



REPUBLIC OF KENYA
 COUNTY GOVERNMENT OF
 NYANDARUA

2026- 2028

MAIROINYA MUNICIPALITY
 GENDER INCLUSION &
 PARTICIPATION FRAMEWORK



FOREWORD

This document is the outcome of a comprehensive assessment aimed at understanding the different roles, responsibilities, needs, and challenges faced by women, men, girls, and boys within the municipality.

The analysis provides evidence-based insights into gender dynamics across key sectors, including education, health, economic participation, access to resources, decision-making structures, and community leadership. It highlights existing inequalities while also identifying opportunities for inclusive growth and gender-responsive development.

Mairō Inya Municipality demonstrates strong social and cultural systems that shape access to opportunities and resources. While women contribute significantly to agricultural production, household management, and community welfare, disparities remain in land ownership, financial access, leadership representation, and educational attainment. Addressing these gaps is essential for achieving sustainable development and improved livelihoods for all residents.

This report is intended to serve as a practical guide for policymakers, development partners, civil society organizations, and community leaders in designing and implementing gender-responsive programs. The findings and recommendations outlined herein aim to strengthen equitable participation, enhance economic empowerment, improve service delivery, and promote social inclusion.

It is our hope that this Gender Analysis will inform strategic planning, support evidence-based decision-making, and foster collaborative efforts toward building a more inclusive and equitable Mairō Inya Municipality.



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Chairperson, Mairō Inya Municipal Board

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We sincerely acknowledge the valuable contributions of all individuals and institutions who made the Gender Analysis of Mairō Inya Municipality possible.

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Special thanks go to the field enumerators and facilitators who conducted surveys, focus group discussions, and interviews with professionalism and sensitivity to gender and cultural dynamics.

Finally, we appreciate the commitment of all partners and stakeholders working toward gender equality, inclusive development, and improved livelihoods in Mairō Inya Municipality. This document reflects a collective effort toward promoting equitable opportunities for women, men, girls, and boys in the community.



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EXECUTIVE SUMMARY

This gender analysis examines the roles, needs, and challenges of women, men, youth, persons with disabilities (PWDs), and marginalized groups in Mairo Inya Municipality, with the objective of guiding inclusive governance, planning, budgeting, and service delivery. The study aligns with national legal frameworks, including the Constitution of Kenya 2010, the Urban Areas and Cities Act 2011, the County Governments Act 2012, and county-level gender policies and objectives.

The analysis covers ten thematic areas: demographics, governance and participation, economic empowerment, urban infrastructure and services, education and capacity building, health and social welfare, legal and policy environment, stakeholder engagement, barriers to gender equality, and monitoring and evaluation.

Mairo Inya Municipality can leverage participatory forums, affirmative recruitment, community groups, NGOs, KUSP II projects, and county gender policies to mainstream gender. Recommendations include short-term, middle-term and long-term.

This analysis highlights the urgent need for targeted, multi-level interventions to promote gender equality and inclusive urban development. By implementing the recommendations, Mairo Inya Municipality can achieve equitable participation, improved service delivery, and sustainable social and economic development for all residents.

ABBREVIATIONS

GBV – Gender-Based Violence

KUSP II – Kenya Urban Support Programme Phase II

NGEC – National Gender and Equality Commission

PWD – Persons with Disabilities

CBO – Community-Based Organization

NGO – Non-Governmental Organization

SDGs – Sustainable Development Goals

IDEP – Integrated Development and Equity Profile

M&E – Monitoring and Evaluation

NYDA – National Youth Development Authority

WEE – Women’s Economic Empowerment

FY – Fiscal Year

DEFINITIONS OF TERMS

Gender refers to the social, cultural, and behavioral attributes, expectations, and roles assigned to women, men, and other gender identities, as distinct from biological sex.

Gender Equality is the state in which women, men, youth, persons with disabilities (PWDs), and marginalized groups have equal rights, responsibilities, and opportunities in political, economic, social, and cultural spheres.

Gender Mainstreaming is the process of integrating gender perspectives into all policies, programs, and activities to ensure equitable participation, benefits, and outcomes for all groups.

Women's Economic Empowerment (WEE) entails enhancing women's access to financial resources, employment, entrepreneurship, and decision-making to achieve economic independence.

Persons with Disabilities (PWDs) are individuals who experience long-term physical, mental, intellectual, or sensory impairments that, in interaction with barriers, may hinder their full participation in society.

Youth are individuals aged 15–34 years, recognized as a group with specific developmental and participation needs in social, economic, and political processes.

Gender-Based Violence (GBV) refers to any act or threat of physical, sexual, psychological, or economic violence directed at an individual based on gender, including domestic violence, sexual assault, and harassment.

Marginalized Groups are socially, economically, or politically disadvantaged groups whose participation in governance, decision-making, and access to resources is limited.

Inclusive Governance describes governance structures and processes that ensure meaningful participation of all citizens, especially women, youth, PWDs, and marginalized groups, in decision-making and service delivery.

Equitable Service Delivery is the provision of public services—such as water, health, education, and infrastructure—in a manner that meets the needs of all people regardless of gender, age, disability, or social status.

Stakeholder refers to any individual, group, organization, or institution with an interest, role, or influence in municipal governance, planning, or service delivery.

Monitoring and Evaluation (M&E) is a system of collecting, analyzing, and reporting data to track progress, assess outcomes, and inform decision-making for programs, policies, and projects.

Urban Governance encompasses the structures, processes, and policies through which municipalities manage urban development, service delivery, citizen participation, and resource allocation.

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1 CHAPTER 1: CONTEXT AND BACKGROUND

1.1 BACKGROUND

Mairo-Inya municipality is a growing urban center and is a significant urban center and a notable contributor to county revenue, the town has experienced rapid urbanization and growth in recent decades.

This period of transformation carries important gender considerations. Women form a slight majority of residents, yet often face barriers to accessing economic opportunities, participating in decision-making, and benefiting equally from urban development. The population is predominantly young, creating demand for education, skills training, and employment creation that specifically address the needs of young women and men. Commuting patterns show many residents travel to neighboring towns for work, which may disproportionately affect women who frequently bear greater caregiving responsibilities that limit mobility.

As Mairo-Inya continues to grow, deliberate action is needed to ensure development is inclusive and equitable. This Gender Inclusion and Participation Framework responds to the town's specific context, seeking to harness its momentum to build a future where women, men, youth, and marginalized groups can all contribute to and benefit from the town's progress.

The analysis was conducted for the Mairo Inya 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 Mairo Inya 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 Mairo Inya 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 Mairo Inya 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 Mairo Inya 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 Mairo Inya 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:

1. **Annual development planning and budgeting** to ensure resources are allocated in ways that address the distinct needs of women, men, youth, and marginalized groups.

2. **Public participation and civic engagement activities** to make sure consultation forums are accessible, inclusive, and representative of the entire community.
3. **Urban infrastructure projects** such as roads, markets, lighting, and water access points, ensuring these are designed with safety and accessibility in mind.
4. **Economic empowerment programs** targeting traders, farmers, and youth, with deliberate support for women-owned enterprises.
5. **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 Mairo Inya 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 2: DEMOGRAPHIC OVERVIEW

2.1 POPULATION BY SEX AND AGE GROUP

Table 1: Mairo Inya Population

Year	Projected Population
2020	94,083
2025	114,443
2030	139,260

Source: KNBS population data

Mairo-Inya Municipality has experienced steady population growth and is projected to continue on this trajectory. Based on available data, the municipality's population was estimated at 94,083 in 2020. This figure is projected to rise to 114,443 by 2025, representing significant growth over a five-year period. By 2030, the population is expected to reach 139,260 residents.

2.1.1 BY SEX

Table 2: Population by sex Mairo Inya

Sex	Projected Population (2025)
Male	56,077
Female	58,366
Total	114,443

Source: 2019 KNBS population data

2.2 KEY SOCIAL GROUPS

- Youth (15–34 years): Approximately 10,300 individuals, representing a significant segment of the labor force and civic participation potential.
- Persons with Disabilities (PWDs): Estimated at 3–5% of the population, facing barriers to infrastructure access, education, and economic participation.
- Minority Ethnic Groups: Include smaller ethnic communities contributing to cultural diversity but often marginalized in municipal decision-making.

- Refugees / Internally Displaced Persons (IDPs): Limited in number; mostly integrated within informal settlements.

2.3 SOCIO-ECONOMIC STATUS DISTRIBUTION BY GENDER

- **Women:** Predominantly engaged in informal trade, small-scale farming, food vending, and domestic work. Income levels are generally lower, with limited access to formal banking and finance.
- **Men:** Concentrated in formal employment, construction, transport, and medium to large-scale farming, with relatively higher earnings and asset ownership.
- **Economic Vulnerabilities:** Women-headed households face higher risk of poverty and food insecurity. Youth unemployment is high, especially among women.

2.4 LITERACY AND EDUCATION LEVELS BY GENDER

Table 3: Education level

Education Level	Male (%)	Female (%)	Observation
No formal education	5	7	Higher illiteracy among older women
Primary education	35	38	Slightly more girls completing primary
Secondary education	40	35	Male-dominated secondary school completion
Tertiary/University	20	15	Gender gap persists in higher education

Source: 2019 KNBS population data

Observation: Girls' transition to tertiary education remains lower than boys, reflecting socio-cultural and economic constraints.

2.5 EMPLOYMENT AND ECONOMIC ACTIVITY STATUS BY GENDER

Table 4: Employment by gender

Employment Status	Male (%)	Female (%)	Notes
Formal employment	35	15	Men dominate salaried jobs and leadership positions
Informal sector / casual work	25	50	Women concentrated in informal trade and domestic services

Agriculture / small-scale farming	30	25	Women engaged in subsistence farming; men control commercial production
Unemployed / seeking work	10	10	Youth and PWDs disproportionately affected

Source: 2019 KNBS population data

Observation: Economic opportunities are highly gendered, with women concentrated in informal sectors and underrepresented in formal employment.

2.6 SUMMARY

1. **Population Structure:** Slightly higher number of females, with youth forming a significant portion of the population.
2. **Social Groups:** Youth, PWDs, and minority ethnic communities are key stakeholders for inclusion.
3. **Economic Status:** Gendered disparities in income, employment type, and asset ownership persist.
4. **Education & Literacy:** Girls face lower transition to higher education; literacy gaps exist among older women.
5. **Employment Patterns:** Men dominate formal employment and leadership; women dominate informal economic activities.

Implication for Gender Mainstreaming: These demographic patterns highlight the need for targeted interventions in education, economic empowerment, and inclusive governance to ensure equitable participation and benefit from urban development in Mairo Inya Municipality.

3 CHAPTER 3: THEMATIC AREAS OF GENDER ANALYSIS

3.1 INTRODUCTION

This chapter presents the key thematic areas of gender analysis for Mairo Inya Municipality. The analysis focuses on governance, economic empowerment, urban infrastructure and services, education and capacity building, and health and social welfare. The objective is to identify gaps, barriers, and opportunities for gender mainstreaming and inclusion of women, youth, PWDs, and marginalized populations in municipal development. Data was collected through records review, surveys, interviews, focus groups, and community forums.

3.2 THEMATIC ANALYSIS TABLE

Table 5: Thematic areas

Thematic Area	Key Questions for Gender Analysis	Data Sources	Key Findings / Issues Identified
Governance & Participation	<ul style="list-style-type: none"> ▪ Representation of women and marginalized groups in leadership and decision making? ▪ Degree of participation in urban planning and policy consultations? ▪ Barriers to meaningful engagement? 	Records, surveys, interviews, community forums	<ul style="list-style-type: none"> - Women hold fewer than 30% of leadership positions in municipal boards and committees. - Youth and PWDs participation in planning forums is limited. - Socio-cultural norms, low awareness, and lack of incentives hinder meaningful engagement.
Economic Empowerment	<ul style="list-style-type: none"> ▪ Access to formal/informal employment and livelihood opportunities? ▪ Access to business finance, training, and property rights? ▪ Economic 	Labour statistics, surveys, focus groups	<ul style="list-style-type: none"> - Women dominate informal trade; men dominate formal employment. - Limited access to microfinance and vocational training for women and youth. - Asset ownership (land,

	vulnerabilities and constraints?		livestock) is skewed toward men, increasing women's economic vulnerability.
Urban Infrastructure & Services	<ul style="list-style-type: none"> ▪ Accessibility and safety of transport, public spaces, markets? ▪ Availability of gender-responsive sanitation and water facilities? ▪ Street lighting and crime vulnerability? 	Field assessments, community feedback, service use data	<ul style="list-style-type: none"> - Markets and transport hubs are poorly lit, affecting safety, especially for women. - Public toilets and sanitation facilities are inadequate or not gender-separated. - Women and PWDs face mobility and access challenges.
Education & Capacity Building	<ul style="list-style-type: none"> ▪ Gender disparities in educational attainment and vocational training? ▪ Availability of gender awareness and rights programs? 	School enrolment and completion data, training records	<ul style="list-style-type: none"> - Girls' transition to secondary and tertiary education is lower than boys. - Limited vocational training programs for women and PWDs. - Few municipal-led gender awareness programs exist.
Health & Social Welfare	<ul style="list-style-type: none"> ▪ Access to health services, sexual and reproductive health? ▪ Gender-based violence prevalence and support mechanisms? ▪ Specific health vulnerabilities by gender? 	Health facility data, surveys, NGO reports	<ul style="list-style-type: none"> - Health services for reproductive care are limited in some wards. - GBV cases are underreported; support mechanisms are inadequate. - Women face higher health vulnerabilities related to maternal care and nutrition.

3.3 SUMMARY OF FINDINGS

1. **Governance:** Women, youth, and PWDs are underrepresented in leadership and decision-making structures. Cultural norms and low civic awareness are major barriers.
2. **Economic Empowerment:** Women are concentrated in informal sectors, have limited access to finance, vocational training, and property ownership, contributing to economic vulnerability.
3. **Infrastructure & Services:** Urban facilities often lack gender-sensitive design; safety concerns restrict women's mobility and participation.
4. **Education & Capacity Building:** Gender disparities persist at secondary, tertiary, and vocational levels; limited awareness and training programs reduce empowerment opportunities.
5. **Health & Social Welfare:** Access to reproductive health services is uneven; GBV support mechanisms are inadequate; women's specific health needs require targeted interventions.

Implication: Addressing these gaps requires integrated gender mainstreaming strategies across municipal planning, budgeting, service delivery, capacity building, and stakeholder engagement to ensure equitable participation and outcomes for all residents of Mairo Inya Municipality.

4 CHAPTER 4: LEGAL AND POLICY ENVIRONMENT

4.1 INTRODUCTION

The legal and policy environment provides the foundation for gender mainstreaming and inclusive governance in Mairo Inya Municipality. This chapter reviews national and county legal frameworks, municipal policies, and institutional mandates relevant to gender equality, highlighting existing gaps and capacity challenges that affect implementation.

4.2 RELEVANT NATIONAL AND COUNTY LEGAL FRAMEWORKS

Table 6: National and county legal frameworks

Legal / Policy Instrument	Purpose / Relevance
Constitution of Kenya 2010	Guarantees gender equality, non-discrimination, and equitable representation in public service and governance; enforces the two-thirds gender rule in decision-making bodies.
Urban Areas and Cities Act 2011	Guides urban governance, planning, and service delivery; encourages citizen participation, including marginalized groups.
County Governments Act 2012	Outlines county responsibilities for inclusive planning, budgeting, and service provision; provides mandates for gender-responsive programming at municipal level.
National Gender and Equality Commission (NGEC) Act 2011	Mandates promotion, monitoring, and protection of gender equality, elimination of discrimination, and oversight of gender mainstreaming in public institutions.
Nyandarua County Gender Policy & Social Development Strategy	Provides guidelines for implementing gender-responsive programs at county and municipal levels; addresses GBV, economic empowerment, and inclusive governance.

4.3 EXISTING GENDER MAINSTREAMING POLICIES AND INSTITUTIONAL MANDATES

1. **Municipal Gender Desk / Focal Point:** Coordinates gender-responsive planning, budgeting, and monitoring of municipal projects.
2. **Community Participation Guidelines:** Require inclusion of women, youth, PWDs, and marginalized groups in ward and municipal forums.

3. **Sectoral Policies:** Health, education, infrastructure, and economic development departments have policies promoting gender-sensitive services and programs.
4. **Partnerships with NGOs and CBOs:** Provide technical support, awareness programs, and capacity-building initiatives targeting vulnerable groups.

4.4 GAPS AND CHALLENGES

Table 7: Gaps and challenges

Area	Gap / Challenge
Legal Enforcement	Weak enforcement of the two-thirds gender rule; some municipal boards and committees remain male-dominated.
Institutional Capacity	Limited staffing and technical expertise in gender mainstreaming; insufficient budget allocation for gender-specific programs.
Policy Implementation	Lack of municipal-level monitoring frameworks; sectoral policies not fully integrated into planning and budgeting.
Awareness and Uptake	Low awareness among community members and staff on gender rights, participation mechanisms, and grievance channels.
Data and Reporting	Gender-disaggregated data is incomplete, irregular, and not systematically used for decision-making.

4.5 SUMMARY

1. **Legal Foundation:** National and county frameworks provide strong mandates for gender equality and inclusion in urban governance.
2. **Institutional Structures:** A municipal Gender Desk and sectoral policies exist but are under-resourced.
3. **Implementation Gaps:** Enforcement of gender rules, capacity constraints, weak monitoring, and limited data restrict effective gender mainstreaming.
4. **Opportunities:** Leveraging NGECC oversight, county gender programs, and partnerships with NGOs and community groups can enhance compliance, capacity, and inclusive municipal service delivery.

Strengthening legal enforcement, institutional capacity, and gender-responsive planning and monitoring is essential for Mairo Inya Municipality to realize equitable participation and benefits for women, youth, PWDs, and marginalized populations.

5 CHAPTER 5: GENDER ROLES, RESPONSIBILITIES, AND POWER RELATIONS

5.1 INTRODUCTION

Understanding gender roles, responsibilities, and power dynamics is essential for designing inclusive municipal programs. In Mairo Inya Municipality, social, economic, and cultural norms influence how men, women, youth, PWDs, and marginalized groups access resources, participate in decision-making, and contribute to economic activities.

5.2 GENDERED DIVISION OF LABOUR

Table 8: Gendered division of labour

Domain	Male Roles	Female Roles
Household	Financial provision, decision-making on major expenditures, agricultural production	Domestic chores, childcare, food preparation, small-scale farming, water and firewood collection
Community / Civic	Leadership positions in ward committees, municipal boards, local councils	Participation in women's groups, savings cooperatives, community mobilization, volunteer roles
Economic Activities	Formal employment (construction, transport, formal agriculture), trade ownership	Informal trade, food vending, small-scale farming, casual labor
Education & Skills	Secondary/tertiary education; vocational training in technical fields	Lower transition to secondary/tertiary; vocational training often in domestic or service sectors

Observation: Women carry a dual burden of domestic and economic responsibilities, limiting participation in decision-making and leadership roles.

5.3 CONTROL OVER AND ACCESS TO RESOURCES

1. **Financial Resources:** Men dominate formal employment earnings; women rely on informal trade and microfinance.
2. **Property & Land:** Majority of land ownership and title deeds are held by men; women often lack secure property rights.

3. **Public Services:** Men and women access municipal services differently due to mobility, safety, and cultural restrictions; women and PWDs face barriers in water points, markets, and transport.

5.4 DECISION-MAKING POWER

Table 9: Decision making power

Level	Findings
Household	Men make decisions on finances, education, and healthcare; women influence daily household management but have limited authority over major choices.
Community Governance /	Leadership positions are male-dominated; women’s representation in ward committees and municipal boards is below 30%. Youth and PWDs have minimal participation.
Economic	Men control commercial and formal economic decisions; women’s business decisions are often informal and constrained by access to finance and networks.

5.5 SOCIAL AND CULTURAL NORMS

1. Patriarchal norms limit women’s leadership and mobility.
2. Early marriage and teenage pregnancy reduce girls’ education completion.
3. Community expectations prioritize male decision-making in finances, land, and governance.
4. Stereotypes hinder PWDs and marginalized groups from active participation in economic and civic life.

5.6 SUMMARY

1. **Household & Economic Roles:** Women carry significant domestic and informal economic responsibilities, while men dominate formal employment and decision-making.
2. **Resource Access:** Men control most productive resources; women face financial and property constraints.
3. **Decision-Making Power:** Limited for women, youth, PWDs, and marginalized populations across households and governance structures.
4. **Cultural Norms:** Social expectations reinforce gender inequalities, affecting participation, leadership, and equitable access to services.

Implication for Policy and Programs: Addressing gender roles and power relations requires capacity building, awareness campaigns, and institutional reforms to promote shared decision-making, equitable access to resources, and inclusive governance in Mairo Inya Municipality.

6 CHAPTER 6: BARRIERS AND CONSTRAINTS TO GENDER EQUALITY

6.1 INTRODUCTION

Gender equality in Mairo Inya Municipality is influenced by multiple political, social, economic, cultural, and institutional factors. This chapter identifies the key barriers that limit the participation, empowerment, and inclusion of women, youth, persons with disabilities (PWDs), and marginalized populations in governance, economic opportunities, and service access.

6.2 TYPES OF BARRIERS

6.2.1 POLITICAL BARRIERS

1. **Underrepresentation:** Women occupy less than 30% of leadership positions in municipal boards, committees, and ward forums, despite legal mandates for the two-thirds gender rule.
2. **Limited Civic Engagement:** Youth and PWDs have minimal involvement in decision-making due to low awareness of participatory processes.
3. **Policy Gaps:** Weak enforcement of national and county gender provisions at municipal level.

6.2.2 SOCIAL AND CULTURAL BARRIERS

1. **Patriarchal Norms:** Men dominate household and community decision-making; women are expected to prioritize domestic duties.
2. **Early Marriage & Teenage Pregnancy:** Restrict girls' education and future economic participation.
3. **Social Expectations:** Cultural beliefs discourage women and PWDs from leadership and public participation.

6.2.3 ECONOMIC BARRIERS

1. **Limited Access to Finance:** Women and youth face difficulty accessing loans, credit, and business grants.
2. **Informal Employment:** Majority of women work in low-income, informal sectors with little social protection.
3. **Asset Ownership:** Land, property, and productive resources are primarily controlled by men.

6.2.4 INSTITUTIONAL AND CAPACITY CONSTRAINTS

1. **Limited Gender Expertise:** Municipal departments have few staff trained in gender mainstreaming.
2. **Weak Monitoring and Evaluation:** Lack of gender-disaggregated data and reporting systems.
3. **Insufficient Budget Allocation:** Gender-specific programs are underfunded or absent.

6.3 DISCRIMINATORY PRACTICES AND POLICIES

1. Informal exclusion of women from decision-making and leadership roles.
2. Unequal access to municipal services due to physical design, safety concerns, or social norms.
3. Policies exist but are inconsistently implemented, reducing effectiveness.

6.3.1 SOCIETAL ATTITUDES AND STEREOTYPES

1. Belief that men are primary decision-makers and breadwinners.
2. Women viewed as caretakers, limiting economic and civic participation.
3. Youth and PWDs often perceived as incapable of leadership or community influence.

6.4 SUMMARY

1. **Political:** Low representation of women, youth, and PWDs; weak enforcement of legal provisions.
2. **Social & Cultural:** Patriarchal norms, early marriage, and restrictive gender expectations limit equality.
3. **Economic:** Limited access to finance, property, and formal employment hinders empowerment.
4. **Institutional:** Weak capacity, lack of gender-disaggregated data, and insufficient budget allocations reduce municipal gender responsiveness.
5. **Societal Attitudes:** Stereotypes constrain participation and leadership of marginalized groups.

Implication for Interventions: Addressing these barriers requires institutional strengthening, capacity building, policy enforcement, community sensitization, and targeted economic empowerment programs to achieve equitable participation and inclusion in Mairo Inya Municipality.

7 CHAPTER 7: OPPORTUNITIES AND ENTRY POINTS FOR GENDER MAINSTREAMING

7.1 INTRODUCTION

Despite the barriers identified, Mairo Inya Municipality has multiple opportunities and entry points to advance gender equality and inclusion. Leveraging existing best practices, community networks, ongoing interventions, and policy frameworks can support the integration of gender-responsive governance and service delivery.

7.2 EXISTING BEST PRACTICES IN GENDER-RESPONSIVE GOVERNANCE AND SERVICE DELIVERY

- **Participatory Ward Forums:** Some wards have actively included women and youth in budget and planning consultations.
- **Affirmative Recruitment Initiatives:** Efforts to promote women in municipal boards and committees have increased representation slightly.
- **Gender-Sensitive Infrastructure:** Some public spaces and sanitation facilities have been designed to enhance women's and PWDs' safety.

7.3 COMMUNITY GROUPS, NGOS, AND NETWORKS SUPPORTING GENDER INCLUSION

- **Women's Savings and Credit Groups:** Facilitate economic empowerment through microfinance and skill-building.
- **Youth Associations:** Engage in civic activities, awareness campaigns, and skills training programs.
- **PWD Associations and CBOs:** Advocate for accessibility, social inclusion, and participation in municipal governance.
- **Local NGOs and Faith-Based Organizations:** Provide training, awareness, and support for GBV survivors and marginalized groups.

7.4 ONGOING OR PLANNED INTERVENTIONS WITH GENDER COMPONENTS

- **KUSP II Projects:** Support urban planning, infrastructure development, and citizen participation with gender considerations.
- **County Economic Empowerment Programs:** Target women, youth, and PWDs through skills development, grants, and training.
- **Health and Education Programs:** Focus on reproductive health, maternal care, girls' education, and vocational training.

- **Municipal Awareness Campaigns:** Promote civic participation, gender rights, and community engagement.

7.5 POLICY WINDOWS AND INSTITUTIONAL REFORMS

- **Legal Mandates:** Constitution of Kenya 2010 and the two-thirds gender rule provide a strong basis for inclusion.
- **County Gender Policies:** Offer frameworks for municipal-level implementation of gender-responsive planning and budgeting.
- **NGEC Oversight:** Encourages compliance with gender equality legislation and monitoring of municipal interventions.
- **Institutional Reforms:** Strengthening of municipal Gender Desk and integration of gender in sectoral plans create entry points for mainstreaming.

7.6 SUMMARY

1. **Best Practices:** Participatory forums, affirmative recruitment, and gender-sensitive infrastructure exist as models to build on.
2. **Community Networks:** Women, youth, PWD groups, NGOs, and CBOs provide strong support for inclusion initiatives.
3. **Ongoing Programs:** KUSP II, county empowerment schemes, health, and education interventions create practical avenues for gender mainstreaming.
4. **Policy & Institutional Opportunities:** Legal mandates, county policies, NGEC oversight, and municipal reforms create favorable conditions for advancing gender equality.

Implication: By leveraging these opportunities, Mairo Inya Municipality can strengthen inclusive governance, equitable service delivery, and sustainable gender-responsive development across all sectors.

8 CHAPTER 8: STAKEHOLDER ANALYSIS

8.1 INTRODUCTION

Effective gender mainstreaming in Mairo Inya Municipality requires mapping and engagement of stakeholders who influence policy, planning, and service delivery. This chapter identifies key government departments, community groups, private sector actors, and donor partners, outlining their roles, interests, and potential influence in advancing gender equality.

8.2 GOVERNMENT AGENCIES AND DEPARTMENTS WITH GENDER MANDATES

Table 10: Government agencies with gender mandates

Agency / Department	Role in Gender Mainstreaming
Municipal Gender Desk	Coordinates gender-responsive planning, budgeting, and monitoring within the municipality.
County Gender and Social Development Department	Supports municipal interventions, provides technical guidance, and oversees implementation of county gender policies.
Health Department	Ensures access to reproductive and maternal health services; implements GBV prevention and response programs.
Education Department	Promotes equitable access to education, vocational training, and gender awareness programs.
Planning & Economic Development	Integrates gender considerations into municipal infrastructure, urban planning, and service delivery projects.

8.3 COMMUNITY GROUPS

Table 11: Community groups

Group / Network	Representation / Role
Women's Savings & Credit Groups	Economic empowerment, microfinance, and skills training for women.
Youth Associations	Civic engagement, leadership development, and advocacy for youth inclusion.

PWD Associations	Advocacy for accessibility, social inclusion, and representation in decision-making.
CBOs and Faith-Based Organizations	Support gender awareness, GBV prevention, and community mobilization.
Refugee and Minority Groups	Advocate for social inclusion, service access, and cultural integration.

8.4 PRIVATE SECTOR AND DONOR PARTNERS

Table 12: Private sector and donor partners

Partner / Entity	Role / Contribution
Local SMEs & Cooperatives	Provide economic opportunities, training, and employment; support gender-responsive enterprise programs.
Microfinance Institutions	Extend credit and financial inclusion services targeting women and youth.
NGOs (Local & International)	Implement gender-focused projects, awareness campaigns, and capacity-building initiatives.
Donor Agencies (e.g., UNDP, UN Women, World Bank)	Provide technical assistance, funding, and policy guidance for municipal gender mainstreaming projects.

8.5 ROLES, INTERESTS, AND INFLUENCE OF STAKEHOLDERS

- Government Departments:** Drive policy, planning, regulation, and enforcement; have high influence due to legal mandates and resource allocation authority.
- Community Groups:** Mobilize citizens, advocate for inclusion, and provide local insights; moderate to high influence depending on engagement level.
- Private Sector:** Facilitate economic empowerment, provide resources for women and youth enterprises; moderate influence, especially in livelihood and employment programs.
- Donors and NGOs:** Provide technical and financial support; influence programming, policy advice, and capacity building; moderate to high influence depending on funding and partnerships.

8.6 SUMMARY

- Effective gender mainstreaming in Mairo Inya Municipality depends on collaboration among government agencies, community groups, private sector, and donors.
- Stakeholders have complementary roles: policy and oversight, community mobilization, economic support, and technical assistance.
- Engaging these actors strategically can strengthen inclusive governance, equitable service delivery, and sustainable gender-responsive development.

9 CHAPTER 9: RECOMMENDATIONS FOR GENDER MAINSTREAMING AND INCLUSION

9.1 INTRODUCTION

To achieve inclusive governance, equitable service delivery, and gender equality, Mairo Inya Municipality requires targeted interventions across governance, planning, budgeting, and community engagement. The recommendations below are organized into short-, medium-, and long-term actions and include capacity building, data frameworks, and communication strategies.

9.2 RECOMMENDATIONS

9.2.1 SHORT-TERM ACTIONS (1–2 YEARS)

- Conduct **gender awareness and sensitization workshops** for municipal staff, community leaders, and local committees.
- Strengthen **women, youth, and PWD participation** in municipal planning forums and decision-making bodies.
- Conduct **gender audits** of municipal services and facilities to identify immediate gaps in access, safety, and inclusivity.
- Initiate **community engagement campaigns** to challenge harmful gender norms and promote shared decision-making.

9.2.2 MEDIUM-TERM ACTIONS (3–5 YEARS)

- Integrate **gender considerations into municipal planning and budgeting processes**, ensuring allocations for women, youth, and PWD programs.
- Establish **capacity-building programs** for municipal staff and community leaders on gender mainstreaming, data collection, and inclusive service design.
- Expand **economic empowerment initiatives** targeting women and youth, including access to finance, vocational training, and entrepreneurship programs.
- Develop and implement **gender-sensitive infrastructure projects**, including public spaces, sanitation, and transport facilities.

9.2.3 LONG-TERM ACTIONS (5+ YEARS)

- Establish a **dedicated Gender Unit** within the municipality to coordinate policy, monitoring, and advocacy.
- Enforce **legal mandates** such as the two-thirds gender rule in leadership positions and equitable representation in governance structures.
- Institutionalize **gender-responsive monitoring and evaluation frameworks** linked to municipal service delivery, planning, and development outcomes.
- Promote **sustained cultural and societal change** through continuous awareness, role modeling, and partnerships with schools, faith-based organizations, and community networks.

9.3 CAPACITY BUILDING AND TRAINING NEEDS

- Training for **municipal staff, elected leaders, and sector heads** on gender mainstreaming, inclusive budgeting, and participatory governance.
- Skills development programs for **women, youth, and PWDs** in leadership, entrepreneurship, and vocational trades.
- Awareness workshops for **community members** on rights, inclusion, and participation mechanisms.

9.4 GENDER-RESPONSIVE DATA COLLECTION AND MONITORING

- Establish **gender-disaggregated data systems** to track participation, service access, and satisfaction levels.
- Conduct **regular surveys and audits** on infrastructure, service delivery, and economic empowerment programs.
- Use monitoring results to **inform policy adjustments, budget allocations, and program design.**

9.5 COMMUNICATION, AWARENESS, AND STAKEHOLDER ENGAGEMENT

- Launch **public awareness campaigns** to promote gender equality, women's leadership, youth participation, and PWD inclusion.
- Strengthen **partnerships with NGOs, CBOs, and private sector actors** to support gender-focused programs.
- Encourage **multi-stakeholder forums** for policy dialogue, participatory planning, and feedback on municipal services.

9.6 SUMMARY

By implementing these recommendations, Mairo Inya Municipality can:

1. **Enhance inclusive governance** by increasing participation of women, youth, and marginalized groups.
2. **Promote equitable service delivery** through gender-responsive infrastructure and programs.
3. **Strengthen institutional capacity** for planning, monitoring, and evaluating gender equality outcomes.
4. **Shift societal norms** through awareness, communication, and community engagement.

Overall Implication: Coordinated, multi-level interventions will position Mairo Inya Municipality to achieve **sustainable gender mainstreaming and inclusive urban development**.

10 CHAPTER 10: MONITORING AND EVALUATION INDICATORS

10.1 INTRODUCTION

Monitoring and evaluation (M&E) are essential for tracking progress on gender equality and inclusion in municipal governance, planning, and service delivery. This chapter proposes key indicators, data collection methods, and responsible units to ensure that gender-responsive policies and programs are effectively implemented, aligned with legal mandates (Constitution of Kenya 2010, two-thirds gender rule) and development goals (SDGs, Kenya Vision 2030).

10.2 PROPOSED GENDER EQUALITY INDICATORS

Table 13: Proposed gender equality indicators

Indicator	Target / Standard	Rationale
% of women in municipal leadership and decision-making positions	≥33% (two-thirds gender rule)	Tracks gender representation and leadership inclusion
% of youth and PWDs participating in municipal planning forums	50% of registered participants	Measures inclusivity of marginalized groups
Gender-disaggregated access to municipal services (water, sanitation, transport, health, education)	Equal access within 5 years	Ensures services are equitable and responsive
Reported satisfaction levels with municipal services by gender	≥75% satisfaction	Monitors perceived service quality and responsiveness
Incidence of gender-based violence (GBV) cases reported and supported	Annual reduction trend	Tracks effectiveness of GBV prevention and support mechanisms
Participation in capacity-building and training programs (women, youth, PWDs)	≥50% female / youth / PWD participation	Measures empowerment and skills development outcomes
Gender-responsive budget allocations	≥30% of budget targeted to gender-specific programs	Ensures financial commitment to gender equality initiatives

10.3 DATA COLLECTION METHODS AND FREQUENCY

- **Household and Community Surveys:** Annual, to assess service access, participation, and satisfaction by gender.
- **Administrative Data:** Quarterly reports from municipal departments on staff, leadership positions, service provision, and budget allocation.
- **Focus Group Discussions & Key Informant Interviews:** Bi-annual, to capture qualitative insights from women, youth, PWDs, and marginalized groups.
- **Field Assessments & Service Audits:** Annual, to evaluate accessibility, safety, and quality of infrastructure and services.
- **GBV and Health Data Reporting:** Monthly collection from health facilities, NGOs, and police records.

10.4 RESPONSIBLE UNITS FOR REPORTING AND FOLLOW-UP

Table 14: Responsible units for reporting

Unit / Department	Role
Municipal Gender Desk	Consolidates gender-disaggregated data, prepares reports, and monitors implementation of gender policies.
Health Department	Reports on GBV, reproductive health, and service access.
Education Department	Provides gender-disaggregated enrolment, completion, and capacity-building data.
Planning & Economic Development	Tracks participation, infrastructure accessibility, and budget allocations.
County Gender and Social Development Department	Oversight, technical support, and verification of municipal M&E reports.
NGOs and CBOs	Support data collection, community feedback, and program monitoring.

10.5 SUMMARY

- **Indicators:** Focus on leadership, participation, service access, GBV, capacity building, and budget allocation.
- **Data Methods:** Combine quantitative and qualitative approaches with regular frequency for accuracy and relevance.
- **Responsible Units:** Collaborative approach involving municipal departments, county authorities, and community partners.

Implication: A robust M&E framework will allow Mairo Inya Municipality to track progress, identify gaps, and ensure accountability in implementing gender-responsive policies and programs, contributing to inclusive and equitable urban development.

11 APPENDICES

11.1 ANNEX 1: GENDER MAINSTREAMING TOOL

Table 15: 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 16: Gender Audit

<p>Thematic area</p>	<p>Detailed Gender Audit Checklist to access cities/municipalities gender mainstreaming efforts at institutional level and in urban development and service delivery.</p> <p>To be filled by gender expert at the county/ municipality annual (fiscal year)</p> <p>Detailed comment</p>
<p>Institutional strengthening on gender mainstreaming</p> <p>1.What is the level of adherence to the not more than two-thirds gender principle in the urban board?</p>	
<p>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?</p>	
<p>3.What is the status of the current urban board committee's mandate to mainstream gender?</p>	

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?	

9.Stakeholder engagement and mobilization a) How have communication strategies developed to ensure the inclusion of diverse urban residents? (Gender responsiveness) What are its key components? 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? c) How does the urban board/counties comply with the legal requirements for public participation?	
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<p>10</p>	<p>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> <p>a) Information on access and control over county resources by gender. Including land use.</p> <p>b) Access to essential services by gender for example, health, education, sanitation, livelihoods, transportation.</p> <p>c) Populations facing vulnerability and their challenges?</p> <p>d) Risks factors and root causes of vulnerabilities by sex. For example, GBV, unsafe housing, limited mobility.</p> <p>e) Accessible, and inclusive infrastructure by sex</p>	
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- | | |
|----|---|
| 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>	

¹ [Guidelines for Gender Responsive Budgeting \(GRB\) in Kenya \(2014\)](#)

<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 17: Gender Action Plan tool

Impact Statement:						
Outcomes:						
Activity	Urban Boards Gender Mainstreaming Activities in Urban Planning and Management	Performance Indicators Targets Baselines	with and	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					
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11.4 ANNEX 4: KEY GENDER INDICATORS

Table 18: 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 NGEC 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 19: 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.

MAIRO INYA MUNICIPALITY



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P.O. Box 701-20303
OL KALOU
KENYA

NOTICE!!

PUBLIC PARTICIPATION NOTICE – MAIRO INYA 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 Mutanga Catholic Hall from 10:00 am.

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

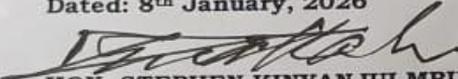
NOTICE!!

NOTICE!!

DATE	DOCUMENTS TO BE PRESENTED
Thursday, 22nd January 2026	1. Private Sector Engagement Framework 2. Municipal (GRM) System and Gender Inclusion & Participation Framework
Friday, 23rd January 2026	1. Solid Waste Management Policy & Monitoring and Evaluation Plan

Members of the public can access the draft document from the municipality's website; <https://www.nyandarua.go.ke/site2/mairo-inya-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**

Maimo Moya

NO.	NAME	PF No./ ID No.	DESIGNATION	SIGNATURE
17	PATRICK KARUKI	11253302	SR ALOTTIC NG'KO	
18	NANCY MUNDA	21762174	AGRI/CHIEF NGAO	
19	PETER K. MWANGI	6834754	SEC-CENTRAL-SACCO	
20	Josphat M. Karuki	28806111	PERSONAL ASSISTANCE M.C.A (Lesho Pando)	
21	SAMUEL KOMU	27520824	BUSINESSMAN MAP	
22	SHAD M CHEGE	7664585	BUSINESS/GASUP REPRESENTATIVE	
23	John Nyamu Karuki	3199976	Hotel & Hospitality	
24	Hannah Numbi	32738452	PHD	
25	Dilomena Karimi	07693683	CGN Communication Officer	
26	JOSEPH MBUTHIA MURAYA	23126775		
27	BENNY WEMBATSI	10877571	electrician SGTSD	
28	Clifford MUKATU	25038720	BUSINESS	
29	Jane Wangiku	25015046	BUSINESS KLOMAN KUNGU	
30	Mary Nyoki Kagwi	12946765	farmer	
31	Peter biu Kahura	7261063	Farmer	
32	SUSAN WADIMU MAINA	29510532	M.C.A's office sec.	



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

Marro Inya

NO.	NAME	PF No./ ID No.	DESIGNATION	SIGNATURE
1	Ruth Wairimu Wamiti	21666066		
2	Naiyati Oryango Odhiambo	792211356		
3	Joe Mufutu	935927184		
4	Julius Mubando	40659140		
5	Samuel Catori	39856022		
6	Berwick Mwangi	212856943		
7	Ann Wagoni	36628111		
8	Nay Nyaguthi Nyayo	4350022		
9	MERCY N. KARIUKI	24953656		
10	NAOMI WANJIKU	23743316		
11	MURIEL KARIUKI	21039904	SNEETCH MURUM	
12	Moses Kiongo	25203649		
13	HARUN Mwangi	29468523		
14	JOHN MWANGI	33819033		
15	MOSES MWANIKI	22244285		
16	JOSEPH GACHERU	9257549		



**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**

Mario Inya

NO.	NAME	PF No./ ID No.	DESIGNATION	SIGNATURE
33	JULIANA WAHJIRU KIHARA	76645611	FARMER	Wah
34	ENG. CHARLES MUCHEMI	5334475	INVESTMENT/OPINION LOBBY FARMER	Muc
35	MUHO MAINA GACHIE	560250	COMMUNITY HEALTH PROMOTER	Gachie
36	SAMUEL MUCHIRI WAMBUE	10880538	Community Health worker	Samuel
37	DICKSON GITANI MACHUKI	13645823	SENIOR S.O.S.	Dickson
38	MARI WAMBUE KAMUNDA	21028367	CLIMATE CHANGE	Mari
39	ESTHER WAITHIDA MUNGA	72845756	MARKETING	Esther
40	SIMON NJUGUNA MURITHI	23863886	BODA BODA SECTION	Simon
41	MARGARET WANGARI KIMANI	24496225	BUSINESS	Margaret
42	JULIANA WAHJIRU KIHARA	25204969	ARTIST	Juliana
43	ELIZABETH WANGARI KIMANI	25928260	BUSINESS	Elizabeth
44	LEAH M. MOKI	24586820	ASST. CHIEF	Leah
45	JANEFER KIAMBEI	9718752	PASTOR	Janefer
46	Anthony Njator	2037961	Ward Administrator	Anthony
47	MURURI OSCAR	30012730	L. Surveyor	Mururi
48	Charles Mucemi	3126612	Surveyor	Charles

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

Table 20: 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	
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11.8 ANNEX 8: ROLE OF GENDER MAINSTREAMING PARTNERS IN DEVELOPING AND OPERATIONALISING THE GUIDANCE NOTE.

Table 21: 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 22: 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.

<p>Public Financial Management Act (2012)</p>	<ul style="list-style-type: none"> ● 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.
	<ul style="list-style-type: none"> ● 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 <ul style="list-style-type: none"> (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 operationalise 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>
National Slum Upgrading and Prevention Policy (2016)	<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.

12 REFERENCES

Kenya Population and Housing Census (2019)

World Bank (2016).

Gender mainstreaming in spatial planning: A step-by-step approach for municipalities. Municipal Spatial Planning Support Programme (MuSPP).

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