



REPUBLIC OF KENYA
 COUNTY GOVERNMENT OF
 NYANDARUA

2026- 2028

ENGINEER MUNICIPALITY
 GENDER INCLUSION &
 PARTICIPATION FRAMEWORK



FOREWORD

Engineer Municipality recognizes that sustainable urban development must be inclusive, equitable, and responsive to the diverse needs of women, men, youth, persons with disabilities, and other vulnerable groups. As a participating municipality under the Kenya Urban Support Programme II (KUSP II), we are committed to ensuring that all municipal investments integrate gender equality and social inclusion principles in line with national and county policy frameworks.

This Gender Analysis Report provides a structured assessment of gender disparities in employment, procurement, infrastructure access, public participation, and institutional systems within the municipality. The findings confirm that while Engineer Municipality continues to make progress in urban development, gender gaps remain evident in labor-based public works participation, access to procurement opportunities under AGPO, decision-making representation, and urban safety concerns affecting women and girls.

The Municipality acknowledges that gender mainstreaming is not a standalone activity but a cross-cutting responsibility embedded in planning, budgeting, project implementation, monitoring, and evaluation. Through this report, we commit to strengthening sex-disaggregated data systems, enhancing women and youth participation in economic opportunities, integrating universal design in infrastructure, and operationalizing a responsive grievance redress mechanism to address Gender-Based Violence (GBV) risks.

Implementation of the accompanying Gender Action Plan (GAP) will guide municipal departments, contractors, and stakeholders in translating policy commitments into measurable outcomes. We further commit to periodic monitoring and transparent reporting to ensure compliance with KUSP II safeguards and the constitutional two-thirds gender principle.

Engineer Municipality remains dedicated to building a safe, inclusive, and economically vibrant urban center where no one is left behind.



Tabitha Wambui,

Chairperson, Engineer Municipality

ACKNOWLEDGEMENTS

I sincerely appreciate all those who contributed to the preparation of the Gender Inclusion and Participation Framework for Engineer Municipality. This framework represents the collective commitment, collaboration, and hard work of various individuals and institutions dedicated to fostering sustainable and inclusive growth within our municipality.

I extend special gratitude to H.E. Governor Dr. Moses Kiarie Badilisha for his visionary leadership and unwavering support throughout the entire process. His steadfast commitment to the development of Engineer Municipality provided the guidance and inspiration necessary to bring this framework to fruition. I also acknowledge the Engineer Municipal Board, led by the Chairperson, as well as the County Executive Committee Member and Chief Officers responsible for Lands, Physical Planning, Housing, and Urban Development, for their invaluable direction and oversight.

Finally, I commend the County Director in charge of Physical Planning and the technical team for their diligence and professionalism in formulating this plan. I am equally grateful to all stakeholders and residents whose input and active participation ensured that this framework reflects our shared vision and priorities. Together, we will continue to advance a resilient, inclusive, and prosperous Engineer Municipality.



Njoki Gatuhi,
Manager, Engineer Municipality

EXECUTIVE SUMMARY

This Gender Analysis Report for Engineer Municipality was prepared to fulfill the requirements of the Kenya Urban Support Programme II (KUSP II) and to strengthen gender-responsive urban planning and service delivery. The analysis evaluates gender gaps and social inclusion challenges across municipal governance, infrastructure development, employment, procurement systems, and community engagement processes.

The assessment reveals several key findings. First, women remain underrepresented in labor-based municipal public works, particularly in skilled and supervisory roles. Youth unemployment is high, limiting equitable access to income-generating opportunities. Second, participation of women-, youth-, and PWD-owned enterprises in municipal procurement remains below the statutory 30 percent AGPO threshold in several categories. Third, infrastructure and public spaces such as markets, bus parks, and streets present safety concerns, particularly due to inadequate lighting and sanitation facilities. Fourth, public participation forums demonstrate lower levels of active female engagement, influenced by socio-cultural and logistical barriers. Finally, institutional data systems for consistent sex- and age-disaggregated reporting require strengthening.

To address these gaps, the report recommends enforcement of minimum female participation thresholds in municipal works; strengthened AGPO compliance and enterprise capacity-building initiatives; integration of universal design and safety audits in all infrastructure projects; establishment of confidential and survivor-centered GBV reporting mechanisms; and institutionalization of a functional Municipal Gender Desk to coordinate gender mainstreaming activities.

The accompanying Gender Action Plan (GAP) outlines clear objectives, indicators, targets, and responsibilities to ensure measurable progress. Implementation will enhance equitable access to opportunities, reduce gender-based risks, and promote inclusive urban development.

This Gender Analysis provides the foundation for equitable service delivery within Engineer Municipality.

ABBREVIATIONS

KUSP II Kenya Urban Support Programme Phase II

AGPO Access to Government Procurement Opportunities

GRM Grievance Redress Mechanism

PWD Persons with Disabilities

MIS Management Information System

STEM Science, Technology, Engineering, and Mathematics

NGO Non-Governmental Organization

MoV Means of Verification

OVI Objectively Verifiable Indicator

DEFINITION OF TERMS

Gender	Socially constructed roles, responsibilities, and behaviors associated with being male or female
Gender Mainstreaming	Integration of gender perspectives in planning, implementation, monitoring, and evaluation of policies, programs, and projects
Girl Child	Female aged 0–18 years
Boy Child	Male aged 0–18 years
PWD	Persons with Disabilities; physical, sensory, intellectual, or mental impairment
AGPO	Access to Government Procurement Opportunities; 30% allocation to women, youth, and PWDs
KUSP II	Kenya Urban Support Programme Phase II
GRM	Grievance Redress Mechanism for complaints, including gender-based grievances
Youth	Persons aged 15–34 years
Universal Design	Infrastructure accessible to all, including PWDs, elderly, children, and women
Time Poverty	Reduced availability for personal or income-generating activities due to high domestic responsibilities

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1 CHAPTER ONE: CONTEXT AND BACKGROUND

1.1 BACKGROUND

Engineer Municipality is a growing urban center in Nyandarua County, Kenya, historically defined by small-scale agriculture and currently undergoing rapid transformation through new infrastructure and housing developments. This period of change presents both an opportunity and an obligation to ensure that growth is equitable, particularly as men and women currently occupy distinct economic spaces. While women form the backbone of local food production and trade, they often have less access to land, finance, and decision-making structures compared to men, who are more visible in formal employment and community leadership.

For Engineer's development to benefit everyone, gender inclusion must be deliberate. New economic opportunities in construction and services, alongside planned infrastructure upgrades, risk reinforcing existing inequalities if women and marginalized groups are not actively included in planning and participation. This framework is therefore rooted in the specific reality of Engineer Municipality, seeking to harness this moment of transformation to build a town where all residents can contribute to and benefit from the community's progress.

The analysis was conducted for the Engineer Municipality, Nyandarua County in January 2026 by the Social Safeguards Team together with the Technical Team. The review focused on assessing relevant municipal matters within the jurisdiction of the Engineer Municipality, ensuring that both social and technical considerations were comprehensively evaluated to support informed decision-making and effective implementation of municipal programs and projects.

1.2 PURPOSE

The gender analysis is conducted to ensure that planning, infrastructure, and public investments respond equitably to the needs, roles, constraints, and opportunities of women, men, girls, boys, and gender-diverse groups.

1.2.1 The purpose of this analysis is to:

- Identify gender-based disparities in access to urban infrastructure and services.
- Assess how municipal investments affect women, men, youth, elderly persons, and persons with disabilities differently.

- Ensure compliance with national gender equality policies and World Bank Environmental and Social Framework (ESF) standards.
- Inform gender-responsive planning, budgeting, and implementation of municipal projects.
- Strengthen participation of women and marginalized groups in municipal governance and decision-making processes.

1.2.2 Objectives include:

- **Infrastructure Planning** – To ensure equitable access to roads, lighting, transport hubs, energy, and digital connectivity.
- **Urban Transport** – To address mobility patterns, safety concerns, trip-chaining behavior, and affordability barriers.
- **Housing Development** – To assess tenure security, household decision-making power, and vulnerability of female-headed households.
- **Water and Sanitation (WASH)** – To reduce unpaid care burdens, improve menstrual hygiene management, and ensure safety in public facilities.
- **Disaster Risk Reduction & Resilience** – To understand differentiated vulnerabilities, access to early warning systems, and recovery resources.
- **Public Space Design** – To improve safety, inclusivity, and usability of parks, markets, and streets.
- **Climate Adaptation** – To assess gender-differentiated impacts of heat stress, flooding, food insecurity, and livelihood disruption.

1.3 SCOPE STATEMENT

This Gender Inclusion and Participatory Framework applies to all functions, departments, and operations of Engineer Municipality, guiding how gender equality is integrated across the design, implementation, and evaluation of all policies, programs, and projects. Its scope covers five interconnected areas critical to the municipality's development.

In governance and participation, the Framework targets the underrepresentation of women, youth, and persons with disabilities in leadership and planning forums. On economic empowerment, it focuses on the disparities women face in accessing credit, training, and formal enterprise support also working to open emerging opportunities in construction and services to marginalized groups. Regarding urban infrastructure and services, the Framework requires that all projects be assessed for gender responsiveness, tackling current deficits in

safety, accessibility, and basic amenities. In education and capacity building, it addresses the socio-economic constraints that limit girls' progression to higher learning and ensures that local training programs are inclusive of women and responsive to their needs. Finally, on health and social welfare, the Framework integrates comprehensive reproductive health services and GBV support into municipal planning, while also addressing gaps in services for men and the elderly.

Geographically, the Framework covers both the urban center and surrounding areas of Engineer Municipality, applying an intersectional lens that recognizes how gender inequality is compounded by age, disability, and socio-economic status.

1.3.1 Gender-Sensitive Indicators

- % of women participating in consultations
- % of women employed in project-related jobs
- Reduction in time spent on water collection
- % of households with access to safe sanitation (disaggregated)
- Reported safety incidents in public spaces

1.4 GUIDING PRINCIPLES

The Gender Analysis for Engineer Municipality is guided by principles that ensures that gender mainstreaming is systematic, inclusive, and results-oriented.

1. Equality and Non-Discrimination

All municipal interventions shall uphold the constitutional principle of equality and freedom from discrimination.

2. Inclusion and Participation

The Gender Analysis is grounded in meaningful, inclusive public participation. Women, youth, persons with disabilities (PWDs), elderly persons, and marginalized groups must have equitable opportunities to contribute to decision-making processes.

3. Evidence-Based and Sex-Disaggregated Data

Data-driven analysis ensures objective identification of gender gaps and targeted corrective actions.

4. Intersectionality

The analysis recognizes that gender intersects. This approach ensures that interventions address compounded vulnerabilities rather than treating women and men as homogeneous groups.

5. Do No Harm Principle

Risk mitigation measures are integrated into infrastructure planning, contractor obligations, and grievance redress systems.

6. Accountability and Transparency

Accountability mechanisms ensure that gender commitments translate into measurable results.

7 Economic Empowerment

Economic inclusion is central to reducing structural inequality.

8. Universal Design and Accessibility

Urban spaces must be usable, safe, and accessible to all residents.

9. Survivor-Centered Approach to GBV

Prioritizes the rights, safety, and well-being of GBV survivors in all interventions.

1.5 URBAN GOVERNANCE OR DEVELOPMENT PROJECTS THAT THE POLICY INFORMS

This Gender Inclusion and Participation Framework is designed to guide all planning and decision-making processes within Engineer Municipality. Rather than supporting a single project, it establishes a cross-cutting standard for how the municipality approaches gender equality in its everyday work.

The Framework will inform key municipal processes including:

- **Annual development planning and budgeting** to ensure resources are allocated in ways that address the distinct needs of women, men, youth, and marginalized groups.
- **Public participation and civic engagement activities** to make sure consultation forums are accessible, inclusive, and representative of the entire community.

- **Urban infrastructure projects** such as roads, markets, lighting, and water access points, ensuring these are designed with safety and accessibility in mind.
- **Economic empowerment programs** targeting traders, farmers, and youth, with deliberate support for women-owned enterprises.
- **Service delivery across all municipal departments**, embedding gender responsiveness into how the municipality operates day-to-day.

The Framework ultimately supports the municipality's broader commitment to inclusive and sustainable development, ensuring that as Engineer grows and changes, no resident is left behind.

1.6 METHODOLOGY

This Gender Inclusion and Participation Framework was developed through a collaborative process that combined data analysis with direct community engagement.

Desk Review: Existing policies and documents were reviewed, including the Constitution of Kenya, county plans, census data, and KUSP II requirements, to establish the legal and policy context.

Stakeholder Consultations: Key informant interviews and focus group discussions were held with municipal staff, elected leaders, women's groups, youth, persons with disabilities, traders, and community organizations. These sessions explored gender gaps in governance, economic participation, infrastructure, and service delivery.

Data Analysis: Quantitative data from the 2019 Census and municipal records were analyzed to establish population profiles and sex-disaggregated indicators. Qualitative findings were thematically analyzed to identify barriers and opportunities.

Validation: Draft findings were presented to stakeholders for feedback, ensuring the framework reflects local realities and has community ownership before finalization.

2 CHAPTER TWO: DEMOGRAPHIC OVERVIEW

2.1 POPULATION BY SEX AND AGE GROUP

Engineer Municipality is a growing peri-urban centre along the Nairobi–Nakuru corridor. The population structure is youthful, with a significant working-age population.

According to the 2019 Kenya Population and Housing Census, Engineer Municipality which covers the Locations of North Kinangop, Murungaru, Engineer and Kitiri had an estimated population of 93,870 people with 46,157 and 47,713 males and females, respectively.

Population projections by sex

Table 1: Population by sex

Location	Population	Sub-Location	Total	Male	Female
ENGINEER	34,671	ENGINEER	8,304	3,927	4,376
		GATHARA	7,856	3,899	3,957
		KAHURU	8,094	4,028	4,066
		WERU	10,417	5,121	5,296
MURUNGA-RU	16,536	HIANYU	7,013	3,427	3,586
		KAMBATA	3,343	1,627	1,716
		OLMAGOGO	6,180	3,133	3,047
KITIRI (Gathaara)	17,363	KINJA	4,916	2,417	2,499
		KITIRI	5,375	2,747	2,628
		RAITHA	7,072	3,358	3,717
NORTH KINANGOP	25,300	KIAMBARIKI	6,294	3,156	3,138
		MEKARO	2,830	1,392	1,438
		MKUNGI	8,888	4,339	4,548
		NANDARASI	7,288	3,586	3,701
TOTAL	93,870		93,870	46,157	47,713

Population projections

Census Location	2019 Census	2025 Projection	2030 Projection	2035 Projection
Engineer	34,671	44,124	53,942	65,936
Murungaru	16,536	21,044	25,727	31,455
Kitiri/Gathara	17,363	22,097	27,014	33,019
North Kinangop	25,300	32,198	39,362	48,151
Total	93,870	119,462	146,044	178,561

2.2 POPULATION BY GENDER

Engineer Municipality has an expansive population structure, with a broad base of young and growing people and a narrow top of old and ageing people, indicating higher fertility rates, low life expectancy, or emigration to other towns and counties in search of employment once people reached the age of majority. Kinangop population structure is shown in the pyramid.

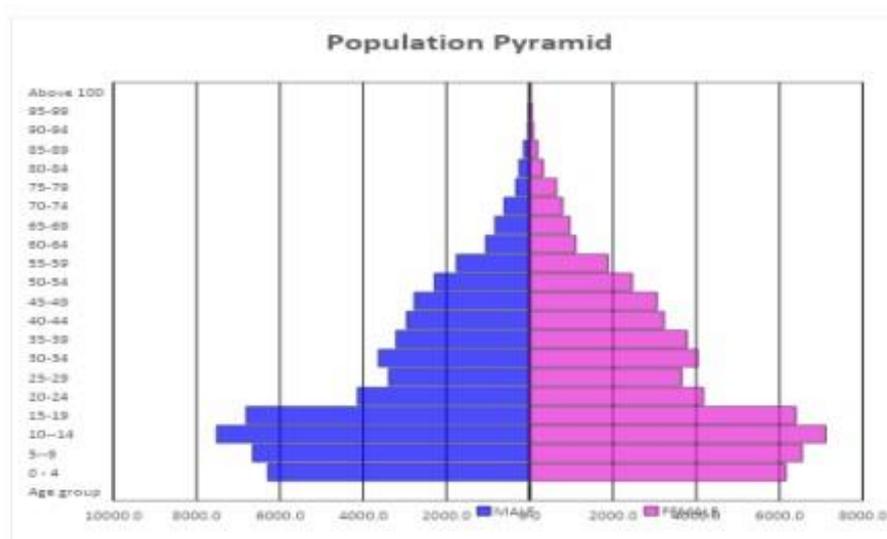


Figure 1: Population structure: Source Engineer ISUDP

2.2.1 GENDER IMPLICATIONS

- High youth population → Need for inclusive employment in municipal projects.
- Significant number of women of reproductive age → Infrastructure must address maternal health access, water, sanitation, and safety.
- Elderly women (often widowed) may face land tenure insecurity and limited access to services.

2.3 KEY SOCIAL GROUPS

Engineer Municipality includes diverse social groups that require targeted inclusion:

2.3.1 PERSONS WITH DISABILITIES (PWDS)

- Estimated 2–5% of population (county trends).
- Barriers include:
 - Inaccessible roads and drainage crossings.
 - Limited accessible sanitation facilities.
 - Low participation in public forums.

2.3.2 YOUTH (15–34 YEARS)

- Represent a significant demographic majority.
- Face:
 - High unemployment and underemployment.
 - Limited access to capital.
 - Informal sector dominance.

Young women face compounded barriers including unpaid care work and limited mobility.

2.3.3 POPULATION BY SEX AND AGE GROUP (2026–2031)

Table 2: Population by sex and age group

Observation: Females slightly outnumber males, especially in older age groups due to higher male mortality. Youth population (15–34) is substantial and critical for employment and skill programs.

Table 3: Population by groups

Group	Estimated Population 2026	Notes / Gender Dimension
Persons with Disabilities (PWDs)	1,200	Women with disabilities face double vulnerability (social and economic exclusion)
Female-headed households	1,850	Increasing due to male migration, separation; higher poverty risk

Informal traders	3,500	Majority women, significant for market upgrades
Casual laborers (construction, transport)	2,800	Predominantly male, youth engaged in boda boda & informal works
Minority ethnic groups	450	Both genders equally distributed; often marginalized in access to resources

Source KNBS 2019 population data

2.4 SOCIO-ECONOMIC DISTRIBUTION BY GENDER

Understanding socio-economic distribution by gender is crucial to identifying inequalities in income, employment, and access to resources, and for planning inclusive municipal services.

Table 4: Socio economic characteristics by gender

Category	Male %	Female %	Notes
Formal employment	60	40	Men dominate engineering & government roles
Informal trade	35	65	Women dominate small-scale retail and market stalls
Casual labor / construction	80	20	Mainly young men, high-risk income
Land ownership	70	30	Women's ownership limited; affects access to municipal compensation and credit
Poverty incidence	45	55	Female-headed households most affected

Source KNBS 2019 population data

2.5 LITERACY AND EDUCATION LEVELS BY GENDER

Literacy and education are key determinants of access to opportunities, participation in municipal decision-making, and equitable benefits from urban infrastructure programs. In the context of Engineer municipality analyzing literacy and education levels by gender provides insight into barriers faced by women, men, and other gender groups in accessing municipal services, participating in planning, and engaging in technical and administrative roles.

Table 5: Literacy and education by gender

Level	Male	Female	Notes
Primary enrollment	98%	97%	Near parity
Secondary retention	84%	88%	Girls slightly higher retention
Tertiary / TVET	55%	48%	Boys dominate technical trades, girls underrepresented in STEM
Adult literacy	85%	82%	Slight gender gap narrowing

Source: KNBS population data

2.6 EMPLOYMENT AND ECONOMIC ACTIVITY STATUS BY GENDER

Employment and economic activity are key indicators of gender equality, livelihood security, and socio-economic development within municipalities. In Engineer Municipality, analyzing these indicators by gender highlights disparities in access to jobs, participation in the labor market, and income generation opportunities, which are critical for planning inclusive municipal services and interventions.

Table 6: Gender Participation in economic activities

Sector	Male Participation	Female Participation	Key Notes
Agriculture & agri-trade	55%	45%	Men control major farm assets; women mainly smallholder / market
Construction & transport	80%	20%	Male-dominated, informal employment prevalent
Market trade	35%	65%	Women dominate but low profit margins
Public sector	55%	45%	Leadership gap persists; women underrepresented in technical positions
Youth unemployment	20% (boys)	18% (girls)	Boys more likely to drop out or engage in casual labor

Source KNBS 2019 population data

Employment by Gender (2026)

Employment by gender reflects how men and women participate differently in the labour market, receive different wages, and occupy distinct types of jobs. In **Engineer Municipality**, these differences are shaped by education opportunities, societal norms, access to technical training, and municipal hiring practices.

This analysis helps local planners understand structural gaps and design gender-responsive employment policies that foster equitable participation in municipal projects and the broader economy.

Table 7: Employment by gender

Sector	Male %	Female %
Formal Employment	60	40
Informal Trade	35	65
Casual Labor	80	20
Public Sector	55	45

Source KNBS 2019 population data

2.7 KEY TAKEAWAYS FOR ENGINEER MUNICIPALITY

1. Youth (15–34) form over 38% of the population → critical for employment and training.
2. Females slightly outnumber males, especially in older age groups.
3. Employment is gender-segregated: women dominate informal trade; men dominate construction and transport.
4. Boys face higher dropout and informal employment risks; girls show higher school retention but remain underrepresented in technical roles.
5. Planning and interventions must address both sexes' vulnerabilities while promoting inclusive governance, economic empowerment, and safe infrastructure

3 CHAPTER 3: THEMATIC AREAS OF GENDER ANALYSIS

3.1 INTRODUCTION

This chapter examines the key thematic areas of gender analysis for Engineer Municipality. The analysis focuses on how gender and social inclusion dynamics shape participation, access to services, economic opportunities, education, and health outcomes. Findings from municipal records, field assessments, community feedback, and secondary sources are summarized to guide inclusive planning and policy.

3.2 THEMATIC AREAS, KEY QUESTIONS, DATA SOURCES, AND FINDINGS

Table 8: Thematic areas

Thematic Area	Key Questions for Gender Analysis	Data Sources	Key Findings / Issues Identified
Governance and Participation	<ul style="list-style-type: none"> ▪ What is the representation of women and marginalized groups in leadership and decision-making? ▪ To what extent do women, youth, and PWDs participate in urban planning and policy consultations? ▪ What barriers exist to meaningful engagement? 	Municipal records, public participation registers, surveys, interviews, community forums	<ul style="list-style-type: none"> - Women hold less than 44% of elected and appointed leadership positions within municipal committees and boards. - Youth and PWD representation in formal municipal planning and policy forums is low. - Barriers include limited awareness of participation opportunities, socio-cultural norms, and logistical constraints (e.g., timing of meetings).

<p>Economic Empowerment</p>	<ul style="list-style-type: none"> ▪ Do men and women have equitable access to formal and informal employment and livelihood opportunities? ▪ Do individuals have access to business finance, training, and property rights? ▪ What economic vulnerabilities affect different gender groups? 	<p>Labour statistics, market surveys, focus groups with traders and entrepreneurs</p>	<ul style="list-style-type: none"> - Women are predominantly engaged in informal trading and small-scale enterprises but face challenges accessing formal finance. - Business training opportunities are limited and often not tailored to women or PWDs. - Ownership of productive assets (e.g., land) is more common among men, limiting women's access to credit.
<p>Urban Infrastructure & Services</p>	<ul style="list-style-type: none"> ▪ Are transport systems, public spaces, and markets safe and accessible for all genders? ▪ Are sanitation and water facilities gender-responsive? ▪ Does street lighting address safety vulnerabilities? 	<p>Field assessments, community feedback, municipal service data, safety audits</p>	<ul style="list-style-type: none"> - Public markets lack adequate gender-segregated sanitation and clean water facilities. - Several residential and commercial areas have inadequate street lighting, heightening safety concerns, particularly for women and girls. - Persons with mobility challenges experience barriers in accessing public transport and municipal buildings.

<p>Education and Capacity Building</p>	<ul style="list-style-type: none"> ▪ Are there gender disparities in educational attainment and vocational training? ▪ What gender awareness and rights programs are available? 	<p>School enrolment and completion data, training records, community education reports</p>	<ul style="list-style-type: none"> - Primary education shows near parity; however, boys outnumber girls at secondary and tertiary levels in fields such as STEM and technical trades. - Vocational training opportunities are limited and skewed toward male-dominated skills. - Few municipal or local initiatives prioritize gender rights awareness and leadership development.
<p>Health and Social Welfare</p>	<ul style="list-style-type: none"> ▪ Do women, men, and marginalized groups have access to health services, including sexual and reproductive health? ▪ What is the prevalence of gender-based violence and availability of support mechanisms? ▪ Are there gender-specific health vulnerabilities? 	<p>Health facility data, household surveys, NGO/CSO reports</p>	<ul style="list-style-type: none"> - Access to reproductive health services is uneven across wards; rural and peri-urban settlements face greater gaps. - Gender-based violence is under-reported due to stigma and limited awareness of referral pathways. - Health services lack comprehensive programs for men's mental health, elderly care, and support for survivors of GBV.

3.3 SUMMARY OF KEY FINDINGS

1. **Governance and Participation**

- Women, youth, and persons with disabilities are under-represented in leadership positions and municipal planning forums.
- Barriers to participation include limited outreach, restrictive socio-cultural norms, and logistical challenges (e.g., meeting times and venues).

2. **Economic Empowerment**

- While women are active in informal trade, they face significant barriers accessing formal enterprise support, credit, and training.
- Property and asset ownership disparities reinforce economic vulnerability among women and youth.

3. **Urban Infrastructure & Services**

- Infrastructure lacks gender-responsive design, including inadequate sanitation facilities, rolling water access, and poor lighting that undermines safety in public spaces.
- Accessibility challenges disproportionately affect PWDs and the elderly.

4. **Education and Capacity Building**

- Girls' progression to higher and technical education levels is lower compared to boys, partly due to socio-economic constraints.
- Local training and empowerment programs are not sufficiently gender-responsive and often exclude women from technical skills development.

5. **Health and Social Welfare**

- Health facilities do not consistently provide comprehensive reproductive health or GBV support services.
- Men's specific health needs, as well as services for the elderly, are not well integrated in municipal health planning.

3.4 CONCLUSION

The thematic gender analysis for Engineer Municipality reveals systemic gaps across governance, economic participation, infrastructure access, education, and health outcomes. These disparities demonstrate the need for targeted gender-responsive interventions aligned with municipal priorities.

Key priorities emerging from the analysis include enhancing women's and marginalized groups' participation in governance, expanding economic opportunities with tailored training and finance support, upgrading infrastructure to be gender-responsive and accessible, bolstering gender-sensitive education and training, and strengthening health and social welfare services.

4 CHAPTER 4: LEGAL AND POLICY FRAMEWORK

4.1 NATIONAL AND COUNTY LEGAL FRAMEWORKS

4.1.1 CONSTITUTION OF KENYA, 2010

The Constitution is the supreme law of Kenya and provides the foundation for gender equality and non-discrimination. Article 27 explicitly guarantees equality before the law, prohibits discrimination on the basis of sex, and mandates affirmative action to redress historical inequalities. Additionally, the Constitution requires that no more than two-thirds of elective and appointive positions be occupied by one gender, which is critical for promoting women's representation in municipal leadership and governance structures.

4.1.2 URBAN AREAS AND CITIES ACT, 2011

This Act provides the legal framework for urban governance, including the establishment and management of municipalities, cities, and towns. It mandates municipal boards and authorities to engage citizens in urban planning and decision-making, ensuring participation in governance processes. For Engineer Municipality, this Act supports inclusive planning and provides the legal basis for integrating gender considerations in infrastructure development, service delivery, and public participation.

4.1.3 COUNTY GOVERNMENTS ACT, 2012

The County Governments Act outlines the roles, powers, and functions of county governments, including planning, service delivery, and public participation. It emphasizes citizen involvement in decision-making, which provides an avenue for women, youth, and marginalized groups to influence municipal policies and projects. The Act also supports the integration of gender-responsive strategies into county and municipal planning and budgeting processes.

4.1.4 NATIONAL GENDER AND EQUALITY COMMISSION ACT, 2011

The National Gender and Equality Commission (NGEC) Act established NGEC as the constitutional body mandated to promote gender equality and monitor compliance with constitutional provisions. The Commission oversees gender mainstreaming, provides policy guidance, and ensures accountability at both county and municipal levels. In Engineer

Municipality, NGENC oversight ensures that gender disparities in infrastructure access, employment, and governance are identified and addressed.

4.1.5 NATIONAL GENDER POLICY, 2011

The National Gender Policy provides the framework for integrating gender equality into all sectors of development. It promotes women’s economic empowerment, equitable access to services, and participation in governance. For municipal operations, this policy encourages the integration of gender-responsive budgeting, inclusive urban planning, and capacity-building initiatives for municipal staff and community stakeholders.

4.1.6 PUBLIC FINANCE MANAGEMENT (PFM) ACT, 2012

The PFM Act provides guidelines for budgeting, accountability, and resource allocation. Under the Act, gender-responsive budgeting is encouraged to ensure equitable allocation of resources and public investment benefits both men and women. Engineer Municipality can leverage this framework to allocate funds for gender-sensitive infrastructure, markets, street lighting, and public safety initiatives.

4.1.7 KENYA VISION 2030 AND COUNTY INTEGRATED DEVELOPMENT PLANS (CIDP)

Kenya Vision 2030 is the national development blueprint that promotes equitable and sustainable socio-economic growth. Gender equality and empowerment of women and youth are cross-cutting priorities. Engineer Municipality’s programs must align with County Integrated Development Plans (CIDPs), which reflect Vision 2030 principles at the county and municipal levels. CIDPs support projects such as market infrastructure upgrades, roads, and public service enhancements with explicit consideration for gender inclusion.

4.1.8 COUNTY LEGAL FRAMEWORKS AND POLICIES

Nyandarua County has enacted policies and strategic plans that emphasize social equity, gender mainstreaming, and inclusive governance. These policies guide Engineer Municipality in integrating gender considerations into project planning, budgeting, and service delivery. County gender offices provide technical support and oversight to ensure that municipal interventions comply with national and county gender mandates.

The legal and policy environment provides a strong foundation for gender mainstreaming in Engineer Municipality. Key national and county frameworks ensure:

- Legal equality for women and men.
- Participation of women, youth, and marginalized groups in governance.
- Gender-responsive planning, budgeting, and monitoring of municipal projects.
- Oversight by constitutional bodies such as NGEC.

Challenges persist in enforcement and awareness, especially regarding two-thirds gender rule compliance, gender-responsive budgeting, and equitable access to municipal services. These gaps must be addressed through municipal policies, capacity-building, and community engagement.

4.2 RELEVANT NATIONAL AND COUNTY LEGAL FRAMEWORKS SUMMARY

Table 9: Legal and Policy framework

Legal/Policy Framework	Key Provisions on Gender & Urban Governance	Relevance to Engineer Municipality
Constitution of Kenya	Article 27 – Equality and freedom from discrimination; Two-thirds gender rule; Devolution framework	Mandates gender equality in public appointments and service delivery
Urban Areas and Cities Act	Establishes Municipal Boards; requires citizen participation; integrated urban planning	Requires inclusive governance and representation in municipal management
County Governments Act	Public participation; gender equity in county planning; decentralized governance	Supports gender-responsive planning and budgeting at county and municipal level
National Gender and Equality Commission (NGEC) Policy Frameworks	Oversight on gender mainstreaming and non-discrimination	Provides compliance guidelines and monitoring standards
Public Finance Management Act (2012)	Gender-responsive budgeting principles	Guides equitable resource allocation

National Gender Policy (2011)	Framework for gender mainstreaming across sectors	Basis for institutional gender strategies
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4.3 EXISTING GENDER MAINSTREAMING POLICIES & INSTITUTIONAL MANDATES

Table 10: Existing gender mainstreaming and institutional mandates

Institution	Mandate	Current Status in Municipality
County Gender Department	Coordinate gender mainstreaming across county sectors	Operational but limited budget allocation
Municipal Board	Oversee urban governance and planning	Limited structured gender integration mechanisms
NGEC	Oversight and compliance monitoring	External oversight; not locally embedded
Procurement Unit (AGPO Framework)	30% procurement to women/youth/PWD enterprises	Implementation ongoing but participation remains low

4.4 GAPS AND CHALLENGES IN LEGAL ENFORCEMENT

Despite the existence of national laws and constitutional provisions promoting gender equality, non-discrimination, and protection against Gender-Based Violence (GBV), gaps remain in effective enforcement at the municipal level. In Engineer Municipality, legal protections may be in place, but implementation challenges limit their full impact, particularly for women, youth, persons with disabilities (PWDs), and other vulnerable groups. Legal enforcement gaps undermine access to justice, weaken accountability systems, and reduce trust in institutions.

Table 11: Gaps and challenges

Identified Gap	Impact
Weak enforcement of two-thirds gender rule	Underrepresentation of women in leadership
Limited gender-disaggregated municipal data	Weak evidence-based planning

Limited budget allocation for gender programs	Symbolic rather than operational mainstreaming
Low technical capacity on gender analysis in engineering departments	Gender-blind infrastructure planning

5 CHAPTER 5: GENDER ROLES AND POWER ANALYSIS

5.1 ACCESS AND CONTROL OVER RESOURCES

Access and control over resources is a core dimension of gender analysis. It examines who is able to **use, benefit from, and make decisions about economic, social, and institutional resources**. In Engineer Municipality, gender disparities in access and control influence employment opportunities, income levels, asset ownership, participation in municipal governance, and overall socio-economic empowerment.

Table 12: Access and control over resources

Resource	Access	Control	Gender Implication
Land	Shared access	Mostly male-controlled	Women risk exclusion from compensation
Income	Both genders earn	Men often control large assets	Financial dependence patterns
Public Services	Equal formal access	Unequal practical benefit due to safety/mobility constraints	Infrastructure must consider gendered usage

5.2 DECISION-MAKING POWER

In Engineer Municipality, gender disparities in decision-making affect governance, economic opportunities, infrastructure priorities, and social development outcomes. Although both men and women participate in community and municipal life, their level of influence and authority often differs significantly.

Table 13: Decision making power

Level	Current Pattern
Household	Major financial/property decisions male-dominated
Community	Men dominate public barazas; women less vocal
Governance	Women underrepresented in technical and leadership positions

5.3 SOCIAL AND CULTURAL NORMS

Social and cultural norms are shared beliefs, values, and expectations that shape behavior, roles, and opportunities within a community. In Engineer Municipality, these norms significantly influence gender roles, access to education and employment, leadership participation, control over resources, and vulnerability to gender-based violence (GBV).

While some norms promote social cohesion and community identity, others reinforce gender inequalities and limit equitable participation in municipal development.

- Patriarchal land inheritance traditions.
- Perception of engineering/construction as male professions.
- Social stigma limiting women's political participation.
- Youth often excluded from formal governance.

6 CHAPTER 6: BARRIERS AND CONSTRAINTS TO GENDER EQUALITY

Despite progress in policy frameworks and awareness initiatives, significant barriers to gender equality persist in Engineer Municipality. These barriers are structural, institutional, socio-cultural, and economic in nature. They limit equal participation of women, men, youth, and vulnerable groups in education, employment, governance, and access to resources.

Understanding these barriers is critical for designing effective gender-responsive interventions within municipal planning and development programs.

6.1 CATEGORIES OF THESE BARRIERS

6.1.1 POLITICAL, STRUCTURAL AND INSTITUTIONAL BARRIERS

a) Underrepresentation in Leadership and Technical Roles

- Women remain underrepresented in municipal boards, engineering departments, and decision-making committees.
- Limited mentorship and professional advancement pathways for women in technical fields.

Impact: Reduced influence of women in shaping infrastructure priorities and resource allocation.

b) Weak Enforcement of Gender Policies

- Existing gender equality and anti-discrimination policies may not be fully enforced.
- Limited monitoring mechanisms and gender-disaggregated data to track progress.

Impact: Gender disparities persist despite formal commitments to equality.

6.1.2 ECONOMIC BARRIERS

a) Limited Access to Formal Employment

- Women are concentrated in informal and lower-paying sectors.
- Engineering and construction sectors remain male-dominated.

b) Wage Gaps

- Women earn less on average due to occupational segregation and fewer technical qualifications.

c) Limited Access to Credit and Assets

- Lower land and property ownership among women.
- Difficulty meeting collateral requirements for loans.

Impact: Reduced economic independence and vulnerability to poverty.

6.1.3 EDUCATION AND SKILLS GAPS

- Lower female participation in STEM and vocational training programs.
- School dropout among girls due to early marriage, pregnancy, or household responsibilities.
- Limited exposure to technical career pathways.

Impact: Skills gaps reinforce employment inequality and limit career advancement.

6.1.4 SOCIO-CULTURAL BARRIERS

a) Gender Norms and Stereotypes

- Traditional beliefs reinforce male leadership and female caregiving roles.
- Engineering and technical careers perceived as male domains.

b) Time Poverty

- Women bear disproportionate unpaid care and domestic responsibilities.
- Limited availability for public meetings, training, or formal employment.

Impact: Constrained participation in governance and economic activities.

6.1.5 GENDER-BASED VIOLENCE (GBV)

- Workplace harassment and unsafe public spaces discourage women's participation in economic activities.
- Stigma and fear of retaliation contribute to underreporting.
- Weak survivor support systems in some sectors.

Impact: Physical and psychological harm, reduced mobility, and limited economic engagement.

6.1.6 ACCESS TO INFORMATION AND PARTICIPATION BARRIERS

- Limited awareness of legal rights and grievance mechanisms.
- Lower literacy levels in some groups restrict effective participation.
- Public consultation forums may not be structured to encourage equal voice.

Impact: Marginalized groups may be excluded from influencing municipal development decisions.

6.2 BARRIERS AFFECTING VULNERABLE GROUPS

Vulnerable groups within Engineer Municipality face compounded and intersecting barriers that limit their access to education, employment, public services, justice, and participation in municipal development processes. These barriers are shaped by gender, age, disability, socio-economic status, and social norms.

Addressing these constraints is essential to ensure inclusive growth and equitable distribution of municipal resources and services.

6.2.1 WOMEN AND GIRLS

a) Economic Barriers

- Limited access to formal employment and technical training.
- Concentration in low-income informal activities.
- Restricted access to credit due to lack of collateral or asset ownership.

b) Social and Cultural Barriers

- Early marriage and teenage pregnancy affecting girls' education.
- Disproportionate unpaid care responsibilities limiting participation in training or employment.

c) Safety and GBV Risks

- Exposure to workplace harassment and unsafe public spaces.
- Underreporting of GBV due to stigma and fear of retaliation.

Impact: Reduced economic empowerment, limited decision-making power, and vulnerability to poverty.

6.2.2 YOUTH (YOUNG WOMEN AND YOUNG MEN)

a) Limited Employment Opportunities

- High unemployment and underemployment rates.
- Limited access to vocational and technical training aligned with municipal infrastructure sectors.

b) Skills Mismatch

- Insufficient linkage between education systems and labour market needs.

c) Social Exclusion

- Youth voices often underrepresented in municipal decision-making forums.

Impact: Increased dependency, economic frustration, and potential engagement in risky coping strategies.

6.2.3 PERSONS WITH DISABILITIES (PWDS)

a) Physical Barriers

- Inadequate accessibility in public infrastructure (buildings, transport, sanitation facilities).

b) Employment Discrimination

- Limited inclusion in municipal recruitment and local labour markets.
- Lack of adaptive equipment or workplace accommodations.

c) Social Stigma

- Negative attitudes and misconceptions limiting community participation.

Impact: Social exclusion, limited income opportunities, and dependency on support systems.

6.2.4 FEMALE-HEADED HOUSEHOLDS

- Higher economic vulnerability due to single income sources.
- Increased caregiving burdens.
- Limited access to financial services and social protection programs.

Impact: Heightened poverty risk and reduced resilience to economic shocks.

6.2.5 ELDERLY POPULATION

- Limited income security and reliance on family support.
- Barriers to accessing health services and social programs.
- Physical mobility challenges affecting access to municipal facilities.

Impact: Social isolation and vulnerability to neglect.

6.3 SUMMARY OF BARRIERS AND CONSTRAINTS TO GENDER EQUALITY

Table 14: Barriers and constraints of gender equality

Category	Identified Barriers
Political	Low representation of women in municipal leadership
Economic	Limited access to credit and formal procurement opportunities
Social/Cultural	Patriarchal norms limiting women’s public voice
Institutional	Weak gender focal structures; limited training
Infrastructure	Poor lighting and sanitation affecting safety
Disability Inclusion	Limited accessibility in infrastructure design

7 CHAPTER 7: OPPORTUNITIES AND ENTRY POINTS FOR GENDER MAINSTREAMING

7.1 INTRODUCTION

This chapter identifies context-specific opportunities and practical entry points for mainstreaming gender within the Municipal Engineering Department of Engineer Municipality. Integrating gender considerations into infrastructure planning and implementation will enhance safety, economic inclusion, service accessibility, and overall community wellbeing

7.2 EXISTING BEST PRACTICES IN ENGINEER MUNICIPALITY

Engineer Municipality already has structures and practices that can support gender mainstreaming: These include community consultation forums, participatory planning mechanisms, and sectoral committees that can be strengthened to ensure equitable representation.

These platforms can be strengthened by introducing structured gender analysis tools into planning, budgeting, and project appraisal processes within the Municipal Engineering Department.

7.3 COMMUNITY GROUPS AND LOCAL NETWORKS

Engineer Municipality has active community-based organizations, women's self-help groups, youth associations, and faith-based organizations that support social development initiatives.

These groups can:

- Participate in safety audits (e.g., identifying poorly lit areas).
- Contribute to participatory infrastructure planning.
- Support awareness creation on safe public space usage.
- Provide feedback on infrastructure performance.

7.4 ONGOING AND PLANNED INTERVENTIONS.

Engineer Municipality benefits from broader county and national initiatives, including:

- Urban infrastructure development projects.

- Road rehabilitation and drainage improvements.
- Market modernization initiatives.
- Youth employment programs under national government frameworks.

These interventions provide key entry points for gender mainstreaming by:

- Incorporating separate and safe sanitation facilities in markets.
- Ensuring street lighting in high-traffic and high-risk areas.
- Designing pedestrian walkways that enhance safety for women and school-going children.
- Prioritizing employment opportunities for women and youth in municipal projects.

7.5 POLICY AND INSTITUTIONAL WINDOWS

Gender mainstreaming in Engineer Municipality is supported by existing national and county frameworks, including: These policy windows provide a strong institutional foundation for systematic gender integration within the Municipal Engineering Department.

7.6 INFRASTRUCTURE-SPECIFIC ENTRY POINTS IN ENGINEER MUNICIPALITY

Given the municipality's context, priority areas for gender mainstreaming include:

7.6.1 ROADS AND TRANSPORT

- Improve street lighting along main roads and residential access routes.
- Develop safe pedestrian walkways, especially near schools and markets.
- Ensure safe and accessible public transport stopping points.

7.6.2 MARKETS AND TRADING CENTERS

- Construct separate and secure sanitation facilities for women and men.
- Provide breastfeeding-friendly and child-friendly spaces where feasible.
- Improve drainage systems to reduce health risks.

7.6.3 WATER AND SANITATION SERVICES

- Improve proximity and safety of water points.
- Ensure sanitation facilities are accessible to persons with disabilities.

- Integrate hygiene considerations in infrastructure design.

7.6.4 PUBLIC SPACES AND SAFETY

- Conduct safety audits in collaboration with community members.
- Improve lighting in informal settlements and high-risk zones.
- Design open spaces with visibility and accessibility in mind.

7.7 CAPACITY BUILDING AND INSTITUTIONAL STRENGTHENING

To operationalize gender mainstreaming in Engineer Municipality, the following institutional strengthening measures are recommended:

- Train municipal engineers and technical officers on gender-responsive infrastructure design.
- Develop a municipal gender integration checklist for all projects.
- Collect and analyze sex-disaggregated data in infrastructure planning.
- Appoint or strengthen a Gender Focal Person within the municipal structure.
- Establish collaboration between the Municipal Engineering Department and the County Gender Office.

7.8 ENTRY POINTS ACROSS THE MUNICIPAL ENGINEERING PROJECT CYCLE

Gender mainstreaming can be embedded across all stages of the engineering project cycle in Engineer Municipality:

Planning

- Conduct gender-responsive needs assessments in wards.
- Ensure public participation meetings are accessible and inclusive.
- Integrate gender objectives into project concept notes.

Design

- Apply universal accessibility standards.
- Incorporate lighting, visibility, and safety features.
- Ensure sanitation and public facilities are gender-responsive.

Procurement

- Include gender compliance requirements in contracts.
- Encourage participation of women-owned enterprises in municipal tenders.
- Monitor gender balance in project employment.

Implementation and Monitoring

- Track sex-disaggregated employment and beneficiary data.
- Establish grievance redress mechanisms accessible to all residents.
- Conduct post-completion user satisfaction surveys.

7.9 CONCLUSION

Gender mainstreaming in Engineer Municipality is not merely a compliance requirement but a practical strategy for improving service delivery, promoting economic empowerment, and enhancing community resilience. By embedding gender considerations into everyday engineering processes, the municipality will strengthen its commitment to sustainable and inclusive urban development.

8 CHAPTER 8: STAKEHOLDER ANALYSIS

8.1 INTRODUCTION

Effective gender mainstreaming in Engineer Municipality requires collaboration among government institutions, community groups, private sector actors, and development partners. This stakeholder analysis identifies key actors, their roles, interests, and level of influence in advancing gender equality within municipal governance and infrastructure development.

8.2 DEPARTMENTS WITH GENDER MANDATES

8.2.1 COUNTY GOVERNMENT DEPARTMENTS

Department of Gender, Youth, Culture and Social Services – Nyandarua County

- **Role:** Leads gender policy implementation, gender-based violence (GBV) response, and social inclusion programs at county level.

Municipal Board – Engineer Municipality

- **Role:** Oversight of municipal planning, budgeting, and infrastructure development.
- **Interest:** Improved service delivery and compliance with constitutional gender

Municipal Engineering Department

- **Role:** Planning, design, implementation, and maintenance of infrastructure (roads, drainage, markets, lighting, water systems).

National Gender and Equality Commission (NGEC) – National Gender and Equality Commission

- **Role:** Constitutional oversight body promoting gender equality and inclusion.

8.3 WOMEN AND MARGINALIZED POPULATIONS

8.3.1 WOMEN'S GROUPS AND TRADERS' ASSOCIATIONS

- Represent market traders, informal sector workers, and small-scale entrepreneurs.

8.3.2 YOUTH GROUPS

- Engage in environmental management, road maintenance, and small enterprises.
- Interested in employment opportunities in municipal projects.

8.3.3 PERSONS WITH DISABILITIES (PWD) ASSOCIATIONS

- Advocate for accessible public buildings, transport, and pedestrian infrastructure.
- Promote universal design principles.

8.3.4 FAITH-BASED AND COMMUNITY-BASED ORGANIZATIONS

- Support social welfare initiatives and GBV awareness.
- Mobilize community participation during public consultations.

8.4 PRIVATE SECTOR AND DEVELOPMENT PARTNERS

8.4.1 LOCAL CONTRACTORS AND CONSTRUCTION FIRMS

- Implement municipal infrastructure projects.
- Interest in procurement opportunities and compliance requirements.

8.4.2 WOMEN-OWNED ENTERPRISES

- Potential beneficiaries of procurement preferences and market infrastructure improvements.

8.4.3 FINANCIAL INSTITUTIONS AND SACCOS

- Provide credit to women and youth entrepreneurs.

8.4.4 DEVELOPMENT PARTNERS

8.5 ROLES, INTERESTS, AND INFLUENCE IN ADVANCING GENDER EQUALITY

Table 15: Roles, interest and influence in gender equality

Stakeholder Category	Primary Role	Level of Interest in Gender Equality	Level of Influence	Strategic Engagement Approach
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County Gender Department	Policy leadership & coordination	High	High	Continuous collaboration and technical integration
Municipal Engineering Dept	Infrastructure design & delivery	High (if institutionalized)	High	Capacity building and accountability frameworks
Municipal Board	Oversight and approval	Medium–High	High	Policy alignment and performance indicators
Community Women’s Groups	Advocacy & user feedback	High	Medium	Participatory planning and safety audits
Youth Groups	Employment & service delivery support	Medium–High	Medium	Inclusion in procurement & training
PWD Associations	Accessibility advocacy	High	Medium	Consultation in design standards
Private Contractors	Project implementation	Medium	High	Contractual gender compliance clauses
Development Partners	Technical & financial support	High	High	Alignment with funding requirements

8.6 STAKEHOLDER INFLUENCE AND POWER DYNAMICS

High Influence / High Interest: County Gender Department, Municipal Engineering Department, Development Partners.

- **High Influence / Moderate Interest:** Municipal Board, Private Contractors.

- **Moderate Influence / High Interest:** Women's groups, PWD associations, youth groups.
- **Low Influence / High Interest:** Vulnerable households and informal workers.

Strategic stakeholder engagement should prioritize coalition-building between high-influence actors and high-interest community groups to ensure sustainable gender integration.

8.7 CONCLUSION

By clearly defining roles, strengthening coordination mechanisms, and aligning stakeholder interests with municipal development goals, Engineer Municipality can create a collaborative framework that advances gender equality in infrastructure development and urban governance.

9 CHAPTER 9: RECOMMENDATIONS FOR GENDER MAINSTREAMING AND INCLUSION

9.1 INTRODUCTION

The proposed actions aim to institutionalize inclusive governance practices, enhance accountability, and ensure equitable access to opportunities and public services for women, men, girls, boys, and marginalized groups within the municipality.

9.2 SHORT-TERM ACTIONS (0–2 YEARS)

9.2.1 INSTITUTIONAL ALIGNMENT

- Integrate gender mainstreaming into Municipal Charters and Standing Orders.
- Strengthen Municipal Boards to ensure representation of women, youth, and PWDs in compliance with constitutional requirements.
- Appoint and operationalize Gender and Social Inclusion (GESI) focal persons within municipalities.
- Conduct gender audits aligned with Minimum Conditions and Performance Standards.

9.2.2 GENDER-RESPONSIVE URBAN PLANNING

- Integrate gender analysis into Integrated Urban Development Plans (IUDPs) and Annual Development Plans (ADPs).
- Ensure public participation processes actively include women’s groups, informal settlement representatives, and vulnerable communities.
- Map gender-differentiated access to infrastructure (water, sanitation, markets, transport, lighting).
- Incorporate safety audits in urban infrastructure planning (e.g., street lighting, public spaces, markets).

9.2.3 GENDER-RESPONSIVE BUDGETING.

- Introduce gender-responsive budgeting (GRB) in municipal annual budgets.
- Track gender-related allocations under Urban Institutional Grants (UIG) and Urban Development Grants (UDG).
- Develop simple gender expenditure tracking tools aligned with IFMIS systems.
- Ensure that KUSP II-funded projects demonstrate inclusive beneficiary targeting.

9.2.4 CAPACITY BUILDING

- Train Municipal Board members and technical staff on GESI integration.
- Build capacity in participatory planning, stakeholder engagement, and inclusive procurement.
- Orient ward-level committees and community development officers on inclusive service delivery standards.

9.2.5 IMMEDIATE DATA IMPROVEMENTS

- Collect sex-, age-, and disability-disaggregated data in all KUSP II-funded projects.
- Establish baseline data on access to municipal services (markets, drainage, roads, sanitation).
- Integrate GESI indicators into municipal performance assessment frameworks.

9.3 MEDIUM-TERM ACTIONS (3–5 YEARS)

9.3.1 INSTITUTIONAL STRENGTHENING

- Establish functional Gender and Social Inclusion Units within municipal administrations.
- Integrate GESI performance indicators into municipal performance contracts.
- Develop municipal gender policies aligned with county and national frameworks.
- Institutionalize mandatory gender impact assessments for all capital investments.

9.3.2 INCLUSIVE URBAN INFRASTRUCTURE DEVELOPMENT

- Design markets with breastfeeding spaces, sanitation facilities for women and PWDs, and adequate lighting.
- Improve accessibility standards in roads, walkways, and public buildings.
- Prioritize upgrading of informal settlements with attention to women-headed households.
- Integrate climate resilience and gender considerations in infrastructure design.

9.3.3 STRENGTHENING GENDER-RESPONSIVE BUDGETING

- Embed GRB into Medium-Term Expenditure Frameworks (MTEFs).
- Conduct annual gender expenditure reviews for projects.
- Link municipal funding allocations to demonstrated inclusion outcomes.

- Introduce citizen budget summaries highlighting gender allocations.

9.3.4 ENHANCED MONITORING AND ACCOUNTABILITY

- Develop municipal GESI dashboards tracking service access gaps.
- Conduct periodic beneficiary satisfaction surveys disaggregated by gender and vulnerability.
- Establish grievance redress mechanisms that are accessible to women and marginalized groups.
- Publish annual municipal gender performance reports.

9.4 LONG-TERM ACTIONS (6–10 YEARS)

Transformative Municipal Governance

- Institutionalize gender parity targets in municipal leadership and committees.
- Strengthen inter-municipal learning platforms to share GESI best practices.
- Integrate gender equality principles into future municipal strategic plans beyond KUSP II.
- Promote inclusive urban economic development strategies targeting women and youth entrepreneurs.

9.4.1 SUSTAINABLE FINANCING FOR GENDER EQUALITY

- Establish dedicated municipal budget lines for gender equality initiatives.
- Develop partnerships with private sector actors to support women-led enterprises in markets and trade hubs.
- Leverage climate finance and urban resilience funds for gender-transformative infrastructure.

9.4.2 SOCIAL NORM AND COMMUNITY TRANSFORMATION

- Promote awareness campaigns addressing gender-based violence in public spaces.
- Strengthen community policing initiatives to improve safety in markets and transport nodes.
- Integrate gender equality education into youth and community programs.

9.5 GENDER-RESPONSIVE DATA AND MONITORING FRAMEWORK (MUNICIPAL LEVEL)

A robust municipal monitoring framework under KUSP II should include:

Input Indicators

- Proportion of municipal budget allocated to gender-responsive initiatives
- Number of staff trained in GESI

Output Indicators

- Number of KUSP II projects integrating GESI design standards
- Percentage of public participation forums with at least 30–50% women representation

Outcome Indicators

- Increased access to safe markets and sanitation for women
- Improved accessibility for PWDs in municipal facilities

Impact Indicators

- Reduced gender gaps in urban service access
- Increased economic participation of women in municipal economies

Data systems should be integrated with county-level reporting frameworks and aligned with national gender and SDG reporting requirements.

9.6 COMMUNICATION, AWARENESS, AND STAKEHOLDER ENGAGEMENT STRATEGY

- Develop municipal-level GESI communication strategies.
- Use community public barazas, social media, and ward forums to disseminate information.
- Engage women’s associations, traders’ groups, youth networks, and PWD organizations in co-designing projects.
- Highlight inclusive infrastructure success stories to build public trust.

Stakeholder engagement should be continuous, participatory, and transparent, ensuring marginalized voices shape municipal development priorities.

9.7 CAPACITY BUILDING AND TRAINING

To ensure effective implementation of this Framework, the following capacity building measures are recommended:

- **Training for municipal staff** – Provide ongoing practical training for planners, engineers, and public participation officers on gender analysis, sex-disaggregated data collection, and gender-responsive budgeting.
- **Orientation for leadership** – Conduct sessions for elected leaders and Municipal Board members on constitutional provisions for gender equality and their role in championing inclusive decision-making.
- **Support for community structures** – Strengthen village councils, market committees, and resident associations to amplify women's voices and ensure marginalized groups participate meaningfully in local forums.
- **Develop practical tools** – Create simple guidance materials and job aids that staff can reference in their daily work to reinforce learning.
- **On-the-job mentoring** – Provide ongoing mentoring and support to help stakeholders apply gender mainstreaming skills in real-world situations.
- **Coordinate among partners** – Ensure consistency and avoid duplication by coordinating training efforts across municipal departments and partner organizations.

9.8 CONCLUSION

By embedding GESI principles into planning, budgeting, infrastructure design, and monitoring mechanisms, Engineer municipality can enhance equity, improve service delivery, and promote inclusive urban growth. Sustained political commitment, technical capacity, adequate financing, and community engagement will be essential to achieving transformative gender-responsive urban development.

10 CHAPTER 10: MONITORING AND EVALUATION INDICATORS

10.1 INTRODUCTION

This chapter outlines gender-responsive indicators, data collection methods, reporting frequency, and institutional responsibilities, ensuring alignment with: The framework ensures that municipal governance, service delivery, and urban development projects are inclusive, equitable, and accountable.

10.2 PROPOSED GENDER EQUALITY INDICATORS

Indicators are organized by governance, service delivery, economic empowerment, safety, and citizen satisfaction.

10.2.1 GOVERNANCE AND LEADERSHIP

Input Indicators

- Existence of a Municipal Gender and Social Inclusion (GESI) Policy (Yes/No)
- Budget allocations for gender equality initiatives (% of total budget)
- Number of staff trained in gender mainstreaming and gender-responsive budgeting (GRB)

Output Indicators

- % of Municipal Board members who are women (target $\geq 33\%$)
- % of senior management positions held by women
- % of municipal committees with youth and PWD representation

Outcome Indicators

- % of women, youth, and PWDs participating in public forums and urban planning meetings
- Level of compliance with KUSP II GESI performance standards

10.2.2 GENDER-RESPONSIVE SERVICE DELIVERY

Infrastructure and Facilities

- % of infrastructure projects with gender-sensitive design (lighting, sanitation, ramps)
- % of upgraded markets with safe, segregated sanitation facilities
- % of public buildings accessible to PWDs

Service Access

- % of households with access to clean water and improved sanitation (disaggregated by gender, age, and disability)
- % of residents reporting improved access to roads, markets, and public transport

Safety Indicators

- % of women reporting feeling safe in markets, bus stages, and public spaces (survey-based)
- Number of GBV or harassment cases reported and addressed
- Existence and utilization of grievance redress mechanisms

10.2.3 ECONOMIC EMPOWERMENT

- % of municipal procurement awarded to women-, youth-, and PWD-owned enterprises (AGPO compliance)
- Number of women benefiting from municipal market infrastructure upgrades
- % increase in women-owned licensed businesses
- Number of women and youth participating in municipal economic empowerment programs

10.2.4 CITIZEN SATISFACTION

- Overall municipal service satisfaction rate (disaggregated by gender and location)
- % of women satisfied with public participation opportunities
- Average grievance resolution time (days)
- % of residents reporting improved safety due to infrastructure interventions (lighting, drainage, markets)

10.3 DATA COLLECTION METHODS AND FREQUENCY

A combination of **administrative, survey, participatory, and digital data collection** methods will be used.

1. Administrative Records

- HR and committee records (leadership representation)
- Budget reports (gender allocations)
- Procurement records (AGPO compliance)
- Project monitoring and completion reports

2. Surveys

- Annual citizen satisfaction surveys (gender-disaggregated)
- Beneficiary surveys for municipal projects
- Safety audits and perception surveys

3. Participatory Monitoring

- Community scorecards
- Ward-level public participation attendance registers
- Focus group discussions with women, youth, and PWDs

4. Digital and GIS Tools

- Mapping of project locations and service access
- Digital grievance reporting and tracking systems

Frequency of Data Collection

Table 16: Frequency fo data collection

Indicator Category	Frequency	Responsible Unit
Leadership & Staffing	Annually	HR Unit
Budget Allocations	Annually	Finance Dept
Procurement (AGPO)	Quarterly	Procurement Unit
Project Compliance	Quarterly	Engineering & Planning Depts
Service Access	Bi-Annually	Planning Unit
Citizen Satisfaction	Annually	M&E Unit
Safety Audits	Annually	Planning & Administration

10.4 RESPONSIBLE UNITS FOR REPORTING AND FOLLOW-UP

Municipal Manager

- Overall accountability for GESI compliance and M&E integration

GESI Focal Person / Gender Unit

- Coordinates data collection, reporting, and analysis
- Provides technical support to municipal departments

Planning Unit

- Integrates gender indicators into Integrated Urban Development Plans (IUDPs) and Annual Development Plans (ADPs)

Finance Department

- Monitors gender-responsive budget allocations and expenditures

Procurement Unit

- Tracks AGPO and inclusive procurement indicators

Engineering Department

- Ensures municipal projects meet gender and accessibility standards

M&E Unit

- Consolidates data and ensures quality assurance
- Prepares quarterly and annual gender performance reports

County Oversight

- Nyandarua County Department of Gender: Policy guidance and review
- County Treasury: Budget compliance monitoring
- KUSP II County Coordination Unit: Performance assessment and technical support

10.5 REPORTING AND FEEDBACK MECHANISMS

- **Quarterly Reports:** Submitted to the Municipal Board and KUSP II coordination structures
- **Annual Gender Performance Report:** Publicly shared and presented during forums
- **Grievance and Feedback Integration:** Findings inform corrective actions, budget revisions, and project adjustments
- **Board Review:** Gender performance included as a standing agenda item for decision-making

10.6 CONCLUSION

A well-structured M&E framework ensures Engineer Municipality can **track progress on gender equality, social inclusion, and service delivery**. Regular reporting, evidence-based decision-making, and accountability mechanisms will enable the municipality to **reduce disparities, improve participation, and create safe, accessible, and inclusive urban services for all residents**, particularly women, youth, and marginalized groups.

11 APPENDICES

11.1 ANNEX 1: GENDER MAINSTREAMING TOOL

Table 17: Gender Mainstreaming tool

Section	Key Aspects to Analyze	Guiding Questions / Details	Findings / Notes
1. Context and Background	General information	Name of City/Municipality; Date of Analysis; Analyst(s); Purpose and scope; Project/policy informed	
2. Demographic Overview	Population & social groups	Population by sex & age; PWDs, youth, refugees; SES; literacy; employment by gender	
3. Thematic Areas	Urban sectors	Gender issues in housing, transport, waste, water, sanitation, safety, public spaces	

4. Legal & Policy Environment	Frameworks & mandates	National & county laws; gender policies; gaps in enforcement & capacity	
5. Gender Roles & Power	Division of labour & decision-making	Roles in households & economy; access to resources; power relations; norms	
6. Barriers & Constraints	Structural & social barriers	Political, economic, cultural barriers; discrimination; stereotypes; capacity gaps	
7. Opportunities & Entry Points	Best practices & reforms	Existing initiatives; NGOs/CBOs; ongoing interventions; policy windows	
8. Stakeholder Analysis	Actors & influence	Government, community, private sector, donors; roles & interests	
9. Recommendations	Strategic actions	Short, medium, long-term actions; capacity building; data systems; communication	

10. Monitoring & Evaluation	Indicators & accountability	Gender indicators; data methods; frequency; responsible units	
11. Annexes	Supporting materials	Sex-disaggregated tables; maps; list of stakeholders consulted	

11.2 ANNEX 2: GENDER AUDIT CHECK LIST

Table 18: Gender Audit

Thematic area	Detailed Gender Audit Checklist to access cities/municipalities gender mainstreaming efforts at institutional level and in urban development and service delivery. To be filled by gender expert at the county/ municipality annual (fiscal year) Detailed comment
Institutional strengthening on gender mainstreaming 1.What is the level of adherence to the not more than two-thirds gender principle in the urban board?	
2.How are decisions, concerns and proposals of women who are members of the urban board taken to account to influence critical strategies and actions?	
3.What is the status of the current urban board committee's mandate to mainstream gender?	

4.Has the urban board institutionalized gender mainstreaming at the municipal level?	
5.What training has the urban board received on gender mainstreaming? What does this training address? Who offered the training? For how long?	
6.Has the training provided to the project urban planning board improved gender inclusion in their work? If so, how?	
7.Does the county implement a gender responsive budget, a) Which fiscal year b) How has it incorporated gender perspectives at all stages of the budgetary process, and restructured revenues and expenditures to promote gender equality?	
8.What specific performance indicators on gender mainstreaming has the urban board put in place? Where are they documented?	

<p>9.Stakeholder engagement and mobilization</p> <p>a) How have communication strategies developed to ensure the inclusion of diverse urban residents? (Gender responsiveness) What are its key components?</p> <p>b) What information do residents receive regarding the gender assessment prior to design of interventions? What channels are used for communication? what language is employed? When is this communication delivered?</p> <p>c) How does the urban board/counties comply with the legal requirements for public participation?</p>	
<p>10 ntifying urban populations needs</p> <p>a) What types of assessments inform the urban boards and counties about the gender gaps, needs, barriers, and opportunities for different populations during the urban planning process?</p> <p>b) How has the county and urban board engaged with various groups, such as different women's groups, Persons with Disability, refugees, the elderly, and business communities etc.?</p> <p>c) What information is contained in the gender assessment? Indicate as appropriate if any of these is included.</p> <p>d) Disaggregated data by sex, age, income, disability, gender roles.</p> <p>e) Trends in migration, employment, education by gender.</p>	

- a) Information on access and control over county resources by gender. Including land use.
- b) Access to essential services by gender for example, health, education, sanitation, livelihoods, transportation.
- c) Populations facing vulnerability and their challenges?
- d) Risks factors and root causes of vulnerabilities by sex. For example, GBV, unsafe housing, limited mobility.
- e) Accessible, and inclusive infrastructure by sex
- f) Level of participation and decision making by sex.
- g) Evaluation of gaps in legal and institutional frameworks supporting gendersensitive urban planning.
- h) Gender impacts related to existing urban planning processes.
- i) Refugee groups, their needs and priorities by sex , age, social status.
- j) Emerging issues in the county/municipality and likely impact on gender like climate change, migration, refugee integration etc.
- k) Accessibility, Mobility, Security of Tenure, Climate resilience, hygiene and health and safety

11. Developing the Gender Action Plan (GAP)

- a) What planning tool does the urban board use to direct gender mainstreaming and related actions?
- b) Does the urban board use a Gender Action Plan as a planning tool?
- c) Was the GAP developed for the urban boards with the assistance of a gender expert?
- d) What actions are in place in the GAP towards integrating gender and participatory approaches in urban planning processes?
- e) How is the GAP informed by insights from different stakeholders in accordance with the legal public participation processes?
- f) What activities in the GAP are aimed at creating gender change in urban settings?
- g) How have the needs of women and vulnerable groups in urban areas been considered in the proposed activities?
- h) How is the gender action plan's specific activities aligned with the issues identified during the gender assessment?
- i) What sex-disaggregated targets are included in the GAP?
 - i. What targets are justified in the GAP?
 - ii. What baseline information is informing the GAP?
 - iii. What valid and reliable performance quantitative and qualitative indicators are included in the GAP.

<p>j) Can you provide more details on whether the GAP includes a costed budget for each activity?</p> <p>k) Which gender expert in the municipality is charge of implementing the GAP?</p>	
<p>l) Is each activity aligned with its own timeline, baseline, performance indicator, sex-disaggregated target, budget, and responsibilities for implementation with gender expertise?</p> <p>m) What gender risk and mitigation plan is in place at the moment?</p>	
<p>12. Specific requirements for a Gender Responsive Budget¹</p> <p>a) Were outcomes and strategic objectives developed based on the gender assessment? Indicate evidence.</p>	

<ul style="list-style-type: none"> b) What measures in the annual budget and work-plan address the issues that promote gender equality in the urban planning sector? Indicate evidence. c) What resources are allocated for implementing such activities? Indicate as appropriate. a) To support capacity building for gender mainstreaming? b) Address gender disparities? c) Recurrent and development expenditures? d) What do expenditure reviews reveal about sex-disaggregated benefit incidences, the resources allocated to reducing inequities, of women and men? 	
<p>13. Gender Mainstreaming in the Project Cycle</p> <p>How are urban boards mainstreaming gender in the design, planning, implementation, monitoring and evaluation of projects?</p>	

11.3 ANNEX 3: GENDER ACTION PLAN TOOL

Table 19: Gender Action Plan tool

Impact Statement:					
Outcomes:					
Activity	Urban Boards Gender Mainstreaming Activities in Urban Planning and Management	Performance Indicators with and Targets Baselines	Timelines	Responsibility	Budget estimate in Kes for each activity
Output 1:					
Activity 1.0					
Activity 1.1					
Activity 1.3					

Output 2:

Activity 2.0

11.4 ANNEX 4: KEY GENDER INDICATORS

Table 20: Key gender indicators

Key Gender Mainstreaming Indicator	Status
Counties and cities/municipalities demonstrate measurable improvements in gender equality outcomes within urban development and service delivery, aligning with human rights and legal frameworks.	
Percentage of municipal urban boards that meet the two-thirds gender requirement under the Constitution in the fiscal year.	
Percentage of municipal urban boards with a functional committee mandated with addressing gender mainstreaming and implementing the gender mainstreaming related requirements under the County Governments Performance Contracting Guidelines including customizing/adopting and implementing a gender mainstreaming policy (including a gender inclusion and participation framework); and reporting on gender mainstreaming as prescribed using the NGEK reporting tool.	

<p>County and municipal staff trained on tools to mainstream gender and can demonstrate improved practices in municipal operations (i.e. trainings for the implementation of the County Governments Performance Contracting Guidelines on gender mainstreaming, the reporting tool on gender mainstreaming and the gender responsive budgeting guidelines) as well as specific trainings on mainstreaming gender in urban planning and service delivery.</p>	
<p>Submission of quarterly gender mainstreaming reports (using the prescribed format designed by the specific county) to the relevant county department, copied to the National Gender and Equality Commission (NGEC),</p>	
<p>Capacity building on gender mainstreaming for County Executives and Assemblies, urban boards and staff and demonstrable impact of the trainings.</p>	
<p>Proportion of County Integrated Development Plans (CIDPs) and Annual Development Plans (ADPs) that comprehensively integrate gender mainstreaming principles for urban development and service delivery, supported by institutional capacity and targeted guidelines.</p>	

11.5 ANNEX 5: STAKEHOLDER ENGAGEMENT MEETING TOOL

Table 21: Stakeholder engagement tool

Topic of discussion	Venue/ Location	Date/Week	Target Audience	Responsibility	Expected Output and	Means of Verification

11.6 ANNEX 6: PARTICIPANTS LIST

 **REPUBLIC OF KENYA**
COUNTY GOVERNMENT OF NYANDARUA
DEPARTMENT OF LANDS, PHYSICAL PLANNING, HOUSING
AND URBAN DEVELOPMENT. 

ENGINEER MUNICIPALITY

Telephone: 0202660850
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P.O BOX 701-20303
Ol Kalou

NOTICE!! **NOTICE!!**

PUBLIC PARTICIPATION NOTICE – ENGINEER MUNICIPALITY (KUSP II)

The County Government of Nyandarua through the Department of Lands, Physical Planning, Housing and Urban Development invites residents, stakeholders, and the general public to a Public Participation forum under the Kenya Urban Support Programme (KUSP II) on 22nd and 23rd January, 2026. The venue will be at Engineer ACK Hall as from 10:00am.

Completed planning and policy documents will be presented for public review, feedback, and validation. Documents to be presented are scheduled as follows:

Date	Documents presented
Thursday, 22nd January 2026	1. Pre-Feasibility Study and Municipal Investment Plan 2. Municipal (GRM) System and Gender Inclusion & Participation Framework
Friday, 23rd January 2026	1. Solid Waste Management Policy & Monitoring and Evaluation Plan 2. Private Sector Engagement Framework

Members of the public can access the draft documents from the municipality's website:
<https://www.nyandarua.go.ke/site2/engineer-municipality/> and are encouraged to attend.

Dated: 8th January, 2026


HON. STEPHEN KINYANJUI MBURU KK
CECM – LANDS, PHYSICAL PLANNING, AND URBAN DEVELOPMENT



**REPUBLIC OF KENYA
COUNTY GOVERNMENT OF NYANDARUA
DEPARTMENT OF LANDS, PHYSICAL
PLANNING, HOUSING AND URBAN**



DEVELOPMENT

**PUBLIC PARTICIPATION
GENERAL - ATTENDANCE LIST- KUSP II UIG
GRIEVANCES REDRESS MECHANISM & GIPF - 22nd/01/2026**

Engineer

NO.	NAME	PF No./ ID No.	DESIGNATION	SIGNATURE
49	Simon Gitau	240398098	Business	<i>[Signature]</i>
50	Esther Gatumu	22007651	Business	<i>[Signature]</i>
51	Njambwa Mugoji	210016525	Business	Mumb.
52	Jane Wadora	31442146	Business	Jane
53	David Mamer	22016201	Business	DM
54	BERNARD MURRY	107 0154	FARMER	B.M
55	John Caturji		Business	John
56	Samuel Wangiku	24038741	Business	Sam
57	Jane Nyotha	3671251	Business	Jane
58	ANDREW KIBI	29413296	FARMER	KIBI
59	Harun Kaburu	289416125	BUSINESS	Harun
60	Penis Wairu	2241224	Agent	Penis
61	John Miti	26 26 4010	Business	John
62	Margaret Neri	22241422	Business	Margaret
63	Stephen Wainaina		Business	Stephen
64	HARUN WAWERU	24746874	BUSINESS	HARUN
65	GABRIEL NJOMBO	1081280	BUSINESS	GABRIEL



REPUBLIC OF KENYA
COUNTY GOVERNMENT OF NYANDARUA
DEPARTMENT OF LANDS, PHYSICAL
PLANNING, HOUSING AND URBAN



DEVELOPMENT

PUBLIC PARTICIPATION
GENERAL - ATTENDANCE LIST- KUSP II UIG
GRIEVANCES REDRESS MECHANISM & GIPF - 22nd/01/2026

Engineer

NO.	NAME	PF No./ ID No.	DESIGNATION	SIGNATURE
32	PATRIC ASIACH	21794955	BUSINESS	Paul
33	DANIEL KARANY	1359475	BUSINESS	Daniel
34	Mary Wajim	35227556	Business	Mary
35	Sam Wambui	33846517	Farmer	Sam
36	Hannah Muehenda	33286452	farmer	Hannah
37	GITHINI MWANGI	10245587	BUSINESS	Githini
38	GOMINIC KERRER	32428658	BUSINESS	Gominic
39	Francis Muka	28188780	Business	Francis
40	PAUL RUOTA	2928793	BUSINESS	Paul
41	AMBROSE WAIQWA	10245278	BUSINESS	Ambrose
42	FRANCIS MURRY	10885253	BUSINESS	Francis
43	Georgina Ng'anga	13767480	Business	Georgina
44	Ann Kamuny	24772659	farmer	Ann
45	Teresiah Wangeci	33378261	Business	Teresiah
46	Ann Wambui	31140464	Business	Ann
47	Hannah Kirgon	2722416	farmer	Hannah



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Engineer

NO.	NAME	PF No./ ID No.	DESIGNATION	SIGNATURE
16	Anne Wanjiru	25307839	Business	
17	FLORAH WATHIRA	21225595	BUSINES	FLORAH
18	John Ichangai	8776224	business	
19	Judith Moraa Isalah	26548355	Muki sacco	
20	BENSON NGANGA	2026269	BUSINESS	
21	Ann Wairimu	27336120	BUSINESS	
22	Abraham Maroro	5776724	Business	
23	Reton Muriitwi N.	11189440	A.F.C.A - N.A.P.A	
24	CAROLINE WANJIKU MACHARIA	2817916	Public Health Officer Murgani	
25	Benson Kingari Garama	20220754	S.S.S	
26	Francis Muriu Muturi	10880283	officer of mca Engineer Ward	
27	John Chege Kirirua	13398583	Engineer Ward	
28	William Mwangi	10709049	Nuthara Ward	
29	JOHN KABERS KAMAU	9026972	Business man	
30	Heathcote Lagicha	1143068	Engineer water	
31	Eunice Njoki	36222989	Business	



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GRIEVANCES REDRESS MECHANISM & GIPF - 22nd/01/2026

Engineer

NO.	NAME	PF No./ ID No.	DESIGNATION	SIGNATURE
1	Phiomona Mgege	2018007408	Public Health	
2	ANILI NJERI	22270624	Shop	
3	Marg Muthoni	29199568	Business	
4	MANICAH NJERI	267416474	BUSINESS	
5	Judy W. Kariuki	24032889	Agent	
6	WATHAKA MWANGI	10708171	CAR-WASH	
7	Jane Wanjiru	31143485	BUSINESS	
8	Mary Wanjiru	35227556	shop	
9	Ruth Karuru	26103996	AGENT	
10	Esther Gicheru		Business	
11	VERONICA WAKIMU	80327210	Business	
12	ESTHER GICHERU	22015401	BUSINESS	
13	Sarah Wanjiru	2206507	BUSINESS	
14	Jacob Muhoro	22417224	Business	
15	BENARD KAMAU	36618254	BUSINES	

11.7 ANNEX 7: GENDER BASED VIOLENCE (GBV) CASE REPORTING TEMPLATE FOR CITIES/MUNICIPALITIES

Table 22: GBV Reporting Template

Section	Data Field	Description / Options	Details / Notes
1. Case Details	Case Identification	Case ID; Date of Incident; Time of Incident	
	Location of Incident	Municipality; Ward; Specific location / landmark	
2. Survivor Information	Personal Details	Name; Age / Age Group; Sex; Marital Status	
	Contact & Background	Contact info; Address; Occupation; Next of Kin / Guardian	
	Vulnerability Status	Disability (Yes/No); NCPWD Registration Certificate	
3. Perpetrator Information	Perpetrator Details	Name; Sex; Age; Occupation; Address (if known)	
	Relationship to Survivor	Partner, family member, employer, stranger, etc.	

4. Type of GBV Incident	Incident Type	Physical, Sexual, Emotional, Economic, Verbal, Stalking, TFGBV, Harmful Practices, Other	
	Incident Description	Nature of violence, actions, frequency	
5. Reporting Information	Reporting Details	Reported by; Date reported; Method of reporting; Anonymous (Yes/No)	
6. Immediate Response & Action	Authority Response	Police, Social services, Medical, Community leaders; Date; Actions taken	
	Survivor Support Services	Counselling, shelter, legal aid; Service provider	
	Medical Assistance	Provided (Yes/No); Type of care	
7. Legal Action	Police & Legal Process	Police involvement; FIR/OB No.; Investigation status; Charges	
	Court Status	Pending, Closed, Conviction, Acquittal	
	Other Structures	Administrative or religious structures (where applicable)	
8. Follow-Up & Outcomes	Follow-Up Actions	Follow-up date; Ongoing assistance; Victim recovery status	
	Case Outcome	Pending, Resolved, Closed, Withdrawn	

9. Reporting Agency Info	Institutional Details	Department; Officer in charge; Contact information	
	Report Completion	Date of report completion	
10. Additional Notes	Challenges & Lessons	Challenges faced; Suggestions for improvement	
	Officer Declaration	Name, signature, date	

11.8 ANNEX 8: ROLE OF GENDER MAINSTREAMING PARTNERS IN DEVELOPING AND OPERATIONALISING THE GUIDANCE NOTE.

Table 23: Operationalizing the Gender Mainstreaming

Institution / Actor	Key Roles and Responsibilities
State Department for Housing and Urban Development	Implementing agency for KUSP II; Oversees operationalization of the Guidance Note; Supports capacity building and provides technical backstopping to counties, cities, and municipalities; Monitors and documents compliance on gender integration in urban development, governance, and management processes.
State Department for Gender and Affirmative Action	Provides policy guidance and technical support to strengthen gender-responsive planning, implementation, and reporting mechanisms within KUSP II.

National Gender and Equality Commission (NGEC)	Offers technical expertise on gender equality and inclusion standards; Ensures alignment of gender mainstreaming efforts with national laws, policies, and human rights frameworks.
Council of Governors	Supports coordination between national and county governments on gender mainstreaming in urban development programs.
Urban Boards	Lead implementation of gender guidelines in daily operations; Conduct gender analysis; Develop Gender Action Plans; Integrate gender in project management cycles and budgets; Ensure urban infrastructure and service delivery are gender responsive.
Social Development Officers	Compile Gender Mainstreaming Reports; Submit reports to the County Program Coordination Team (CPCT) Coordinator; Support documentation, review, and reporting of gender mainstreaming progress.
County Department for Gender	Provide capacity support to cities and municipalities; Monitor guideline implementation; Ensure identified gender needs are budgeted for and reflected in the County Integrated Development Plan (CIDP).

11.9 ANNEX 10: LEGAL FRAMEWORKS AND POLICIES

Table 24: Legal frameworks

Policies, Legal & Regulatory Frameworks	Recommendations on Gender considerations, Stakeholder Participation and Urban development
International and regional commitments.	<ul style="list-style-type: none"> • Universal Declaration of Human Rights • Convention on the Elimination of all Forms of Discrimination against Women • Convention on the Rights of Persons with Disabilities • African Charter on Human and Peoples' Rights • Maputo Protocol on the Rights of Women in Africa. • Sustainable Development Goals

The Constitution of Kenya, 2010

The Constitution of Kenya (CoK) 2010 is the supreme law of the Republic and binds all persons and State organs at all levels of government.

- Article 27 (3): Women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres.
- Article 27 (4): The State shall not discriminate directly or indirectly against any person on any ground, including race, sex, pregnancy, marital status, health status, ethnic or social origin, colour, age, disability, religion, conscience, belief, culture, dress, language or birth.
- Article 27 (5): A person shall not discriminate directly or indirectly against another person on any of the grounds specified or contemplated in clause (4).
- Article 27 (6): To give full effect to the realisation of the rights guaranteed under this Article, the State shall take legislative and other measures, including affirmative action programmes and policies designed to redress any disadvantage suffered by individuals or groups because of past discrimination.
- Article 27 (8): In addition to the measures contemplated in clause (6), the State shall take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender.
- Article 54 (1): Persons with disability are entitled to reasonable access to all places, public transport and information; to use Sign language, Braille or other appropriate means of communication; and to access materials and devices to overcome constraints arising from the person's disability.
- Article 54 (2): The State shall ensure the progressive implementation of the principle that at least five percent of the members of the public in elective and appointive bodies are persons with disabilities.

- Article 56 : The State shall put in place affirmative action programmes designed to ensure that minorities and marginalised groups participate and are represented in governance and other spheres of life, are provided special opportunities for access to employment, have reasonable access to water, health services and infrastructure.
- Article 1(2) : All sovereign power belongs to the people of Kenya. The people may exercise their sovereignty directly or through their elected representatives.

- Article 10 (2) a, b and c: The national values and principles of governance include; democracy and participation of the people; inclusiveness; good governance, integrity, transparency and accountability.
- Article 33 Public participation should respect the freedom of expression of all participants.
- Article 174(c): Objects of devolution are to give powers of self-governance to the people and enhance their participation in the exercise of such powers in decision making.
- Article 174(d) : Communities have the right to manage their own affairs and to further their development.
- Article 174 (e): County and municipal governments are to protect and promote the interests and rights of minorities and marginalised communities.
- Article 184(1): National legislation shall provide for the governance and management of urban areas and cities and shall provide for the participation of residents in the governance of urban areas and cities.
- Article 232(1)(d): The values and principles of public service include the involvement of the people in the process of policy making and (f) transparency and provision to the public of timely and accurate information.
- Fourth Schedule Part 2(14): The functions and powers of the county are to coordinate and ensure the participation of communities in governance. Counties are also to assist communities to develop the administrative capacity to enhance their exercise of power and participation in governance at the local level.
- Article 60 Principles of land use planning and management include equitable access to land, security of land rights, sustainable and productive management of land resources, elimination of gender discrimination in law, customs and practices related to land and property in land, among others.

Urban Areas and
Cities Act (2011)

Residents of a city or urban area have the right to—

- Contribute to the **decision-making processes of the city or urban area by submitting written or oral presentations or complaints to a board or town committee** through the city or municipal manager or town administrator. Prompt responses to their written or oral communications.
- Be **informed of decisions of a board**, affecting their rights, property and reasonable expectations.
- Regular **disclosure of the state of affairs of the city or urban area**, including its finances.
- Demand that the proceedings of a board or its committees or sub committees be—**conducted impartially and without prejudice**; and (ii) untainted by personal self-interest.
- The **use and enjoyment of public facilities**.
- Have **access to services which the city or municipality provides**.

Section 3. When establishing mechanisms, processes and procedures under subsection (1), the city or urban area shall take into account the **special needs of— (a) people who cannot read or write; (b) people with disabilities; (c) youth; (d) gender equity; and (e) minority and marginalized groups.**

Contents of integrated city and urban area development plan.

- An integrated urban area or city development plan shall reflect—(b) an **assessment of the existing level of development in the city or urban area**, including an **identification of communities which do not have access to basic services**; (c) the determination of any **affirmative action measures to be applied for inclusion of communities referred to under paragraph (b) to access funds from the equalization funds**; the board's development priorities and objectives during its term in office, including its economic development objectives, community needs and its determination on the affirmative action in relation to the marginalized groups access to services. **Preparation of an Integrated Plan:** In the preparation of the integrated urban area or city development plan a city or urban area shall provide for—(a) an **assessment of the current social, cultural, economic and environmental situation in its area of jurisdiction**; (c) **protection and promotion of the interests and rights of minorities and marginalized groups and communities.**

Other applicable sections include 2, 14, 14.

County
Government
Act (No. 17 of
2012)

- Functions and responsibilities of a County Governor: promote and facilitate citizen participation in the development of policies and plans, and delivery of services in the county.
- Exercise of executive authority: Art 34: The county executive committee shall exercise the executive authority while ensuring the protection and promotion of the interests and rights of minorities and marginalized communities and promoting gender equity.
- **Performance management plan:** The plan shall provide for among others; (d) citizen participation in the evaluation of the performance of county government.

County Planning: Part XI -102. The principles of planning and development

facilitation in a county shall a) integrate national values in all processes and

concepts

(b) protect the right to self-fulfilment within the county communities and with responsibility to future generations

(c) protect and integrate rights and interest of minorities and marginalized groups and communities

(d) protect and develop natural resources in a manner that aligns national and county governments policies (e) align county financial and institutional resources to agreed policy objectives and programmes.

(f) engender effective resource mobilization for sustainable development

(g) promote the pursuit of equity in resource allocation within the county

(h) provide a platform for unifying planning, budgeting, financing, programme implementation and performance review (i) serve as a basis for engagement between county government and the citizenry, other stakeholders and

interest groups.

Obligation to plan by the county.104. (1) A county government shall plan for the county and no public funds shall be appropriated outside a planning framework developed by the county executive committee and approved by the county assembly. (2) The county planning framework shall integrate economic, physical, social, environmental and spatial planning. (3) The county government shall designate county departments, cities and urban areas, sub-counties and Wards as planning authorities of the county. (4) To promote public participation, non-state actors shall be

incorporated in the planning processes by all authorities. (5) County plans shall be binding on all sub-county units for developmental activities within a County.

Types and purposes of county plans. 107. (1) To guide, harmonize and facilitate development within each county there shall be the following plans (a) county integrated development plan; (b) county sectoral plans; (c) county spatial plan; and (d) **cities and urban areas plans as provided for under the Urban Areas and Cities Act (No. 13 of 2011).**

(2) The County plans shall be the basis for all budgeting and spending in a county.

City or municipal plans 111. (1) For each city and municipality there shall be the following plans:

(a) City or municipal **land use plans**; (b) City **or municipal building and zoning plans**; (c) City or **urban area building and zoning plans**; (d) location of **recreational areas and public facilities.**

(2) A city or municipal plans shall be the instrument for development facilitation and development control within the respective city or municipality.

(3) A city or municipal plan shall, within a particular city or municipality, provide for: (a) functions and principles of land use and building plans.

(b) **location of various types of infrastructure within the city or municipality**

(c) development control in the city or municipality within the national housing and building code framework.

(4) City or municipal **land use and building plans shall be binding on all public entities and private citizens** operating within the particular city or municipality.

(5) City or municipal land use and building plans shall be the regulatory instruments for guiding and facilitating development within the particular city or municipality

(6) Each city or municipal land use and building plan shall be reviewed every five years and the revisions approved by the respective county assemblies.

Public participation in county planning. 115. (1) Public participation in the county planning processes shall be mandatory and be facilitated through—

(a) mechanisms provided for in Part VIII of this Act

(b) provision to the public of clear and unambiguous information on any matter under consideration in the planning process, including— (i) clear strategic environmental assessments.

(ii) clear environmental impact assessment reports.

(iii) expected development outcomes.

(iv) development options and their cost implications.

(2) Each county assembly shall develop laws and regulations giving effect to the requirement for effective citizen participation in development planning and performance management within the county and such laws and guidelines shall adhere to minimum national requirements.

Part XII – Delivery of County Public Services: Principles of public services delivery in the county. 116. (1) A county government and its agencies shall have an obligation to deliver services within its designated area of jurisdiction.

(2) A county shall deliver services while observing the principles of equity, efficiency, accessibility, non-discrimination, transparency, accountability, sharing of data and information, and subsidiarity.

Citizen’s Service Centre. 119. (1) A county executive committee shall establish a Citizens’ Service Centre at— (a) the county; (b) the sub-county; (c) the Ward; and (d) any other decentralized level.

(2) A Citizens’ Service Centre shall serve as the central office for the provision by the county executive committee in conjunction with the national government of public services to the county citizens.

(3) The governor shall ensure the use of appropriate information and communication technologies at a Citizens’ Service Centre to aid in the provision of timely and efficient services to the county citizen,

Principles of citizen participation in counties: VII (87) a) timely access to information, data, documents, and other information relevant or related to policy formulation and implementation; (b) *reasonable access* to the process of formulating and implementing policies, laws, and regulations, including the approval of development proposals, projects and budgets, the granting of permits and the establishment of specific performance standards;

(c) protection and promotion of the interest and rights of minorities, marginalized groups and communities and their access to relevant information.

Establishment of modalities and platforms for citizen participation: The county government shall facilitate the establishment of structures for citizen participation including—information communication technology-based platforms, town hall meetings, budget preparation and validation fora, notice boards: announcing jobs, appointments, procurement, awards and other important announcements of public interest, development project sites, avenues for the participation of peoples.

- representatives including but not limited to members of the National Assembly and Senate, or establishment of citizen fora at county and decentralized units.
- **Public participation in county planning:** Art 114: (1) Public participation in the county planning processes shall be mandatory. Each county assembly shall develop laws and regulations giving effect to facilitate effective citizen participation in development planning and performance management within the county.
- **Accountability:** Art. 92 (2): The governor shall submit an annual report to the county assembly on citizen participation in the affairs of the county government.

Public Financial
Management Act
(2012)

- **County Budget and Economic Forum:** The County Budget and Economic Forum shall consist of (among others) a number of representatives, not being county public officers, equal to the number of executive committee members appointed by the Governor from persons nominated by organizations representing professionals, business, labour issues, women, persons with disabilities, the elderly and faith-based groups at the county level.

- **The purpose of the Forum** is to provide a means for consultation by the county government on— (a) preparation of county plans, the County Fiscal Strategy Paper and the Budget Review and Outlook Paper for the county; (b) matters relating to budgeting, the economy and financial management at the county level. Consultations shall be accordance with the consultation process provided in the law relating to county governments.
- **Public participation:** (1) Regulations may provide for participatory governance for purposes of this Act. (2) Regulations made under this section may provide for the following matters
 - (a) structures for participation.
 - (b) mechanisms, processes and procedures for participation.
 - (c) receipt, processing and consideration of petitions, and complaints lodged by members of the community.
 - (d) notification and public comment procedures.
 - (e) public meetings and hearings.

- (f) special needs of people who cannot read or write, people with disabilities, women and other disadvantaged groups.
- (g) matters with regard to which community participation is encouraged. (h) the rights and duties of members of community; and
- (i) any other matter that enhances community participation.

Refugees Act
(2021)

- Provides for the **integration of refugees with host communities facilitating** the shared use of public institutions, facilities and spaces between the refugees and the host communities and sensitizing host communities about the presence of refugees and any other matters relating to their co-existence.
- **Consideration of refugee matters in county development plans:** The Commissioner shall liaise with the national and county governments for the purposes of ensuring that refugee matters are taken into consideration in the initiation and formulation of sustainable development and environmental plans.
- Kenya has made progressive steps towards the integration of refugees as stipulated in the Refugee Act 2021. The Act mentions gender inclusion considerations that are important for counties and urban boards to take into account.

- Article 32: The Cabinet Secretary shall make rules for the control of designated areas and, without prejudice to the generality of the foregoing, such rules and directions may make provision in respect of all or any of the following matters:
 - *the organization, safety and discipline and administration of a designated area.*
 - *the reception, transfer, settlement, treatment, health and well-being of refugees.*
 - *the manner of inquiring into disciplinary offences and the payment of the fine and other penalties.*
 - *the powers of settlement officers and the delegation of such powers.*
 - *the provision of special services to women, girls and persons with disabilities including legal and psychosocial services to victims of sexual and gender-based violence; reproductive services and other specialized services*

- Article 36 stipulates that in the integration of refugees in the host communities, the Commissioner shall, in cooperation with the United Nations High Commissioner for Refugees and the other organizations involved in the assistance of refugees, ensure that special attention is given to women, children, older persons, victims of trauma and persons with disabilities.
- Article 44 The Cabinet Secretary shall, make regulations generally for giving effect to this Act, and for prescribing anything required or necessary to be prescribed by or under this Act within six months of the commencement of this Act. (2) Without prejudice to the generality of subsection (1), regulations made under that subsection may provide for— the protection of women, children, unaccompanied minors, persons with disabilities and other vulnerable groups.

- In order to operationalize the Act, Kenya has in place the Shirika plan which was recently launched in February 2025 under the Ministry of Interior and National Administration, Department of Refugee Services. Objectives of the Shirika Plan.
- The Shirika Plan, a multi-year initiative, aims to promote the socioeconomic inclusion of refugees in Kenya by transforming camps into integrated settlements for both refugees and asylum seekers. The Plan seeks to alleviate pressure on hosting communities and enhance self-reliance for both refugees and host communities. It encompasses various sectors such as education, health, livelihoods, social protection, and environmental management. Shirika Plan aligns with regional commitments such as IGAD declarations on forced displacement and international treaties like the 1951 UN Convention on the status of refugees and its protocol and the 1969 OAU Convention on specific aspects of refugees in Africa. It also contributes to achieving the Sustainable Development Goals (SDGs) and the AU Agenda 2063. The Shirika Plan development process comprises of two parts:
 - Strategic Directions (SHARE 2.0): Focuses on articulating a shared vision and strategic directions for the transformation of refugee camps into integrated settlements. It includes a financing strategy and coordination architecture. Implementation Plan: Encompasses time-bound, costed activities to operationalize the Shirika Plan, leveraging existing frameworks like the Kalobeyei Integrated Socio-economic Development Programme (KISED) and Garissa Integrated Socio- Economic Development Plan (GISED).
- Proposed Approach: The Shirika Plan's development involves a multi-stakeholder consultative approach, building on a zero draft developed in 2022. Key stakeholders, including refugees, host communities,

	<p>government entities, and NGOs, will provide inputs to the revised draft. A Steering Committee and Technical Committee will guide the process.</p> <ul style="list-style-type: none"> ● The Shirika Plan seeks to bolster refugee’s inclusion while simultaneously strengthening local economies and fostering social cohesion. The plan focuses on several key pillars to drive its objectives. It prioritizes policy and institutional reforms, including the full implementation of the Refugee Act 2021, granting refugees access to business opportunities and work, pursue education, and access property. Additionally, a Refugee Management Information System will be established to facilitate real-time data tracking, and enhanced security measures will be put in place to maintain stability in refugee-hosting areas. ● The Shirika plan can offer guidance to county and urban boards as refugees begin the integration process including settling in urban areas.
National Gender and Equality Commission Act 2012 [2011]	<ul style="list-style-type: none"> ● The Act establishes the National Gender and Equality Commission mandated to promote gender equality and freedom from discrimination in accordance with Article 27 of the Constitution; co-ordinate and facilitate mainstreaming of issues of gender, persons with disability and other marginalised groups in national development and to advise the Government on all aspects thereof; co-ordinate and advise on public education Programmes for the creation of a culture of respect for the principles of equality and freedom from discrimination; and, work with the National Commission on Human Rights, the Commission on Administrative Justice and other related institutions to ensure efficiency, effectiveness and complementarity in their activities and to establish mechanisms for referrals and collaboration in the protection and promotion of rights related to the principle of equality and freedom from discrimination, amongst other functions.

- Section 8(d) of the Act mandates the Commission to co-ordinate and facilitate mainstreaming of issues of gender, persons with disability and other marginalized communities and groups in national development and to advise the Government on all aspects thereof.

Complaints 32

- (1) A complaint to the Commission may only be made by the person aggrieved by the matter complained of or on his behalf as specified under subsection (2).
- (2) A complaint may be made on behalf of an aggrieved person.
 - (a) if the aggrieved person is dead or otherwise not able to act for himself or herself, by a member of his or her family or other person suitable to represent the aggrieved person; or
 - (b) by a member of the National Assembly with the consent of the aggrieved person or other person who, under paragraph (a) is entitled to make the complaint on behalf of the aggrieved person.

Form of complaint 33

- (1) A person wishing to lodge a complaint alleging discrimination may do so orally or in writing addressed to the secretary or such other person as may be duly authorised by the Commission for that purpose.
- (2) Where a complaint under subsection (1) is made orally, the Commission shall cause the complaint to be recorded in writing.
- (3) A complaint under subsection (1) shall be in such form and contain such particulars as the Commission may prescribe.
- (4) Upon receipt of a complaint under subsection (1), the Commission may—

	<p>(a) call for information or a report regarding such complaint from any person within such reasonable time as may be specified by the Commission; and</p> <p>(b) without prejudice to paragraph (a), initiate such inquiry as it considers necessary, having regard to the nature of the complaint.</p> <p>(5) If the information or report called for under subsection (4)(a) is not received within the time stipulated by the Commission, the Commission may proceed to inquire into the complaint without such information or report.</p> <p>(6) If on receipt of the information or report the Commission is satisfied either that no further action is required or that the required action has been initiated by a State organ or other body responsible for the matters complained of, the Commission shall, in writing, inform the complainant accordingly and take no further action.</p>
<p>Access to Information Act (No. 31 of 2016)</p>	<ul style="list-style-type: none"> • The Act's purpose is to: (a) give effect to the right of access to information by citizens as provided under Article 35 of the Constitution; (b) provide a framework for public entities and private bodies to proactively disclose information that they hold and to provide information on request in line with the constitutional principles; (c) provide a framework to facilitate access to information held by private bodies in compliance with any right

protected by the Constitution and any other law; (d) promote routine and systematic information disclosure by public entities and private bodies on constitutional principles relating to accountability, transparency and public participation and access to information; (e) provide for the protection of persons who disclose information of public interest in good faith; and (f) provide a framework to facilitate public education on the right to access information under this Act.

Right to Information: Part II

4. (1) Subject to this Act and any other written law, every citizen has the right of access to information held by — (a) the State; and
(b) another person and where that information is required for the exercise or protection of any right or fundamental freedom.

(2) Subject to this Act, every citizen's right to access information is not affected by —
(a) any reason the person gives for seeking access; or
(b) the public entity's belief as to what are the person's reasons for seeking access.

(3) Access to information held by a public entity or a private body shall be provided expeditiously at a reasonable cost. of a duty to disclose and non-disclosure shall be permitted only in circumstances exempted under section 6.

Physical and
Land Use
Planning
Act,2022.

Objects of the Act

The objects of this Act are to provide.

(a) the principles, procedures and standards for the preparation and implementation of physical and land use development plans at the national, county, urban, rural and cities level. (b) the administration and management of physical and land use planning in Kenya.

(c) the procedures and standards for development control and the regulation of physical planning and land use.

(d) a framework for the co-ordination of physical and land use planning by county governments.

(e) a mechanism for dispute resolution with respect to physical and land use planning.

(f) a framework for equitable and sustainable use, planning and management of land.

(g) the functions of and the relationship between planning authorities.

(h) a robust, comprehensive and responsive system of physical and land use planning and regulation.

And (i) a framework to ensure that investments in property benefit local communities and their economies.

Principles and norms of physical and land use planning

Every person engaged in physical and land use planning and regulation shall adhere to the following principles and norms of physical and land use planning.

(a) physical and land use planning shall promote sustainable use of land and liveable communities which integrates human needs in any locality. (b) development activities shall be planned in a manner that integrates economic, social and environmental needs of present and future generations.

(c) physical and land use planning shall be comprehensive, sustainable and integrated at all levels of government, taking into consideration the interests of all parties concerned.

(d) physical and land use planning shall take into consideration long-term optimum utilization of land and conservation of scarce land resource including preservation of land with important functions.

(e) physical and land use planning shall be inclusive and must take into consideration the culture and heritage of people concerned.

	(f) physical and land use planning shall take into account new approaches such as transit-oriented development, mixed land-uses, planning for public transport and non-motorized transport among others to achieve sustainable development and more efficient use of natural resources.
County Allocation of Revenue Bill / Division of Revenue Act 2024	Provide for the equitable allocation of revenue raised nationally among the county governments for the 2024/2025 financial year; the responsibilities of national and county governments pursuant to such allocation; and for connected purposes. Passed every year.
Policies and Strategies	

National Urban Development Policy (2016)	<p>Urban Development:</p> <ul style="list-style-type: none"> • Ensure that urban policies and programmes create gender awareness and fully integrate gender parity in all structures of management and other spheres of life in urban areas. • Ensure urban planning takes cognizance of gender parity. • Protect and promote women's human rights, including access to employment and resources. • Ensure gender equity in resource allocation and distribution in urban planning and development. <p>Urban Governance and Management</p> <ul style="list-style-type: none"> • participatory policy formulation and implementation, • capacity building at the community level to ensure effective community participation in urban development. • protecting and promoting the interests and rights of minorities, marginalized groups and vulnerable communities • ensure the participation of the youth, their, representation, and inclusion in urban planning and development establish mechanisms for the involvement of the aged in all affairs of urban areas. • promote both disability-inclusive and disability-specific development programmes in urban areas. • mainstream policies and legislations related to persons with disabilities in all sectors of urban development. • protect the legal rights of interested or affected persons to appeal against decisions on urban management. • develop guidelines to improve stakeholder participation in urban development; provide adequate and relevant information to urban communities; design ICT systems to enhance information sharing, management, monitoring and public accountability.
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	<p>Urban Finance: Ensure that such legislation promotes the participation of local communities in making decisions over the management of natural resource. Provide effective public participation in the formulation of annual budgets. Allocate adequate budgets for participatory processes.</p>
	<p>Information Systems for Crime Prevention and Safety: Mainstream community participation by sharing information on safety and security.</p> <p>Implementation of the Policy: Urban boards/committees will engage their communities in a wide range of activities that include participatory urban development planning, participatory budgeting and community participation in monitoring and evaluation.</p>

<p>National Policy for Persons with Disabilities (2016)</p>	<ul style="list-style-type: none"> • Calls for inclusion of women and girls with disabilities in all programmes that target women, for instance Women Enterprise Fund, nomination of women in parliament or in county assemblies, appointment to board. Calls for protection against all forms of discrimination including but not limited to intersectional discrimination, discrimination in employment. • Roles of the County Government <ul style="list-style-type: none"> (a) Adoption and domestication of the Policy (b) Mobilize resources for the implementation of programs for persons with disabilities at the county level. (c) Capacity Building (d) Awareness creation on matters pertaining to persons with disabilities. (e) Research and Data Collection • Organizations of People with Disabilities (OPDs): Promote equitable and effective representation of Organizations of and for Persons with Disabilities in key decision-making bodies. • Accessibility: The policy calls for consideration of accessibility as a cross cutting concern. Accessibility should remain an underlying consideration in the built environment, information, and services. • Disability responsive budgeting: Support inclusive planning, budgeting, and implementation of programmes to enhance resource allocation. • Disaster management: Take measures to ensure that persons with disabilities and their representative organizations are meaningfully and actively consulted and involved in all steps of disaster risk and humanitarian emergencies. Collect and disseminate disaggregated data in situations of risks for planning purposes. Ensure the protection and safety of persons with disabilities in situations of risk, through the provision of the necessary assistive devices and technologies, accessible shelters, relief, and facilities. Provide
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	<p>information in accessible formats on situations of risk and humanitarian emergencies to persons with disabilities, especially to persons with visual, hearing, intellectual and psychosocial disabilities.</p> <p>Service provision: Persons with disabilities are part and parcel of society. They should be fully included in all aspects of life and their special needs be met within their communities instead of being isolated by institutional service delivery approaches</p>
<p>National Slum Upgrading and Prevention Policy (2016)</p>	<ul style="list-style-type: none"> • Participation as one of the principles and core values of the policy. • Functions of County Slum Upgrading Multi-Stakeholder Support Group (CMSSG) include to facilitate public participation through community executive committees. • Active participation of county and settlement communities as a KPI for operationalizing the principle of good governance, including stakeholder participation, transparency and accountability.

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