

COUNTY GOVERNMENT



OF

NYANDARUA

POLICY STATEMENT

As an agency of the state mandated with development at the local level the county government of nyandarua acknowledges the negative social economic effects of gender inequality on development. The municipality therefore developed this framework to promote, encourage and facilitate gender equality. This is with the understanding that both men and women are equal partners in development. This framework focuses on the elimination of existing disparities between the two genders both at the workplace and in service delivery. It also advocates for affirmative action to address gender disparities. It will also establish a mechanism of monitoring and evaluating the progress made.

The overall goal of this framework is to enhance the achievement of potentials of both men and women through equal employment, promotion and improved working conditions and inclusion of specific gender needs and concerns in the process of development and service provision. This is with the objective of effectively achieving the national goals for development.

GUIDING PRINCIPLES

The municipality recognizes that its workers and members of the municipality as well as the public it targets in service delivery are people of different genders. In addition, all these people have varying influences from their backgrounds be they traditional, customary and cultural practices, levels of education and awareness, economic development and emerging patterns of social organization. As a result, their attitudes, perceptions and expectations of the roles of men and women vary a great deal. The municipalities therefore seek to promote and maintain an environment that ensures equity and equality between the two genders.

The principles that guide this framework are in accordance with chapter 5 (sections 70-86) of the constitution of Kenya. They are also in accordance with various international conventions as follows;

- Convention on the elimination of all forms of discrimination against women (CEDAW), 1984.
- The Beijing Declaration and Platform for Action.

- The National Plan of Action for Implementation of the Beijing Declaration and Platform for Action.
- Convention for the Rights of the Child (CRC), 1989.
- The Nairobi Forward Looking Strategies for the advancement of women (NFLS).
- Millenium Development Goals, 2000 (Goal No. 3 on promotion of gender equality)

The principles of this framework are also in accordance with various national policy initiatives and government policy pronouncements and commitments as follows;

- National Poverty Eradication Plan (NPEP, 1999-2015)
- National Gender and Development Policy, 2000
- Poverty Reduction Strategy Paper (PRSP 2001-2004)
- The Economic Recovery Strategy (ERS 2003-2007)
- Sessional Paper No.2 of May 20006 on Gender Equality and Development
- Annual Budget Strategy Paper (BSP)
- Kenya Joint Assistance Strategy (KJAS)
- Vision 2030

There are many other sectoral policy initiatives, legislative initiatives as well as planning and programming initiatives touching on gender issues that inform this framework.

This framework is based on the following principles;

- Both men and women have the right to enjoy all economic, social, cultural, civic and political rights equally as granted by the municipalities by-laws, the constitution of Kenya and the international conventions on human rights.
- All forms of discrimination need to be addressed if gender minorities are to fully participate and benefit equally in development and other municipality initiatives. This ensures that the voices of minorities are heard, and their needs and interests are considered and addressed.

- The mobilization of women and gender minorities within the municipality and the target population provides a means towards eliminating discrimination against the access of women and gender minorities to all publicly available resources and services, and their access to public decision-making processes and positions.
- Identification of gender differences and disparities at all levels of the municipality through the periodic collection of sex disaggregated data and a continuous gender analysis initiative.
- Development of adequate accountability mechanisms for monitoring progress.
- Need for consistent political goodwill and allocation of adequate resources (financial and human) for translating this framework into practice.

SCOPE OF THE FRAMEWORK

The framework applies to all employees and implementers of municipality projects. It also applies to the beneficiaries or recipients of municipality services.

RATIONALE OF THE POLICY

According to the National Policy on Gender and Development, women are socially, culturally, economically, politically and legally discriminated. As a result, they are largely excluded from the development process. Yet women are as much equal participants as their male counterparts in this process and the fruits of development should equally accrue to both genders. National statistics, however, indicate that this is not the case. The more reason why effort needs to be put in place for their inclusion in national development. One other important thing to note is that the development process impacts differently on men and women. As a result, the influence and impact of women and marginalized men in strategic areas and positions of power and development is not optimized.

It is for this reason that the County government of Nyandarua has developed this framework which advocates for new departures and strategies that are aimed at ensuring the following;

- a) Better targeting of marginalized groups and their integration into mainstream of development

- b) Promote realization of women and men rights for the common good of all
- c) Promote greater women and men participation in the development process and realization of their optimum potentiality, in personal and career development by enhancing equity in career development, service delivery and access to resources and opportunities offered by the municipalities.
- d) Promote equity in leadership, decision making and influence by recognizing and addressing relevant gender equality issues at work and in service delivery. This includes municipality management, staff and inclusion of gender issues in its core values.
- e) Ensure internal communication and interactions that reflect gender sensitivity and respect for all gender rights and concerns.

V. PROCEDURES

1. Strategy

The overall programme strategy will entail gender mainstreaming. This strategy will ensure that gender analysis informs the municipality's strategic plans so that gender equality issues are recognized and addressed in all the municipal activities. This will help the municipality to identify differential treatment and gender related concerns and address them effectively and efficiently.

The government decision makers and staff members will therefore be able to identify and analyze gender issues related to working environment and understand how to incorporate gender equality in planning and implementation of programmes. It is therefore necessary to empower topline managers and decision makers and other staff involved in the implementation of gender issues to enhance their capacity on the same.

A. At the workplace

To ensure gender equity at work, the government will give balanced and equal opportunities in employment, promotion and delivery of services by ensuring the following;

- a) Use of balanced recruitment, selection and retention practices by encouraging a gender balanced approach in the intake of casuals and employees in general. Equal opportunities should be accorded to both men and women.
- b) Encourage and enhance appointment of qualified and experienced women to high level decision-making positions with a view to achieving gender balance within the municipality.
- c) Provision of equitable working condition (leave, hours of work, pay, facilities, retirement and other benefits) to both women and men.
- d) Take deliberate steps to ensure that women and men get equal access to training opportunities and ensure that more men get training at technical and managerial levels.
- e) Provision of fair and equitable opportunities for promotion to both women and men.
- f) Equitable distribution of work responsibilities at all levels to both women and men.
- g) Equal opportunities for the participation of men and women in municipality activities.
- h) Ensure that decision making organs within the municipality have equitable representation and participation of both men and women.
- i) Prevention and elimination of sexual harassment which mainly affects female employees by strict adherence to the Code of Ethics of the Municipality

B. Service Delivery

To ensure gender equity in service delivery, the municipality will do the following as per the critical areas in the overall objectives of the National Gender and Development Policy;

i. The Economy

- a) Strengthen programmes that enhance women's vital role in food production and food security
- b) Promote and strengthen micro-enterprises, new small businesses and co-operative enterprises and ensure equal representation of men and women.
- c) Intensify community mobilization efforts with a view to encouraging men and women to engage in off-farm or self-help activities including micro and small-scale enterprises (MSES)

d) Create non-discriminatory support services particularly targeting the licensing of women's business enterprises especially low-income women because they create jobs and training opportunities for the poor families.

e) Promote and encourage linkage of groups and MSES owned by men and women to micro finance institutions and NGOs.

ii. Poverty and Sustainable Livelihoods

a) Ensure that the municipality's budget has the potential of enabling the local authority to meet the needs of the poorest most of whom are women

b) Promote more equitable distribution of productive assets, wealth and opportunities.

c) Ensure that the municipality's expenditure promotes women's economic opportunities and equal access to productive resources.

d) Create an enabling environment for women to participate in the conservation of the environment and management of water resources.

e) Align municipality policies, by-laws and programmes particularly those related to the informal sector that do not target women to find out how they will impact on poverty and inequality particularly from the point of view of women.

f) Ensure existing amenities such as public toilets, markets, sports facilities etc. meet the needs of each gender with special reference to women.

g) Accelerate the national efforts aimed at providing clean water within 3 km of every home and continue with efforts directed at improving water sources and encouraging effective harvesting of rainwater.

iii. Law

a) Promote gender sensitive by-laws of the municipality and ensure legal literacy amongst men

and women.

b) Ensure that women and men with disabilities have access to information and services within the municipality

c) Provide and intensify gender sensitive human rights education and training for municipality officials especially the enforcement officers.

d) Provide information on matters concerning grants application and tendering.

e) Undertake public Municipality by-laws literacy programme by utilizing all reliable channels of communication including adult literacy education programmes and chiefs' barazas.

f) Grant women equal rights with men with respect to their gender.

iv. Political Participation and Decision-making

a) Create awareness and encourage active participation of women in leadership, political and decision-making processes at the municipality

b) Increase the participation of women including women entrepreneurs in the municipality meetings and other fora like municipality activities so that women can contribute to the formulation and review of various policies and programmes within the municipality.

v. Education and Training

a) Improve collection, analysis and dissemination of data disaggregated by age and gender in the municipality. In the community

b) Encourage community mobilization and sensitization in support of the girl child as a basis for influencing socio-cultural and household dynamics to overcome the differential treatment of girls and boys.

c) Target basic education programmes (expansion of classrooms) at the disadvantaged groups in poor rural and urban areas with specific emphasis on women and persons with disabilities.

vi. Health and Population

a) Integrate gender related health and population concerns into the overall socioeconomic development framework of the municipalities.

b) Collect and manage disaggregated data on gender basis all health and population related data for targeted delivery of health services and improved policy making processes within the municipality.

c) Promote information, education and communication (IEC) activities aimed at molding the attitudes of men and women with regards to personal and public health and harmful practices that discriminate against women.

d) Enhance HIV/AIDS awareness programmes to both men and women within the municipality.

vii. Policy Implementation Framework and Resources Mobilization.

- Promote public information, education and communication on gender issues to the municipality staff.
- Ensure adequate representation and articulation of gender issues at the municipality.
- Carry out monitoring and evaluation and commission research where necessary of municipality programmes, policies, socio-cultural practices to identify gender imbalances if any and come up with possible remedies/solutions.
- Constitute a Gender sub-committee when and if required.
- The success of the policy depends on the commitment of the municipality's policy makers and staff. This calls for unlimited good will all those involved.
- Differences in gender needs and concerns at different levels necessitate development of tailor-made plans and strategies to address specific gender issues.

2.Responsibilities

All policy makers, staff, service providers, implementers and beneficiaries should carry out their activities and duties in the spirit of gender mainstreaming approach as described in this policy.

3.Monitoring and Evaluation

The municipality through departmental heads and other persons holding supervisory roles should collect and analyze data on gender issues by use of sex-disaggregated data tool every quarter and develop bi-annual and annual reports on the same.

Reports should be submitted to the municipal managers. The managers on receiving the reports including gender concerns and recommendations should act within the powers

provided to that office and municipal policies in liaison with the municipal board chairperson and other decision-making organs of the municipalities.

4.Review and Development

This framework shall be subject to review annually as may be determined by the municipalities management to ensure it is relevant to the needs of the Nyandarua county government municipalities.