



COUNTY GOVERNMENT OF TRANS NZOIA POLICY ON GENDER AND DEVELOPMENT

Towards gender equality, equality, social justice, and sustainable development for all women, men, girls and boys at all levels in the county of Trans Nzoia

Presented to the

Governor of Trans Nzoia County

H.E. George Natembeya



8th MARCH 2024

FOREWORD



It is with immense pride and unwavering dedication to the principles of equality and progress that I present the **Gender and Development Policy Framework for Trans Nzoia County**. This document represents a pivotal step forward in our collective journey toward achieving tangible gender equality for every resident of our region.

Gender inequality remains a persistent global challenge, impacting individuals, families, and entire communities. Acknowledging this reality, we have taken proactive measures to confront the multifaceted barriers hindering the full realization of gender equality within our County.

This policy framework stands as a testament to our firm commitment to promoting social justice, empowering women, men, boys, and girls, and fostering inclusive development. At its core, this Policy serves as a comprehensive blueprint for Action, outlining strategies and initiatives aimed at dismantling obstacles and fostering opportunities for all individuals, irrespective of gender identity or expression. It is a steadfast commitment to cultivating an environment where every person can flourish, contribute meaningfully to society, and realize their full potential, free from discrimination or bias.

The success of this Policy hinges on the collective responsibility of all stakeholders – government entities, civil society organizations, community leaders, and residents – to actively engage in its implementation, monitoring, and evaluation. Through collaborative efforts and a spirit of partnership, we can translate the principles outlined in this document into tangible outcomes that positively impact the lives of all constituents.

I extend my heartfelt appreciation to all who contributed to the development of this policy framework, including experts, advocates, and community members whose dedication and insights have been instrumental in shaping this document into a robust roadmap for **gender equality and development** in Trans Nzoia County.

As we embark on this transformative journey, let us remain steadfast in our commitment to upholding the values of fairness, dignity, and equality for all. Together, let us forge a future where every individual, regardless of gender, has the opportunity to thrive and contribute to the rich tapestry of our County's social and economic fabric.

I urge all stakeholders to join me in ensuring the full implementation of this Policy to achieve gender equality in Trans Nzoia County.

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H.E. Hon George Natembeya, EBS, MBS
Governor

PREFACE



Gender equality stands at the core of our vision for a prosperous and inclusive Trans Nzoia County. This Gender and Development Policy framework represents our unwavering commitment to addressing gender disparities and fostering equal opportunities for all individuals, irrespective of gender identity or expression. Built upon a foundation of key principles, objectives, and strategies, this document serves as a guiding beacon toward achieving tangible progress in advancing gender equality and empowering women and girls as catalysts for sustainable development.

Our principles are grounded in inclusivity, non-discrimination, empowerment, and partnership. We believe in creating an inclusive society where every individual has the opportunity to participate fully in social, economic, and political life, free from discrimination based on gender. Empowering women, men, boys, and girls is not just a moral imperative but a strategic necessity for the development of our country. We acknowledge the importance of collaborative partnerships between government agencies, civil society organizations, community groups, and other stakeholders in driving positive change.

Our objectives are clear and actionable. We aim to promote gender equality by addressing the root causes of gender disparities, empower women and girls by increasing their access to education, healthcare, economic opportunities, and decision-making processes, prevent gender-based violence through robust legislative measures and support services, and promote women's leadership across all spheres of society.

Our key strategies encompass gender mainstreaming, capacity building, awareness and advocacy, data collection and monitoring, and partnership and collaboration. By integrating gender considerations into all policies, programs, and services, we ensure responsiveness to the diverse needs and priorities of women, men, and gender-diverse individuals. Capacity-building initiatives will equip stakeholders with the knowledge and skills necessary to drive gender equality efforts forward. Awareness and advocacy campaigns will raise public consciousness and galvanize support for Policy and legislative changes. Data collection and monitoring mechanisms will enable us to track progress and adjust strategies as needed. Partnership and collaboration will leverage collective resources and expertise towards achieving our shared goals.

This Gender and Development Policy framework is a testament to our collective resolve to build a more inclusive, equitable, and prosperous future for all residents of Trans Nzoia County. Through collaborative Action and steadfast commitment, we can overcome gender disparities and create a society where everyone has the opportunity to thrive.

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Ms. Chanelle J. Kittony
County Executive Committee Member
For Gender, Youth, Sports, Culture and Tourism

ACKNOWLEDGMENT



We extend our heartfelt gratitude to all individuals and organizations who have played a pivotal role in the development of the Gender and Development Policy framework for Trans Nzoia County. Your unwavering dedication, expertise, and support have been instrumental in shaping this transformative document.

We most particularly express our sincere appreciation to the **Governor of Trans Nzoia County** for providing visionary leadership and unwavering support throughout the development of this policy framework. Your commitment to advancing gender equality and promoting inclusive development has been an inspiration to us all.

Furthermore, we extend our gratitude to the County Executive Committee Member for the Department of Gender, Youth, Sports, Culture, and Tourism for their leadership and tireless efforts in spearheading the development of this policy framework. Your dedication to championing gender equality and empowering women, men, boys, and girls in our county has been instrumental in shaping this document. We extend our heartfelt appreciation to County Secretary Trans Nzoia County, Truphosa Amere, for her invaluable support and guidance throughout the entire process of developing the Policy. We laud the Director Gender, Robert Kibii, Dr.Lewis Wachilonga and Gender technical team for their dedication and commitment towards development of the Gender Policy. We also commend the Trans Nzoia Women Leaders (TWL) organization, under the leadership of CEO Immaculate Shamala, for their stewardship, which ensured the birth of the Gender and Development Policy.

And to our Administrator in the Office of the Governor of Trans Nzoia, Tima Omar Aly, for her administrative role throughout the policy development process. In addition to our consultant, Robert Opaat Papa, we are deeply grateful for your guidance and insights in bringing all our thoughts together. We want to acknowledge and thank our partners, especially the Trans Nzoia Women Leaders Organization, who have generously supported us throughout this exercise. Your collaboration, expertise, and resources have been invaluable in ensuring the success of this endeavor. Together, we have forged strong partnerships that will continue to drive positive change and advance gender equality in Trans Nzoia County.

To all those who supported the process and contributed their insights, expertise, and support to the development of this Gender and Development Policy Framework, your contributions are recognized and deeply appreciated. Your collective efforts have laid the foundation for a more inclusive, equitable, and prosperous future for all residents of Trans Nzoia County.

Asanteni Sana

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Jane Masika Wachwenge
Chief Officer for Gender, Youth, Sports, Culture, and Tourism

LIST OF TEAM MEMBERS

NAME	DESIGNATION
Truphosa Amere	County Secretary
Chanelle Kittony	CECM
Jane M. Wachwenge	CO
Immaculate Shamala	C.E.O Trans Nzoia Women Leaders CBO
Robert Opaat Papa	Consultant
Hon Ann Wanjiku	Board Chair Trans Nzoia Women Leaders CBO
Robert R. Kibii	Director of Gender and Social Services
Tima Omar Aly	Administrator in the office of Trans Nzoia Governor
Linnet Mayabi	State department gender and Affirmative Action
Elizabeth Chumba	Program's Officer Trans Nzoia Women Leader CBO.
Eva Nyamogo	Chairperson Trans Nzoia Women Leaders CBO
Lewis Wachilonga	Director Gender, Youth, Sports, Culture and Tourism
Gladys K. Agala	Director Youth and Sports
Florence Anyango	Principal Social Development Officer
Dynah Nekoye	Finance Officer Trans Nzoia Women Leaders CBO
Serah Mafura	Social Development Officer
Collins Khaemba	Social Development Officer
Nesbitt Cherop	Social Development Officer
Mercy Njeri	Welfare Officer
Joy Masibo	Welfare Officer
Stella Nasimiyu	Sports Officer
Leonard Barasa	Justice and Peace Centre organization.
Teresa Metto	Board Member Trans Nzoia Women Leaders CBO
Mary Luvayo	Board Member Trans Nzoia Women Leaders CBO

Table of Contents

FOREWORD	ii
PREFACE	i
LIST OF TEAM MEMBERS	iii
ABBREVIATIONS AND ACRONYMS	vi
EXECUTIVE SUMMARY	vii
CHAPTER ONE: INTRODUCTION	8
1.1 Introduction	8
1.2 Rationale for the County Policy on Gender and Development	11
1.3 The Policy Statement	12
1.4 Policy Context	12
1.5 County Institutional Anchorage of the Policy	13
1.6 Policy Legal Framework	15
1.7 The Scope of the Gender and Development Policy	16
1.8 Guiding Principles	16
1.9 Policy Approach	16
1.10 Policy development process	17
CHAPTER TWO: SITUATION ANALYSIS	18
I. INTRODUCTION	18
II. THEMATIC AREAS AND KEY ISSUES	19
2.1 Policy, legal and regulatory frameworks	19
2.2 Poverty	21
2.3 Education, employment, Labour, and skills development	23
2.4 Sexual and Gender-Based Violence (SGBV)	27
2.5 Access to Health Care	29
2.6 Drug, Alcohol, and Substance Abuse	31
2.7 Access to Productive Resources Land and Housing	33
2.8 Agriculture, Environment, Natural Resources Management and Sustainable Development	35
2.9 Peace, Security disaster, and conflict management	37
2.10 Leadership, Governance, Power and Decision-Making and Participation	38
2.11 Innovation, creativity, Information and Communications Technologies (ICT) sports and talent development	41
2.12 Respect of Human Rights for All	44
2.13 Access to Justice	44
2.14 The Girl Child and Boy Child	45
2.15 Intersectional Discrimination	46
2.16 The Media	47
2.17 Economic Empowerment of Women, Men, Boys and Girls	48
2.18 Special interest groups	50
III. LESSONS LEARNT	52

IV. RECOMMENDATIONS	53
CHAPTER THREE: POLICY OBJECTIVES AND STRATEGIES.....	54
I. Introduction.....	54
II. Overall Objective	55
III. Specific Objectives.....	55
IV. STRATEGIC ACTIONS	56
3.4.1 Policy, legal and regulatory frameworks	56
3.4.2 Poverty	58
3.4.3 Education, employment, Labour and skills development	59
3.4.4 Sexual and Gender Based Violence (SGBV)	60
3.4.5 Access to Health Care	61
3.4.6 Drug, Alcohol and Substance Abuse.....	61
3.4.7 Access to Land and Housing.....	62
3.4.8 Agriculture, Environment and Natural Resources Management and sustainable development.....	63
3.4.9 Peace and Security disaster and conflict	63
3.4.12. Respect for the human rights of all	66
3.4.15 The Media	67
3.4.16 Access to Justice	68
3.4.17 Economic Empowerment.....	68
3.4.18 Culture and behavioral change	69
3.4.19 Specialty interest groups.....	69
V. Policy Outcomes	71
CHAPTER FOUR: IMPLEMENTATION FRAMEWORK.....	72
I. Institutional arrangements.....	72
II. Roles of Department	72
III. The Trans Nzoia County Inter-governmental Gender Sector Working Group.....	73
IV. Roles and Responsibilities of other County Departments and collaborating partners and institutions.....	73
4.4.1 Roles of the Committee	78
CHAPTER FIVE: POLICY COMMUNICATION, MONITORING AND EVALUATION AND REVIEW.....	80
5.1 COMMUNICATION	80
5.2 Monitoring, Evaluation, Reporting and Learning	80
5.3 Progress Reports	81
5.4 Accountability	81
5.5 Learning and Knowledge Management.....	81
5.6 Feedback Mechanisms and Stakeholder Consultation	82
5.7 Grievance and Case Management (G&CM)	83
5.8 Policy Funding Mechanisms	83
5.9 Policy Review	85
ANNEX I: IMPLEMENTATION MATRIX.....	85
Figure 1: Gender distribution among beneficiaries of various cash transfer programs ...	23
Figure 2: Life expectancy at birth	30

ABBREVIATIONS AND ACRONYMS

ACHPR	African Charter on Human and Peoples’ Rights
ADR	Alternative Dispute Resolution
AGPO	Access to Government Procurement Opportunities
ANC	Antenatal Care
ARH & D	Adolescent and Reproductive Health and Development
ASAL	Arid and Semi-Arid Lands
CAT	Convention against Torture
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CG	County Government
CRC	Convention on the Rights of the Child
CSOs	Civil Society Organizations
FBOs	Faith-Based Organizations
FGM	Female Genital Mutilation
GAD	Gender and Development
GBV	Gender-Based Violence
GDP	Gross Domestic Product
GEWE	Gender Equality and Women’s Empowerment
GOK	Government of Kenya
HIV&AIDS	Human Immune Virus & Acquired Immune Deficiency Syndrome
ICCPR	International Covenant on Civil and Political Rights
ICERD	The International Convention on the Elimination of All Forms of Racial Discrimination
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICPD	International Conference on Population and Development
ICT	Information Communication Technologies
IDLO	International Law and Development Organization
IDUs	Injecting Drug Users
IGRTC	Intergovernmental Relations Technical Committee
IPV	Intimate Partner Violence
KDHS	Kenya Demographic and Health Survey
KNBS	Kenya National Bureau of Statistics
KV2030	Kenya Vision 2030
M & E	Monitoring and Evaluation
MDGs	Millennium Development Goals
MODP	Ministry of Devolution and Planning
MOST	Ministry of Education Science and Technology
MOPSYG	Ministry of Public Service, Youth and Gender
NALEAP	National Legal Aid and Awareness Programme
NGEC	National Gender and Equality Commission
NG	National Government
NGOs	Non-Governmental Organizations
NIMES	National Integrated Monitoring and Evaluation System
NSAs	Non-State Actors
NPGAD	National Policy on Gender and Development
PTSD	Post-Traumatic Stress Disorder
PWDs	Persons with Disabilities
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender-Based Violence
SPF	Social Protection Fund
STEM	Science, Technology, Engineering and Mathematics
STIs	Sexually Transmitted Infections
TB	Tuberculosis

UNICEF	United Nations Children’s Fund
UN	United Nations
WEF	Women Enterprise Fund
WHO	World Health Organization
WID	Women in Development
YEDF	Youth Enterprise Development Fund

EXECUTIVE SUMMARY

The Gender and Development Policy framework presented herein is a comprehensive document aimed at addressing gender disparities and promoting gender equality in Trans Nzoia County. Chapter One provides an Introduction and Background to the Policy, highlighting the Rationale for the Policy, Guiding Principles, Context, and Policy Development Process. It underscores the imperative of addressing gender inequalities and outlines the consultative process undertaken to develop the Policy, emphasizing the commitment to inclusivity and equality.

Chapter Two offers a Situational Analysis of Key issues and Lessons Learnt, providing a thorough examination of gender disparities, challenges, and opportunities within the county. It draws upon empirical evidence and best practices to inform policy interventions, emphasizing the importance of learning from past experiences to inform future actions.

Chapter Three outlines the Overall Objective and Specific Objectives of the Policy, along with the Strategies to achieve them. It articulates a clear vision for promoting gender equality and women's empowerment, with specific goals and strategies tailored to address the diverse needs and priorities of the community. The chapter underscores the importance of a multi-sectoral approach and collaboration among stakeholders to achieve meaningful outcomes.

Chapter Four presents the Implementation Framework and Role of Various Actors, delineating the responsibilities of government agencies, civil society organizations, community leaders, and other stakeholders in implementing the Policy. It highlights the need for coordinated action, capacity building, and resource mobilization to implement the policy interventions and achieve the desired impact effectively.

Chapter Five addresses Communication, Monitoring, Evaluation, Knowledge Management, Policy Review, Resource Mobilization, and Grievance Redress Mechanisms. It emphasizes the importance of robust communication strategies, data-driven monitoring and evaluation mechanisms, knowledge sharing, policy review cycles, resource mobilization efforts, and grievance redress mechanisms to ensure accountability, transparency, and effectiveness in policy implementation.

In conclusion, the Gender and Development Policy framework represents a holistic and integrated approach to promoting gender equality and women's empowerment in Trans Nzoia County. It underscores the county's commitment to fostering an inclusive and equitable society where every individual has the opportunity to thrive and contribute to sustainable development.

CHAPTER ONE: INTRODUCTION

1.1 Introduction

The Constitution of Kenya 2010 provides a solid foundation for promoting gender equality and non-discrimination, setting forth principles that guide governance, including equality, inclusiveness, and non-discrimination. Article 10 emphasizes the importance of these principles, while Article 27 guarantees equal treatment and protection under the law for all individuals, irrespective of gender. Additionally, the Constitution prohibits discrimination on various grounds and mandates affirmative Action to address past injustices. Moreover, it stipulates that not more than two-thirds of members in elective or appointive bodies should be of the same gender, ensuring gender representation.

In Trans Nzoia County, several gender-related challenges need to be addressed:

Sexual and Gender-Based Violence: Incidents of domestic violence, rape, sodomy, sexual assault, Teen pregnancies, forced marriage, Sex Trafficking and forced prostitution, cyber sexual violence, Sexual harassment, and other forms of gender-based violence remain prevalent in Trans Nzoia County, posing a significant threat to the safety and well-being of women, men, boys, girls and other special interest groups and individuals.

Limited Access to Education: Despite progress in recent years, there are still disparities in access to education, particularly for girls and women. Factors such as early marriage, cultural norms, and economic constraints contribute to low enrollment and high dropout rates among girls.

Unequal Economic Opportunities: Women and other special interest groups and individuals often face barriers to accessing economic opportunities, including limited access to land, credit, and markets. This hinders their ability to participate fully in the economy and achieve financial independence.

Underrepresentation in Decision-Making: Women and other special interest groups and individuals are underrepresented in decision-making processes at the community, local government, and institutional levels. This limits their ability to influence policies and programs that affect their lives and perpetuate gender inequalities.

Healthcare Disparities: Women and girls in Trans Nzoia County face challenges in accessing affordable, available, and acceptable quality healthcare services, including maternal and reproductive health services and HIV/ Aids and Non – communicable diseases. Cultural and religious beliefs, limited infrastructure, and financial constraints contribute to disparities in healthcare access and outcomes.

Limited Awareness and Enforcement of Rights: Many individuals, especially women and marginalized groups, are unaware of their rights or face barriers in accessing justice when their rights are violated. This includes rights related to land ownership, inheritance, and protection from gender-based violence.

Cultural Norms and Practices: Deep-rooted cultural norms and practices perpetuate gender inequalities in Trans Nzoia County, including unequal distribution of household responsibilities, early marriage, and harmful traditional practices such as female genital mutilation.

Peace and security: In Trans Nzoia, efforts towards peace and security have been paramount in ensuring the well-being and prosperity of its residents. Through collaborative endeavors involving local authorities, community leaders, and law enforcement agencies, significant strides have been made in maintaining a peaceful environment. Community policing initiatives, coupled with regular dialogues and engagement sessions, have fostered trust and cooperation between law enforcement and the community, resulting in effective crime prevention and response mechanisms.

Additionally, proactive measures such as awareness campaigns on conflict resolution strategies and the promotion of community cohesion have contributed to mitigating tensions and fostering a culture of peace. Furthermore, the establishment of peace committees and conflict resolution mechanisms at the grassroots level has provided avenues for addressing grievances and resolving disputes amicably, thereby bolstering stability and security across the region.

Women often serve as mediators and negotiators in peace processes, leveraging their unique perspectives and skills to foster dialogue and reconciliation among conflicting parties.

In alignment with the County Government mandate, the County Directorate for Gender is tasked with promoting gender equality and women's empowerment. This includes developing and reviewing County Gender policies and legislation. This Gender and Development Policy is cascaded from the National Policy on Gender and Development (2019), aligns with constitutional principles, and addresses contemporary challenges.

The Policy outlines a comprehensive agenda for gender equality, integrating overarching principles from the Constitution and relevant legislation. It also considers national development plans such as Kenya Vision 2030, the Third Medium Term Plan, and the 'BETA' Agenda. Furthermore, it aligns with international and regional treaties on gender equality ratified by Kenya, including CEDAW and the Maputo Protocol, as well as broader continental aspirations like Agenda 2063 of the African Union.

Lessons from past development frameworks, including the Millennium Development Goals (MDGs) and the current Sustainable Development Goals (SDGs) under the 2030 Agenda for Sustainable Development, inform the Policy's approach. With a particular emphasis on Goals

- **No Poverty**
- **Zero Hunger**
- **Gender Equality**
- **Clean Water and Sanitation**
- **Reduced Inequalities**
- **Peace, Justice, and Strong Institutions**

The Policy aims to address multifaceted challenges while promoting gender equality and women's empowerment.

Gender equality and women's empowerment are not merely aspirational goals but integral components of sustainable development. Therefore, this Gender and Development Policy for Trans Nzoia County is a significant step towards realizing a more just, inclusive, and prosperous society. It reflects the County's commitment to providing equal opportunities for all individuals, regardless of gender and fostering an environment where everyone can thrive and contribute meaningfully to the County's progress (KPHC,2019). Through evidence-based strategies, stakeholder engagement, and alignment with national and international frameworks, this Policy sets a clear path for achieving gender equality and advancing sustainable development in Trans Nzoia County.

This Gender and Development Policy document stands as a comprehensive road map designed to integrate gender perspectives across all facets of governance and developmental endeavors within Trans Nzoia County. It is founded upon the recognition of the multifaceted needs, roles, and contributions of individuals irrespective of their gender identities, understanding that true progress hinges on fostering equitable and sustainable development for all.

Through a participatory and rights-based approach, this policy endeavors to dismantle barriers obstructing gender equality while simultaneously empowering women and marginalized genders. It aspires to ensure the unfettered realization of human rights for every resident of Trans Nzoia County, emphasizing the County Government's unwavering commitment to nurturing an environment where every individual, regardless of gender, can thrive and meaningfully contribute to the socio-economic fabric. It places particular emphasis on targeted interventions aimed at addressing the unique needs and challenges

faced by diverse gender groups within the County.

In essence, this Gender and Development Policy marks a pivotal milestone in Trans Nzoia County's journey toward realizing its vision of a just, inclusive, and prosperous society. It epitomizes the County's unwavering resolve to provide equal opportunities for all individuals, irrespective of gender, thereby enabling them to flourish and actively contribute to the County's developmental odyssey.

1.2 Rationale for the County Policy on Gender and Development

The rationale for the development of the Gender and Development Policy in Trans Nzoia County is grounded in several key considerations:

Addressing Inequality: Recognizing the persistent gender disparities in access to resources, opportunities, and decision-making processes, there is a need to address these inequalities to ensure equitable development outcomes for all genders.

Legal and Policy Framework: The Constitution of Kenya and various international agreements mandate the promotion of gender equality and the empowerment of all genders. Developing a specific policy ensures compliance with these legal and Policy frameworks.

Socio-Economic Development: Gender equality is not only a matter of social justice but also a catalyst for socio-economic development. By empowering women, men, and gender-diverse individuals to participate in fully and benefit from development initiatives, the county can unlock its full potential for growth and prosperity.

Community Engagement: Consultations with various stakeholders, including women's groups, youth organizations, civil society, and community leaders, have highlighted the need for targeted interventions to address gender-related challenges and harness the potential of all members of society.

Promoting Inclusivity: Embracing gender diversity and ensuring the inclusion of marginalized groups in development processes is essential for building a more cohesive and resilient community.

National, Regional, and International Commitments: Trans Nzoia County aligns with National, Regional, and international commitments such as the Kenya Vision 2030, The BETA Transformation Agenda, the Kampala Declaration on women, the African Union Agenda 2063, the United Nations Sustainable Development Goals (SDGs) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW),

which emphasize the importance of gender equality in achieving sustainable development.

1.3 The Policy Statement

The population of Trans Nzoia County is estimated at 1,069,039, comprising 532,152 males and 536,886 females (KPHC 2019). Out of these, youth comprise 28%, while children comprise 51%. Despite the presence of a progressive constitution advocating for gender equality and women's empowerment, the entrenched patriarchal social order, reinforced by statutory, religious, and customary norms, laws, and practices, alongside systemic barriers, continue to impede the realization of gender equality and women's empowerment objectives. Despite the existence of progressive legal provisions, the translation of these into tangible gender equality outcomes remains elusive in practice. This underscores the urgent need for a comprehensive policy framework that addresses the multifaceted dimensions of gender discrimination and inequality within Trans Nzoia County.

1.4 Policy Context

Various factors, including socio-economic conditions, cultural dynamics, legal frameworks, and institutional capacities, shape the context of the Gender and Development Policy in Trans Nzoia County. Understanding this context is crucial for designing and implementing effective strategies to promote gender equality and empower all genders. Some key contextual factors include:

Socio-economic Conditions: Trans Nzoia County grapples with socio-economic challenges such as poverty at 34.1 %, unemployment, and limited access to basic services. These conditions often exacerbate gender inequalities, disproportionately affecting women and marginalized groups.

Cultural Dynamics: The county is characterized by diverse cultural norms and practices that influence gender roles, responsibilities, and power dynamics within households and communities. Addressing gender disparities requires engaging with and challenging harmful cultural beliefs and practices while also respecting and promoting positive cultural values.

Legal Frameworks: The Constitution of Kenya 2010 provides a strong foundation for gender equality and women's empowerment, guaranteeing equal rights and opportunities for all individuals regardless of gender. The Gender and Development Policy in Trans Nzoia County aligns with national legal frameworks and international conventions to ensure compliance and uphold the rights of all genders.

Institutional Capacities: Effective and efficient implementation of the Gender and Development Policy relies on the capacity of government institutions, civil society organizations, and other stakeholders to mainstream gender considerations into their policies, programs, and practices. Strengthening institutional capacities and promoting gender-responsive governance are essential for realizing the policy objectives.

Local Priorities and Challenges: The Gender and Development Policy in Trans Nzoia County is informed by local priorities and challenges identified through consultations with communities, women's groups, youth organizations, and other stakeholders. It addresses specific gender-related issues faced by residents of the county, considering their unique needs and perspectives.

Partnerships and Collaboration: Addressing gender inequalities requires collaborative efforts involving government entities, civil society organizations, development partners, the private sector, academia, and media. The policy framework promotes partnerships and collaboration to leverage resources, expertise, and networks in advancing gender equality and women's empowerment.

Monitoring, Evaluation, Reporting, and Learning: A robust monitoring, evaluation, reporting, and learning framework is essential for tracking progress, identifying challenges, and measuring the impact of gender and development interventions. The Policy emphasizes the importance of data-driven decision-making and continuous learning to ensure effective implementation and accountability.

1.5 County Institutional Anchorage of the Policy

The mandate of the County Department of Gender is drawn from the Governor Executive Order number one of 31st January 2023. The Department for Gender is responsible for:

- a) Gender Policy Formulation and Implementation;
- b) Special Programmes for Women Empowerment;
- c) Gender Mainstreaming in Departments, corporations, boards, and Agencies;
- d) Community Mobilization on Gender issues;
- e) Domestication of International Treaties/Conventions on Gender that Kenya is signatory to;
- f) Policies and Programmes to Combat Sexual and Gender-Based Violence (SGBV);
- g) Collection and dissemination of sex and gender disaggregated data;

The Trans Nzoia County Government has placed a strong emphasis on promoting gender equality across all sectors, as outlined in the County Integrated Development Plan for 2023-2027. The Directorate of Gender has achieved significant milestones in supporting various demographics within the community. In the realm of child protection services, the establishment of the Trans Nzoia Children Rescue Centre has been pivotal, resulting in the rescue, rehabilitation, and successful reintegration of 2635 street children and neglected youth back into their homes.

This initiative has been carried out in collaboration with Embrace CBO, Agape, and other Community-Based Organizations (CCIs). Additionally, the Directorate has extended social support to 6837 elderly individuals, Persons with Disabilities (PWDs), and vulnerable members of society through the provision of housing materials, household items, essential utilities like 6kg complete gas cylinders, beddings, and food, aimed at enhancing their quality of life. Moreover, 124 PWDs have been empowered with assistive devices such as wheelchairs, walking sticks (white canes), and crutches, facilitating their mobility and independence.

Furthermore, the Directorate has empowered 230 women and youth groups by providing them with income-generating items, including tents, chairs, welding machines, sewing machines, motorcycles, and chaffing dishes. This initiative has enabled these groups to create sustainable livelihoods and contribute to economic growth. Additionally, access to start-up capital has been facilitated for 1322 youth and women-organized groups, fostering entrepreneurship and economic empowerment within these communities.

In the domain of rehabilitation services, the construction of the Kwanza Rehabilitation Center marks a significant endeavor, with one male hostel already completed and progress ongoing at 8% completion. This facility is poised to provide essential rehabilitation services to individuals in need.

Moreover, the Directorate has prioritized the promotion of sports and talent among the youth, with the modernization of the Kenyatta Stadium underway to serve as a hub for youth empowerment. Furthermore, the construction of six mini-stadiums, including Amagoro, Toro, Matumbei, and Chepchoina, among others, underscores the commitment to fostering sporting activities at the grassroots level. Additionally, professional sports equipment has been distributed to 319 sports teams, enhancing their capabilities and fostering a culture of sportsmanship.

Lastly, in the fight against Gender-Based Violence (GBV), the Directorate actively engages in sensitization efforts, participating in national celebrations such as the 16 days of activism against GBV. These initiatives reflect a holistic approach toward addressing societal challenges and promoting inclusivity and empowerment across various demographics within the community.

In as much as these programs have been implemented, assessments indicate significant gaps in achieving gender equality, particularly in education, economic

opportunities, representation, decision-making, and access to essential services such as healthcare, education, water, and sanitation. These emerging challenges present opportunities and barriers to advancing gender equality and women's empowerment within the county. In response, a policy has been developed to guide and ensure the integration of gender perspectives throughout the planning, programming, budgeting, and implementation of development initiatives in Trans Nzoia County at both national and county levels. This Policy prioritizes improving livelihoods, protecting human rights, enhancing participation in governance, addressing gender disparities, and empowering women in macroeconomic management, among other goals.

1.6 Policy Legal Framework

This Policy is anchored on the following national, regional, and international policies, laws, treaties, conventions, protocols, instruments, and protocols that support the realization of gender equality and inclusivity. These include:

- a) National Policy for Gender and Development of 2000
- b) Sessional Paper No. 2 of 2006 on Gender Equality and Development
- c) Kenya's Economic Recovery Strategy for Wealth Creation (2003-2007)
- d) Kenya Vision 2030
- e) United Nations Sustainable Development Goals
- f) Medium-Term Plans (2008-2012, 2013-2017, 2018-2022) (2023- 2027)
- g) National Land Policy (2009)
- h) National Policy for Prevention and Response to Gender-Based Violence
- i) National Policy for the Abandonment of Female Genital Mutilation
- j) Matrimonial Property Act, 2013
- k) Marriage Act, 2014
- l) Land Act, 2012
- m) Land Registration Acts, No 3
- n) Revision of the Succession Act Cap 160.
- o) Counter-Trafficking in Persons Act, 2010
- p) Prohibition of Female Genital Mutilation (FGM) Act, 2011
- q) Sexual Offences Act, 2006
- r) Kenya Citizenship and Immigration Act, 2011
- s) Micro and Small Enterprises Act (no. 49 of 2013)
- t) National Children's Policy 2010
- u) Children's Act Reviewed 2022
- v) Refugee Act 2021
- w) HIV and AIDS prevention and control act, No 14
- x) Convention on the elimination of all forms of violence against women (CEDAW)

- y) The protocol on the African Charter on Human and Peoples Rights (Maputo protocol)
- z) African charter on the rights and welfare of the child
- aa) African Union Agenda 2063
- bb) The declaration on Gender equality in Kenya
- cc) Constitution of Kenya 2010
- dd) Protection Against Domestic Violence Act (no. 21 2015)
- ee) Basic Education Act 2013
- ff) Access to information act 2016

1.7 The Scope of the Gender and Development Policy

This Policy on Gender and Development in Trans Nzoia County is applicable to all government departments, boards, corporations, and agencies at the county level, as well as the private sector, media, academia, and civil society organizations within the county. It aims to achieve equality of opportunity and outcomes regarding access to and control of county resources and services while also addressing the specific needs and interests of different categories of women, men, boys, and girls.

1.8 Guiding Principles

This Policy in recognition of differences, diversities, and inequalities among women, men, boys, and girls is guided by the following principles, most of which are derived from and recognize the supremacy of the Constitution of Kenya 2010:

- a) Sharing and devolution of power;
- b) Equality, equality, and non-discrimination
- c) Respect for the rule of law
- d) The inseparability of public and private spheres of life
- e) Inter-sectionalize and multiple discrimination
- f) Public participation, consultation, and cooperation
- g) Transparency and accountability
- h) Sustainable development, inclusive growth
- i) Protection, inclusion, and integration of the marginalized and special interest groups
- j) Do Not harm.

1.9 Policy Approach

Guided by participatory and rights-based principles, the following approaches will be

used to realize the objectives of this Policy:

- a) Gender mainstreaming and integration in all planned interventions;
- b) Affirmative Action to ensure that temporary special measures are used to address past gender inequalities and injustices;
- c) Empowerment of women, men, boys, and girls to facilitate equality, equality and non-discrimination;
- d) Involvement of men and boys in addressing gender issues;
- e) Institutional and human capacity building;
- f) Gender-responsive development planning budgeting; and,
- g) Generating data and indicators that are disaggregated by sex, age, and disability.

1.10 Policy development process

This Policy was developed through a comprehensive, iterative, and multifaceted process involving the following steps:

Identification of the Need: The need for a policy on gender and development was recognized. This need arose from changes in legislation, organizational priorities, emerging issues, feedback from stakeholders, and levels of gender inequality.

Establishment of Objectives: The objectives and goals that the Policy aims to achieve were clearly defined. These objectives were specific, measurable, achievable, relevant, and time-bound (SMART).

Research and Analysis: Research was conducted to gather relevant data to understand the gender issues or problems the Policy is addressing. It involved literature reviews, stakeholder consultations, surveys, and analysis of best practices.

Stakeholder Consultation: Extensive engagements with key stakeholders who will be affected by the Policy or who have a vested interest in its outcomes were conducted. This included internal stakeholders such as staff, management, and board members, as well as external stakeholders such as customers, partners, government agencies, and community groups.

Drafting the Policy: Based on the research, analysis, and stakeholder input, a draft policy document was developed, clearly articulating the Policy's purpose, objectives,

scope, principles, strategies, implementation plan, and evaluation mechanisms.

Review and Revision: The draft policy document was circulated for review and feedback from relevant stakeholders, including subject matter experts, legal advisors, policymakers, and affected parties. Incorporation of their inputs and revision of the draft as necessary to improve clarity, effectiveness, and alignment with goals was done.

Approval Process: The revised policy document was presented to the County Executive Committee and County Assembly for approval and then assent by the Governor.

Implementation Plan: A detailed implementation plan that outlines the steps, responsibilities, timelines, and resources required to implement the Policy effectively was developed. This included training programs, communication strategies, monitoring mechanisms, and budget allocations.

Documentation and Dissemination: Accurate documentation of the policy development process, including drafts, feedback, approvals, implementation plans, monitoring reports, and evaluations was done.

CHAPTER TWO: SITUATION ANALYSIS

I. INTRODUCTION

Gender equality and empowerment are fundamental principles for sustainable development and societal progress. In Trans Nzoia County, gender issues play a significant role in shaping social dynamics, economic opportunities, and access to resources. This section delves into a comprehensive situational analysis of gender issues within Trans Nzoia County, focusing on the challenges faced and the lessons learned in

addressing these issues.

By conducting a thorough examination of the current gender landscape, this chapter aims to provide insights into the underlying factors influencing gender disparities and the strategies employed to promote gender equality and empowerment. Through an exploration of the challenges encountered and the lessons gleaned from past initiatives, this chapter seeks to inform future policies and interventions aimed at fostering a more inclusive and equitable society in Trans Nzoia County.

II. THEMATIC AREAS AND KEY ISSUES

2.1 Policy, legal and regulatory frameworks

The policy legal and regulatory framework for gender policy in Trans Nzoia County encompasses various laws, regulations, and policies at the national and county levels aimed at promoting gender equality, addressing gender-based discrimination, and safeguarding the rights of women and other marginalized groups. Some key components of this framework include:

National Legislation: Trans Nzoia County adheres to national legislation, such as the Constitution of Kenya 2010, which guarantees the rights of all individuals regardless of gender. Various articles in the Constitution, including Article 27 on equality and non-discrimination, Article 53 on the rights of children, Article 54 on the rights of PWDs, and Article 100 on representation in elective bodies, provide a legal foundation for gender equality and women's empowerment.

Gender-related Laws: There are specific laws at the national level that address gender-related issues, such as the Sexual Offences Act, the Matrimonial Property Act, the Prohibition of Female Genital Mutilation Act, and the Marriage Act. These laws aim to protect women's rights, prevent gender-based violence, and promote gender equality in various aspects of life.

National Policy on Gender and Development: Trans Nzoia County aligns its gender policy with the National Gender Policy, which provides a comprehensive framework for promoting gender equality and women's empowerment across different sectors. The Policy emphasizes the need for gender mainstreaming in development planning, resource allocation, and service delivery to ensure equitable access and opportunities for all genders.

County Legislation: Trans Nzoia County shall also enact its legislation to address gender-related issues specific to the county context. County Assembly legislation, by-laws, and policies shall complement national laws and policies to enhance gender equality and address local challenges effectively.

Institutional Mechanisms: The County shall establish institutional mechanisms, such as gender desks, gender focal points, and gender mainstreaming units, to oversee the implementation of gender policies and programs. These mechanisms ensure coordination, monitoring, and evaluation of gender-related initiatives at the county level.

Stakeholder Engagement: The policy legal and regulatory framework for gender in Trans Nzoia County involves collaboration with various stakeholders, including government agencies, civil society organizations, community-based organizations, and development partners. This multi-stakeholder approach facilitates the implementation of gender-responsive interventions and promotes accountability and transparency in gender-related initiatives.

Key issues:

Implementation Challenges: One of the primary issues is the gap between policy formulation and implementation. Even though there may be comprehensive policies in place, inadequate implementation mechanisms, lack of resources, and capacity constraints within relevant institutions can hinder effective and efficient execution.

Lack of Enforcement: In some cases, existing laws and regulations may not be effectively enforced, leading to impunity for gender-based crimes and violations. Weak enforcement mechanisms and insufficient monitoring and evaluation systems contribute to this challenge.

Cultural and Social Norms: Deep-rooted cultural and social norms that perpetuate gender stereotypes and discrimination can undermine efforts towards gender equality. These norms may limit women's participation in decision-making processes, perpetuate gender-based violence, and restrict access to education and economic opportunities.

Resource Constraints: Limited financial resources allocated towards gender-responsive programming can hinder the implementation of policies and initiatives aimed at promoting gender equality and equality. Inadequate funding for gender mainstreaming activities, women's empowerment programs, and gender-specific services can limit their

effectiveness.

Capacity Building Needs: There may be a lack of capacity among government officials, civil society organizations, and other stakeholders involved in gender mainstreaming and implementation. Capacity-building efforts to enhance knowledge, skills, and awareness of gender issues are essential to effectively and efficiently implement gender equality policies.

Intersectionality Challenges: Gender equality policies may not adequately address the intersecting forms of discrimination and marginalization faced by women, men, and marginalized groups belonging to diverse socio-economic, ethnic, religious, or disability backgrounds. Policies that fail to recognize and address intersectional inequalities may overlook the specific needs and experiences of women, men, and marginalized groups.

Limited Data and Research: Insufficient data disaggregated by sex and gender can hinder evidence-based policy formulation and monitoring of gender equality initiatives. The lack of comprehensive gender-sensitive research and data collection methods can lead to gaps in understanding the root causes of gender disparities and designing effective interventions.

2.2 Poverty

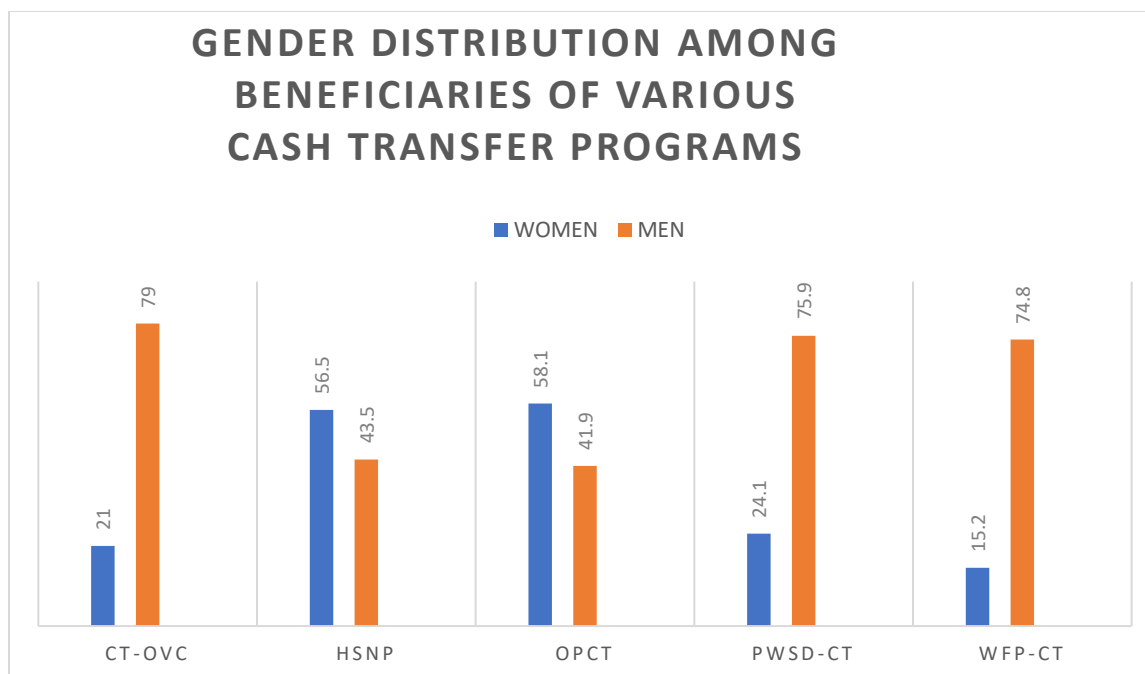
Poverty is no longer solely defined by the absence of material or monetary resources but also encompasses the structural and systemic factors that affect individuals' capabilities, opportunities, and agency across political, social, and economic spheres. In Kenya, poverty has assumed a gendered dimension, with women consistently facing greater economic hardships compared to men; as evidenced by various Economic Surveys, overall poverty in the county stands at 34.1 % against the national average of 35.7 %. 337, 935 people are considered poor. Multidimensional poverty stands at 58%, while for children, it is 57.7%. Youth are 54%, and older people are 58.7 %. This gender disparity is further underscored by data from UNICEF (2016), which reveals that men significantly outnumber women across various basic human development indicators.

The root causes of poverty are deeply entrenched within structural and systemic factors, perpetuated by societal norms and practices that marginalize women and men, limiting their power over resources, decision-making processes, and access to opportunities. Consequently, poverty exacerbates gender inequalities, hindering women's realization of

their rights in key areas such as politics, decision-making, education, health, economic participation, and access to justice, despite legal provisions safeguarding these rights.

To address these disparities, the County government has initiated social protection programs such as NATECARE and is planning to roll out the Ukombozi Social Economic Empowerment Program (USEEP). Disaggregated data from 2016/17 reveals the gender distribution among beneficiaries of various cash transfer programs. For instance, among beneficiaries of the Cash Transfer for Orphans and Vulnerable Children (CT-OVC), 21% were females. In the Hunger Safety Net Programme (HSNP), 56.5% of beneficiaries were female, while in the Older Persons Cash Transfer (OPCT), 58.1% were women. Additionally, 24.1% and 15.2% of beneficiaries in the People with Severe Disability (PwSD-CT) and World Food Programme-Cash Transfer (WFP-CT) programs, respectively, were women.

Figure 1: Gender distribution among beneficiaries of various cash transfer programs



These statistics highlight the government's efforts to address gender disparities in poverty alleviation programs. However, there remains a need for more targeted interventions and policy measures to comprehensively tackle the structural and systemic barriers that perpetuate gender inequalities in poverty and ensure equitable access to resources and opportunities for all individuals, regardless of gender.

Key issues:

1. Implementing gender-responsive poverty eradication initiatives;
2. Inadequate representation of women in key development management committees of national and devolved funds;
3. Capacity-building women targeted for specific Affirmative Action funds and Access to Government Procurement Opportunities (AGPO); and,
4. We are eradicating cultural practices that limit women's access to productive resources.

2.3 Education, employment, Labour, and skills development

Education, Employment, Labour, and Skills Development play a pivotal role in shaping societal norms and opportunities. This gender policy reflects a nuanced understanding of the multifaceted challenges faced by individuals of different genders.

2.3.1 Education:

Education is recognized as a fundamental right under Article 43 of the Constitution

of Kenya 2010, with specific emphasis on its importance for various groups outlined in Articles 53, 54, and 55, including youth, persons with disabilities, and children. Additionally, Article 56 underscores the necessity of affirmative Action to cater to the needs of marginalized communities, such as women, girl-children, and residents of arid and semi-arid areas (ASAL) in Kenya.

Over recent years, there has been a significant increase in primary and secondary school enrollment, with enrollment rates nearly balanced between boys and girls. For instance, data from the Kenya Population and Housing Census (KPHC) 2019 indicates that out of the total enrollment in Early Childhood Development (ECD) centers, girls accounted for 49% (38,263), while boys accounted for 51% (39,829). Similarly, in primary schools, girls constituted 49.1% (126,763) of the total enrollment of 258,680, while boys constituted 50.9% (131,907). In secondary schools, the enrollment was evenly split between genders, with boys and girls each accounting for 50% (43,166 and 43,195, respectively).

Furthermore, in tertiary education, females represented 41.3% (3,209) of university enrollment (both public and private), while males accounted for 58.7% (4,560). In technical and vocational education and training (TVET) institutions, 47.3% of enrolled students were girls, compared to 52.7% who were boys. In adult education, female learners comprised 53% of the total, with males comprising the remaining 47%.

These statistics highlight a commendable trend towards gender parity in educational enrollment across various levels. However, there is still room for improvement, particularly in addressing disparities in tertiary education and adult learning. Efforts to ensure equitable access to quality education for all, regardless of gender, remain essential in advancing the constitutional principles of equality and inclusivity in Kenya's educational landscape.

Trans Nzoia's gender policy recognizes education as a beacon for promoting equal access and opportunities for all. Recognizing historical disparities, the Policy seeks to bridge gender gaps in educational attainment and participation. Special emphasis is placed on ensuring that girls have equal access to quality education, addressing issues such as sexual and gender-based violence and discriminatory practices that hinder their academic progress (KPHC, 2019). The county has implemented targeted programs to encourage enrollment and retention of girls and boys in schools, fostering an environment where education is truly inclusive.

Overall, while there have been significant strides in promoting gender equality in

education, challenges persist, particularly concerning academic performance disparities between genders. Addressing these challenges requires ongoing efforts to ensure equitable access to quality education and to create an enabling environment that supports the academic success of all students, regardless of gender.

Key issues:

1. Weak mechanisms for coordination and cooperation between national and county governments in the provision of education
2. Low transition rate among boys and girls to secondary school and institutions of higher learning
3. Boys and girls drop out of school to assume household headship roles in the absence of parents.
4. Prevalence of child labor
5. Socio-cultural practices such as Female Genital Mutilation (FGM), defilement, teenage pregnancies, and child marriages hamper girls' education
6. Absenteeism and retention of girls in school
7. Emerging issues include betting, misuse of mobile phones, and cyberspace.

2.3.2 Labour and Employment:

In Trans Nzoia County, the majority of women are engaged in the informal sector, which limits the recognition of their contributions to the local economy. According to data from the KPHC 2019, women play a crucial role in sectors such as agriculture (particularly family farming) and the informal business sector, while men are more prevalent in formal employment sectors.

Regarding wage employment, there has been a fluctuation in women's participation rates in Trans Nzoia County over the years. For instance, the number of people in employment was 38,655 out of 360,674 people of employable age; this accounts for only 10.7% of the population. The proportion of women's participation in employment was 41.8%, and men was 58.2%. (16,177 women and 22,477 men).

Despite these contributions, the informal nature of women's economic activities in Trans Nzoia County often results in their work being undervalued and unrecognized. Efforts to promote gender equality in economic participation and to address the disparities between formal and informal sectors are essential for acknowledging and harnessing the full economic potential of women in the county.

Key issues:

1. Gender inequalities in the job market, with the percentage of women in formal employment in Trans Nzoia accounting for about 41.8 percent
2. Women working in poorly paid jobs in the largely unregulated informal sector are worsened by most women working in family-owned and home-based businesses where their work is subsumed into unpaid domestic labor.
3. Macro-economic and sectoral policies are not gender-responsive
4. Women and youth lack collateral, including land ownership that restricts their access to credit
5. Balancing the social and economic roles that hinder women's effective participation in entrepreneurship.

In the realm of employment, Trans Nzoia's gender policy strives to dismantle barriers that hinder women's entry into various sectors. The policy advocates for equal pay for equal work, gender-sensitive recruitment practices, and the creation of supportive working environments. Initiatives promoting entrepreneurship among women are also in place, fostering economic empowerment. By encouraging businesses to adopt gender-inclusive policies, the county aims to create a workforce where both men and women can contribute meaningfully to the economy.

2.3.3 Skills Development:

Skills development is a cornerstone of Trans Nzoia's gender policy, recognizing that empowering individuals with relevant skills enhances their economic prospects. The Policy emphasizes equitable access to vocational training and skill-building programs. It addresses traditional gender norms that may limit the choices of individuals in pursuing certain skill sets. By encouraging women and men to explore a broad spectrum of skills, the county envisions a workforce that is not only diverse but also highly skilled and adaptable.

Key issues:

Limited Access to Education Opportunities: Many residents of Trans Nzoia County, particularly those in rural areas and the urban poor, face challenges in accessing quality and affordable education and lifelong learning opportunities. Access to schools, especially secondary and tertiary institutions, is necessary for the acquisition of essential skills needed for employment and economic empowerment.

Inadequate Vocational Training Facilities and infrastructure. The County needs more vocational training facilities to cater to the needs of its youth and adults seeking skills development opportunities. This shortage limits the options available for individuals interested in acquiring technical and vocational skills relevant to the local job market.

Skills Mismatch: There is often a mismatch between the skills possessed by job seekers and the requirements of available employment opportunities in Trans Nzoia County. This mismatch exacerbates unemployment and underemployment rates as individuals may need more skills to secure gainful employment in their respective fields.

Gender Disparities in Skills Development: Women in Trans Nzoia County face unique challenges in accessing skills development opportunities compared to their male counterparts. Societal norms and cultural expectations may limit women's participation in certain vocational training programs, further perpetuating gender disparities in the labor market.

Lack of Career Guidance and Counseling: Many residents, especially young people, lack access to career guidance and counseling services in Trans Nzoia County. With proper guidance, individuals may be able to make informed decisions regarding their educational and career pathways, leading to mismatches between their skills and the labor market demand.

Insufficient Investment in Skills Development: The county may need help allocating adequate resources to support skills development initiatives. Insufficient funding for vocational training institutions, apprenticeship programs, and other skills development initiatives hinders the expansion and enhancement of training opportunities in Trans Nzoia County.

2.4 Sexual and Gender-Based Violence (SGBV)

Sexual and Gender-Based Violence (SGBV) stems from societal gender norms that dictate power dynamics, affecting decision-making authority and resource ownership. While SGBV impacts individuals regardless of gender, women and girls bear a disproportionate burden.

SGBV hinders national and county development, affecting diverse demographics and compromising fundamental rights and freedoms. Its pervasive nature transcends income, age, class, and cultural divides, instilling fear and insecurity, hindering mobility, and limiting resource access.

Persistent social stigma and consequences accompany SGBV, imposing high social, health, and economic costs on individuals, workplaces, and communities. Rooted in unequal gender power dynamics, SGBV manifests in forms like domestic violence, rape, sexual harassment, forced prostitution, incest, and child sexual abuse. Despite legislative measures, reports of SGBV, including domestic violence, continue to rise.

A lack of disaggregated data by sex impedes effective SGBV addressing efforts. Mechanisms to encourage reporting and support victims in legal processes are crucial. Enhanced court, law enforcement, and social service provider efficiency is necessary for comprehensive SGBV response.

A coordinated county approach is essential, focusing on data collection, court proceedings improvement, police responsiveness, and support service enhancement. SGBV impact extends beyond immediate harm, with significant rates of PTSD and depression among survivors, underscoring the need for comprehensive intervention.

Statistics from the KDHS Survey (2022) highlight concerning trends, with reported offenses against morality, including rape and defilement, increasing. In Trans Nzoia County, 40.8% of women and 26.2% of men aged 15-49 experienced physical violence since age 15 (KDHS, 2023). Additionally, intimate partner violence is at 27% prevalence.

The impact of SGBV goes beyond physical harm, with emotional abuse equally damaging yet often unreported. Notably, 13.1% of women and 12.6% of men experienced sexual violence, with 80% of women reporting PTSD symptoms after abuse by an intimate partner (KDHS survey, 2022). The prevalence of Female Genital Mutilation (FGM) at 8.2% remains concerning, highlighting the urgent need for comprehensive efforts to challenge gender norms, support survivors, and implement targeted policies and interventions to prevent and address SGBV effectively. Implementation challenges, such as slow progress under the Sexual Offences Act of 2006, require attention to ensure justice for survivors.

Key issues:

1. Kenya has numerous pieces of legislation, policies, and programs promoting the response and prevention of SGBV.
2. Various initiatives have been taken to deal with Sexual and Gender-Based Violence

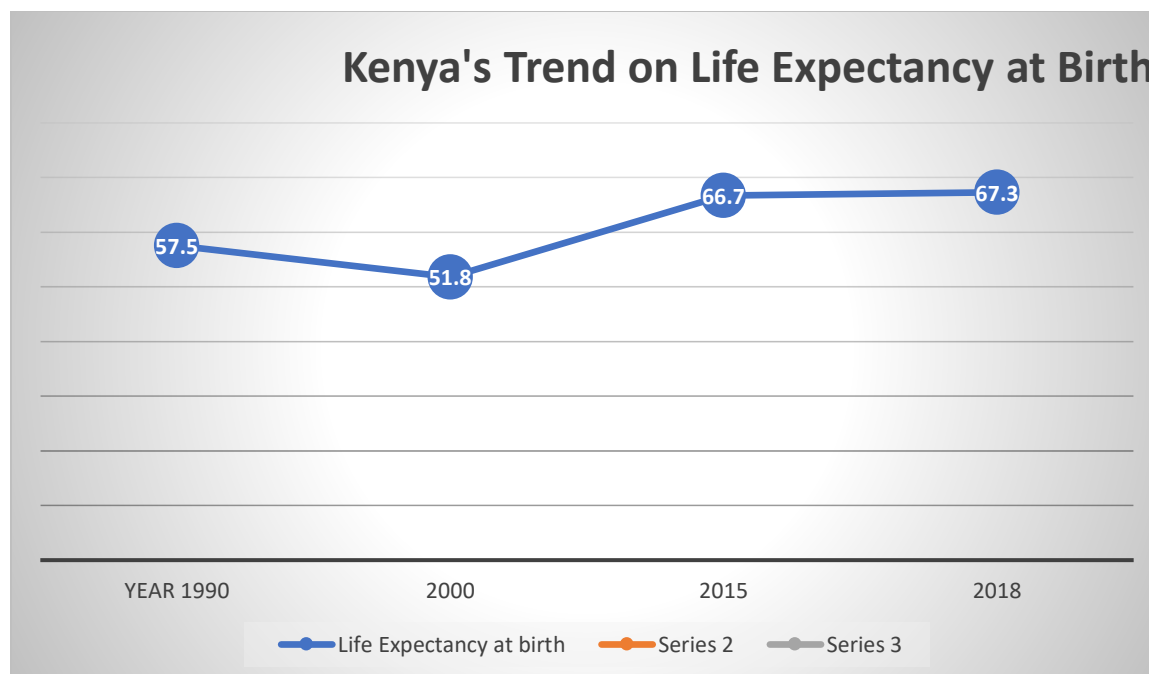
in Kenya, including the establishment of Gender Desks in police stations, capacity building on SGBV supporting toll-free SGBV hotline, and increased advocacy against SGBV.

3. Improve Government administrative and health facilities' evidence preservation technologies for use during prosecution.
4. Increased sensitization and capacity building of the National Police Service, strengthening of the Gender Desks at Police stations to facilitate reporting of SGBV
5. Encourage the use of preventive mechanisms for the prevention of and response to Sexual and Gender-Based Violence.
6. Encourage the use of an Alternative Dispute Resolution mechanism for the response to GBV.
7. Improve Government support in providing support services such as shelters for SGBV survivors.
8. Engage with women and men engaged in sex work and Injecting Drug Users (IDUs) to minimize vulnerability to SGBV.
9. Provide a Minimum Benefits Package under Universal Health Care to enable SGBV survivors to get health services.
10. Research on SGBV to identify underlying and systemic causes and the best ways of addressing them.

2.5 Access to Health Care

The right to health is provided for under Article 43 of the Constitution. This includes the right to reproductive health care. It also provides that a person shall not be denied the right to emergency health care. In the Kenyan context, a major barrier for women to the achievement of the highest attainable standard of health is inequality, inaccessibility, unacceptability, and unaffordability of quality health services both between men and women and among women in different geographical regions, social classes, and indigenous and ethnic groups. For instance, life expectancy at birth in Kenya dropped from 57.5 years in 1990 to 51.8 years in 2000 but rose to 66.7 years by 2015 and 67.3 years in 2018, growing at an average annual rate of 0.41 %.

Figure 2: Life expectancy at birth



Female life expectancy increased from 69.1 years in 2015 to 69.9 years in 2018, growing at an average annual rate of 0.35%.

Maternal mortality has shown some improvements; as per the Kenya Demographic and Health Survey (KDHS) 2014, the ratio stood at 362 deaths per 100,000 live births compared to a high ratio of 488 deaths per 100,000 in the 2008-09 KDHS. The prevalence of HIV has been higher among women compared to men. Statistics indicate that more than half (58.4%) of the infected were women in 2000. In 2017, the National adult HIV prevalence rate had reduced and was estimated at 4.9%, with prevalence higher among women (5.2%) than men (4.5%).

Key issues:

1. Maternal mortality in Trans Nzoia is 93 deaths per 100,000 live births when compared to the national average of 362
2. The proportion of registered medical personnel per thousand population is approximately 79/1000

3. Women are still burdened with preventable diseases, such as HIV/AIDS, malaria and tuberculosis (TB)
4. Outdated cultural practices such as 'wife inheritance,' which exacerbate the spread of HIV/AIDS
5. Expectant mothers are prone to malaria due to poverty and limited access to sleeping nets.

Mental health is an aspect of health that is not given as much emphasis as other health conditions, and yet 'there is no health without mental health.' There are specific links between the mental health of women, women's reproductive health, and sexual and gender-based violence.

2.6 Drug, Alcohol, and Substance Abuse

Drug, alcohol, and substance abuse present a significant challenge in Trans Nzoia County, Kenya, affecting individuals, families, and communities across the region. This Policy delves into the extent of the problem, its underlying causes, and the impact on various aspects of drug and substance abuse in Trans Nzoia County.

First and foremost, drug, alcohol, and substance abuse have become pervasive issues in Trans Nzoia County, with a notable increase in the consumption of illicit substances. The availability and accessibility of these substances, coupled with social and economic factors, contribute to their widespread use among the population.

One of the primary drivers of drug and substance abuse in Trans Nzoia County is poverty and unemployment. With limited economic opportunities and high levels of poverty in the region, many individuals, particularly young people, turn to substance abuse as a coping mechanism or a means of escape from their challenging circumstances. Additionally, peer pressure, societal norms, and cultural influences also play a role in encouraging substance abuse among the youth in the county.

Moreover, the lack of adequate education and awareness about the dangers of drug and substance abuse exacerbates the problem in Trans Nzoia County. Many individuals, especially young people, are unaware of the health risks and consequences associated with substance abuse, leading to higher rates of experimentation and addiction (KPHC, 2019).

The impact of drug, alcohol, and substance abuse extends beyond individual health outcomes and affects various aspects of society in Trans Nzoia County. For instance, substance abuse contributes to a rise in crime rates, including theft, robbery, and violence, as individuals engage in illegal activities to support their addiction. This, in turn, undermines community safety and security, creating a cycle of social instability.

Furthermore, substance abuse has adverse effects on family dynamics and relationships in Trans Nzoia County. Individuals struggling with addiction often experience strained relationships with their family members, leading to conflicts, breakdowns in communication, and emotional distress within households. Children and other vulnerable family members may also be exposed to neglect, abuse, and other harmful environments due to parental substance abuse.

Key issues:

Health Impacts: Substance abuse poses significant health risks to individuals in Trans Nzoia County, including addiction, mental health disorders, and physical health problems such as liver damage, cardiovascular issues, and respiratory illnesses. Moreover, the misuse of drugs and alcohol increases the risk of accidents, injuries, and fatalities, placing a strain on healthcare systems and resources.

Social and Economic Consequences: Substance abuse contributes to social disintegration and economic instability in Trans Nzoia County. Individuals struggling with addiction may face challenges in maintaining employment, leading to financial instability and poverty. Moreover, substance abuse often leads to criminal behavior, incarceration, and involvement in the justice system, further exacerbating social and economic disparities in the community.

Family Dysfunction: Substance abuse disrupts family dynamics and relationships, leading to conflicts, breakdowns in communication, and emotional trauma within households. Children of parents with substance abuse issues are particularly vulnerable to neglect, abuse, and adverse childhood experiences, which can have long-term detrimental effects on their well-being and development.

Community Safety: Substance abuse contributes to an increase in crime rates and antisocial behavior in Trans Nzoia County, including theft, burglary, domestic violence, and drug-related offenses. This jeopardizes community safety and security, creating an environment of fear and mistrust among residents.

Limited Access to Treatment and Rehabilitation Services: There is often a lack of accessible and affordable treatment and rehabilitation services for individuals struggling with substance abuse in Trans Nzoia County. Limited availability of healthcare facilities, trained professionals, and evidence-based interventions hinders the ability of individuals to seek help and recover from addiction.

Stigma and Discrimination: Individuals with substance abuse disorders often face stigma and discrimination from society, including family members, friends, employers, and healthcare providers. This stigma can act as a barrier to seeking help and accessing support services, perpetuating the cycle of addiction and isolation.

Environmental Impact: The production, distribution, and disposal of illicit substances can have detrimental effects on the environment in Trans Nzoia County, including pollution of water sources, deforestation, and contamination of soil and air. This environmental degradation further exacerbates existing challenges faced by communities in the region.

2.7 Access to Productive Resources Land and Housing

Land plays a crucial role in the economic, social, and cultural development of Trans Nzoia County, Kenya. As a key factor of production, lack of access to land not only affects individuals' livelihoods but also impedes the enjoyment of other rights. However, cultural traditions in the county often favor male inheritance of family land, slowing down the implementation of gender-sensitive family laws. This conflict between customary practices and constitutional provisions on gender equality results in discrimination against women in land ownership and inheritance. Women are underrepresented in institutions dealing with land, and their rights under communal ownership often need to be defined, making it easier for men to dispose of family land without consulting women. Additionally, financial constraints limit women's entry into the land market, with only a small percentage of women owning land or houses in their names.

In Trans Nzoia County, the lack of secure rights to land inhibits women's participation in and benefit from land uses, especially in agriculture, where they provide up to 75% of agricultural labor. Despite their significant contribution, women need more access to modern farming technology and are often paid minimal wages for their labor on commercial farms. The delineation of agriculture as a function of the county government further necessitates coordination between the national and county governments to address land-related issues effectively. Moreover, the insecurity of land rights also impacts women's housing rights in the county.

The rights of married women and widows in Trans Nzoia County have not been adequately secured in practice despite constitutional provisions. While the Constitution of Kenya 2010 provides for the rights of women to the marital home and the protection of dependents of deceased persons holding interests in land, the implementation of these rights remains a challenge. The National Land Policy of 2009 aims to protect the land rights of women and other vulnerable groups. However,

gaps exist in the Land Registration Act of 2012 and subsequent amendments, affecting women's rights to marital property. Currently, 3% of women own land alone, while 25% own it jointly. In terms of agricultural land, only 1% of women own it, while 7% own it jointly (KPHC 2019).

Article 43 of the Constitution of Kenya 2010 guarantees the right to accessible and adequate housing in Trans Nzoia County. Currently, house ownership in the county is placed as follows: 3.3 % of women own a house alone, while 36.1 own it jointly. The rest have no ownership. However, the government's efforts to ensure this right, including the development of the National Slum Upgrading and Prevention Policy, are guided by various policies and frameworks, including the National Housing Policy of 2004, the National Land Policy of 2009, the Constitution of Kenya 2010, and Kenya Vision 2030. Despite these initiatives, challenges persist in securing housing rights for women in the county, highlighting the need for comprehensive and gender-sensitive land and housing policies to address gender disparities in land ownership and housing rights effectively.

Key issues:

Unequal Access to Land: Cultural traditions often favor male inheritance of family land, leading to unequal access to land for women in the county. This practice slows down the implementation of gender-sensitive family laws, resulting in discrimination against women in land ownership and inheritance.

Under representation in Decision-Making: Women are underrepresented in institutions dealing with land management and administration in Trans Nzoia County. This lack of representation hinders women's ability to advocate for their land rights and participate in decision-making processes related to land use and management.

Undefined Rights Under Communal Ownership: Women's rights under communal land ownership are often undefined in Trans Nzoia County, making it easier for men to dispose of family land without consulting women. This lack of legal clarity further marginalizes women in land-related matters.

Financial Constraints: Financial constraints limit women's entry into the land market in Trans Nzoia County. The high cost of land acquisition and registration, coupled with limited access to credit and financial resources, poses significant barriers to women seeking to own land or houses in their names.

Insecurity of Land Rights: The insecurity of land rights in Trans Nzoia County affects women's housing rights and tenure security. Women, especially widows, often face challenges in securing their rights to marital property and land after the

death of their spouses, leading to housing insecurity and homelessness.

Limited Access to Modern Farming Technology: Despite women's significant contribution to agriculture in Trans Nzoia County, they have less access to modern farming technology and resources. This limits their productivity and economic empowerment in the agricultural sector.

Challenges in Implementation of Land Laws: The implementation of land laws, including those aimed at protecting women's land rights, remains a challenge in Trans Nzoia County. Gaps in legislation and inadequate enforcement mechanisms contribute to the continued marginalization of women in land-related issues.

2.8 Agriculture, Environment, Natural Resources Management and Sustainable Development

Agriculture, environmental conservation, and natural resource management are foundational pillars for sustainable development in Trans Nzoia County, Kenya. Renowned as the country's "breadbasket" due to its significant maize and wheat production, the county plays a vital role in ensuring food security, economic growth, and environmental sustainability both locally and nationally. Sustainable agricultural practices, including conservation agriculture, agroforestry, and integrated pest management, not only enhance crop yields but also preserve soil fertility, reduce erosion, and conserve water resources. These practices safeguard agricultural productivity for future generations while addressing the impacts of climate change and environmental degradation.

In Trans Nzoia County, access to and control over environmental resources exhibit gender bias, with men predominantly occupying managerial roles in both renewable and non-renewable natural resources sectors such as forests, wildlife, and minerals. This gender disparity significantly impacts the county's Gross Domestic Product (GDP) and the livelihoods of its residents who rely on environmental resources. Sustainable development initiatives in the county should prioritize equitable access to resources while ensuring their protection from pollution, inequitable allocation, and depletion to benefit current and future generations.

The Constitution of Kenya 2010, particularly Article 42, guarantees the right to a clean and healthy environment, with Articles 69-72 outlining obligations related to environmental rights enforcement and the protection and exploration of natural resources. These constitutional provisions are reflected in Kenya Vision 2030, the National Environment Policy of 2013, and the Environment Management and Coordination Act of 1999. Furthermore, Trans Nzoia County is committed to various

Multilateral Environmental Agreements emphasizing sustainable development and equitable access to environmental resources, highlighting the importance of considering gender in resource management.

Climate change poses a significant threat to both the environment and residents of Trans Nzoia County, especially women who are highly reliant on local natural resources for their livelihoods. Women tasked with securing water, food, and fuel for cooking and heating face heightened challenges exacerbated by climate change impacts in Trans Nzoia. Additionally, women in the county experience unequal access to resources and decision-making processes, compounded by limited mobility in rural areas.

Addressing these gender disparities requires gender-sensitive strategies to respond effectively to climate-related crises affecting women in the county, including capacity-building initiatives on sustainable natural resource management and reducing gender disparities in resource access. Providing affordable clean water and gender-disaggregated data on the impacts of environmental degradation and climate change are also crucial steps towards achieving sustainable development in Trans Nzoia County. Through coordinated actions and inclusive policies, the county can harness its agricultural potential, preserve its natural heritage, and foster a resilient and prosperous future for all its residents.

The *Key issues* related to agriculture, environmental conservation, and natural resource management in Trans Nzoia County include:

Sustainable Agricultural Practices: There is a need to promote sustainable agricultural practices such as conservation agriculture, agroforestry, and integrated pest management to enhance crop yields while preserving soil fertility, reducing erosion, and conserving water resources. This requires raising awareness among farmers and providing them with the necessary training and support.

Environmental Conservation: Ensuring effective management of diverse ecosystems like forests, wetlands, and savannahs is crucial for maintaining ecological balance and biodiversity. This includes measures to address deforestation, land degradation, and loss of habitat, as well as promoting conservation efforts to protect natural resources and wildlife.

Gender Inequality: Women, particularly those in rural areas, face gender disparities in access to and control over environmental resources. Limited access to resources and decision-making processes exacerbates their vulnerability to climate change and environmental degradation. Addressing gender inequalities in resource

access and participation in decision-making is essential for sustainable development.

Water Scarcity and Sanitation: Water scarcity and poor sanitation disproportionately affect vulnerable populations, including women and girls. Access to clean and affordable water is essential for reducing health risks and improving overall well-being. Efforts to improve water resource management and sanitation infrastructure are needed to address these challenges.

Climate Change Adaptation: Climate change poses significant challenges to agricultural productivity and environmental sustainability in Trans Nzoia County. There is a need to develop climate change adaptation strategies that integrate women's perspectives and address their specific vulnerabilities. This includes initiatives to build resilience, diversify livelihoods, and promote sustainable land and water management practices.

Data and Monitoring: There is a lack of gender-disaggregated data on the impacts of environmental degradation and climate change in Trans Nzoia County. Improving data collection and monitoring systems is essential for understanding gender-specific challenges and formulating targeted interventions to address them effectively.

2.9 Peace, Security disaster, and conflict management

In Trans Nzoia County, peace, security, and disaster situations, such as the case of the COVID-19 pandemic, significantly impact gender dynamics and exacerbate existing gender inequalities. During times of conflict or crisis, women and girls often face heightened risks of gender-based violence, including domestic violence and sexual exploitation. The disruption of social and economic structures can further exacerbate vulnerabilities, with women and girls disproportionately affected by food insecurity, loss of livelihoods, and limited access to essential services like healthcare and education.

Moreover, the burden of care giving falls disproportionately on women during crises, amplifying their workload and limiting their ability to participate in decision-making processes or access economic opportunities. In Trans Nzoia County, where traditional gender roles often dictate women's responsibilities within the household, the strain of managing household and caregiving duties alongside increased risks of violence and economic instability can have profound effects on women's well-being and agency.

Additionally, the diversion of resources and attention toward addressing immediate crisis needs may sideline gender-specific concerns, further marginalizing women and girls in disaster response and recovery efforts. Therefore, addressing gender issues in peace, security, disaster, and conflict situations in Trans Nzoia County requires a comprehensive approach that recognizes and addresses the unique challenges faced by women and girls while promoting their meaningful participation in decision-making processes and ensuring access to essential services and support mechanisms.

Key issues:

1. Limited involvement of women in peace and security matters hampers comprehensive conflict resolution strategies.
2. Women are disproportionately exposed to risks in conflict situations due to inadequate protection measures.
3. Inadequate implementation of the Kenya National Action Plan on UNSCR Resolutions 1325/1820 adopted in 2016 undermines efforts to address gender disparities in peace and security.
4. Perpetrators and perpetrators of violence during internal political conflicts often go unpunished, perpetuating cycles of violence and insecurity.
5. The insufficient institutional capacity of security agencies to address Gender-Based Violence (GBV) undermines effective response and prevention efforts.
6. Limited representation of women in decision-making positions within security agencies dealing with peace and security matters restricts diverse perspectives and gender-sensitive approaches in policy formulation and implementation.

2.10 Leadership, Governance, Power and Decision-Making and Participation

Gender parity in governance and decision-making is crucial for effective and transparent service delivery. However, in Kenya, women are underrepresented in positions of power and decision-making despite comprising more than half of the population. The dominance of men in the Kenyan Parliament has hindered women's involvement in decision-making processes, with slow progress in increasing women's representation over the years.

Remarkably, since the August 2017 general election, there have been improvements in the number of women in the National Assembly (21.8%), the Senate (26.9%), Governors (6.4%), and in the County Assemblies (30.5%). The remarkable improvements realized in County Assemblies are a result of the constitutional framework that obligates political parties to nominate women so as to attain the Two-Thirds Gender Principle.

While notable improvements have been observed since the 2017 general election, challenges persist. Key issues include the need for laws to realize the Two-Thirds Gender Principle in elective positions and the replication of constitutional provisions to ensure gender equality at the county level.

Transparent and accountable governance depends on equal participation of men and women in decision-making processes, as highlighted in the Beijing Platform for Action. Achieving gender equality in decision-making not only reflects societal composition but also enhances county development goals related to equality and social justice.

Women's involvement in leadership and decision-making is essential for redefining priorities, addressing gender-specific concerns, and integrating equality dimensions at all levels of governance. Despite their significant contributions in various sectors, women continue to face barriers such as discriminatory attitudes, high costs of seeking public office, and family responsibilities.

To address these challenges, the Policy on Gender and Development seeks to increase women's representation in power and decision-making roles across political, economic, and social sectors. It aims to remove barriers, provide support for women's participation, and utilize their talents and expertise to promote equitable, transparent, and accountable governance for sustainable development.

Key issues:

Underrepresentation: Women are often underrepresented in leadership and decision-making positions, whether in government, corporate boards, or community organizations. This underrepresentation perpetuates gender inequalities and limits women's voices and perspectives in shaping policies and decisions.

Societal Norms and Stereotypes: Deeply entrenched societal norms and stereotypes about gender roles often discourage women from pursuing leadership positions. Cultural expectations may prioritize male leadership, leading to biases against women in leadership roles.

Discrimination and Bias: Women frequently face discrimination and bias in leadership and decision-making processes, including unequal access to opportunities, lower pay compared to male counterparts, and exclusion from decision-making forums.

Lack of Supportive Structures: Inadequate support structures, such as childcare facilities, mentorship programs, and policies promoting work-life balance, can hinder women's ability to pursue leadership roles. Balancing family responsibilities with

leadership positions can be particularly challenging for women.

Political and Economic Barriers: Women often encounter political and economic barriers that hinder their participation in governance and decision-making. These barriers may include limited access to resources, financing, and networks necessary for political campaigns or business ventures.

Legal and Institutional Constraints: Legal and institutional frameworks may not adequately support women's participation in leadership and decision-making. Barriers such as discriminatory laws, lack of gender-sensitive policies, and limited representation in key institutions can impede women's progress.

Violence and Harassment: Women in leadership roles may face gender-based violence, harassment, and intimidation, both online and offline. This hostile environment can discourage women from entering or remaining in leadership positions and undermines their ability to contribute to decision-making processes effectively.

Lack of Role Models and Mentors: The absence of visible female leaders and mentors can limit aspiring women's ability to envision themselves in leadership roles and access mentorship opportunities critical for career advancement.

To address these challenges, the Policy on Gender and Development seeks to increase women's representation in power and decision-making roles across political, economic, and social sectors. It aims to remove barriers, provide support for women's participation, and utilize their talents and expertise to promote equitable, transparent, and accountable governance for sustainable development.

Table 1. Number of women in key leadership positions

	Position	Elected/Appointed Women	Elected/Appointed Men	Number Of Positions
	Governor	0	1	1
	Deputy Governor	1	0	1

Senator	0	1	1
Member Of Parliament	1	5	6
MCA	4 Elected 7 Nominated	21 Elected 1 Nominated	33
Speaker	0	1	1
Clerk	0	1	1
Chairs Of Committees	3	22	25
County Assembly Public Service Board	1	5	6
County assembly Directorates	2	7	9
Chief Officer	4	10	14
CECM	5	5	10

2.11 Innovation, creativity, Information and Communications Technologies (ICT) sports and talent development

In Trans Nzoia County, efforts to promote innovation, creativity, sports, and talent development are crucial for fostering socio-economic growth and empowering communities. However, gender issues play a significant role in shaping the participation and opportunities within these sectors.

Innovation and Creativity:

Innovation and creativity are vital drivers of economic development and societal progress. In Trans Nzoia County, promoting innovation and creativity among both men and women is essential for harnessing diverse perspectives and talents. However, gender disparities may exist in access to resources, opportunities, and support systems for innovation and entrepreneurship. Addressing these disparities requires initiatives that provide equitable access to training, funding, mentorship, and networking opportunities for women and men entrepreneurs and innovators. Additionally, promoting a culture of inclusion and diversity within innovation ecosystems can help unlock the full potential of all individuals, regardless of gender.

Sports and Talent Development:

Sports and talent development play a significant role in promoting physical health, social cohesion, and individual empowerment. In Trans Nzoia County, there is a need to address gender stereotypes and barriers that may limit women and girls' participation in sports and talent development programs. Providing equal access to sports facilities, training programs, coaching, and mentorship opportunities can empower women and girls to actively engage in sports and pursue their athletic ambitions. Additionally, challenging traditional gender roles and norms that may discourage women and girls from participating in certain sports can help create a more inclusive and supportive environment for all athletes.

Talent development programs should be designed to identify, nurture, and showcase the talents of both men and women across various fields, including arts, music, dance, and cultural heritage. Encouraging women and girls to explore their creative talents and providing platforms for them to showcase their work can contribute to greater gender equality and social inclusion in Trans Nzoia County's cultural landscape.

Gender plays a significant role in shaping participation and opportunities in innovation, creativity, sports, talent development, and Information Communication Technologies (ICT). In today's rapidly evolving landscape, the significance of Information Communications Technology (ICT) cannot be overstated. Its impact is particularly evident with the rise of Internet communication, e-commerce, e-governance, and e-education, among other modern applications. ICT serves as a potent tool for driving economic and social progress, facilitating the emergence of new economic ventures, expanding employment prospects, enhancing healthcare services, and fostering networking, participation, and advocacy within communities.

Despite its transformative potential, ensuring equitable access to ICT faces numerous challenges. For instance, in Trans Nzoia County access to mobile phone usage is at 40 % with females constituting 39.7 % while males constitute 41%. Internet usage was at 16.9 % overall with males contributing 19.6 % and females 14.3 % respectively. The population that had used a desk top/laptop was only 7.1 % with males accounting for 8.3% and females 6.0 %. The percentage of the population which had purchased and searched for goods and services online was extremely low at only a paltry 2.2 %. Of which females were 1.7 % and males 2.7 5% (KPHC 2019). This calls for enhanced investments in ICT and removal of cultural and social barriers often hinder women's participation in science and technology fields, limiting their opportunities in ICT.

Key issues include the need to address traditional attitudes and social norms to enable women's involvement in ICT, and to encourage their participation in STEM fields.

1. **Gender Stereotypes:** Deeply ingrained gender stereotypes and cultural norms limit women and girls' participation in innovation, creativity, sports, talent development, and ICT. Societal expectations about traditional gender roles discourage women and girls from pursuing careers or interests in these fields, leading to underrepresentation and missed opportunities.
2. **Access to Resources:** Women and girls face barriers in accessing resources and opportunities, including funding, training programs, mentorship, facilities, and equipment. Limited access hinders their ability to fully participate and excel in these areas.
3. **Underrepresentation in Leadership and Decision-Making:** Women are often underrepresented in leadership and decision-making positions within organizations and institutions related to these sectors. This lack of representation limits their influence in shaping policies, programs, and initiatives, perpetuating inequalities in resource allocation and decision-making processes.
4. **Gender-Based Discrimination and Harassment:** Women and girls encounter gender-based discrimination, harassment, and barriers to advancement in these sectors. Unequal treatment, biases in evaluation and selection processes, and instances of gender-based violence or harassment create hostile environments and impede their participation and success.
5. **Lack of Role Models and Mentorship:** The absence of visible female role models and mentors hinders women and girls' aspirations and their access to mentorship and guidance. This lack of representation limits confidence, networking opportunities, and crucial support systems for their development and success.
6. **Capacity Building and Encouragement:** There is a need to build capacity within society to transform traditional, cultural, and social attitudes towards women's participation in these sectors. Encouraging women to participate in mathematics, science, technology, and ICT fields of study is essential to increasing their access to opportunities and overcoming existing challenges.
7. **Low participation of women and girls** in science technology, engineering and mathematics (STEM) as fields of study.

2.12 Respect of Human Rights for All

The Constitution of Kenya 2010, upholds principles of equality, non-discrimination, and a range of civil, political, economic, and social rights outlined in the Bill of Rights. These rights are grounded on the belief that human rights are inherent, interconnected, and applicable to all individuals, forming the cornerstone of a fulfilling life. The constitutional provisions align with international and regional legal instruments, affirming that women's rights are indeed human rights.

Key issues pertinent to Trans Nzoia County:

- a) Low enforcement implementation of the Bill of Rights at the county level.
- b) Low awareness on Human rights.
- c) In adequate capacity of defenders of women's rights within the county.

2.13 Access to Justice

Access to justice is a fundamental aspect of upholding equality and nondiscrimination in Trans Nzoia County. The Constitution of Kenya 2010 mandates the county government to ensure that all individuals have access to justice, with reasonable fees to prevent hindrances. However, several challenges hinder access to justice, including financial barriers, inadequate forums, and complex dispute resolution processes. Despite constitutional provisions, discrimination and rights violations persist due to various obstacles faced by individuals seeking justice.

In Trans Nzoia County, women often encounter injustice within a patriarchal society where issues such as disinheritance and Sexual and Gender-Based Violence (SGBV) are prevalent. Many residents of the county opt for alternative dispute resolution mechanisms instead of the formal court system due to their perceived advantages in terms of speed, accessibility, and cost-effectiveness. Recognizing this preference, the Constitution encourages the use of alternative forms of dispute resolution. However, ensuring that these mechanisms meet minimum standards and uphold human rights remains a significant challenge in the county.

Access to justice is fundamental for upholding the right to equality and nondiscrimination. The Constitution mandates the State to ensure access to justice for all individuals, with reasonable fees to avoid hindering access. However, several challenges impede access to justice, including cost barriers, inadequate forums, and complex dispute resolution processes. Despite constitutional provisions,

discrimination and violation of rights persist due to physical, technical, and financial obstacles.

Women, in particular, often face injustice within a patriarchal society where issues like disinheritance and Sexual and Gender-Based Violence (SGBV) are prevalent. Many Kenyans prefer alternative dispute resolution mechanisms over the formal court system due to their speed, accessibility, and cost-effectiveness. Recognizing this preference, the Constitution promotes alternative forms of dispute resolution. However, ensuring these mechanisms meet minimum standards and respect human rights remains a challenge.

Key issues include:

- a) The High cost of litigation.
- b) Limited access to legal services and justice for all individuals.
- c) Delayed justice due to case backlog caused by heavy caseloads, unnecessary adjournments, and corruption within the justice system.
- d) lack of a comprehensive framework to institutionalize Alternative Dispute Resolution mechanisms while ensuring they adhere to human rights standards

2.14 The Girl Child and Boy Child

From the earliest stages of life, the girl child faces discrimination that persists through childhood into adulthood. In certain communities, girls are subjected to harmful practices such as female genital mutilation, child forced marriages, sexual abuse and exploitation. These practices are perpetuated by entrenched social-cultural and religious attitudes that deem girls inferior and instill in them a sense of lesser value compared to boys, resulting in their marginalization throughout life.

Statistics reveal that girls in rural areas are disproportionately affected, with higher rates of marriage by the age of 18 compared to their urban counterparts. Furthermore, dropout rates among girls are higher than boys, indicating a systemic undervaluing of girls' education by parents, schools, and policymakers. Urgent action is needed to address the specific challenges faced by the girl child and ensure their interests are prioritized.

In the spirit of leaving no one behind, as the girl child gets empowered it's important to acknowledge that the boy child is also vulnerable and requires support. Some of the challenges boy child faces include: Gender stereotyping, this exerts pressure on the boy

child to conform to traditional masculine stereotypes. This can limit the expressions of emotions and interest contributing to unhealthy behaviors.

Additionally, societal expectations may pressure boys to conform to aggressive behavior as a way of asserting dominance and establishing the masculinity leading to conflict and violence.

Limited role models hence lack of positive male role models or diverse representation of masculinity in media and society can contribute to a narrow understanding of acceptable behavior and aspiration.

Legal and policy frameworks may not adequately address the specific vulnerabilities and needs of boys, resulting in gaps in protection, support and access to resources.

Key issues:

1. Gaps in implementation of The Children Act 2023, to provide greater protection for the rights of girls and boys.
2. Gender bias in the school curriculum, educational materials, and practices.
3. Teacher attitudes and classroom interactions that perpetuate discrimination against girls and boys.
4. Lack of structures and programs for role modeling and mentorship for both girls and boys.
5. Promoting gender equality and empowering girls to reach their full potential.
6. Societal expectations and stereotyping on the gender roles assigned to boys and girls.

2.15 Intersectional Discrimination

Gender encompasses various intersecting identities, including women who span different age groups, disabilities, and marginalized communities. These identities intersect with other forms of inequality, exacerbating their impact on women. This highlights the complexity of intersectionality within gender, revealing the shortcomings of programmatic interventions for these diverse groups. Kenya's Constitution embodies the nation's commitment to values such as human rights, equality, and freedom.

Article 27 (4) of the Constitution delineates grounds for legal action against discrimination, encompassing factors like race, sex, pregnancy, marital status, health status, ethnicity, age, disability, religion, culture, language, and birth. Gender intersects with these inequalities, creating a complex web of domination for women, compounded by their limited access to opportunities, agency, and capacity to navigate between various intersections. The National Land Policy acknowledges the potential for intersectional discrimination against women in agricultural communities and advocates for the recognition and protection of their rights. Similarly, the focus on the girl child underscores the recognition of intersectional discrimination based on age and gender.

Key issues highlighted include:

- a) Inadequacy of programmatic interventions to address intersectional discrimination.
- b) The Challenges women face in accessing opportunities, agency, and mobility across different intersection

2.16 The Media

In shaping our perceptions of women and men, the media wield unparalleled influence, permeating our daily lives with messages that embed themselves in our consciousness. The amalgamation of mainstream and social media, facilitated by information communication technologies, makes this influence pervasive and difficult to evade. Across these media platforms, images of gender are communicated, many of which perpetuate unrealistic stereotypes and narrow perceptions.

Three overarching themes characterize how the media represent gender. Firstly, there is a persistent underrepresentation of women, fostering the erroneous notion that men represent the cultural standard while women are rendered unimportant or invisible. Secondly, women and men are often portrayed in stereotypical ways that not only mirror but also reinforce socially endorsed views of gender roles. Thirdly, depictions of relationships between women and men often emphasize traditional gender roles and, alarmingly, normalize violence against women.

Nevertheless, there is a noticeable increase in the presence of women in certain sectors of the media, such as news reporting, radio hosting, and newspaper journalism. This trend, exemplified by the growing number of female news anchors, radio presenters, and newspaper reporters, brings women to the forefront of media representation in these domains.

Key issues:

1. Limited access for women to media content and decision-making positions in the media industry perpetuates gender stereotypes.
2. Media content often perpetuates gender stereotypes, anti-social behavior, and may inadvertently encourage Sexual and Gender-Based Violence (SGBV).
3. Objective reporting on gender issues in development and politics is not consistently encouraged within the media.
4. Women's lack of interest in technical production aspects of media contributes to their underrepresentation as technicians in the industry.
5. The Two-Thirds Gender Principle is not fully realized in appointments, promotions, and assignments in the media industry, resulting in unequal opportunities for women in broadcasting and programming.

2.17 Economic Empowerment of Women, Men, Boys and Girls

Women's economic empowerment in Trans Nzoia County is crucial for achieving sustainable development and fostering gender equality. However, several Key issues hinder its realization, spanning access to financial resources, education, market opportunities, and cultural barriers.

Limited access to financial resources and credit facilities is a significant challenge for women in Trans Nzoia County. Discriminatory lending practices, lack of collateral, and limited financial literacy impede women's ability to invest in businesses or agriculture, restricting their economic potential. Moreover, the gender wage gap and unequal pay practices persist, undermining women's economic security and perpetuating inequality.

Additionally, women face barriers in accessing education and skills development opportunities, limiting their employment options and entrepreneurial endeavors. Traditional gender norms discourage girls from pursuing higher education or technical training, exacerbating disparities in economic opportunities. Balancing caregiving responsibilities with economic activities further constrains women's participation, as the burden of unpaid care work falls disproportionately on them.

Limited access to markets and business networks also hampers women's economic empowerment. Women entrepreneurs struggle to access markets and establish valuable networks, hindering their growth potential and competitiveness. Cultural norms that confine women to traditional roles as caregivers and homemakers restrict their mobility and decision-making authority, impeding their economic participation.

Addressing these challenges requires concerted efforts to promote gender-sensitive

economic strategies, including improving access to financial resources, addressing the gender wage gap, promoting education and skills development for women, and challenging cultural barriers. Creating an enabling environment that supports women's economic empowerment is essential for achieving sustainable development and gender equality in Trans Nzoia County.

Moreover, gender-sensitive economic policies should be integrated into macroeconomic planning to reduce inherent gender inequality and promote social justice and equality. Recognizing the different perspectives of women and men as producers and consumers is vital for understanding the socio-economic impact of investments and infrastructure development. This requires data and analysis on women's and men's positions in the formal and informal economy, as well as the economic value of their unpaid social reproductive tasks.

Key issues:

Limited Access to Financial Resources: Women face barriers in accessing loans, credit, and financial services due to factors like lack of collateral, discriminatory lending practices, and limited financial literacy. This hampers their ability to invest in businesses or other income-generating activities.

Gender Wage Gap and Unequal Pay: Despite active participation in the labor force, women earn lower wages compared to men for similar work. This wage disparity undermines economic security and perpetuates gender inequality in the workforce.

Limited Education and Skills Development: Many women in Trans Nzoia County have limited educational opportunities, restricting their employment options and entrepreneurial endeavors. Traditional gender norms discourage girls from pursuing higher education or technical skills training, further limiting economic opportunities.

Balancing Caregiving Responsibilities: Women bear the disproportionate burden of unpaid care work, including childcare, eldercare, and household chores. This limits their ability to engage in income-generating activities or pursue entrepreneurial ventures, especially without adequate support structures.

Limited Access to Markets and Business Networks: Women entrepreneurs struggle to access markets for their products or services and establish valuable business networks. Limited market access hampers their growth potential and competitiveness in the economy.

Cultural and Social Norms: Traditional beliefs about women's roles as caregivers and homemakers restrict their mobility, decision-making authority, and participation in economic activities outside the household. Addressing these cultural barriers is crucial for creating an enabling environment for women's economic empowerment.

Insufficient Gender Planning in Economic Policies: Economic planning often lacks sufficient gender planning, leading to policies that do not adequately address gender-based inequalities. This limits the inclusion of men and women in development processes and outcomes.

Gender-Insensitive Trade Negotiations: Trade negotiations may overlook gender considerations, leading to unintended outcomes that adversely impact men and women differently.

Lack of Effective National Mechanisms for Gender Equality: National institutions for promoting gender equality face challenges such as limited financial and human resources, overlapping mandates, and unclear linkages among institutional mechanisms, hindering the full realization of gender equality.

Inadequate Data and Analysis: There is a lack of comprehensive data and analysis on the position of women and men in the formal and informal economy, the segregated nature of their work, and the economic value of unpaid social reproductive tasks. This hampers efforts to assess the performance of the economy and design gender-sensitive policies effectively.

2.18 Special interest groups

Gender and special interest groups, including youth, elderly persons, and persons living with disabilities (PWDs), play crucial roles in the social, economic, and cultural fabric of Trans Nzoia County in Kenya. Recognizing the significance of these groups, the county government has prioritized policies and initiatives aimed at promoting gender equality and addressing the unique needs and challenges faced by individuals within these demographics. This policy looks into the policy objectives, emerging concerns, and proposed measures to address gender disparities and promote the well-being of youth, elderly persons, and PWDs in Trans Nzoia County. Through targeted interventions and inclusive strategies, the county aims to create a more equitable and inclusive society where all individuals can thrive and contribute to the county's development.

Key issues:

a) **Youth:**

- i. *Gender Stereotyping:* Influence of gender stereotypes on career choices, personal relationships, and power dynamics.
- ii. *Poverty and Unemployment:* Limited economic opportunities leading to increased substance abuse among youth.
- iii. *Lack of Awareness:* Inadequate education and awareness about the dangers of drug and substance abuse.
- iv. *Crime and Violence:* Substance abuse contributing to higher crime rates and social instability.
- v. *Family Dynamics:* Strained relationships and conflicts within families due to parental substance abuse.

b) **Elderly Persons:**

- i. *Gender Disparities in Ageing:* Differential impact of ageing on men and women, leading to economic implications and poverty among older women and men.
- ii. *Caregiving Responsibilities:* Women's roles in caregiving leading to lower accumulated pension benefits and increased dependency.
- iii. *Widowhood:* Drop in income for women and men after widowhood, contributing to financial challenges.
- iv. *Living Arrangements:* Increasing number of elderly persons living alone due to changes in family structures and migration patterns.

c) **Persons Living with Disabilities (PWDs):**

- i. *Lack of Gender-Specific Data:* Insufficient gender-specific information on the situation and condition of disabled men and women.
- ii. *Gender-Neutral Mechanisms:* Current mechanisms treating with disabled persons are largely gender-neutral, ignoring specific needs.
- iii. *Induced Disabilities:* Prevalence of induced disabilities resulting from gender-based violence, requiring specialized rehabilitation and counselling.
- iv. *Vulnerabilities to Gender Violence:* Vulnerability of PWDs to gender violence and sexual abuse, necessitating increased consideration and support.
- v. *Limited access to education due to physical barriers, lack of specialized resources and discriminatory attitudes.*
- vi. *Limited opportunities for economic activities and participation in decision*

III. LESSONS LEARNT

From the situational analysis of the above **Key issues** on gender equality in Trans Nzoia county the following lessons can be learnt:

- a) **Intersectionality:** Gender issues intersect with various other factors such as economic status, education level, and cultural norms. It's essential to recognize and address these intersecting factors to develop effective strategies for promoting gender equality and women's empowerment in the county.
- b) **Policy Implementation:** While there may be policies and legal frameworks in place to promote gender equality, their effective and efficient implementation is crucial. There is a need for increased efforts to ensure that gender-sensitive policies are effectively implemented at the county level to address disparities and promote women's rights.
- c) **Community Engagement:** Meaningful community engagement and participation are vital for addressing gender issues. Involving local communities, including women and men, in decision-making processes, program design, and implementation can help ensure that interventions are culturally appropriate, relevant, and sustainable.
- d) **Data Collection and Analysis:** Sex and Gender-disaggregated data is essential for understanding the specific challenges faced by women and men in Trans Nzoia County. Investing in data collection and analysis on gender issues can help identify disparities, monitor progress, and inform evidence-based decision-making and policy development.
- e) **Capacity Building:** Building the capacity of local institutions, government agencies, civil society organizations, and community leaders is crucial for effectively addressing gender issues. Providing training and resources to these stakeholders can enhance their ability to promote gender equality, advocate for human rights, and implement gender-sensitive initiatives.
- f) **Legal Awareness and Enforcement:** Enhancing legal awareness among women and men in Trans Nzoia County regarding their rights and avenues for recourse is essential. Additionally, ensuring effective enforcement of existing laws

and policies that protect women's rights is critical for addressing gender-based discrimination and violence.

- g) **Partnerships and Collaboration:** Addressing gender issues requires collaborative efforts among various stakeholders, including government agencies, civil society organizations, international partners, and local communities. Building strong partnerships and collaborations can leverage resources, expertise, and support to effectively address gender disparities and promote women's empowerment in the county.

IV. RECOMMENDATIONS

Moving forward, by adopting a multi-sectoral and multi-stakeholder approach that addresses the root causes of gender disparities and promotes human rights and empowerment, Trans Nzoia County can make significant strides towards achieving gender equality and creating a more inclusive and equitable society for all its residents.

Addressing gender issues in Trans Nzoia County requires a comprehensive approach that encompasses various strategies and actions:

Policy Reforms: Develop, review and strengthen existing policies and legal frameworks to ensure they are gender-sensitive and promote women's rights and empowerment. This includes addressing gaps in implementation and enforcement mechanisms to effectively address gender disparities.

Community Sensitization and Education: Conduct awareness campaigns and educational programs aimed at promoting gender equality, challenging harmful cultural norms and stereotypes, and fostering positive attitudes towards women's rights and empowerment. This should involve collaboration with community leaders, religious institutions, and civil society organizations.

Capacity Building: Invest in capacity-building initiatives for government officials, civil society organizations, community leaders, and other stakeholders to enhance their understanding of gender issues and their ability to implement gender-sensitive programs and policies.

Data Collection and Analysis: Strengthen data collection systems to gather sex and gender-disaggregated data that can inform evidence-based decision-making and monitor progress towards gender equality. This includes conducting gender impact assessments of policies and programs to ensure they effectively address the needs of women and men

in the county.

Legal Support and Access to Justice: Improve access to legal support and justice for women by providing legal aid services, establishing specialized courts or tribunals to address gender-based violence, and ensuring timely and effective prosecution of perpetrators of gender-based crimes.

Economic Empowerment: Promote economic empowerment initiatives for women and men, including access to financial services, skills training, entrepreneurship development, and employment opportunities. This can help enhance women's economic independence and contribute to poverty reduction in the county.

Partnerships and Collaboration: Strengthen partnerships and collaboration among government agencies, civil society organizations, international development partners, and other stakeholders to leverage resources, expertise, and support for gender equality initiatives in Trans Nzoia County.

Monitoring, Evaluation, reporting and learning: Establish robust monitoring and evaluation mechanisms to track progress, identify challenges, and measure the impact of gender equality interventions in the county. This includes regular reporting and accountability mechanisms to ensure transparency and accountability in gender mainstreaming efforts.

CHAPTER THREE: POLICY OBJECTIVES AND STRATEGIES

I. Introduction

This chapter looks into the comprehensive framework established to address the multifaceted issues identified in the situational analysis within the context of this gender and development policy. Building upon the foundational understanding garnered from the preceding chapters, it elucidates the overarching objective of the gender and development policy, which serves as a beacon guiding interventions towards achieving gender equality and fostering inclusive development. Furthermore, it delineates the specific objectives tailored to address the nuanced challenges identified in the situational analysis and the strategic approaches crafted by stakeholders.

Through a judicious blend of policy objectives and strategic frameworks, this chapter serves as a compass guiding stakeholders towards a future where gender equality is not just an aspiration but a lived reality, and where development is truly inclusive,

leaving no one behind.

United Nations SDGs, African Union Agenda 2063, Constitution of Kenya 2010, Kenya Vision 2030, the Medium-Term Plans (MTPs) the 'BETA' agenda and the County CIDP 2023-2027 form the basis for the preparation of departmental annual work plans and budgets at the county, hence the main guiding tools in the formulation of this policy.

II. Overall Objective

The overall objective of this gender and development policy is to promote gender equality and the empowerment of women, men, boys and girls within the county's socio-economic, political, and cultural spheres. This policy seeks to address gender disparities and discrimination, improve women, men, boys' and girls' access to resources, opportunities, and services, and enhance their participation in decision-making processes at all levels. By integrating gender perspectives into development planning and implementation, the policy would seek to foster inclusive and sustainable development that benefits all members of society, regardless of gender. Additionally, it aims to align with national and international frameworks and commitments related to gender equality and women, men, boys' and girls' rights.

III. Specific Objectives

The strategic Objectives of the Policy are to:

- a) Strengthen policy, legal, regulatory frameworks and on gender, equality and inclusion and domesticate National and regional obligations and commitments that promote gender equality and freedom from discrimination;
- b) Eliminate sexual and gender-based violence (SGBV) against women and men, girls and boys in both public and private spheres.
- c) Provide a framework to integrate and mainstream gender into the County Government development planning and budgeting as well as resultant policies, programs and plans including those of non-state actors to implement gender responsive poverty eradication;
- d) Promote and support the human rights-based approach when dealing with gender related matters.

- e) Strengthen institutional capacities and define institutional frameworks and performance indicators for effective tracking, monitoring, evaluation and reporting implementation of gender equality and women, men, boys and girl's empowerment.
- f) Promote the use of gender sensitive language and end gender stereotyping at the work place
- g) Advocate for elimination of retrogressive cultural practices and end all forms of discrimination against women, men, boys and girls in Trans Nzoia
- h) Eliminate discrimination in access to basic services such as education, health and employment, labor, promotion and training including equal remuneration
- i) Ensure equitable, and meaningful participation and representation of all in leadership, governance, power and decision making
- j) Implement measures to overcome barriers inhibiting access to productive resources like land, housing, capital and entrepreneurship
- k) Promote meaningful recognition and valuing of women's contributions as agents of change and beneficiaries of the development process
- l) To promote where necessary, evaluation of the sexual division of labour and women's and men's contributions as agents of change and beneficiaries of the development process
- m) To transform material conditions to achieve economic, social and physical security of men and women

IV. STRATEGIC ACTIONS

3.4.1 Policy, legal and regulatory frameworks

3.4.1.1 *Policy objective*

Strengthen normative, legal, policy and administrative frameworks for gender equality and women's empowerment at all levels.

3.4.1.2 Policy priority strategic Actions

Develop and Implement National Guidelines for Gender Mainstreaming:

Establishing comprehensive national guidelines for gender mainstreaming across all sectors and levels is crucial. These guidelines should include standards for measuring compliance and ensure consistent implementation of gender-responsive policies and programs.

Support Review and Amendment of Relevant Laws: Advocate for the review and amendment of laws to align with constitutional provisions and national guidelines on gender equality. This includes ensuring that existing legislation addresses gender disparities and promotes women's and men rights effectively.

Enact Legislation for Gender Equality: Prioritize the enactment and enforcement of legislation to comply with the 'not more than two thirds gender principle'. This includes measures to enhance women's participation in economic, social, and political spheres, both in public and private sectors.

Strengthen Institutional Capacity: Invest in capacity building for institutions responsible for implementing and monitoring gender-related interventions. This involves training government officials, civil society organizations, and other stakeholders to enhance their knowledge and skills in gender mainstreaming and effective implementation strategies.

Enhance Monitoring and Evaluation Systems: Establish robust monitoring and evaluation systems to track progress and assess the impact of gender equality policies and initiatives. This includes collecting disaggregated data, conducting regular evaluations, and ensuring accountability for gender-related outcomes.

Promote Policy Enforcement and Compliance: Strengthen enforcement mechanisms for existing gender-related laws and regulations to address impunity for gender-based crimes and violations. This involves enhancing law enforcement agencies' capacity and coordination to ensure effective enforcement of gender-related laws.

Foster Community Engagement and Awareness: Engage in community-based awareness-raising campaigns to challenge deep-rooted cultural and social norms perpetuating gender stereotypes and discrimination. This includes sensitization programs, community dialogues, and media campaigns to disseminate gender equality messages and change attitudes.

Advocate for Resource Mobilization: Advocate for increased financial resources allocation towards gender-responsive programming, budgeting and other initiatives. This involves engaging policymakers, donors, and development partners to prioritize funding for gender mainstreaming activities and women's empowerment programs.

Adopt Intersectional Approaches: Integrate inter-sectionality considerations into policy formulation and program design to address intersecting forms of discrimination faced by women from diverse backgrounds. This ensures that interventions are inclusive and responsive to the needs of all women.

Invest in Research and Data Collection: Allocate resources for gender-sensitive research and data collection methods to enhance understanding of gender disparities and inform evidence-based policy formulation. This includes conducting gender analysis, collecting disaggregated data, and engaging in participatory research to inform targeted interventions.

3.4.2 Poverty

3.4.2.1 Policy objective

Ensure equal opportunities and reduce inequalities of income, including eliminating discriminatory laws, policies, practices and promoting appropriate legislation, policies and action. Empower women to have access to and control over economic opportunities and resources.

3.4.2.2 Policy priority strategic Actions

- a) Increase and strengthen access to credit opportunities for women and all other special interest groups through affirmative action and access to government procurement initiatives
- b) Enforce women's representation and participation in management committees of national and devolved funds initiatives, development projects and programmes
- c) Promote implementation of constitutional economic and social rights protecting the family
- d) Review and enforce implementation of appropriate social protection systems and measures to ensure that all women, girls and boys in particular the poor and the

vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services

- e) Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for the County, to implement programmes and policies to end poverty in all its dimensions
- f) Enhance social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.

3.4.3 Education, employment, Labour and skills development

3.4.3.1 Policy objective

Enhance measures to eliminate gender disparities in access to, retention, transition, performance and quality in education for women, men, girls and boys.

3.4.3.2. Policy priority strategic Actions

Equal Participation in Leadership: Ensure equal participation of qualified women in leadership and decision-making positions in the education sector at both national and county levels. This promotes gender equality in policy formulation and implementation, leading to more inclusive and responsive education systems.

Increase Access and Retention: Adopt and strengthen measures to increase access to and retention of girls and boys in public education at all levels. This includes providing scholarships, improving infrastructure, and implementing inclusive policies to address barriers to schooling.

Combat Harmful Cultural Practices: Intensify civic education programs on harmful cultural practices such as Female Genital Mutilation (FGM) that inhibit access to education for girls. This involves community sensitization, advocacy, and legal enforcement to change attitudes and promote girls' education rights.

Promote STEM Education for Girls: Promote mentorship programs in schools and sensitize households to encourage girls to take up STEM-related careers. This includes providing role models, career guidance, and opportunities for girls to explore and excel in science, technology, engineering, and mathematics fields.

Provide Menstrual Hygiene Support: Provide personal and menstrual hygiene information, standard facilities, and allocate a budget for the provision of sanitary towels and dignity kits for boys and girls respectively.

Ensure Accountability in Bursary Funds: Promote accountability on the utilization of bursary funds available for vulnerable girls and boys, institutionalize direct support for orphans, and children with severe disabilities in school. This ensures that financial assistance reaches those in need and enables their access to education.

Enhance School Safety: Enhance school attendance by putting in place measures to address gender-based violence, sexual harassment, safety, and protection in schools. This includes creating safe and supportive learning environments where all students feel secure and empowered to learn.

Enforce Re-entry Policies: Enforce re-entry policies for pregnant school girls to enable them to complete their education. This ensures that pregnancy does not become a barrier to girls' educational attainment and promotes their right to education.

3.4.4 Sexual and Gender Based Violence (SGBV)

3.4.4.1 Policy objective

Eliminate sexual and gender-based violence (SGBV) against women, girls and boys in both public and private spheres.

3.4.4.2. Policy priority strategic Actions

- a) Ensure enforcement of SGBV related laws and policies;
- b) Establish safe spaces and shelters for SGBV survivors at county levels;
- c) Promote advocacy and education programs with a view to changing attitudes and culture that contributes to the acceptance and tolerance of SGBV;
- d) Develop and strengthen the capacity of relevant institutions to undertake effective and timely investigations and prosecution of SGBV related offences;
- e) Undertake research to identify underlying and systemic causes of SGBV and provide appropriate response measures for mitigation; and,
- f) Promote male involvement in managing and responding to SGBV.

3.4.5 Access to Health Care

3.4.5.1 Policy objective

Facilitate affordable, accessible, acceptable and quality health care services including reproductive health care, emergency services, family planning, HIV and AIDS service for women, men, girls and boys.

3.4.5.2 Policy priority strategic Actions

- a) Strengthen the universal healthcare insurance scheme and enhance its coverage to provide comprehensive and integrated preventive, curative and rehabilitative health services for all;
- b) Dedicate additional funds of the budgetary allocation of the County budget towards gender equality to enhance service delivery of health care;
- c) Enforce the implementation of school health programs in all schools;
- d) Enforce targeted implementation of existing health and nutrition programmes to benefit vulnerable men, women, boys and girls;
- e) Strengthen efforts to reduce maternal mortality and new HIV and AIDs infections among women and girls; and,
- f) Regularly review programs targeted at women and girls (water, sanitation and hygiene - WASH) and recommend improvements.

3.4.6 Drug, Alcohol and Substance Abuse

3.4.6.1 Policy objective

To address the underlying causes of Drug, Alcohol and substance abuse, reduce its prevalence and mitigate its impact on individuals, families and communities in Trans Nzoia County through a comprehensive and multi-sectoral approach.

3.4.6.2 Policy priority strategic Actions

Prevention: Implementing measures to prevent substance abuse through education and awareness programs targeted at youth and the general population. This includes promoting healthy lifestyle choices, providing information on the risks and consequences of substance abuse, and fostering resilience against peer pressure.

Treatment and Rehabilitation: Enhancing access to treatment and rehabilitation services for individuals struggling with substance abuse. This involves establishing and strengthening rehabilitation centers, providing counseling and support services,

and ensuring continuity of care for individuals in recovery.

Law Enforcement and Regulation: Strengthening law enforcement efforts to combat the illicit drug trade and regulate the sale and distribution of alcohol and prescription medications. This includes cracking down on drug trafficking networks, enforcing regulations on alcohol sales, and monitoring prescription medication usage.

Community Engagement: Engaging communities in prevention and intervention efforts through community-based initiatives, support groups, and outreach programs. This involves mobilizing community leaders, religious institutions, and civil society organizations to address the root causes of substance abuse and provide support to affected individuals and families.

Capacity Building: Building the capacity of healthcare professionals, law enforcement agencies, and other stakeholders involved in addressing substance abuse issues. This includes training programs, workshops, and skill-building initiatives to improve the effectiveness of prevention, treatment, and enforcement efforts.

Research and Data Collection: Conducting research and data collection to better understand the scope and impact of substance abuse in Trans Nzoia County. This involves gathering data on substance abuse trends, identifying high-risk populations, and evaluating the effectiveness of intervention strategies to inform evidence-based policy making.

3.4.7 Access to Land and Housing

3.4.7.1 Policy objective

Implement measures to overcome barriers inhibiting women's access to and control of productive resources e.g. land ownership, housing and agriculture.

3.4.7.2 Policy priority strategic Actions

- a) Implement existing Constitutional reforms relevant legal framework that ensure equitable access to land and other natural resources particularly for women for agricultural use, housing and other productivity ventures;
- b) Enhance extension services and avail agricultural information and appropriate

- technologies to particularly benefit vulnerable women in agricultural practices;
- c) Facilitate and enhance adoption of engendered climate processes, smart inputs and out markets, to ensure that agricultural and other livelihood practices are climate resilient; and,
- d) Enhance women's participation in fisheries sector and the blue economy.

3.4.8 Agriculture, Environment and Natural Resources Management and sustainable development

3.4.8.1 Policy objective

Ensure clean, secure and sustainable production and consumption patterns.

3.4.8.2 Policy priority strategic Actions

- a) Develop and review environment, and other natural resources (including forests, water, mining, petroleum and energy) management laws, policies and programs to ensure gender and equality compliance
- b) Ensure availability of water for multiple use to women considering the gender division of labor that defines women's domestic and productive activities in the household
- c) Ensure women participate in and benefit equitably from investments in various natural resources development initiatives
- d) Build capacities of development agencies in gender mainstreaming into environment and climate change laws, policies and programs and ensure that women, men, girls and boys participate in and contribute to and benefit from climate resilient programs and projects
- e) Support interventions aimed at equitable participation of women, men, girls and boys in the sustainable utilization of natural resources for economic benefits including opportunities for carbon trading.
- f) Promote indigenous knowledge in use and management of natural resources.
- g) Promote use of ICT in use and management of natural resources.

3.4.9 Peace and Security disaster and conflict

3.4.9.1 Policy objective

Integrate and mainstream gender perspectives in peace and security processes, Disaster response and conflict situations for a stable and secure environment for all.

3.4.9.2 Policy priority strategic Actions

- a. Promote gender mainstreaming in management of conflict situations including prevention and mitigation measures
- b. Promote and engender the design, capacity building, implementation, monitoring and evaluation of peace-building initiatives
- c. Ensure equitable representation of men and women in conflict prevention and peace building committee and programs
- d. Promote implementation of the Kenya National Action Plan on UNSCR 1325 on Women, Peace and Security and related resolutions.
- e. Provide humanitarian assistance to people in disaster, and conflict situations.

3.4.10 Leadership, Governance and participation

3.4.10.1 Policy objective

Ensure equitable and meaningful participation and representation of women and men in governance, power and decision-making positions in public and private sectors.

3.4.10.2 Policy priority strategic Actions

- a. Initiate legislation to give effect to the constitutional principle that not more than two thirds of members of appointive and elective positions shall be of the same gender
- b. Ensure that political parties support women's participation in political processes and promote gender equality
- c. Support effective collaboration of state and non-state actors to build the capacity of women to participate and engage in competitive politics, leadership and governance
- d. Support and encourage active and meaningful participation of women in political and decision-making processes from the grassroots level.

3.4.11 Innovation, Creativity, Information, Communication and Technology (ICT), sports and talent management

3.4.11.1 Policy objective

Harness ICT as a tool for broader strategies and programmes to create opportunities for empowerment of women and men.

3.4.11.2 Policy priority strategic Actions

- a. *Collect and disseminate gender data on ICT* access and use to inform policy and decision making
- b. *Identify, promote and document good practices and lessons* learnt to bridge the gender divide in the use of ICT
- c. *Promote inclusion of ICT and STEM education* in mid-level tertiary institutions
- d. *Promote the roll out of operational digital villages/ICT hubs* and 'biashara Centre's across the 47 counties to ensure access to ICT services by men and women.
- e. *Investment in Infrastructure:* Develop and maintain sports facilities such as stadiums, sports grounds, gymnasiums, and training centers to provide athletes and aspiring sportspeople with adequate facilities to practice and compete. This includes ensuring that existing infrastructure is well-equipped and accessible to all members of the community.
- f. *Sports Education and Training:* Establish sports education programs and training facilities aimed at nurturing talent from a young age. This includes integrating ICT into sports and into the school curriculum, providing coaching and mentorship programs, and organizing sports camps and clinics to identify and develop promising talents.
- g. *Community Sports Programs:* Implement community-based sports programs and initiatives that engage people of all ages and backgrounds in various sports activities. This can include organizing local tournaments, leagues, and recreational sports events to encourage participation and foster a culture of sportsmanship and healthy competition.
- h. *Support for Local Clubs and Teams:* Provide financial and logistical support to local sports clubs and teams to enable them to participate in competitions, tournaments, and training programs. This can include funding for equipment,

uniforms, travel expenses, and coaching staff to enhance the performance and competitiveness of local teams.

- i. *Talent Identification and Development:* Establish talent identification programs and scouting networks to identify and recruit talented individuals with potential in various sports disciplines. This includes conducting talent scouting events, trials, and assessments to identify promising athletes and provide them with the necessary support and resources to develop their skills.
- j. *Promotion of Women in Sports:* Implement initiatives to promote gender equality and encourage the participation of women and girls in sports. This includes providing equal opportunities and support for female athletes, addressing barriers to participation, and promoting awareness of women's sports achievements through media and community campaigns.
- k. *Collaboration with Sports Organizations:* Partner with national and international sports organizations, federations, and governing bodies to access resources, expertise, and opportunities for talent development and sports promotion. This includes participating in regional and national sports competitions, workshops, and training programs to enhance skills and exposure for local talents.
- l. *Incentives and Recognition:* Provide incentives and recognition for outstanding sports achievements to motivate and reward athletes for their dedication and performance. This can include awards, scholarships, sponsorships, and opportunities for further training and development to support talents in reaching their full potential.

3.4.12. Respect for the human rights of all

3.4.12.1 Policy objective

Promote the respect for civil, political, economic and social rights of all.

3.4.12.2 Policy priority strategic Actions

- a) Enforce constitutional and legislative provisions for the realization of civil, political, economic and social rights of all Kenyans;
- b) Ensure the implementation of all international human rights treaties

- that Kenya has ratified paying special attention to those on gender equality; and,
- c) Provide mechanisms for the protection of the human rights defenders.

3.4.13 Intersectional Discrimination

3.4.13.1 Policy objective

Strengthen measures that ensure gender considerations in dealing with other forms of inequalities.

3.4.13.2 Policy priority strategic Actions

- a. Support evidence-based generation of data on the extent, effects and implications of different inequalities presented by intersectional and multiple discrimination;
- b. Ensure compliance with constitutional and legal provisions against discrimination; and,
- c. Develop targeted measures to address intersectional and multiple inequalities.

3.4.14 The Girl Child and the Boy Child

3.4.14.1 Policy objective

Promote the respect of children's rights.

3.4.14.2 Policy priority strategic Actions

- a. Eliminate all forms of discrimination, negative attitudes and practices that prejudice the girl child and the boy child
- b. Eliminate structural constraints that hinder the realization of the rights of boys and girl
- c. Support women and men to work with children and youth to break down persistent gender stereotypes, considering the rights of the child and the responsibilities, rights and duties of parents
- d. Support appropriate age sex education for boys and girls with parental involvement and emphasize on their respective responsibilities regarding their sexuality and fertility.
- e. Develop programmes that build life skills, coaching and mentorship for boys and girls.

3.4.15 The Media

3.4.15.1 Policy objective

Ensure the increased participation and visibility of men and women in media and communications sector.

3.4.15.2 Policy priority strategic Actions

- a. Promote capacity building and training in leadership, management and gender reporting within the media by enforcing gender responsive approaches in the relevant educational curricula
- b. Ensure enhanced access to media information through local media channels to eliminate stereotyping
- c. Support media houses to develop a gender perspective in their programming content and reporting
- d. Work with the media to voice diverse views and perspectives on matters such as economic, health, politics, security and terrorism
- e. Build the capacity of women to work in the technical production aspects of media
- f. Strengthen adult education programmes to increase literacy levels for access to varied media content
- g. Create awareness on the national guidelines and standards on gender equality and women empowerment
- h. Establish an awards and recognition system for individuals and institutions that have attained high gender equality standards and best practices.

3.4.16 Access to Justice

3.4.16.1 Policy objective

Ensure equitable access to justice for men and women.

3.4.16.2 Policy priority strategic Actions

- a. Ensure gender considerations are incorporated in the Legal Aid Service;
- b. Strengthen coordination among justice sector stakeholders to deliver justice expeditiously; and
- c. Capacity building and sensitization of the public on the access to justice.

3.4.17 Economic Empowerment

3.4.17.1 Policy objective

Strengthen the State Department responsible for gender with a clear coordination role and deploy the requisite resources to enable it, in collaboration with other national,

county and non-state actors; to advance gender equality in all sectors and at all levels in Trans Nzoia.

3.4.17.2 Policy priority strategic Actions

- a. Support the definition of the mandate and functional responsibilities of different actors to avoid duplication, which can lead to competition between institutions and gaps in interventions hampering the realization of gender equality.
- b. Dedicate resources in the County budget for effective delivery of Gender Affairs.
- c. Provide a mechanism within the Inter-governmental Relations Act, 2012 for cooperation and collaboration between the Department responsible for gender and county level Departments responsible for gender for a coordinated approach.
- d. Empower the Department to oversee the implementation of gender equality provisions in Article 27 of the Constitution.
- e. Encourage collaboration with and between civil society groups supportive of gender equality so as to effectively address any gaps in the implementation of gender equality agenda.
- f. Locate the Department at the highest echelons of decision-making to enable it to influence Government policy.

3.4.18 Culture and behavioral change

3.4. 18.1 Policy objective

Promote new attitudes, values and behavior and a culture of respect for women and men, boys and girls

3.4.18.2 Policy priority strategic Actions

- a) Integrate gender equality and social inclusion in all curricula at all levels of learning;
- b) Develop and implement a gender and social inclusion capacity building and awareness raising programme;
- c) Establish gender and social inclusion platforms.

3.4.19 Specialty interest groups

3.4.19.1 Policy Objective

To promote the equitable development of young men, women, people with disabilities and the elderly while recognizing their distinct needs and interests.

3.4.19.2 Policy priority strategic Actions

a) Youth:

- i. *Education and Awareness:* Implement comprehensive education and awareness programs in schools and communities to inform youth about the dangers of substance abuse and promote healthy lifestyles.
- ii. *Economic Opportunities:* Create and enhance economic opportunities for youth through skills training, vocational programs, and job placement initiatives to reduce poverty and unemployment.
- iii. *Peer Support and Counseling:* Establish peer support groups and counseling services to provide emotional support and guidance to youth struggling with substance abuse and related challenges.
- iv. *Community Engagement:* Engage community leaders, parents, and local organizations in promoting positive youth development and creating supportive environments for healthy behaviors.
- v. *Rehabilitation and Reintegration:* Develop and implement rehabilitation and reintegration programs for youth affected by substance abuse, focusing on holistic support and skill-building for sustainable recovery.

b) Elderly Persons:

- i. *Social Protection Measures:* Strengthen social protection measures for elderly persons, including pension schemes, healthcare services, and support for caregivers, with a focus on addressing gender disparities in access and benefits.
- ii. *Community Support Networks:* Establish community-based support networks for elderly persons living alone or in vulnerable situations, providing companionship, assistance with daily tasks, and access to essential services.
- iii. *Gender-Sensitive Policies:* Develop and implement gender-sensitive policies and programs targeting the specific needs and challenges faced by elderly women, including widowhood support, income security, and healthcare access.
- iv. *Inter-generational Programs:* Promote inter-generational programs that facilitate meaningful interactions and mutual support between elderly persons and younger generations, fostering a sense of belonging and purpose for older adults.

c) Persons Living with Disabilities (PWDs):

- i. *Sex and Gender-Disaggregated Data:* Collect and analyze sex and gender-disaggregated data on disabilities to inform targeted interventions and

resource allocation that address the unique needs of disabled men and women.

- ii. *Gender-Specific Services:* Ensure that services and facilities for PWDs are gender-specific and accessible, considering factors such as mobility, caregiving responsibilities, and vulnerability to gender-based violence.
- iii. *Awareness and Sensitization:* Conduct awareness campaigns and sensitization programs to educate the public about the rights and challenges faced by disabled men and women, promoting inclusion and reducing stigma.
- iv. *Capacity Building:* Provide training and capacity-building opportunities for caregivers, service providers, and community members on gender-sensitive approaches to disability support and empowerment.
- v. *Legal Protection:* Advocate for and enforce legal protections against gender-based violence and discrimination targeting PWDs, ensuring access to justice and support for survivors.

V. Policy Outcomes

The anticipated outcomes of this policy as enshrined in the Constitution include:

- a) Equality and economic empowerment will be achieved.
- b) Diversity of all citizens will be acknowledged and respected in the County.
- c) Women, men, boys and girls will have equal rights and access to education, health, housing, employment, and other services and resources.
- d) Women, men, boys and girls will have equality of opportunity to participate in decision making and to contribute to the political, social, economic and cultural development agenda.
- e) Promotion of equal rights at the time of, during and on the dissolution of the marriage for spouses.
- f) Sexual and Gender based Violence will abate and men, women, boys and girls will live with dignity.

CHAPTER FOUR: IMPLEMENTATION FRAMEWORK

I. Institutional arrangements

An efficient and effective coordination and accountability mechanism is crucial for successfully implementing this, Policy. This section outlines the procedures for fostering collaboration among various state and non-state actors and structures.

The responsibility for coordinating the implementation of this Policy falls on the Gender Affairs Department at the County level. This Department will coordinate all stakeholders involved in gender-related sectors, including national and County government entities, the private sector, and other pertinent stakeholders.

II. Roles of Department

- a. Incorporate national standards and gender indicators into County Integrated Development Plans (IDPs).
- b. Develop and enforce gender policies and laws specific to each County.
- c. Ensure adequate allocation of resources for gender equality and empowerment programs.
- d. Create and execute County Gender Action Plans.
- e. Adopt gender-responsive budgeting throughout the budget cycle.
- f. Implement initiatives aimed at promoting gender equality and empowering women.
- g. Gather, compile, and distribute gender-disaggregated data at the county level.
- h. Coordinate and enhance the capacities of special interest groups.
- i. Assess and evaluate the effectiveness of affirmative action programs within

the County. Encourage and support community organizations and development initiatives.

III. The Trans Nzoia County Inter-governmental Gender Sector Working Group

The Trans Nzoia County Intergovernmental Gender Sector Working Group has been established to enhance coordination and redefine gender priorities, policies, and actions within the County.

The committee shall be comprised of:

- The County Commissioner
- The County CEC member responsible for gender shall co-chair with the county commissioner.
- The Chief Officer in Charge of Gender Affairs
- The National Government County Director for Gender shall be the Secretary.
- The County Government Director for Gender who shall be the Co-Secretary with the National Government County Director
- County Police Commander
- A Representative of the Judiciary
- A Representative of the ODPP
- National Gender and Equality Commission Representative (NGEC)
- A Representative of the National Council for Persons with Disability
- Representatives from development partners, civil society organizations, the private sector, and faith-based organizations shall be ex-officio members.

IV. Roles and Responsibilities of other County Departments and collaborating partners and institutions

The following table provides the roles and responsibilities of partnering institutions and their role in implementing this, Policy.

Table 2: Departments & Partners with their Roles and Responsibilities

Department/institutions & Partners	Roles and responsibilities
	▪ Advocate for and oversee gender mainstreaming across departments. ▪ Mobilize resources.

Office of the Deputy Governor	▪ Provide technical support.
Department of Finance & Economic Planning	▪ Ensure equal targeting of women, men, girls, and boys in economic planning and development. ▪ Allocate sufficient budgetary resources to the Department responsible for Gender Affairs. ▪ Incorporate gender issues throughout the budget cycle and integrate them into all aspects of national and County financing, accounting, and related processes. ▪ Enforce adherence to national gender-responsive budgeting guidelines. ▪ Conduct gender audits of sector budgets and expenditures. ▪ Publish gender budget statements.
Department of Health and Sanitation	▪ Ensure affordable, accessible, acceptable, high-quality healthcare services, including reproductive and emergency healthcare. ▪ Provide family planning and HIV/AIDS services tailored to the needs of women, men, boys, and girls.
Department of Education	▪ Ensure equal Education and lifelong learning opportunities for women, men, boys, and girls, including PWDs and other special interest groups. Development of gender-sensitive curricula
Department of Devolution	▪ Foster public participation to include special interest groups. ▪ Encourage partnerships that bolster gender mainstreaming efforts. ▪ Ensure representation of women, men, boys, girls, and special interest groups in county public participation. ▪ Advocate for gender mainstreaming initiatives.
National Gender and Equality Commission (NGEC)	Promote gender equality and freedom from discrimination.
	▪ Monitor all aspects relating to equality and non-discrimination in Ministries, Counties, Departments, and Agencies, including the private sector; ▪ Continuously undertake gender audits and act as the principal organ of the state in ensuring compliance with the constitutional provisions; ▪ Ensure equality and freedom from discrimination relating to special interest groups, including minorities and marginalized persons, women, persons with disabilities, and children. ▪ Investigate complaints relating to gender-appropriate action.
	▪ Develop, revise, and implement sector-specific policies to integrate gender into their budget processes, plans, and programs.

Other line Departments, Ministries, and agencies	▪ Coordinate the implementation of policy components. ▪ Ensure compliance with national gender equality guidelines and standards. ▪ Incorporate gender into training curricula across all levels and establish gender-specific capacity-building programs. ▪ Implement gender-friendly terms in recruitment, promotion, and training in line with equality and non-discrimination principles. ▪ Facilitate the communication of sectoral gender activities and accomplishments. ▪ Gather sector-specific sex-disaggregated data. ▪ Allocate sufficient resources for gender equality and women's empowerment programs. ▪ Adopt gender-responsive budgeting throughout the budget cycle. ▪ Implement programs targeting gender equality and women's empowerment. ▪ Collect, compile, and disseminate gender data at the county level. ▪ Report on policy implementation and county gender initiatives.
Public Service Commission of Kenya (PSCK) Teachers Service Commission (TSC) Judicial Service Commission (JSC) County Public Service Boards (CPSBs) County Assemblies Service Boards	▪ Integrate the constitutional gender equality and non-discrimination principles and develop human resource recruitment and training frameworks. ▪ Integrate the 'not more than 2/3 gender principle' in recruitment, training, and promotions. ▪ Collect data on human resource capacity and report on outcomes ▪ Facilitate the establishment of gender focal points
	▪ Establish pertinent legislation to advance gender equality and uphold non-discrimination principles.

Parliament and County Assembly	▪ Strengthen adherence to the 'not more than 2/3 gender principle' across all sectors and levels. ▪ Guarantee gender responsiveness in national and County budget processes. ▪ Conduct inquiries and report instances of non-compliance with equality and non-discrimination principles. ▪ Ensure conformity with equality and non-discrimination principles when approving development projects.
Civil Society Organizations and Faith-Based Organizations	▪ Advocate consistently for gender mainstreaming across all levels and sectors. ▪ Lobby for budget allocations in both national and County budgets to address the needs of the impoverished, vulnerable groups, and marginalized populations, especially women and children. ▪ Collaborate with the government to raise public awareness about this Policy. ▪ Assist the Gender Affairs Department in reporting on implementing policies, plans, and programs. ▪ Identify research target areas in collaboration with the Gender Affairs Department. ▪ Conduct awareness campaigns and civic Education to promote the adoption of this Policy. ▪ Provide platforms for effective information dissemination and Education. ▪ Engage in Gender Sector Working Group and Technical Working Group activities and national planning and budgetary processes. ▪ Develop and execute programs targeting key gender intervention areas. ▪ Incorporate the Policy into organizational policies, programs, and activities. ▪ Provide legal services to vulnerable groups.
Private Sector	▪ Incorporate gender mainstreaming into corporate policies. ▪ Mobilize and allocate resources to support gender awareness creation and mainstreaming programs. ▪ Offer incentives and assistance to women entrepreneurs. ▪ Establish and enforce affirmative action measures.

	▪ Support Corporate Social Responsibility initiatives.
Judiciary	▪ Improve access to justice for women, men, girls, and boys. ▪ Incorporate constitutional principles of equality and non-discrimination when resolving disputes. ▪ Implement the 'not more than 2/3 gender principle' within their respective sectors. ▪ Collaborate with key stakeholders to enhance legal aid services. ▪ Assist vulnerable groups in accessing justice.
Office of the Director of Public Prosecutions (ODPP)	▪ Ensure thorough prosecution of causes related to gender equality and discrimination. ▪ Develop prosecution policies regarding gender issues. ▪ Enhance the capacity of special units and their structures to handle and prosecute cases of Sexual and Gender-Based Violence (SGBV).
Political parties	▪ Advocate for gender mainstreaming across all political parties, structures, activities, and systems. ▪ Implement affirmative action measures in party structures, processes, and mechanisms to uphold the 'not more than two-thirds principle.' ▪ Facilitate effective participation of women in political party activities.
Media	▪ Raise public awareness about the Policy through publicity, information, and Education. ▪ Encourage ethical reporting in the media and eliminate gender stereotypes. ▪ Provide training for gender-sensitive research and reporting. ▪ Expose cases of Gender-Based Violence (GBV). ▪ Assist media outlets in incorporating a gender perspective into their program content and reporting. ▪ Enhance and promote the capacity of women in media to engage in technical production aspects.
	▪ Aid in mobilizing resources to facilitate the implementation of the Policy. ▪ Establish suitable institutions and mechanisms for coordinating donors to ensure the gender responsiveness of development cooperation.

Development Partners	▪ Allocate technical and financial resources to support gender mainstreaming. ▪ Encourage the provision of incentives for exemplary gender mainstreaming practices across all sectors and levels. ▪ Offer funding assistance for gender programs to reduce disparities and gaps in development.
Councils of Elders/ Traditional Groups	▪ Raise awareness about practices, customs, traditions, and cultures that hinder equal opportunity initiatives in society. ▪ Guide communities and organizations on culturally acceptable and unacceptable practices. ▪ Work with government departments, civil society organizations (CSOs), faith-based organizations (FBOs), and the private sector to promote awareness and advocate for social and attitudinal changes towards gender justice and empowerment for all.
Individuals and Communities	▪ Engage in activities to raise awareness. ▪ Report instances of gender discrimination and Sexual and Gender-Based Violence (SGBV). ▪ Foster positive attitudes towards gender and development. ▪ Adhere to laws that protect the dignity of individuals and communities, including responsible use of social media.

4.4.1 Roles of the Committee

- a) Review and discuss annual work plans from each stakeholder to foster cooperation and coordination at the county level.
- b) Coordinate gender-related activities to prevent duplication within the County.
- c) Develop collaborative implementation strategies for similar gender-related initiatives.
- d) Assess the progress of joint programs and provide recommendations for enhancing their implementation.
- e) Make policy and program recommendations to the intergovernmental forum on gender through the steering committee.
- f) Conduct a mapping exercise of partners involved in gender equality and women's empowerment within the County.
- g) Mobilize resources for gender-related activities within the County.

- h) Engage in the planning and execution of gender-related activities and events.
- i) Collaborate with relevant departments to formulate and review gender-responsive County Integrated Development Plans (CIDPs), policies, and strategies.
- j) Ensure compliance with principles of gender-responsive programming and budgeting.
- k) Facilitate inter-county consultative forums on gender-related matters.
- l) Contribute to shared knowledge management by documenting and exchanging best practices in the gender sector.

CHAPTER FIVE: POLICY COMMUNICATION, MONITORING AND EVALUATION AND REVIEW

5.1 COMMUNICATION

Effective communication is crucial in enhancing performance, transparency, and accountability by ensuring a clear understanding of roles and responsibilities, fostering stakeholder trust and ownership, providing timely feedback, and ensuring adherence to established policies and guidelines. A well-defined communication strategy can prevent the overburdening of grievance mechanisms and reduce errors in eligibility and procedures for gender mainstreaming programs. It also ensures that all actors are fully informed about their rights and responsibilities.

In providing gender services, communication involves disseminating information about program interventions, policy objectives, strategies, monitoring and evaluation reports, partnerships, financing, expenditure accounting, and feedback mechanisms through grievance and case management systems. The intended recipients of such communication include the community, other county departments, the National Government, the County Assembly, the Parliament, the Office of the Auditor General, private sector/philanthropic foundations, development partners, faith-based organizations, and community-based organizations.

Various means of communication are utilized, including staff/stakeholder meetings, dissemination of policy documents, public participation forums such as workshops and seminars, central information and document repositories, community complaints committees, and established national and County structures by the County and federal governments. Additionally, media channels such as radio, television, braille, sign language, and social media platforms are employed for communication purposes.

5.2 Monitoring, Evaluation, Reporting and Learning

Monitoring, evaluation, reporting, and Learning play a crucial role in assessing the impact of policy interventions. This information helps in making continuous adjustments to programs, mobilizing additional resources, and evaluating the efficiency and effectiveness of resource utilization in addressing the needs of vulnerable groups.

In Trans Nzoia County, various methods will be employed to ensure that programs are gender-responsive. These include adapting and enhancing existing tools such as the County Integrated Monitoring and Evaluation System (CIMES), developing a

county Indicator Handbook incorporating gender-sensitive indicators, conducting baseline and impact evaluation studies, and utilizing program accountability checklists. The defined activities in the departmental work plans will determine the frequency of monitoring and evaluation activities.

The Department responsible for Gender Affairs shall coordinate with other key actors, county departments, Boards, Corporations, and agencies to ensure effective monitoring, evaluation, reporting, and Learning processes are conducted.

5.3 Progress Reports

The Department responsible for Gender, Culture, Children, and Social Services will compile quarterly, semiannually, and annual Monitoring, Evaluation, Reporting, and Learning (MERL) reports on implementing the Policy. Additionally, the Department will commission a midterm evaluation, to be carried out by an independent agency, to assess the outcomes and impacts of the Policy and provide insights for its review. M&E studies will be conducted collaboratively with relevant stakeholders.

5.4 Accountability

Ensuring accountability in gender services provision is essential for fostering trust and confidence among stakeholders, adhering to established timelines, minimizing the risks of error, fraud, and corruption, and maximizing the value of investments. Without accountability, inefficiencies may arise, compromising service delivery, perpetuating harmful organizational practices, wasting resources, eroding stakeholder trust, and jeopardizing project sustainability.

Accountability will be achieved through the establishment of controls such as legal frameworks, policies, and systems to guarantee transparency and responsibility. This includes engaging stakeholders in participatory project planning, ensuring timely implementation, and conducting periodic reviews.

5.5 Learning and Knowledge Management

Learning and knowledge management are integral to successfully implementing this gender and development policy in Trans Nzoia County, where gender equality and empowerment initiatives are prioritized. After the effective implementation of this Policy, it becomes imperative to focus on Learning and knowledge management to sustain progress and drive continuous improvement in gender-related programs and interventions.

One of the critical aspects of Learning and knowledge management in this context is the systematic documentation and dissemination of best practices, lessons learned, and success stories from implementing the gender policy. By capturing and sharing these insights, stakeholders across various sectors and levels can learn from

each other's experiences, thereby accelerating the replication of practical strategies and avoiding repeating past mistakes.

Furthermore, learning and knowledge management involves ongoing capacity building and training initiatives to enhance the skills and competencies of individuals and organizations involved in gender mainstreaming efforts. This includes training programs on gender analysis, gender-sensitive programming and budgeting, and using gender-disaggregated data for evidence-based decision-making.

Another crucial aspect of Learning and knowledge management is the establishment of platforms for continuous dialogue, collaboration, and exchange of ideas among stakeholders. This can take the form of regular meetings, workshops, seminars, and conferences where stakeholders can share insights, discuss challenges, and brainstorm innovative solutions to address gender disparities and promote gender equality in the County.

Moreover, effective Learning and knowledge management require utilizing technology and information systems to facilitate storing, retrieving, and disseminating relevant gender-related data, research findings, and policy documents. This ensures easy access to up-to-date information and promotes informed decision-making among policymakers, practitioners, and other stakeholders.

Learning and knowledge management are essential for sustaining the gains achieved by effectively implementing this gender and development policy in Trans Nzoia County. By fostering a culture of continuous Learning, knowledge-sharing, and collaboration among stakeholders, the County can further advance its efforts toward achieving gender equality, empowerment, and social inclusion for all its residents.

5.6 Feedback Mechanisms and Stakeholder Consultation

Feedback mechanisms and stakeholder consultation play crucial roles in the effective implementation of policies, particularly in the context of gender initiatives. These mechanisms serve as channels for gathering insights, perspectives, and suggestions from various stakeholders, including government agencies, civil society organizations, community members, and marginalized groups. By actively seeking feedback and engaging in consultations with stakeholders, policymakers and program implementers can ensure that gender policies and programs are responsive to the target beneficiaries' needs, priorities, and experiences.

Additionally, feedback mechanisms enable continuous monitoring and evaluation of gender initiatives, facilitating timely adjustments and improvements to enhance their impact and effectiveness. Stakeholder consultation fosters transparency, accountability, and inclusivity in decision-making processes, ultimately strengthening the legitimacy and sustainability of gender interventions.

5.7 Grievance and Case Management (G&CM)

Grievance redress and case management are essential to ensure accountability, transparency, and fairness. These mechanisms provide avenues for individuals and communities to voice their concerns, seek resolution for grievances, and access justice in cases of gender-based discrimination or violence. By establishing clear procedures for reporting, investigating, and addressing grievances, policymakers and program implementers can address systemic issues, prevent further harm, and uphold the rights and dignity of all individuals.

Effective grievance redress and case management systems also build trust and confidence among stakeholders, strengthening the legitimacy and credibility of gender policies and programs. Furthermore, these mechanisms enable continuous Learning and improvement by identifying areas for intervention and refining strategies to meet better the needs of those affected by gender disparities and inequalities.

The Department shall implement a Grievance Redress Mechanism to ensure that beneficiaries and communities have access to appropriate channels to voice their grievances or concerns.

5.8 Policy Funding Mechanisms

The successful implementation of this Policy will require adequate financial, human, and technical resources to ensure effective and efficient implementation for desired policy outcomes. Possible funding mechanisms for the gender and development policy include:

Government Budget Allocation: The national and County governments can allocate specific funds in their annual budgets to support gender-related programs and initiatives outlined in the Policy.

Donor Funding: Seek financial support from international development partners, bilateral and multilateral organizations, and philanthropic foundations focusing on gender equality and women's empowerment.

Public-Private Partnerships (PPP): Collaborate with private sector entities to fund gender programs through corporate social responsibility initiatives, joint ventures, or sponsorship arrangements.

Special Funds: Establish dedicated funds or trust funds earmarked explicitly for gender and development activities, with contributions from the government, donors, and other stakeholders.

Grants and Subsidies: Provide grants or subsidies to civil society organizations, community groups, and non-governmental organizations (NGOs) working on gender issues to implement projects and interventions aligned with the policy objectives.

Community Contributions: Mobilize resources from local communities through community-based fundraising initiatives, contributions, or in-kind support for gender-focused projects and activities.

Revenue Generation: Explore revenue-generating activities such as fees, fines, or taxes earmarked for gender and development programs, where feasible and appropriate.

Public-Private Partnerships: Collaborate with private sector entities through corporate social responsibility initiatives, joint ventures, or sponsorship arrangements to fund gender programs.

Impact Investments: Attract investments from impact investors or social impact funds interested in supporting gender-focused initiatives that generate measurable social and environmental impact alongside financial returns.

International Funding Mechanisms: Access funding opportunities available through international development programs, global funds, and initiatives focused on gender equality and women's empowerment, such as the UN Women's Fund for Gender Equality or the Global Fund for Women.

5.9 Policy Review

In partnership with all relevant stakeholders, the Department will periodically review the Policy to ensure its continued relevance and alignment with emerging issues and trends at the international, national, and county levels.

ANNEX I: IMPLEMENTATION MATRIX

Objective	Strategy	Indicator (s)	Actors (s)	Time/frequency of report
Objective 1: To strengthen the Policy, legal, and regulatory framework on gender equity and inclusion	❖ Review the existing legal framework on gender equality in the County ❖ Review existing legislative framework to ensure all laws, policies, and administrative guidelines observe gender equality and inclusion ❖ Develop and gazette the necessary laws to provide for the procedural matters relating to the achievement of gender principles ❖ Uphold and implement the legal, Policy, and regulatory framework on gender equality/inclusion ❖ Strive to ensure compliance with the set legal, Policy, and regulatory framework on gender equality/inclusion.	❖ No. of laws, policies, guidelines on gender and inclusivity reviewed, enacted, and enforced ❖ No. of laws, policies, and guidelines developed and gazette	❖ The Department responsible for gender mainstreaming ❖ Office of the CS ❖ Department responsible for legal affairs ❖ Department of devolution ❖ All other departments and stakeholders	Quarterly

Objective 2: To strengthen the institutional capacity for gender mainstreaming and promote linkages that support gender equality initiatives	❖ Allocate sufficient resources for gender programs, initiatives, and activities ❖ Promote gender-responsive budgeting ❖ Provide technical support to government departments and agencies on gender mainstreaming. ❖ Strengthen the gender department to spearhead and monitor gender mainstreaming across the County. ❖ To develop, maintain, and provide gender-sensitive information and gender-disaggregated data for use in planning and project implementation at all levels and in all sectors ❖ Advocate for the establishment of gender mainstreaming committees in community	❖ Level of funding for gender programs, initiatives, and activities ❖ No. of government department s/sectors ❖ /Agencies supported gender mainstreaming ❖ No. of monitoring reports on gender mainstreaming ❖ Amount of data on gender mainstreaming available for use in planning/budgeting ❖ No. of gender mainstreaming committees established	❖ The Department responsible for gender mainstreaming ❖ The Department responsible for socio-economic planning ❖ The Department responsible for monitoring and evaluation ❖ The Department responsible for public participation ❖ Office of the CS	Annually
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	❖ departments and agencies ❖ Support research and knowledge management on gender mainstreaming. ❖ To seek strategic partnerships and promote public participation by mapping out the relevant stakeholders and seek to engage strategic partnerships and collaborations from various stakeholders supportive of gender equality to effectively address any gaps in the implementation of the gender equality agenda ❖ Develop a gender and communication strategy for effective reach out and inform decisions; ❖ Promote gender inclusion and mainstreaming in Makueni County.	at community, departments, agencies, etc. ❖ Level of support for research and knowledge management on gender mainstreaming ❖ No. of MOUs established ❖ A gender mainstreaming communication strategy is established		
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Objective 3: To reduce sexual and gender-based violence against women and men, girls and boys in both public and private spheres	❖ Formulate laws and policies and develop programs promoting response and prevention of gender-based violence ❖ Improve county Government administrative and health facilities' evidence preservation technologies for use during prosecution ❖ Establish initiatives and programs to deal with Sexual and Gender-Based Violence, including the establishment of safe spaces and shelters for SGBV survivors, strengthening of Gender Desks in police stations, supporting toll-free SGBV hotlines to facilitate reporting of gender-based violence ❖ increased advocacy and sensitization to eradicate gender-based violence ❖ Increase sensitization and capacity building of staff involved in gender-based	❖ No. of laws, policies, and programs on GBV formulated ❖ -No. of evidence preservation techniques established and operationalized ❖ No. of safe spaces ❖ No. of Gender desks found in partnership with the police ❖ An SGBV hotline was established ❖ No. of sensitization forums on SGVB held ❖ No. of staff involved in SGVB prevention capacity build	❖ The Department responsible for gender mainstreaming ❖ Office of the CS ❖ Department responsible for Legal Affairs ❖ The Department responsible for ICT ❖ Department of Health ❖ -Department responsible for public participation	Quarterly
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	violence prevention and response ❖ Encourage use of Alternative Dispute Resolution mechanisms for the prevention of Sexual and Gender-Based Violence; ❖ Improve Government support in providing support services such as shelters for gender-based violence survivors; ❖ Provide free Universal Health Care to enable GBV survivors to get health services in county government health facilities ❖ Undertake Research on SGBV to identify underlying and systemic causes and the best ways of addressing them. ❖ Ensure enforcement of SGBV-related laws and policies; ❖ Promote advocacy and education programs to change attitudes and culture that contribute to the acceptance and tolerance of SGBV ❖ Develop and	❖ -No. of alternative dispute Resolution Mechanisms on prevention of SGBV established ❖ -No. of SGBV Survivors supported ❖ -No. of SGBV Survivors treated for free under the UHC program ❖ -No. of research reports on causes and remedies for SGBV ❖ -No laws on SGBV enforceable		
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	strengthen the capacity of relevant institutions to undertake practical and timely investigations and prosecution of SGBV-related offenses and ❖ Promote male involvement in managing and responding to SGBV.			
OBJECTIVE 4: To promote and implement gender-responsive poverty eradication initiatives	❖ Increase and strengthen access to credit opportunities for women and all other special interest groups through affirmative action initiatives; ❖ -Enforce women's representation and participation in management committees of national and devolved funds initiatives, development projects and programs; ❖ Promote implementation of constitutional economic and social rights protecting the family; ❖ -Review and enforce implementation of	❖ No revolving funds are available for women and other vulnerable groups ❖ -No. of women representatives in management committees both at the national and County level ❖ -No. of sensitization forums on social and economic rights of	❖ -Department responsible for public participation ❖ -Department of lands ❖ -Department of Devolution and Public Service ❖ -Office of the CS	Quarterly

	appropriate social protection systems and measures to ensure that all women and men, girls and boys, in particular people with low incomes and the vulnerable, have equal rights to economic resources, as well as access to essential services, ownership, and control over land and other forms of property, inheritance, natural resources, appropriate new technology, and financial services; ❖ -Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, to provide adequate means for the County to implement programs and policies to end poverty in all its dimensions; ❖ Enhance and intensively promote the social, economic,	women, e.g., land ownership, inheritance, etc ❖ -Report on employment trends/patterns in the County (both executive and assembly) ❖ -No. of poverty alleviation programs geared at ending absolute poverty for women ❖ -No. of social protection programs for target vulnerable groups		
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	and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, financial or other status ❖ -Initiating county social protection programs for vulnerable target groups ❖			
Objective 5: To enhance gender-sensitive research and knowledge management	❖ Eradicating cultural practices that limit women's access to resources and assets ❖ -Facilitate research and knowledge management on gender-sensitive programming; ❖ -Collaborate with key stakeholders and other relevant institutions to support research and information sharing; ❖ -Carry out advocacy based on research findings with relevant duty-bearers (The National Government and other Development partners); and ❖ -Utilize relevant research findings and recommendations to	❖ -No. of research reports on gender-sensitive programs with findings being utilized ❖ -No. MOUs ❖ -No. of sensitization forums with different duty bearers ❖ -No. of staff capacity built on research data utilization ❖ -Gender man	❖ The Department responsible for Gender Affairs ❖ -Office of the CS ❖ -Department responsible for public participation ❖ -Other stakeholders ❖ -Department responsible for monitoring and evaluation ❖ -Department responsible for HR	Quarterly

	mobilize resources for gender mainstreaming ❖ -Research on issues of Gender Equality and Women Empowerment; ❖ -Establish a gender management database to be updated regularly and include disaggregated data as a minimum standard; ❖ -Develop and implement National Guidelines on the Collection, Collation, and Analysis of Sex Disaggregated Data; ❖ -Strengthen capacity to develop and use the national guidelines on collection, collation, and analysis of sex-disaggregated data; ❖ - Assess all programs to ascertain whether they meet the policy targets and aspirations of GEWE; and, ❖ -Evaluate whether implemented programs have had positive impacts on target beneficiaries	agement database established ❖ -No. of programs assessed to ascertain that they meet the policy targets and aspirations of GEWE ❖ - No. Of beneficiaries of implemented programs on gender and inclusion		
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Objective 6: To advocate for the elimination of retrogressive cultural beliefs and practices and all forms of discrimination against men, women, boys, and girls	❖ -Strive to eliminate all forms of discrimination, negative attitudes, and practices that prejudice the girl child and the boy child ❖ -Support women and men to work with children and youth to break down persistent gender stereotypes, taking into account the rights of the child and the responsibilities, rights and duties of parents ❖ -Integrate gender equality and social inclusion in all curricula at all levels of Learning to remove gender bias in the school curriculum, educational materials, and practices ❖ -Develop and implement a gender and social inclusion capacity-building and awareness-raising program; ❖ -Establish gender and social inclusion platforms and Put in place adequate programmatic interventions to	❖ -No. of department s/sectors that have ensured 2/3rd gender rule in appointments, promotion ass, alignments and tasks ❖ -No. of sensitization forums held forums on children's rights ❖ -MOUs signed with educational stakeholders on gender mainstreaming ❖ -Program on gender and social inclusion developed and implemented ❖ -Structures	❖ The Department responsible for gender affairs ❖ -Department responsible for HR ❖ -Department responsible for public participation ❖ -Office of the CS ❖ -Department responsible for mentorship	Quarterly
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	address discrimination; and develop targeted measures to address intersectional and multiple inequalities ❖ -Facilitate affordable and accessible to Health Care ❖ -promote women's leadership and decision-making positions ❖ -Develop structures and programs for role modeling and mentorship for girls and boys. ❖ -Decree on the realization of the Two-Thirds Gender Principle in appointments, promotion assignments, and tasks ❖ -Support evidence-based generation of data on the extent, effects, and implications of different inequalities presented by discrimination; ❖ -Ensure compliance with	and programs for role-modeling and mentorship programs for boys and girls established -		
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	constitutional and legal provisions against discrimination; ❖ -Eliminate structural constraints that hinder the realization of the rights of boys and girls; and, ❖ -Support appropriate age sex education for boys and girls with parental involvement and emphasize their respective responsibilities ❖ regarding their sexuality and fertility.			
Objective 7: Eliminate discrimination in access to employment, promotion, and training, including equal remuneration, to enhance income security for men and women	❖ -Strengthen and review the legal and administrative framework for labor administration to integrate women in hitherto non-traditional trades, i.e., construction, mining, and infrastructure development, among others; ❖ -Enhance compliance to the 'not more than two thirds' gender principle in recruitment, appointment, and promotion of women and men in all spheres	❖ -No sensitization forums on gender inclusivity in labor administration in all spheres ❖ -Unpaid care program for children, older persons, the sick, and PWDs that reduces the burden on	❖ The Department responsible for gender and mainstreaming ❖ -Department of trade and industry ❖ -Office of the CS	Quarterly

	for greater inclusion and visibility; Implement labor policies that support minimum wage guidelines, regulations on work hours, and protection for trade union and collective bargaining rights, particularly for women to close the differences in access to economic opportunities, earnings, and productivity gaps; ❖ -Recognize unpaid care (for children, older persons, the sick, and persons with disabilities) and domestic work to ensure shared responsibility within the house and invest in social services and infrastructure provision and social protection policies to reduce the burden on women; ❖ -Establish a database on employment records of women and men in formal and informal sectors to track, evaluate, and	women ❖ -Skills development program for women on entrepreneurship ❖ -MOUs with the informal sector on maternity/paternity leaves and other forms of gender mainstreaming		
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	improve employment conditions for all, particularly women; ❖ Review skills development programs and projects and target them at increasing decent employment for all, particularly women; ❖ -Build capacities of women's entrepreneurial skills linked with start-up capital; and, ❖ -Regulate job security for women and men on maternity/paternity leave and ensure the safety and protection of ❖ women in the informal sector, including women with disabilities.			
Objective 8: Enhance and sustain measures to eliminate gender disparities in access to, retention, transition, performance, and quality of Education for women, men, girls, and boys.	❖ positions in the education sector at national and County levels; ❖ -Adopt and strengthen measures to increase access to and retention of girls and boys in public Education at all levels; ❖ -intensify civic education programs	❖ Guidelines on recruitment retention of both boys and girls in public Education ❖ -Mentorship opportunities for girls in STEM-	❖ -Department responsible for gender affairs ❖ -Department of Education ❖ -Department responsible for HR ❖ -Department responsible for socio-	Quarterly

	on harmful cultural practices that inhibit access to Education for girls; ❖ -Promote mentorship programs in schools and sensitize households to encourage girls to take up STEM-related careers; ❖ -Provide personal and menstrual hygiene information standard facilities and allocate a budget for the provision of sanitary towels to girls and clean toilets for girls and boys in schools; ❖ -Promote accountability on utilization of bursary funds available for vulnerable girls and boys and institutionalize direct support for orphans and children with severe disabilities in school; ❖ -Enhance school attendance by putting in place measures to address gender-based violence, sexual harassment, safety, and protection in	related careers ❖ -Availability and dissemination of personal and menstrual hygiene ❖ -Budget allocation for the provision of sanitary towels to girls and clean toilets for girls and boys in schools ❖ -No. of vulnerable girls on bursaries and scholarships ❖ -Re-entry policy available and enforced for pregnant girls	economic planning	
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	schools; and, ❖ -Review and enforce re-entry policies for pregnant schoolgirls to enable them to complete their education.			
Objective 9: Ensure equitable and meaningful participation and representation of women and men in governance, power, and decision-making positions in public and private sectors.	❖ -Initiate legislation to give effect to the constitutional principle that not more than two-thirds of members of appointive and elective positions shall be of the same gender; ❖ -Ensure that political parties support women's participation in political processes and promote gender equality; ❖ -Support effective collaboration of state and non-state actors to build the capacity of women to participate and engage in competitive politics, leadership, and governance; ❖ -Support and	❖ No. of women empowered to participate in appointive and elective decision-making positions	❖ -Department responsible for gender affairs ❖ -Department responsible for public participation ❖ -Department responsible for public administration	Quarterly

	encourage active and meaningful participation of women in political and decision-making processes from the grassroots level.			
Objective 10: Implement measures to overcome barriers inhibiting women's access to and control of productive resources, e.g., land ownership, housing, and agriculture.	❖ -Implement existing Constitutional reforms and a relevant legal framework that ensure equitable access and control to land and other natural resources, particularly for women for agricultural use, housing, and other productivity ventures; ❖ -Enhance extension services and avail agricultural information and appropriate technologies to benefit vulnerable women of farm practices, particularly; ❖ -Facilitate and enhance adoption of engendered climate processes, bright inputs, and our	❖ -No. of agricultural extension services targeting women and women-headed families ❖ -No. of sensitization forums on climate-resilient agriculture ❖ -No. of Women doing agriculture as an economic activity	❖ -Department responsible for gender mainstreaming ❖ -Department responsible for public participation ❖ -Department of Agriculture ❖ -Department responsible for environment and climate change	Quarterly

	markets to ensure that agricultural and other livelihood practices are climate resilient; and, ❖ -Enhance women's participation in agriculture			
Objective 11: Facilitate affordable, accessible, acceptable, and quality health care services, including reproductive health care, emergency services, family planning, HIV and AIDS service for women and men, girls and boys	❖ -Strengthen the universal healthcare insurance scheme and enhance its coverage to provide comprehensive and integrated preventive, curative, and rehabilitative health services for all; ❖ -Support implementation of existing health and nutrition programs to benefit vulnerable women and girls; ❖ -Strengthen efforts to reduce maternal mortality and new HIV and AIDs infections among women and girls; and, ❖ -Establish, strengthen, and regularly review programs targeted at	❖ -Level of investment in UHC with a particular focus on comprehensive and integrated preventive, curative, and rehabilitative health service ❖ -Level of support for implementation of existing health and nutrition programs ❖ -No. of programs/f	❖ The Department responsible for gender mainstreaming ❖ -Department of Health ❖ -Department responsible for public participation	Quarterly

	women and girls and recommend improvements	forums, campaigns on maternal mortality and new HIV and AIDS infections among women and girls		
Objective 12: Ensure a clean, secure, and sustainable environment	❖ -Ensure women participate in and benefit equitably from investments in various natural resources development initiatives; ❖ -Build capacities of development agencies in gender mainstreaming into environment and climate change laws, policies, and programs and ensure that women, men, girls, and boys participate in and contribute to and benefit from climate resilient programs and projects; ❖ -Support interventions aimed at equitable participation of women, men, girls,	❖ -No. of women participating in and benefiting from natural resources development/management initiatives ❖ -No. of capacity building forums on climate change laws, policies, and programs as well as climate	❖ -Department responsible for gender mainstreaming ❖ -Department responsible for environmental and climatic change issues ❖ -Department responsible for management of natural resources ❖ -Department of Water	Quarterly

	and boys in the sustainable utilization of natural resources for economic benefits ❖ -Have women well represented in decision-making processes over the environment and natural resources; ❖ -Factor women's input into climate change adaptation and mitigation strategies; ❖ -Capacity build women on the adverse effects of deforestation to be able to contribute towards sustainable natural resource management and climate change mitigation and adaptation ❖ -Reduce gender disparity in access to natural resources; ❖ -Provide affordable, clean water to reduce health risks related to poor ❖ quality of water;	resilient programs and projects with free participation ❖ -No. of interventions aimed at equitable participation in sustainable utilization of natural resources ❖ -No. of women participating in climate change adaptation and mitigation strategies ❖ -No. of women's capacity build on adverse effects of deforestation ❖ -Level of investment in clean water campaigns		
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