact</b>	<ul style="list-style-type: none"> <li>– Did gender-responsive activities promote women's leadership, equal participation in decision-making, and strengthen community governance systems?</li> <li>– Were any negative impacts identified, such as increased workload for women or gender-based violence, and were these addressed?</li> </ul>

<b>Evaluation Criteria</b>	<b>Check Points (for Municipality)</b>
	<ul style="list-style-type: none"> <li>– How have these activities contributed to improving gender relations among stakeholders in the Municipality?</li> </ul>
<b>Sustainability</b>	<ul style="list-style-type: none"> <li>– Will PWDs ,men, women, boys and girls in the Municipality be able to continue their activities independently?</li> <li>– Will women’s participation in municipal development activities be sustained and valued?</li> <li>– Will gender-responsive measures continue to be integrated into municipal policies, plans, and budgets?</li> <li>– Will municipal institutions continue facilitating women’s active participation in decision-making and community governance?</li> </ul>

**Note:** Regarding effectiveness, impact, and sustainability, the evaluation will focus on the three aspects of agency, relations, and structure and systems within the Municipality.

### 5.3 Specific Agency

- **Agency:** Evaluate what women in the Municipality have been able to achieve through municipal projects, including improvements in skills, confidence, economic opportunities, and influence in decision-making. This also includes changes in the external environment that empower women.
- **Relations:** Assess how municipal activities have transformed gender relations among community members, stakeholders, and within

households. Consider whether projects have fostered equitable partnerships and reduced gender-based discrimination.

- **Structure and Systems:** Examine how gender-responsive activities have been integrated into the Municipality's policies, operational plans, and institutional systems. Determine whether the municipality's governance structures, budgets, and procedures continue to promote gender equality.

If any negative impact is observed, lessons learned will be documented and used to inform future municipal projects, ensuring improved gender responsiveness.

#### ***a) 5.4. 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

#### **5.6. Reporting Mechanism**

##### **5.6. Reporting Mechanism**

###### **a) Evaluation Report**

Structure: The evaluation report should include an executive summary,

methodology, findings, conclusions, and actionable recommendations.

Stakeholder Review: Share the draft report with stakeholders for feedback before finalizing the document to ensure accuracy and inclusivity of perspectives.

#### b) Dissemination of Findings

Community Workshops: Organize workshops to present evaluation findings to the community, particularly focusing on engaging women and marginalized groups.

Policy Briefs: Develop concise policy briefs highlighting key findings and recommendations for municipal leaders and decision-makers.

### **5.6. Recommendations for Continuous Improvement**

- Regular Monitoring: Establish a continuous monitoring system to track progress in gender mainstreaming and make necessary adjustments.
- Strengthening Partnerships: Collaborate with local NGOs, women's organizations, and academic institutions to enhance gender analysis and capacity-building efforts.
- Long-term Commitment: Ensure sustained political will and resource allocation for gender mainstreaming initiatives to achieve meaningful and lasting change.

Conclusion; Evaluating gender mainstreaming efforts in the Engineer Municipality is essential for understanding the effectiveness of current strategies and identifying areas for improvement. By utilizing a robust evaluation framework that includes diverse data collection methods, clear indicators, and participatory approaches, the municipality can enhance its commitment to gender equality and ensure that all community members benefit from inclusive governance and development practices. This evaluation not only contributes to accountability but also promotes a culture of learning and adaptation in the pursuit of gender equality.



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