

COUNTY GOVERNMENT OF BUSIA



Municipality of Gender Inclusion Framework

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APPROVALS

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PART A: INTRODUCTION

Gender inclusion is a concept that transcends mere equality. It's the notion that all services, opportunities, and establishments are open to all people and that male and female stereotypes do not define societal roles and expectations.

Article 10 of the Constitution is on the National Values and Principles of governance. It creates a platform for gender equality and non-discrimination and highlights such principles as equality, equity, inclusiveness and non-discrimination. These principles provide an anchorage for gender equality. Further, Article 27 (1) provides that every person is equal before the law and has the right to equal protection and benefit; Article 27 (3) provides that women and men have the right to equal treatment including the right to equal opportunities in political, social, economic and cultural spheres. The Constitution also outlaws discrimination on any basis including, pregnancy, race, sex, marital status, health, ethnicity or social origin, colour, age, disability, religion, conscience, belief, culture, dress, language or birth in Article 27.

To realize these ideals, the Constitution in Article 27 (6) requires the government to take legislative and other measures including affirmative action to redress disadvantages suffered by individuals and groups because of past discrimination. Article 27 (8) requires that not more than two thirds of the members of elective or appointive bodies are of the same gender

PART B: THE FRAMEWORK OBJECTIVES

This framework has been developed to ensure inclusivity of every resident and beyond in the development agenda of the municipality. It also aims at bridging the gap between the most advantaged groups/individuals of people and the most disadvantaged lot in both participation, benefiting and monitoring of the municipality activities.

Further, it aims at promoting a transparent and open governance where every stakeholder has a sense of belonging.

PART C: THE APPROACH

The framework looks at two critical models;

- The Gender Integration Framework, which guides the municipality in 'how' to mainstream gender throughout their operations and programs, and
- The Gender Equality Wheel, which tracks the impact of gender mainstreaming.

3.1 Gender Integration Framework

This entails four dimensions;

3.1.1 Political commitment

The municipality board aims at nurturing a conducive political environment from top leadership to the community to actively support gender inclusion. The board is committing the technical staff time and resources, and institutes needed to develop policies and procedures for gender inclusion.

3.1.2 Technical Capacity

The board aims at entrenching procedures and skills aims at promoting gender inclusion amongst the technical staff. The board will also promote women, youth, PLWs and minorities agenda through seminars and trainings.

3.1.3 Accountability

The Municipality Board will promote openness in the management affairs of the municipality. It ultimately aims at building responsibility for gender integration into job descriptions, work-plans, strategies and performance assessments.

3.1.4 Organizational Culture

The Board shall promote sound social norms that embrace equity, inclusivity and participatory approach to development through regulation and policies. The Municipality will endeavor to preserve noble and acceptable culture, traditions, rituals and symbols of the organization.

3.2 The Gender Equity Wheel

This is the tracking of women's transition from alienation and isolation to ultimate involvement in Municipality's activities and strategic participation in social, economic, cultural and political transformation and significantly, men's recognition, support and involvement in this process. The Gender Equality Wheel identifies four stages of the progress toward gender equality:

3.2.1 Engagement

It involves engagement of women to come out of isolation. This represents the stage at which people (especially women) come out of isolation and fully embrace development and governance.

3.2.2 Empowerment

The Municipality will aim at empowering women with ideas, knowledge, skills and resources so as to enable them build self- confidence as they explore new ways of seeing and acting.

3.2.3 Enhancement

The Municipal Board will aim at bettering the lives of its residents at the households and communities levels. This involves looking at the basic issues and challenges bedeviling women at the household level like provision of clean water and energy.

3.2.4 Emergence

This moves women and men onto the public stage and to social and political action that transforms their social, cultural and political environment. The board will promote formation of social groups and SACCOS aimed at building economic strength.

PART D: STEPS TO GENDER MAINSTREAMING AND INCLUSION

The Gender Assessment covers the Municipality's itself and its programs. It comprises of four steps.

4.1 Diagnosis.

This will be conducted through questionnaire and it will involve the following;

- i. What is your understanding of gender analysis?
- ii. What is your understanding of gender equality in the workplace?
- iii. What is your understanding of gender mainstreaming?
- iv. Do you think it is important to mainstream gender analysis in your organization? If so, why?

4.2 Action-planning.

The Municipal Board will seek to establish a long term step and design towards realizing gender inclusion and it will have the following actions plan;

- i. Define indicators to monitor and evaluate the process and output of change;
- ii. Develop alternative strategies;
- iii. Look for potentials, do not focus on barriers;
- iv. Build in flexibility;
- v. Think about possible consequences of certain strategies for the various groups or individuals; and

- vi. Listen to the ‘silent voices’—(other) opinions on gender that are not easily heard.

4.3 Implementation.

During implementation, the Municipal Board shall consider:

- a) Recognize resistance; and
- b) Monitoring and adjustment.

4.4 Evaluation.

The board shall carry out Assessment of the process at specific times before, during and after implementation.

PART E: MUNICIPALITY STRENGTH IN STEERING GENDER INCLUSION FRAMEWORK

There Municipality has three major strengths for successful gender mainstreaming:

- a) A participatory approach that builds strong organizational ownership by all stakeholders;
- b) An action-plan based on where an organization is and where it wants to go. This action plan shall be drawn in a participatory manner taking into consideration the needs and aspiration of all stakeholders; and
- c) Engaging the executive and the political class regularly.

PART F: REVIEW OF THIS FRAMEWORK

We will in consultation with our customers and stakeholders review this Gender Inclusion Framework every three years or on needs basis so as to ensure sustainability of the efficiency and effectiveness in gender mainstreaming.