



REPUBLIC OF KENYA
 COUNTY GOVERNMENT OF
 NYANDARUA

2026- 2028

OL'KALOU MUNICIPALITY
 GENDER INCLUSION &
 PARTICIPATION FRAMEWORK



FOREWORD

OI Kalou Municipality is committed to inclusive and sustainable urban development under the Kenya Urban Support Programme II (KUSP II). This Gender Analysis Report assesses gender disparities across employment, procurement, infrastructure, public participation, and institutional systems within the municipality.

Findings confirm that while progress has been made, gender gaps persist particularly in labor-based public works, access to procurement opportunities under AGPO, decision-making representation, and urban safety for women and girls. The municipality recognizes that gender mainstreaming must be embedded across all planning, budgeting, and project cycles.

Through this report, we commit to strengthening sex-disaggregated data, enhancing economic participation for women and youth, integrating universal design in infrastructure, and operationalizing grievance mechanisms to address Gender-Based Violence risks. The accompanying Gender Action Plan will guide implementation, with periodic monitoring to ensure compliance with KUSP II safeguards and the constitutional two-thirds gender principle. OI Kalou Municipality remains dedicated to building a safe, inclusive, and economically vibrant urban center where no one is left behind



Priscilla Mwirigi
Chairperson, OI Kalou Municipality

ACKNOWLEDGEMENTS

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

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

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



Igogo Eric

Manager, OI Kalou Municipality

EXECUTIVE SUMMARY

This Gender Analysis Report for Ol Kalou Municipality was prepared under the Kenya Urban Support Programme II (KUSP II) to strengthen gender-responsive urban planning and service delivery. The assessment evaluated gender gaps across governance, infrastructure, employment, procurement, and community engagement.

Key findings reveal that women are underrepresented in municipal public works, especially in skilled roles, while youth unemployment remains high. Participation of women-, youth-, and PWD-owned enterprises in procurement falls below the statutory 30 percent AGPO threshold. Infrastructure deficits including inadequate lighting and sanitation create safety concerns in markets, bus parks, and public spaces. Women's engagement in public forums remains limited due to socio-cultural and logistical barriers, and institutional data systems lack consistent sex-disaggregated reporting.

To address these gaps, the report recommends enforcing female participation thresholds in public works, strengthening AGPO compliance and enterprise support, integrating universal design and safety audits in infrastructure, establishing confidential GBV reporting mechanisms, and institutionalizing a Municipal Gender Desk. The accompanying Gender Action Plan provides clear indicators and responsibilities to ensure measurable progress toward inclusive urban development in Ol Kalou Municipality.

ABBREVIATIONS

KUSP II – Kenya Urban Support Programme Phase II

AGPO – Access to Government Procurement Opportunities

GRM – Grievance Redress Mechanism

PWD – Persons with Disabilities

MIS – Management Information System

STEM – Science, Technology, Engineering, and Mathematics

NGO – Non-Governmental Organization

MoV – Means of Verification

OVI – Objectively Verifiable Indicator

DEFINITION OF TERMS

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

TABLE OF CONTENTS

FOREWORD	1
EXECUTIVE SUMMARY	2
ACKNOWLEDGEMENTS	2
ABBREVIATIONS	4
DEFINITION OF TERMS	5
CHAPTER 1: CONTEXT AND BACKGROUND	10
1.1 Introduction	10
1.2 Purpose	10
1.3 Scope	11
1.4 Guiding principles	11
1.5 Urban governance or development projects that the policy informs	12
1.6 Methodology	13
CHAPTER 2 DEMOGRAPHIC OVERVIEW	14
2.1 Population by Sex and Age Group	14
2.1.1 Population by Sex	14
2.1.2 Population by Age Group	15
2.2 Key Social Groups	16
2.2.1 Persons with Disabilities (PWDs)	16
2.2.2 Youth	16
2.2.3 Minority/Other Groups	16
2.3 Socio-Economic Status Distribution by Gender	16
2.3.1 Household Headship & Status	16
2.4 Literacy and Education Levels by Gender	16
2.4.1 County School Enrollment Data (Proxy for Municipality)	16
2.4.2 Education Attainment	17
2.5 Employment and Economic Activity Status by Gender	17
2.5.1 County Employment Trends	17
2.5.2 Gendered Economic Vulnerabilities	17
2.6 Summary of Key Demographic Patterns	17
CHAPTER 3: THEMATIC AREAS OF GENDER ANALYSIS	19
3.1 Introduction	19
3.2 Thematic Areas, Key Questions, Data Sources, and Findings .	19
3.3 Summary of Key Findings	21
3.4 Conclusion	22
CHAPTER 4: LEGAL AND POLICY ENVIRONMENT	23
4.1 Introduction	23

4.2	Summary of Relevant Legal Frameworks	23
4.2.1	Constitution of Kenya 2010	23
4.2.2	Urban Areas and Cities Act (UACA) 2011 (Amended 2019)	23
4.2.3	County Governments Act (CGA) 2012	24
4.2.4	National Gender and Equality Commission Act 2011.....	24
4.2.5	Other National Laws Supporting Gender Equality	24
4.2.6	County Gender Policies and Strategic Frameworks.....	25
4.3	Existing Gender Mainstreaming Policies and Institutional	25
Mandates		
4.3.1	Municipal and County Gender Desks / Units	25
4.3.2	Policy Guidance from State Department and NGEC.....	25
4.3.3	Gender-Responsive Planning Tools	26
4.4	Gaps and Challenges in Legal Enforcement and Institutional	26
Capacity		
4.4.1	Implementation Gaps.....	26
4.4.2	Institutional Capacity Constraints.....	26
4.4.3	Enforcement of Rights and Redress	26
4.4.4	Data and Policy Integration	26
4.5	Conclusion	27
CHAPTER 5: GENDER ROLES, RESPONSIBILITIES, AND POWER RELATIONS.....		27
5.1	Introduction	27
5.2	Gendered Division of Labour	27
5.2.1	Household Level	27
5.2.2	Community Level.....	28
5.2.3	Economic Activities	28
5.3	Control Over and Access to Resources	28
5.4	Decision-Making Power	29
5.4.1	Household Level	29
5.4.2	Community Level.....	29
5.4.3	Municipal Governance	29
5.5	Social and Cultural Norms Impacting Gender Equality.....	29
5.6	Summary of Findings.....	30
CHAPTER 6: BARRIERS AND CONSTRAINTS TO GENDER EQUALITY		31
6.1	Introduction	31
6.2	Barrier inhibiting gender inclusion	31
6.2.1	Political Barriers	31
6.2.2	Social and Cultural Constraints	31
6.2.3	Economic Constraints	31

6.3	Discriminatory Practices or Policies	32
6.4	Community gaps in government and community institutions related to gender mainstreaming	32
6.5	Societal Attitudes and Stereotypes	32
6.6	Summary of Key Barriers.....	33
6.7	Conclusion:.....	33
CHAPTER 7: OPPORTUNITIES AND ENTRY POINTS FOR GENDER MAINSTREAMING 34		
7.1	Introduction	34
7.2	Existing Best Practices in Gender-Responsive Governance and Service Delivery 34	
7.3	Community Groups, NGOs, and Networks Supporting Gender Inclusion 34	
7.4	Ongoing or Planned Interventions with Gender Components 35	
7.5	Policy Windows and Institutional Reforms Favorable to Gender Mainstreaming 35	
7.6	Summary of Key Opportunities	35
CHAPTER 8: STAKEHOLDER ANALYSIS.....36		
8.1	Introduction	36
8.2	Key Government Agencies and Departments with Gender Mandates 36	
8.3	Community Groups Representing Women, Youth, PWDs, and Marginalized Populations	37
8.4	Private Sector and Donor Partners.....	37
8.5	Roles, Interests, and Influence of Stakeholders	38
8.6	Summary of Findings.....	38
CHAPTER 9: RECOMMENDATIONS FOR GENDER MAINSTREAMING AND INCLUSION 40		
9.1	Introduction	40
9.2	Short-Term Recommendations (1–2 years)	40
9.3	Medium-Term Recommendations (3–5 years)	40
9.4	Long-Term Recommendations (5+ years).....	41
9.5	Capacity building and training needs	42
9.6	Gender-Responsive Data Collection and Monitoring Frameworks 42	
9.7	Communication, Awareness Raising, and Stakeholder Engagement 42	
9.8	Summary	43
CHAPTER 10: MONITORING AND EVALUATION INDICATORS.....44		
10.1	Introduction	44

10.2	Proposed Gender Equality Indicators	44
10.3	Data Collection Methods and Frequency	45
10.4	Responsible Units for Reporting and Follow-Up.....	46
10.5	Summary	46
APPENDICES	48	
11.1	Annex 1: Gender Mainstreaming Tool	48
11.2	Annex 2: Gender Audit Check List	51
11.3	Annex 3: Gender Action Plan Tool	57
11.4	Annex 4: Key Gender Indicators.....	58
11.5	Annex 5: Stakeholder Engagement Meeting Tool.....	60
11.6	Annex 6: Participants List.....	61
11.7	Annex 7: Gender Based Violence (GBV) Case Reporting Template for Cities/Municipalities	68
11.8	Annex 8: Role of Gender Mainstreaming Partners in Developing and Operationalising the Framework	72
11.9	Annex 10: Legal Frameworks and Policies	74
REFERENCES	100	

Table 1: Population by sex and wards	14
Table 2: Thematic areas.....	19
Table 3: Control over access table	28
Table 4: Key government agencies with gender mandates.....	36
Table 5: Community groups representing youth, women and marginalized communities	37
Table 6: Private sector and donor partners	37
Table 7: Roles, interests and influence of stakeholders.....	38
Table 8: Proposed gender equality indicators.....	44
Table 9: Data collection methods and frequency	45
Table 10: Responsible units for reporting and follow up	46
Table 11: Gender mainstreaming tool.....	48
Table 12: Gender Audit Checklist.....	51
Table 13: Gender Action Tool	57
Table 14: Key Gender Indicators.....	58
Table 15: Stakeholder Engagement meeting tool	60
Table 16: GBV Reporting template.....	68
Table 17: Operationalizing the Gender Mainstreaming.....	72
Figure 1: Population by age	15

1 CHAPTER 1: CONTEXT AND BACKGROUND

1.1 INTRODUCTION

OI Kalou Municipality is the headquarters of Nyandarua County and one of Kenya's fastest-growing urban centers. This rapid development presents both an opportunity and a responsibility to ensure inclusive growth. Women in OI Kalou are actively engaged in agriculture and informal trade, forming the backbone of the local economy, yet they face barriers to accessing credit, training, and decision-making spaces. Recent market upgrades have benefited women traders, demonstrating the potential of gender-responsive planning.

However, meaningful participation remains limited. Women, youth, and persons with disabilities are underrepresented in leadership and public forums due to socio-cultural norms, logistical barriers, and outreach gaps. Infrastructure developments have not always considered safety and accessibility for all users.

This Gender Inclusion and Participation Framework responds to OI Kalou's specific context, seeking to harness the municipality's momentum to build a future where development is equitable, decision-making is inclusive, and no one is left behind.

The analysis was conducted for the OI Kalou 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 OI Kalou 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

- 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.

1.4 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

This gender analysis aims to assess how municipal engineering services (roads, drainage, water supply, public lighting, sanitation, and urban planning) differentially impact women, men, girls, boys, elderly persons, and persons with disabilities. The analysis will inform inclusive infrastructure design and gender-responsive budgeting within the 2026–2030 Municipal Development Plan.

1.5.1 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 OI Kalou 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 Ol Kalou Municipality. Rather than supporting a single project, it establishes a cross-cutting standard for how the municipality approaches gender equality in its everyday work.

The Framework will inform key municipal processes including:

- **Annual development planning and budgeting** to ensure resources are allocated in ways that address the distinct needs of women, men, youth, and marginalized groups.
- **Public participation and civic engagement activities** to make sure consultation forums are accessible, inclusive, and representative of the entire community.
- **Urban infrastructure projects** such as roads, markets, lighting, and water access points, ensuring these are designed with safety and accessibility in mind.
- **Economic empowerment programs** targeting traders, farmers, and youth, with deliberate support for women-owned enterprises.
- **Service delivery across all municipal departments**, embedding gender responsiveness into how the municipality operates day-to-day.

The Framework ultimately supports the municipality's broader commitment to inclusive and sustainable development, ensuring that as Ol Kalou 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

This demographic overview for Olkalou Municipality in Nyandarua County is based on available census data, municipal projections, and socio-economic indicators relevant to gender analysis. Where precise municipality-level IDEP data is limited, county figures are used with noted references to urban settlement patterns and disaggregation.

2.1 POPULATION BY SEX AND AGE GROUP

2.1.1 POPULATION BY SEX

The sex composition of Ol'Kalou Municipality is relatively balanced, with a slight female majority of 39,551 compared to 38,951 males in 2019, a pattern likely to persist as the population grows to an estimated 122,135 residents by 2030. This balance, underscores the need for development interventions that are gender-responsive and inclusive. Estimated Population by Ward and Sex, Ol Kalou Municipality (2025)

Table 1: Population by sex and wards

Ward Name	Sex	2019 Census	2025 Projection
Kaimbaga	Male	12,995	16,542
	Female	13,075	16,644
	Total	26,070	33,186
Ol'Kalou	Male	10,911	13,889
	Female	11,157	14,202
	Total	22,068	28,091
Rurii	Male	13,425	17,089
	Female	13,699	17,438
	Total	27,124	34,527
Kanjui Ridge (Tumaini)	Male	853	1,086
	Female	853	1,086
	Total	1,706	2,172
Wanjohi (Ndemi)	Male	767	976
	Female	767	976
	Total	1,534	1,952
Municipal Total	Male	38,951	49,582

	Female	39,551	50,346
	Total	78,502	99,928

Source KNBS 2019 population data

2.1.2 POPULATION BY AGE GROUP

The population of Ol Kalou Municipality is predominantly young, with approximately 55 percent of residents aged under 25 years. This youthful majority presents potential for future growth but also creates a high dependency burden on the working-age group. About 41 percent of the population falls within the economically active bracket (25-69 years), while a smaller proportion comprises the elderly aged 70 years and above.

This age structure carries important gender considerations. The large youth population requires education, vocational training, and employment creation that specifically address barriers facing young women. The economically active group includes many women engaged in informal trade and agriculture who need targeted support to access credit, markets, and enterprise development. Older women, who often outlive men and may lack property ownership or pension coverage, require particular attention in healthcare and social protection planning. These dynamics underscore the need for integrated, gender-responsive planning that responds to the distinct needs of all population segments.

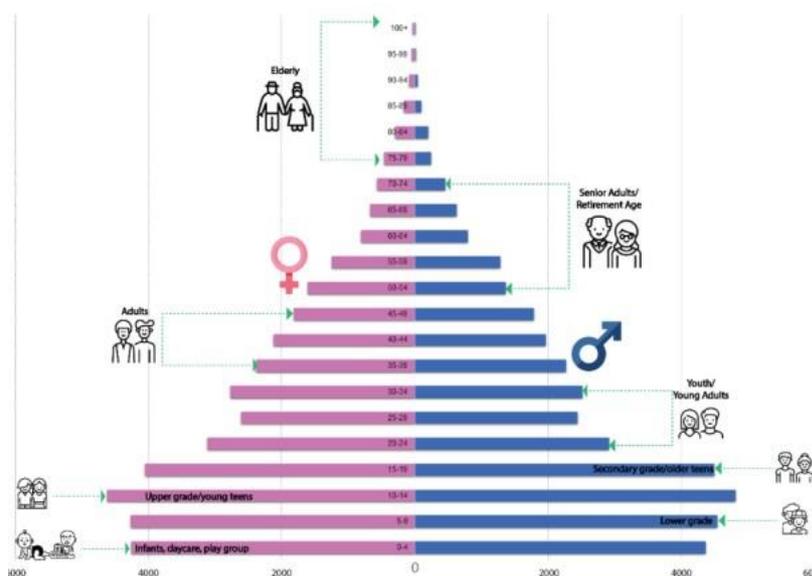


Figure 1: Population by age

Key patterns:

- A predominantly youthful population with larger cohorts in ages 0–14 and 15–29.

- Female numbers exceed male numbers slightly in most age bands, reflecting slight gender balance differences in older age groups.

2.2 KEY SOCIAL GROUPS

2.2.1 PERSONS WITH DISABILITIES (PWDS)

- County data (proxy for municipal context) indicates a significant number of PWDS in Nyandarua: ~23,127 individuals aged 5+ with various disability types (visual, hearing, mobility, cognition, self-care and communication).
- While municipal-specific IDEP data may refine this, planning must account for PWD accessibility needs in infrastructure and services.

2.2.2 YOUTH

- The youth demographic (15–34) represents the largest single population cohort countywide.
- Youth are key targets for employment, education, and empowerment interventions under IDEP and urban governance plans.

2.2.3 MINORITY/OTHER GROUPS

- No formal count of refugees or ethnic minorities specific to Olkalou is available in public demographic summaries. County social data should be referenced in localized surveys to capture such dynamics.

2.3 SOCIO-ECONOMIC STATUS DISTRIBUTION BY GENDER

2.3.1 HOUSEHOLD HEADSHIP & STATUS

- Around 70% of households in Olkalou/Nyandarua context are male-headed; female-headed households are fewer but important for gender planning (e.g., income support, services).

2.4 LITERACY AND EDUCATION LEVELS BY GENDER

2.4.1 COUNTY SCHOOL ENROLLMENT DATA (PROXY FOR MUNICIPALITY)

- Primary school enrollment in the county shows near parity: ~76,165 boys vs. ~75,000 girls.

- ECDE (early childhood) enrolment also reflects close gender proportions.

2.4.2 EDUCATION ATTAINMENT

- County data suggests 61% attainment of primary education, 19% secondary, and ~2% tertiary levels — indicating educational access issues beyond primary schooling for all genders.
- Gender-specific literacy and completion rates need municipal surveys for precision but typically, female progression to higher levels is constrained by economic barriers, early household responsibilities, and socio-cultural factors.

2.5 EMPLOYMENT AND ECONOMIC ACTIVITY STATUS BY GENDER

2.5.1 COUNTY EMPLOYMENT TRENDS

- Employment rate: ~53.9% at county level; this reflects a mix of formal and informal sectors.
- Informal sector (market vending, small trade) constitutes a significant portion of female economic activity in urban centers like Olkalou.

2.5.2 GENDERED ECONOMIC VULNERABILITIES

- Female participation in formal employment is typically lower compared to males due to childcare responsibilities and limited access to finance and formal business support.
- Youth unemployment remains a high priority, with gendered components where young women may face additional constraints. (Contextual inference based on national and county socio-economic profiles)

2.6 SUMMARY OF KEY DEMOGRAPHIC PATTERNS

- Youthful population with a strong base of children and young adults, necessitating investment in education, skills training, and job creation.
- Balanced gender ratio, slightly female-leaning in overall numbers, especially in middle age groups.
- PWDs and youth are significant social groups requiring targeted inclusion measures in planning and service delivery.
- Education levels show gaps beyond primary schooling, with potential gender disparities in access to secondary and tertiary education.

- Economic activity is mixed with informal sector dominance; women are heavily present in market and informal enterprises, necessitating supportive policies.

3 CHAPTER 3: THEMATIC AREAS OF GENDER ANALYSIS

3.1 INTRODUCTION

This chapter presents a structured gender analysis for Olkalou Municipality, focusing on key thematic areas relevant to urban governance, inclusive service delivery, economic participation, education, and health. By examining representative data sources, community feedback, and municipal records, the analysis identifies gendered disparities and priority issues that will inform planning and implementation.

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

Table 2: Thematic areas

Thematic Area	Key Questions for Gender Analysis	Data Sources	Key Findings / Issues Identified
Governance and Participation	<ul style="list-style-type: none"> ▪ What is the representation of women and marginalized groups in leadership and decision-making? ▪ What is the degree of participation in urban planning and policy consultations? ▪ What barriers limit meaningful engagement? 	Municipal records, HR reports, public participation registers, interviews, focus group discussions, community forums	<ul style="list-style-type: none"> - Women constitute a smaller proportion of leadership roles in municipal boards and committees compared to their population share. - Youth, persons with disabilities (PWDs), and minority groups are under-represented in public consultations. - Barriers include lack of information on engagement opportunities and cultural norms that inhibit women’s public participation.
Economic Empowerment	<ul style="list-style-type: none"> ▪ Do men and women have equitable access to formal and informal employment 	Labour statistics, market surveys, county economic reports, focus	<ul style="list-style-type: none"> - Women are highly represented in informal sector trading and small businesses but face

	<p>opportunities?</p> <ul style="list-style-type: none"> ▪ What is the level of access to business finance, training, and property rights? ▪ What economic vulnerabilities or constraints affect different gender groups? 	groups with traders and SMEs	<p>constraints accessing formal finance and credit.</p> <ul style="list-style-type: none"> - Training opportunities on business skills, financial literacy, and enterprise development are limited and not gender-responsive. - Property ownership and collateral access disproportionately favor men, restricting women's ability to scale businesses.
Urban Infrastructure & Services	<ul style="list-style-type: none"> ▪ Are transport systems, public spaces, and markets accessible and safe for all genders? ▪ Is gender-responsive sanitation and water infrastructure available? ▪ Do street lighting and public infrastructure reduce crime vulnerability? 	Field assessments, community feedback, municipal service use data, safety audit reports	<ul style="list-style-type: none"> - Many public markets and bus stages lack adequate gender-segregated sanitation facilities. - Street lighting in several wards is inadequate, increasing safety risks, especially at night for women and girls. - Persons with mobility challenges encounter barriers accessing public transport nodes and municipal facilities.
Education and Capacity Building	<ul style="list-style-type: none"> ▪ Are there gender disparities in education attainment and vocational training? ▪ What gender awareness and rights 	School enrolment & completion data, training records, community	<ul style="list-style-type: none"> - Primary enrolment shows near parity, but girls' transition to secondary and tertiary levels is lower due to economic and

	programs are available to residents?	education programs	socio-cultural factors. - Vocational training opportunities are skewed toward male-dominant trades; few programs target women or PWDs. - Few gender awareness campaigns are conducted at the community level to promote equality and rights.
Health and Social Welfare	<ul style="list-style-type: none"> ▪ Do women and marginalized groups have access to health services, including sexual and reproductive health? ▪ What is the prevalence of gender-based violence (GBV) and availability of support mechanisms? ▪ Are there gender-specific health vulnerabilities? 	Health facility data, household surveys, NGO and CSO reports	<ul style="list-style-type: none"> - Access to reproductive health services is limited in peri-urban and informal settlements. - GBV cases are under-reported due to stigma and limited awareness of referral pathways. - Health facilities lack targeted interventions for men's mental health and services tailored for the elderly.

3.3 SUMMARY OF KEY FINDINGS

1. Governance and Participation:

- Women's representation in leadership and voter forums is below desired thresholds, with youth and PWDs also under-represented.
- Public participation processes are not fully inclusive or accessible, limiting input from diverse gender and social groups.

2. Economic Empowerment:

- Women dominate informal trade but have constrained access to finance, training, and formal employment opportunities.
- Structural barriers—such as limited property rights and collateral—impede women’s economic advancement.

3. **Urban Infrastructure & Services:**

- Infrastructure design does not consistently reflect gender needs, especially in sanitation, lighting, and accessibility features.
- Safety concerns, particularly at night, disproportionately affect women and girls.

4. **Education and Capacity Building:**

- While primary education participation is balanced, girls’ transition to higher learning and access to gender-responsive training is limited.
- Municipal-led or supported gender awareness initiatives are insufficient.

5. **Health and Social Welfare:**

- Health services, especially for reproductive care and GBV support, are not uniformly accessible across the municipality.
- Health programs do not adequately address gender-specific vulnerabilities, including elderly care and mental health services.

3.4 CONCLUSION

The thematic gender analysis in **Oikalou Municipality** reveals systemic gender gaps across governance, economic participation, infrastructure access, education, and health services. Women, youth, and other marginalized groups face distinct barriers that limit their full participation in municipal development processes.

4 CHAPTER 4: LEGAL AND POLICY ENVIRONMENT

4.1 INTRODUCTION

Understanding the legal and policy environment is essential for advancing gender equality and inclusion in Olkalou Municipality. This chapter summarizes key national and county legal frameworks that promote gender equality and inclusive urban governance under the Kenya Urban Support Programme II (KUSP II) framework. It also highlights existing municipal, county and sectoral gender mainstreaming policies, and outlines gaps and challenges in legal enforcement and institutional capacity.

4.2 SUMMARY OF RELEVANT LEGAL FRAMEWORKS

4.2.1 CONSTITUTION OF KENYA 2010

The Constitution is Kenya's supreme law and provides the foundation for gender equality, non-discrimination, and inclusive governance:

1. **Equality and non-discrimination:** Article 27 guarantees equality before the law and equal protection and benefit of the law regardless of gender, age, disability, ethnicity, or social status. It obligates the State to enact affirmative action programmes to address historical discrimination.
2. **Two-thirds gender rule:** No more than two-thirds of members in elective or appointive bodies shall be of the same gender—a constitutional target to enhance women's representation in leadership and decision-making roles.
3. **Urban governance:** Article 184 mandates national legislation to provide principles for governance and management of urban areas and cities—laying a foundation for sector laws like the Urban Areas and Cities Act.
4. **Social and economic rights:** Articles 43 and others emphasize rights to health, education, housing, water and sanitation, which are essential for measuring gender-responsive service delivery.

The Constitution also requires participatory governance, transparency and inclusive planning processes, all of which set standards for municipalities.

4.2.2 URBAN AREAS AND CITIES ACT (UACA) 2011 (AMENDED 2019)

The **Urban Areas and Cities Act** operationalizes constitutional provisions on urban governance and management:

1. **Classification and management:** Establishes criteria for towns, municipalities and cities and defines governance structures.
2. **Gender equity in boards:** Requires that executive committees appoint board members ensuring **gender equity** and representation of persons with disabilities, youth and marginalized groups—directly supporting gender-inclusive leadership at municipal level.
3. **Public participation:** Mandates mechanisms for residents’ participation in urban planning, decision-making and budgeting processes; critical for gender-responsive planning.

4.2.3 COUNTY GOVERNMENTS ACT (CGA) 2012

The CGA provides legal backing for devolved governance and service delivery:

1. **Planning and budgeting:** Counties (which implement municipalities) are legally required to plan and allocate resources in an integrated and participatory manner, encouraging inclusion of gender considerations in development plans.
2. **Devolution principles:** Supports decentralization of services, equitable resource distribution and enhanced public participation in decision-making—all key to responsive municipal governance.

4.2.4 NATIONAL GENDER AND EQUALITY COMMISSION ACT 2011

The **National Gender and Equality Commission (NGEC)** is a constitutional commission mandated to promote gender equality and freedom from discrimination:

1. **Mandate:** Monitor, facilitate and advise on integration of equality principles across public and private institutions at national and county levels.
2. **Functions:** Development of affirmative action strategies, policy oversight, public education, research and audits on inclusion of women, PWDs and other marginalized groups.
3. **Mainstreaming responsibility:** NGEC guides gender mainstreaming across government policies, national and county plans, including budgeting frameworks.

4.2.5 OTHER NATIONAL LAWS SUPPORTING GENDER EQUALITY

Several other national laws create a supportive legal environment for gender equity, including (but not limited to):

1. **Protection Against Domestic Violence Act 2015** – Provides legal redress against domestic abuse.
2. **Sexual Offences Act 2006 (amended)** – Strengthens legal protection against sexual offences.
3. **Children’s Act, Persons with Disability Act, Matrimonial Property Act** – Address specific aspects of protection, access and rights for children, PWDs and women in property matters.

4.2.6 COUNTY GENDER POLICIES AND STRATEGIC FRAMEWORKS

At county level, counties like Nyandarua have adopted **Gender and Social Development Policies** that align with national law and outline strategies to integrate gender equality across sectors. These typically include:

- Commitments to promote gender parity in leadership and public participation.
- Provisions for gender-responsive budgeting and affirmative action.
- Plans to integrate GBV prevention and response mechanisms within health and social services.

Municipalities, including Olkalou, often align their local frameworks to these county policies to direct gender mainstreaming locally.

4.3 EXISTING GENDER MAINSTREAMING POLICIES AND INSTITUTIONAL MANDATES

4.3.1 MUNICIPAL AND COUNTY GENDER DESKS / UNITS

Many counties including Nyandarua have established **Gender Desks** or focal points within county departments tasked with coordinating gender integration in planning, budgeting and programming. They play a key role in managing gender data, coordinating public participation, and supporting municipal actions.

4.3.2 POLICY GUIDANCE FROM STATE DEPARTMENT AND NGEK

- The **State Department for Gender and Affirmative Action** provides policy guidance, technical standards and sector coordination for gender mainstreaming across all government levels.

- NGECE's advisory role ensures that local policies and planning instruments reflect constitutional equality principles and international commitments.

4.3.3 GENDER-RESPONSIVE PLANNING TOOLS

Frameworks such as **gender mainstreaming guidelines** and **gender budgeting tools** exist to support sectors, counties and municipalities to mainstream gender into planning and financing cycles, though uptake varies by locality.

4.4 GAPS AND CHALLENGES IN LEGAL ENFORCEMENT AND INSTITUTIONAL CAPACITY

Despite strong legal frameworks, several challenges remain for Olkalou Municipality:

4.4.1 IMPLEMENTATION GAPS

- The **two-thirds gender rule** remains largely unmet across many governance bodies due to lack of enabling legislation and political commitment.
- Local legislative frameworks specific to Olkalou Municipality may not yet fully reflect national policies or guide implementation of gender-responsive provisions.

4.4.2 INSTITUTIONAL CAPACITY CONSTRAINTS

- Municipal institutions often lack adequately trained staff, gender specialists, or dedicated resources to implement gender mainstreaming, monitor compliance, or report on progress.
- Coordination between municipal, county and national gender bodies is sometimes weak, leading to fragmented implementation.

4.4.3 ENFORCEMENT OF RIGHTS AND REDRESS

- Legal protections (e.g., GBV laws) are often under-enforced at local levels due to limited awareness, weak referral systems, and resource constraints in social services and justice sectors.
- Persons with disabilities and other minority groups may experience barriers in accessing justice despite constitutional guarantees.

4.4.4 DATA AND POLICY INTEGRATION

- Lack of timely, disaggregated data at municipal level undermines evidence-based gender planning and impedes tracking of progress against legal mandates.
- Gender considerations are not always systematically integrated into municipal policies, budgets, and performance monitoring systems.

4.5 CONCLUSION

Olkalou Municipality operates within a **comprehensive national and county legal framework** that supports gender equality, inclusive governance and urban development. Key laws—the **Constitution of Kenya 2010**, **Urban Areas and Cities Act**, **County Governments Act**, and the **NGEC Act**—provide strong mandates for gender mainstreaming and equity in participation, planning, and service delivery.

However, **challenges in enforcement, capacity, coordination, and data systems** hinder effective implementation of these legal provisions at the municipal level. Strengthening institutional capacity, improving enforcement mechanisms, enhancing data systems, and aligning local policies with national and county frameworks are essential to realizing the legal promise of gender equality in urban governance.

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

5.1 INTRODUCTION

Gender norms shape access to resources, decision-making, and participation in economic, social, and political life. This chapter examines the gendered division of labour, control over resources, decision-making dynamics, and socio-cultural factors affecting equality at household, community, and municipal levels.

5.2 GENDERED DIVISION OF LABOUR

5.2.1 HOUSEHOLD LEVEL

- Women predominantly handle domestic work, including cooking, cleaning, water collection, childcare, and elder care.
- Men are more involved in household financial management, construction, land preparation, and income-generating activities outside the home.
- Household responsibilities limit women’s time for education, vocational training, and economic activities, affecting their long-term economic empowerment.

5.2.2 COMMUNITY LEVEL

- Women often participate in community-based groups, cooperative societies, and social welfare initiatives.
- Men dominate positions in formal community governance structures, including chiefs' advisory councils, village elders' forums, and municipal consultative boards.
- Participation of youth, PWDs, and minority ethnic groups in decision-making forums is limited, particularly for women.

5.2.3 ECONOMIC ACTIVITIES

- Women are concentrated in informal trade, small-scale farming, food vending, and market activities.
- Men dominate formal employment, large-scale farming, construction, and transport-related businesses.
- Women's unpaid labour in family enterprises often goes unrecognized in official economic planning.

5.3 CONTROL OVER AND ACCESS TO RESOURCES

Table 3: Control over access table

Resource/Service	Gendered Access & Control	Observed Issues
Land & Property	Men are primary owners; women often lack land rights or collateral for credit.	Limits women's access to finance and entrepreneurship.
Financial Services	Women have limited access to bank loans; rely on microfinance or SACCOs.	Restricts business expansion and formal employment opportunities.
Education & Training	Girls have lower secondary/tertiary transition rates; women's vocational training is limited.	Skills gap reduces economic empowerment and public leadership readiness.
Health Services	Women access reproductive health services; men less involved in family health decisions.	Male involvement in health planning is low; services are sometimes inaccessible to PWDs.

Municipal Services	Men more likely to participate in consultations; women rely on informal channels.	Unequal influence in planning priorities, especially for market and public infrastructure upgrades.
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5.4 DECISION-MAKING POWER

5.4.1 HOUSEHOLD LEVEL

- Men often make key decisions on financial management, land use, household investments, and children’s education, while women make day-to-day domestic decisions.
- Women may influence minor household matters but often lack authority over major financial or property decisions.

5.4.2 COMMUNITY LEVEL

- Decision-making in community forums, local committees, and ward consultative boards is male-dominated.
- Women participate mainly in gender-focused or social welfare committees, limiting their influence on broader policy and governance.

5.4.3 MUNICIPAL GOVERNANCE

- Municipal boards, planning committees, and oversight structures have low female and youth representation.
- Policy decisions on infrastructure, market development, and public services often reflect the perspectives of male-dominated boards.

5.5 SOCIAL AND CULTURAL NORMS IMPACTING GENDER EQUALITY

- **Patriarchal norms:** Men are traditionally viewed as heads of households, primary decision-makers, and income earners.
- **Cultural expectations:** Women’s roles are largely confined to domestic and caregiving responsibilities.
- **Early marriage and teenage pregnancies:** Constrain girls’ education and limit economic opportunities.

- **Perception of leadership:** Cultural bias favors men in leadership roles, reducing women's participation in governance and formal employment.
- **Social sanctions:** Women and marginalized groups who assert influence may face community or familial resistance.

5.6 SUMMARY OF FINDINGS

1. **Household and Community Labour Division:** Women carry a heavier burden of unpaid domestic work, while men dominate formal income-generating and decision-making roles.
2. **Resource Access and Control:** Gender disparities persist in land ownership, financial services, education, and participation in municipal planning.
3. **Decision-Making Power:** Men hold greater influence in household, community, and municipal governance decisions; women are concentrated in supportive or gender-focused roles.
4. **Cultural and Social Norms:** Deep-rooted norms reinforce male authority and limit women's mobility, economic participation, and leadership potential.
5. **Implications for Policy:** Effective gender mainstreaming in Olkalou Municipality requires interventions that address household labour burdens, promote women's access to resources, strengthen participation in decision-making, and challenge restrictive socio-cultural norms.

This analysis forms the basis for strategic interventions in economic empowerment, governance, service provision, and capacity building.

6 CHAPTER 6: BARRIERS AND CONSTRAINTS TO GENDER EQUALITY

6.1 INTRODUCTION

Despite supportive legal and policy frameworks, Olkalou Municipality faces multiple barriers that inhibit gender equality and inclusion. These obstacles span political, social, economic, cultural, and institutional domains. Understanding these constraints is critical for designing effective interventions under the KUSP II framework and for achieving equitable governance, service delivery, and socio-economic empowerment.

6.2 BARRIER INHIBITING GENDER INCLUSION

6.2.1 POLITICAL BARRIERS

- **Underrepresentation in leadership:** Women, youth, and PWDs occupy fewer elected or appointed positions in municipal boards, committees, and decision-making structures.
- **Limited political voice:** Participation in ward forums, budget consultations, and planning processes is often dominated by men, limiting input from marginalized groups.
- **Weak enforcement of gender quotas:** The constitutional two-thirds gender rule remains largely unmet due to weak legal enforcement mechanisms and political resistance.

6.2.2 SOCIAL AND CULTURAL CONSTRAINTS

- **Patriarchal norms:** Cultural expectations define men as heads of households and primary decision-makers, while women are expected to manage domestic duties.
- **Gender stereotyping:** Women are often perceived as less capable in leadership or technical roles, reducing opportunities for participation in governance and skilled employment.
- **Early marriage and teenage pregnancies:** Limit girls' access to secondary and tertiary education, curtailing their long-term socio-economic prospects.
- **Social sanctions:** Women and marginalized groups advocating for rights or public leadership may face community resistance or ridicule.

6.2.3 ECONOMIC CONSTRAINTS

- **Limited access to finance:** Women entrepreneurs and small-scale traders often lack collateral or formal credit facilities, restricting business growth.
- **Informal employment dominance:** Women are concentrated in informal sectors with low earnings, limited job security, and fewer social protections.
- **Resource control gaps:** Men largely control land, productive assets, and household financial decisions, reducing women’s economic empowerment.

6.3 DISCRIMINATORY PRACTICES OR POLICIES

- **Informal exclusion:** Practices in committees, boards, and business networks often favor men.
- **Unequal service provision:** Public infrastructure such as sanitation, water access, and transport often fails to accommodate women, PWDs, and elderly residents.
- **Policy implementation gaps:** Existing laws promoting gender equality are not fully operationalized at the municipal level, limiting impact.

6.4 COMMUNITY GAPS IN GOVERNMENT AND COMMUNITY INSTITUTIONS RELATED TO GENDER MAINSTREAMING

- **Capacity gaps:** Municipal institutions often lack trained gender officers, gender mainstreaming units, or technical expertise to integrate gender in planning, budgeting, and monitoring.
- **Limited gender-responsive programs:** Few initiatives address women, youth, PWDs, or minority groups systematically.
- **Weak coordination:** Insufficient collaboration between municipal, county, and national gender structures leads to fragmented implementation of gender policies.

Data gaps: Lack of disaggregated data by sex, age, and disability hinders evidence-based planning and monitoring of gender outcomes

6.5 SOCIETAL ATTITUDES AND STEREOTYPES

- **Women in leadership:** Perceived as less competent or too busy with domestic roles.
- **Youth participation:** Young people’s opinions are undervalued in governance and planning.
- **PWD inclusion:** Individuals with disabilities face stigma and physical barriers, reducing engagement and access to services.
- **Marginalized groups:** Ethnic minorities or socially disadvantaged groups are often excluded from decision-making forums and economic opportunities.

6.6 SUMMARY OF KEY BARRIERS

1. **Political Barriers:** Underrepresentation, weak enforcement of quotas, limited voice in decision-making.
2. **Social and Cultural Constraints:** Patriarchy, gender stereotyping, early marriages, social sanctions.
3. **Economic Obstacles:** Limited access to finance, informal employment, male control of resources.
4. **Institutional Weaknesses:** Lack of trained personnel, gender mainstreaming units, coordination, and disaggregated data.
5. **Discriminatory Practices:** Informal exclusion, unequal service provision, gaps in policy implementation.
6. **Societal Attitudes:** Negative stereotypes limit participation of women, youth, PWDs, and marginalized groups.

6.7 CONCLUSION:

The multiple barriers in Olkalou Municipality are interlinked, reinforcing inequality across governance, economic participation, social services, and community life. Addressing these requires coordinated strategies targeting cultural norms, institutional capacity, policy enforcement, and economic empowerment to ensure inclusive and equitable municipal development.

7 CHAPTER 7: OPPORTUNITIES AND ENTRY POINTS FOR GENDER MAINSTREAMING

7.1 INTRODUCTION

Olkalou Municipality presents several **opportunities and entry points** to advance gender equality and inclusion. Despite existing barriers, there are best practices, active community structures, ongoing initiatives, and policy reforms that can be leveraged to integrate gender mainstreaming effectively across governance, planning, budgeting, and service delivery.

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

- **Participatory Planning Forums:** Some wards have piloted inclusive public participation forums that actively encourage women, youth, and PWDs to contribute to decision-making.
- **Gender-Sensitive Infrastructure:** Selected public facilities, such as markets and health centers, have integrated women’s sanitation facilities and accessibility features for persons with disabilities.
- **Affirmative Hiring Practices:** A few municipal departments have adopted recruitment guidelines that consider gender balance in mid-level and junior management positions.
- **Community Monitoring:** Citizen engagement initiatives and ward committees have included gender indicators in tracking service delivery, particularly water, sanitation, and market facilities.

7.3 COMMUNITY GROUPS, NGOS, AND NETWORKS SUPPORTING GENDER INCLUSION

- **Women’s Groups and Cooperatives:** Active in microfinance, informal trade, and capacity building, supporting women’s economic empowerment.
- **Youth and PWD Associations:** Advocate for inclusion in municipal planning, skills development, and accessibility improvements.
- **NGOs and CSOs:** Organizations such as **Nyandarua Women Development Network** and **local community-based organizations** provide gender training, mentorship, and awareness campaigns.
- **Faith-Based and Cultural Networks:** Some groups promote girls’ education, GBV awareness, and community dialogue on equitable participation.

7.4 ONGOING OR PLANNED INTERVENTIONS WITH GENDER COMPONENTS

- **KUSP II-aligned Projects:** Urban infrastructure projects are increasingly integrating gender-responsive planning, including accessible public spaces and improved sanitation facilities.
- **County Development Programs:** Nyandarua County has ongoing initiatives for women’s economic empowerment, vocational training, and youth skills programs.
- **Health and GBV Interventions:** Municipal health facilities are integrating reproductive health services and awareness campaigns targeting GBV prevention.
- **Education Support Programs:** Scholarships, bursaries, and mentorship programs targeting girls and marginalized youth are being implemented in selected wards.

7.5 POLICY WINDOWS AND INSTITUTIONAL REFORMS FAVORABLE TO GENDER MAINSTREAMING

- **Constitutional and Legal Frameworks:** The two-thirds gender rule, NGECE mandates, and UACA provisions provide legal backing for inclusive governance.
- **County Gender Policies:** Nyandarua County’s gender mainstreaming strategy allows municipalities to integrate gender in planning, budgeting, and service delivery.
- **Institutional Reforms:** Establishment of gender desks and focal points in municipal and county offices creates an institutional entry point for monitoring and supporting gender-responsive initiatives.
- **National Development Agendas:** Alignment with Kenya Vision 2030, Sustainable Development Goals (SDGs), and KUSP II creates opportunities to embed gender-responsive interventions in broader development plans.

7.6 SUMMARY OF KEY OPPORTUNITIES

1. **Best Practices:** Existing gender-responsive initiatives in governance, infrastructure, and service delivery provide models to scale.
2. **Active Community Structures:** Women’s groups, youth and PWD associations, and NGOs are ready partners for collaboration.
3. **Ongoing Interventions:** Current projects with gender components offer a platform for embedding mainstreaming across sectors.
4. **Policy and Institutional Windows:** Legal mandates, county strategies, and municipal reforms provide enabling frameworks to support gender inclusion.

8 CHAPTER 8: STAKEHOLDER ANALYSIS

8.1 INTRODUCTION

This chapter identifies government agencies, community groups, private sector actors, and donor partners engaged in promoting gender equality and inclusive urban development. The analysis informs partnerships, coordination, and targeted interventions under the **KUSP II framework**.

8.2 KEY GOVERNMENT AGENCIES AND DEPARTMENTS WITH GENDER MANDATES

Table 4: Key government agencies with gender mandates

Agency / Department	Role in Gender Mainstreaming	Influence / Capacity
Municipal Council of Olkalou	Coordinates urban planning, service delivery, and public participation; integrates gender in local policies and infrastructure planning.	High influence on local governance and urban service delivery; moderate capacity in gender mainstreaming.
Nyandarua County Gender and Social Development Department	Provides technical support, policy guidance, and oversight on gender equity, GBV interventions, and inclusive development programs.	High influence through resource allocation and policy oversight; moderate staffing and training capacity.
National Gender and Equality Commission (NGEC)	Monitors and advises on gender equality and anti-discrimination measures at municipal and county levels; conducts audits and awareness campaigns.	High policy influence; limited direct implementation capacity at municipal level.
Health Department (County & Municipal)	Provides reproductive, maternal, and child health services; coordinates GBV and gender-sensitive health initiatives.	High influence on health outcomes; variable capacity for gender-sensitive service delivery.
Education Department	Ensures equitable access to education, scholarships, and	Moderate influence; implementation depends on

	vocational training for girls, youth, and marginalized groups.	municipal and community partnerships.
Urban Planning & Infrastructure Department	Integrates gender-responsive design in public infrastructure, sanitation, lighting, and public spaces.	Moderate influence; technical capacity may require gender-focused training.

8.3 COMMUNITY GROUPS REPRESENTING WOMEN, YOUTH, PWDS, AND MARGINALIZED POPULATIONS

Table 5: Community groups representing youth, women and marginalized communities

Group / Organization	Focus Area / Mandate	Role in Gender Mainstreaming
Women’s Savings & Enterprise Groups	Economic empowerment, entrepreneurship, microfinance access	Enhance women’s income-generating capacity and participation in local economic development.
Youth Associations	Skills development, civic engagement	Promote youth participation in governance, planning, and vocational programs.
PWD Associations	Advocacy, accessibility, inclusion	Ensure municipal services, infrastructure, and planning are disability-inclusive.
Community-Based Organizations (CBOs)	Social welfare, GBV awareness, education support	Serve as grassroots implementers of gender awareness, social protection, and service uptake initiatives.
Refugee or Minority Groups	Social inclusion, legal support	Represent marginalized populations in municipal planning and social programs.

8.4 PRIVATE SECTOR AND DONOR PARTNERS

Table 6: Private sector and donor partners

Actor	Role in Gender and Urban Development
Local SMEs & Market Associations	Engage in women-led businesses, employ local youth, support vocational skills training.

Banks and SACCOs	Provide financial services tailored to women and youth entrepreneurs, including loans and business advisory.
Non-Governmental Organizations (NGOs)	Implement programs on GBV prevention, education access, women’s empowerment, and capacity building.
Donor Agencies / Development Partners (e.g., UNDP, UN Women, World Bank)	Provide funding, technical assistance, and capacity-building initiatives in gender-responsive urban planning, policy, and service delivery.

8.5 ROLES, INTERESTS, AND INFLUENCE OF STAKEHOLDERS

Table 7: Roles, interests and influence of stakeholders

Stakeholder Category	Roles	Interests	Influence
Government	Policy formulation, service delivery, regulation	Effective governance, compliance with national frameworks, resource allocation	High; key decision-makers in planning and resource distribution
Community Groups	Grassroots advocacy, service monitoring, awareness campaigns	Representation of marginalized populations, empowerment, inclusion	Medium; strong mobilization capacity, limited formal authority
Private Sector	Investment, job creation, financial support	Market opportunities, corporate social responsibility, skills development	Medium; influence on economic empowerment, limited policy impact
Donor Partners	Technical support, funding, policy advisory	Sustainable development, gender equity outcomes	Medium to High; provide resources and technical leverage, limited direct authority in governance

8.6 SUMMARY OF FINDINGS

- Government Institutions:** Hold primary responsibility for policy and resource allocation, but some departments lack gender technical capacity.

2. **Community Groups:** Serve as critical partners in mobilization, advocacy, and service delivery for women, youth, PWDs, and marginalized groups.
3. **Private Sector & Donors:** Offer financial and technical resources, creating leverage for inclusive urban development projects.
4. **Stakeholder Coordination:** Effective gender mainstreaming requires collaboration across all categories, aligning local implementation with national and county policy frameworks.

Olkalou Municipality benefits from a diverse set of stakeholders capable of advancing gender equality. Optimizing their engagement through structured coordination, capacity building, and partnership mechanisms will strengthen municipal gender mainstreaming, inclusive governance, and equitable service delivery.

9 CHAPTER 9: RECOMMENDATIONS FOR GENDER MAINSTREAMING AND INCLUSION

9.1 INTRODUCTION

This chapter presents actionable recommendations to enhance gender mainstreaming and inclusion in Olkalou Municipality. Recommendations are structured around short-term, medium-term, and long-term interventions and focus on governance, planning, budgeting, service delivery, capacity building, data systems, and stakeholder engagement. The aim is to strengthen inclusive and equitable municipal development.

9.2 SHORT-TERM RECOMMENDATIONS (1–2 YEARS)

1. Governance and Participation

- Increase women, youth, and PWD representation in municipal boards, committees, and ward forums.
- Conduct sensitization workshops for elected officials and community leaders on gender equality and participation rights.

2. Capacity Building

- Train municipal staff on gender mainstreaming, inclusive planning, and gender-responsive budgeting.
- Strengthen community groups on leadership, advocacy, and project management skills.

3. Service Delivery

- Conduct rapid assessments of public infrastructure (markets, health facilities, sanitation, and lighting) to identify gender gaps.
- Integrate gender considerations in ongoing municipal projects, ensuring accessibility and safety for women, youth, and PWDs.

4. Communication and Awareness

- Launch awareness campaigns on gender rights, GBV prevention, and community participation through local media and forums.
- Develop simple, locally accessible materials to inform citizens about opportunities to engage in municipal decision-making.

9.3 MEDIUM-TERM RECOMMENDATIONS (3–5 YEARS)

1. Governance and Planning

- Establish gender-responsive municipal planning guidelines, integrating inputs from women, youth, PWDs, and marginalized groups.
 - Introduce gender indicators in municipal performance contracts and reporting frameworks.
- 2. Economic Empowerment**
- Promote women-led and youth enterprises through access to microfinance, grants, and vocational training.
 - Strengthen linkages between local SMEs, cooperatives, and municipal economic programs to enhance inclusion.
- 3. Data and Monitoring**
- Develop and institutionalize a gender-disaggregated data collection system for service delivery, employment, and participation in governance.
 - Conduct regular gender audits to track progress in municipal planning, budgeting, and service provision.
- 4. Community Engagement**
- Expand support for community-based organizations and networks to implement awareness, capacity building, and local advocacy initiatives.
 - Introduce mentorship programs linking women, youth, and PWDs with experienced municipal leaders.

9.4 LONG-TERM RECOMMENDATIONS (5+ YEARS)

- 1. Institutionalization**
- Integrate gender mainstreaming fully into municipal policy, planning, and budgeting cycles.
 - Establish a dedicated Gender Unit or strengthen the Gender Desk within the municipal administration with qualified personnel and sufficient resources.
- 2. Legal and Policy Compliance**
- Ensure consistent enforcement of national and county gender mandates, including the two-thirds gender rule in decision-making bodies.
 - Align municipal by-laws with national gender policies and frameworks to promote inclusion.
- 3. Sustainable Capacity Development**
- Institutionalize continuous gender training for municipal staff, community leaders, and elected officials.
 - Foster partnerships with NGOs, academic institutions, and development partners to support research, training, and knowledge sharing.

4. Cultural and Societal Transformation

- Implement long-term public engagement programs to challenge restrictive social norms and stereotypes.
- Promote inclusive leadership role models and gender champions in local governance and community development.

9.5 Capacity building and training needs

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

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

9.6 GENDER-RESPONSIVE DATA COLLECTION AND MONITORING FRAMEWORKS

- Establish a municipal **gender monitoring framework** with indicators such as:
 - % of women and youth in leadership positions
 - Gender-disaggregated access to services (health, education, infrastructure)
 - GBV reporting and support mechanisms uptake
 - Satisfaction and safety levels by gender in public spaces
- Schedule regular data collection cycles (quarterly/annual) and assign clear responsible units for reporting and follow-up.

9.7 COMMUNICATION, AWARENESS RAISING, AND STAKEHOLDER ENGAGEMENT

- Develop an inclusive communication strategy targeting local communities, municipal staff, and private partners.
- Conduct workshops, town hall meetings, and media campaigns on gender-responsive planning, budgeting, and service provision.
- Foster stakeholder coordination platforms bringing together government agencies, community groups, NGOs, and private sector actors to collaborate on gender mainstreaming initiatives.

9.8 SUMMARY

Olkalou Municipality can enhance gender equality and inclusion through:

1. **Targeted interventions** in governance, planning, and service delivery.
2. **Capacity development** of municipal staff, community leaders, and local groups.
3. **Institutionalization** of gender-responsive policies, data systems, and monitoring frameworks.
4. **Sustained communication and stakeholder engagement** to transform societal norms and build inclusive governance.

These recommendations provide a practical roadmap for making Olkalou Municipality more gender-responsive and inclusive, ensuring that women, youth, PWDs, and marginalized populations actively benefit from urban development initiatives.

10 CHAPTER 10: MONITORING AND EVALUATION INDICATORS

10.1 INTRODUCTION

Monitoring and Evaluation (M&E) of gender mainstreaming is critical to track progress, identify gaps, and inform policy and programmatic adjustments. M&E frameworks should align with **national legal mandates** (Constitution of Kenya 2010, two-thirds gender rule), **county gender policies**, and **development goals** such as the Sustainable Development Goals (SDGs) and Kenya Vision 2030.

10.2 PROPOSED GENDER EQUALITY INDICATORS

Table 8: Proposed gender equality indicators

Thematic Area	Indicator	Target / Benchmark	Rationale
Governance and Leadership	% of women in elected and appointed municipal leadership positions	≥ 33% of total positions	Aligns with the constitutional two-thirds gender rule and enhances participation of women in decision-making
Participation in Planning & Budgeting	% of women, youth, and PWDs participating in ward forums, consultations, and municipal committees	≥ 50% representation in public consultations	Ensures inclusive input into municipal policies, plans, and budgeting
Economic Empowerment	% of women and youth accessing municipal-supported business finance, vocational training, or skills development programs	Year-on-year increase by 10%	Tracks inclusion in economic opportunities and capacity building programs
Access to Services	Gender-disaggregated access to key services: water,	Equitable access (male/female parity)	Measures service responsiveness to

	sanitation, health, and education		women, youth, and PWDs
Safety and Security	% of residents reporting satisfaction with safety in public spaces and transport	≥ 75% satisfaction rate	Monitors effectiveness of gender-sensitive infrastructure interventions
Health & Social Welfare	Number of GBV cases reported and supported by municipal referral systems	Annual increase in reporting and support access	Tracks improvements in gender-responsive social service delivery
Education & Capacity Building	Gender parity index in school enrolment, completion, and vocational training	≥ 1.0 (parity)	Measures equal access to education and skill-building opportunities
Policy Implementation	% of municipal policies, programs, and budgets incorporating gender considerations	100% by 5 years	Ensures institutionalization of gender mainstreaming

10.3 DATA COLLECTION METHODS AND FREQUENCY

Table 9: Data collection methods and frequency

Indicator	Data Collection Method	Frequency
Leadership representation	Municipal records, electoral data, committee registers	Annual
Public participation	Attendance registers, surveys, community forums	Quarterly
Economic empowerment	Program enrollment records, finance disbursement data, surveys	Semi-annual
Service access	Facility records, household surveys, GIS mapping	Annual
Safety and satisfaction	Community perception surveys, crime reports	Annual
GBV cases and social support	Health facility records, police reports, NGO data	Quarterly
Education and training	School and vocational training records	Annual

Policy implementation	Review of municipal plans, budgets, and reports	Annual
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10.4 RESPONSIBLE UNITS FOR REPORTING AND FOLLOW-UP

Table 10: Responsible units for reporting and follow up

Indicator / Area	Responsible Unit	Support / Oversight
Governance and leadership	Municipal HR & Administration	NGEC, County Gender Desk
Public participation	Municipal Planning & Citizen Engagement	County Social Development Department
Economic empowerment	Municipal Economic Development Unit	Local SMEs, NGOs, County Gender Desk
Service access	Infrastructure, Health, and Education Departments	County Sector Leads, NGOs
Safety and security	Municipal Security Unit	Community Policing, County Safety Committee
Health & Social Welfare	Health Department & Social Services	NGEC, NGOs, CBOs
Education & Capacity Building	Education & Vocational Training Unit	County Education Department, NGOs
Policy Implementation	Municipal Gender Desk	County Gender Desk, NGEC

10.5 SUMMARY

The proposed M&E framework provides quantitative and qualitative indicators to track gender equality outcomes in Olkalou Municipality. By combining regular data collection, clear responsible units, and alignment with legal mandates and development goals, the municipality can:

- Ensure accountability in gender-responsive governance and service delivery.
- Identify gaps and emerging issues for evidence-based decision making.
- Strengthen institutional capacity to implement sustainable gender mainstreaming interventions.

Establishing a robust M&E system is essential for Olkalou Municipality to transform policy

into practice, promote inclusion, and achieve equitable urban development outcomes for women, youth, PWDs, and marginalized populations.

11 APPENDICES

11.1 ANNEX 1: GENDER MAINSTREAMING TOOL

Table 11 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 12: Gender Audit Checklist

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

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

<p>9.Stakeholder engagement and mobilization</p> <p>a) How have communication strategies developed to ensure the inclusion of diverse urban residents? (Gender responsiveness) What are its key components?</p> <p>b) What information do residents receive regarding the gender assessment prior to design of interventions? What channels are used for communication? what language is employed? When is this communication delivered?</p> <p>c) How does the urban board/counties comply with the legal requirements for public participation?</p>	
<p>10 Identifying 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) process?</p>	

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.?

- c) What information is contained in the gender assessment? Indicate as appropriate if any of these is included.
- d) Disaggregated data by sex, age, income, disability, gender roles.
- e) Trends in migration, employment, education by gender.
- a) Information on access and control over county resources by gender. Including land use.
- b) Access to essential services by gender for example, health, education, sanitation, livelihoods, transportation.
- c) Populations facing vulnerability and their challenges?
- d) Risks factors and root causes of vulnerabilities by sex. For example, GBV, unsafe housing, limited mobility.
- e) Accessible, and inclusive infrastructure by sex
- f) Level of participation and decision making by sex.
- g) Evaluation of gaps in legal and institutional frameworks supporting gendersensitive urban planning.
- h) Gender impacts related to existing urban planning processes.
- i) Refugee groups, their needs and priorities by sex , age, social status.

- j) Emerging issues in the county/municipality and likely impact on gender like climate change, migration, refugee integration etc.
- k) Accessibility, Mobility, Security of Tenure, Climate resilience, hygiene and health and safety

11. Developing the Gender Action Plan (GAP)

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

<p>iii. What valid and reliable performance quantitative and qualitative indicators are included in the GAP.</p> <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)</p>	

<p>Were outcomes and strategic objectives developed based on the gender assessment? Indicate evidence.</p> <p>b) What measures in the annual budget and work-plan address the issues that promote gender equality in the urban planning sector? Indicate evidence.</p> <p>c) What resources are allocated for implementing such activities? Indicate as appropriate.</p> <p>a) To support capacity building for gender mainstreaming?</p> <p>b) Address gender disparities?</p> <p>c) Recurrent and development expenditures?</p> <p>d) What do expenditure reviews reveal about sex-disaggregated benefit incidences, the resources allocated to reducing inequities, of women and men?</p>	
<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 13: Gender Action 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						

11.4 ANNEX 4: KEY GENDER INDICATORS

Table 14: 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.	
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>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 15: Stakeholder Engagement meeting 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



OL KALOU MUNICIPALITY

Telephone: 0202660850
Telefax: 0202660850
Email: lands@nyandarua.go.ke

P.O BOX 701-20303
Ol Kalou

NOTICE!!

NOTICE!!

NOTICE!!

PUBLIC PARTICIPATION NOTICE – OL KALOU 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 Ol Kalou Municipal Social Hall, starting at 10:00 a.m.

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

Date	Documents presented
Thursday, 22nd January 2026	1. Solid Waste Management Policy & Monitoring and Evaluation Plan 2. Private Sector Engagement Framework
Friday, 23rd January 2026	1. Ol Kalou IDep 2. Pre-Feasibility Study and Municipal Investment Plan 3. Municipal (GRM) System and Gender Inclusion & Participation Framework

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

Date: 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 - 23rd/01/2026

O'Kalen

NO.	NAME	PF. NO/ ID. NO.	DESIGNATION	SIGNATURE
1	JOHN WARI GACAHY	8717038	BURGERMAN CAPTAIN	
2	EVOLINE KERUBO OMARI	25530270	Cabbage collector	
3	REV. DR. DAVID KIUGU	0235797	BISHOP	
4	MERCY KIANJIKO	035052920	Salonist	
5	MARI WANGARI	31201299	Farmer	
6	ANNE KARIKI	2471886	Business	
7	Margaret Wambui	34765996	Farmer/Business	
8	Tabitha Wathway	28053176		
9	Samuel Mwangi	2795314	Driver	
10	ELIJAH MUTONGA	26115895	TRANSPORTER	
11	Eliyah MATHENGE	23653787	BUSINESS	
12	ERICKSON GATHINGA	23430443	MECHANIC	
13	Stephen Wachira Muriuki	9257224	Transport	
14	Simon Ndianou	28958415	Transporter	
15	Hannah Wangari	29058382	Farmer	
16	TABITHA KARUKI	34796134	Farmer	



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NO.	NAME	PF. NO/ ID. NO.	DESIGNATION	SIGNATURE
17.	Benson Thuiy	32103990	Farmer	
19	BEARICE wangari	3024441 00	BUSINESS	
19	Ruth wangari	26196802	BUSINESS	
20	Rahab Nyambuka	24309837	BUSINESS	
21	Joyce wambui	23649046	Business	
22	Paul NJIRANI	1955452	REV	
23	Jane Mugure	24055357		
24	Ruth NJOKI	408 361013		
25	Manicoh wenjiru	36016613	BUSINESS	
26	Jane bagach	41268201	Business	
27	Naomi klanjiru	474302733	Business	
28	Florence Kinyanjui	36868113	Communication	
29	Ankony Wachihi	39036745	Communication	
30	Gathage Mary	37102435	Communication	
31	Difina wambui	30345049	Business	
32	Purity Gertwiri	36845122	Business	



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33	Faith wambui	18328218	FEA	
34	Mercy Wangui	33979806	Business	
35	Monica Njeri	33590977	Business	
36	JOANNE WANJIRU	28481434	BUSINESS	
37	samuel wairika	26581827	BUSINESS	
38	MICHAEL KAGIRI	20777012	BUSINESS	
39	CHARLES NDUNGU	13210694	BUSINESS	
40	DANIEL MAIYA	2076860	BUSINESS	
41	BETH MACHARIA	25112627	BUSINESS	
42	JAMES MBUTHIA	24441678	BUSINESS	
43	Peter Kinyanjui	34525501	HAUSER	
44	Edith wanjiku	25477564	James	
45	Joha waithi	2372380	James	
47	Stephen Mwangi	25148780	BUSINESS	
48	CECILIA MUTHONI	29107200	BUSINESS	
49	MARY KARIUKI	29500666	BUSINESS	



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49	MARI KARIUKI	29500666	BUSINESS	

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

Table 16: GBV Reporting template

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

3. Perpetrator Information	Perpetrator Details	Name; Sex; Age; Occupation; Address (if known)	
	Relationship to Survivor	Partner, family member, employer, stranger, etc.	
4. Type of GBV Incident	Incident Type	Physical, Sexual, Emotional, Economic, Verbal, Stalking, TFGBV, Harmful Practices, Other	
	Incident Description	Nature of violence, actions, frequency	
5. Reporting Information	Reporting Details	Reported by; Date reported; Method of reporting; Anonymous (Yes/No)	
6. Immediate Response & Action	Authority Response	Police, Social services, Medical, Community leaders; Date; Actions taken	
	Survivor Support Services	Counselling, shelter, legal aid; Service provider	

	Medical Assistance	Provided (Yes/No); Type of care	
7. Legal Action	Police & Legal Process	Police involvement; FIR/OB No.; Investigation status; Charges	
	Court Status	Pending, Closed, Conviction, Acquittal	
	Other Structures	Administrative or religious structures (where applicable)	
8. Follow-Up & Outcomes	Follow-Up Actions	Follow-up date; Ongoing assistance; Victim recovery status	
	Case Outcome	Pending, Resolved, Closed, Withdrawn	
9. Reporting Agency Info	Institutional Details	Department; Officer in charge; Contact information	
	Report Completion	Date of report completion	

10. Additional Notes	Challenges & Lessons	Challenges faced; Suggestions for improvement	
	Officer Declaration	Name, signature, date	

11.8 ANNEX 8: ROLE OF GENDER MAINSTREAMING PARTNERS IN DEVELOPING AND OPERATIONALISING THE FRAMEWORK

Table 17: 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 18: 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.

- | | |
|--|---|
| | <ul style="list-style-type: none">• Article 56 : The State shall put in place affirmative action programmes designed to ensure that minorities and marginalised groups participate and are represented in governance and other spheres of life, are provided special opportunities for access to employment, have reasonable access to water, health services and infrastructure.• Article 1(2) : All sovereign power belongs to the people of Kenya. The people may exercise their sovereignty directly or through their elected representatives. |
|--|---|

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

Urban Areas and
Cities Act (2011)

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

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

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

Contents of integrated city and urban area development plan.

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

Other applicable sections include 2, 14, 14.

County
Government
Act (No. 17 of
2012)

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

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

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

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

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

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

(f) engender effective resource mobilization for sustainable development

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

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

Obligation to plan by the county.104. (1) A county government shall plan for the county and no public funds shall be appropriated outside a planning framework developed by the county executive committee and approved by the county assembly. (2) The county planning framework shall integrate economic, physical, social, environmental and spatial planning.

(3) The county government shall designate county departments, cities and urban areas, sub-counties and Wards as planning authorities of the county. (4) To promote public participation, non-state actors shall be

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

Types and purposes of county plans. 107. (1) To guide, harmonize and facilitate development within each county there shall be the following plans (a) county integrated development plan; (b) county sectoral plans; (c) county spatial plan; and (d) **cities and urban areas plans as provided for under the Urban Areas and Cities Act (No. 13 of 2011)**. (2) The County plans shall be the basis for all budgeting and spending in a county.

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

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

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

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

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

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

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

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

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

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

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

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

(ii) clear environmental impact assessment reports.

(iii) expected development outcomes.

(iv) development options and their cost implications.

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

Part XII – Delivery of County Public Services: Principles of public services delivery in the county. 116. (1) A county government and its agencies shall have an obligation to deliver services within its designated area of jurisdiction.
(2) A county shall deliver services while observing the principles of equity, efficiency, accessibility, non-discrimination, transparency, accountability, sharing of data and information, and subsidiarity.

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

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

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

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

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

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

Public Financial Management Act (2012)	<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.
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	<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
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(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 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 P) and Garissa Integrated Socio- Economic Development Plan (GISED P).
- 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, government entities, and NGOs, will provide inputs to the revised draft. A Steering Committee and Technical Committee will guide the process.
- 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.

<p>National Gender and Equality Commission Act 2012 [2011]</p>	<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.
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- 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—

(a) call for information or a report regarding such complaint from any person within such reasonable time as may be specified by the

	<p>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.

	<p>(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.</p> <p>(e) physical and land use planning shall be inclusive and must take into consideration the culture and heritage of people concerned.</p> <p>(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.</p>
<p>County Allocation of Revenue Bill / Division of Revenue Act 2024</p>	<p>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.</p> <p>Passed every year.</p>
<p>Policies and Strategies</p>	

<p>National Urban Development Policy (2016)</p>	<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. <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>
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	<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 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.
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	<p>Service provision: Persons with disabilities are part and parcel of society. They should be fully included in all aspects of life and their special needs be met within their communities instead of being isolated by institutional service delivery approaches</p>
<p>National Slum Upgrading and Prevention Policy (2016)</p>	<ul style="list-style-type: none"> • Participation as one of the principles and core values of the policy. • Functions of County Slum Upgrading Multi-Stakeholder Support Group (CMSSG) include to facilitate public participation through community executive committees. • Active participation of county and settlement communities as a KPI for operationalizing the principle of good governance, including stakeholder participation, transparency and accountability.

12 REFERENCES

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