



GENDER INCLUSIVITY AND PARTICIPATION POLICY HOMA BAY COUNTY

Department of Youth, Talent Development,
Sports, Gender Inclusivity, Culture Heritage
and Social Services

2024



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The constitution of Kenya 2010 contains important commitments to gender equality and women's empowerment. It provides the national values and principles that bind all Kenyans in implementing public. To effectively implement these constitutional provisions, it is necessary to formulate a comprehensive gender inclusivity and participation framework. Homa Bay county government has made significant steps in reduction of gender inequality and discrimination through development of a policy framework that will ensure inclusivity and participation of all its citizens in social, political and economic spheres without any discrimination.

The policy framework developed is coherent with the International, National and Regional legislative policy instruments, which Kenya is a signatory to as provided in the Constitution 2010 Article 2(6) and 10. The policy protects women, men, girls and boys against inequality and discrimination.

The policy should reinforce the legislative Framework already in force alongside other legislations. The County Assembly seeks to develop and support all programs and projects to empower the vulnerable and marginalized groups in the County. Gender inequality not only violates human rights but also hampers productivity, reduces human capital and undermines economic growth in a country.

The policy framework will strengthen mechanisms and strategies that enhance accountability, coordination, monitoring and evaluation for sustainable Gender inclusivity and participation programs and projects in the County. This calls for adequate resource allocation by the County government to enhance partnerships with other stakeholders while enhancing commitments by state and non-state actors.

HON. SARAH MALIT



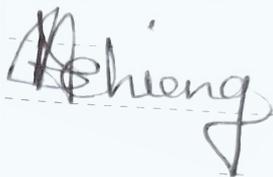
CEC-M Department Of Youth, Sports, Talent
Development, Gender Inclusivity, Cultural Heritage
And Social Services.

The County Gender Inclusion and Participation Policy on the Involvement of Vulnerable and Marginalized Groups in Coordination of Programs and Projects has been prepared through a participatory process involving the County Technical Working Group composed of representatives from various County departments and stakeholders in Homa Bay County.

The team that developed this policy framework made great effort and commitment. The County particularly recognizes the staff of the Department of Youth, Sports, Talent Development, Gender Inclusivity, Culture Heritage and Social Services, Department of Land, Physical Planning, Housing and Urban Development; Department of Water, Irrigation, Sanitation, Environment, Energy, Forestry and Climate Change, Department of Finance and Economic Planning, Municipalities and Committee in charge of Youth, Talent development, Sports, Gender inclusivity, culture heritage and Social Services for their valuable commitment and input under noble leadership of their County Executive Committee Members Hon. Sarah Malit, Hon. Dr. Aloo and Hon. Dr. Ogolla and Hon. Solomon Obiero. The production of this Framework would not have been possible without the financial support from the County Government led by Her Excellency Governor Gladys Wanga and key Stakeholders.

I am convinced that based on this policy, the Department will be able to prevent and respond effectively to cases of Gender discrimination within the County and, in so doing, create a secure environment for all the residents of the County to live, work and invest in. To those not mentioned here but who contributed in one way or another to the production of this Framework, we salute you.

DOLPHINE ACHIENG

A handwritten signature in black ink, appearing to read 'Dolphine Achieng', written over a horizontal dashed line.

Chief Officer – Gender Inclusivity
And Women Empowerment

ABBREVIATIONS AND ACRONYMS

ACHPR	African Charter on Human and People’s Rights
ADR	Alternative Dispute Resolution
AGPO	Access to Government Procurement Opportunities
ANC	Antenatal Care
ARH & D	Adolescent and Reproductive Health and Development
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
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 Immuno 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

Gender inequality and discrimination are human rights violations with long-term physical and psychological consequences on women, girls, boys and other vulnerable and marginalized groups since, most of the time, they are excluded from the developments and economic growth of their counties and countries. Such exclusion extends far beyond the individuals affected, negatively impacting households and communities and spanning across generations, leading to the underdevelopment of a community. The Framework aims to eliminate Gender inequality and discrimination in Homa Bay County through a multi-sectoral approach to program design and implementation. The policy has highlighted several strategies that will comprehensively promote Gender equality, inclusivity and coordinated responses towards eliminating Gender discrimination in the County.

The policy envisages participatory monitoring and evaluation of programs and projects to enhance the strategic goal of eliminating Gender inequality in the County. The Involvement of the Community in every project will strengthen Gender inclusion for sustainability and development.

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Homa Bay County has experienced various disasters, including soil erosion, floods, riverbank erosion and droughts, causing massive loss of life and property almost yearly [Homa Bay Climate change Policy 2021]. The County's susceptibility to disaster emanates from its geomorphologic conditions, geographical location, and social and cultural challenges. The mortality rate of women, adolescent girl and children are higher compared to men due to disaster events. To this end, Homa Bay County is one of the most vulnerable counties to disasters. Women, children, the elderly, persons with disabilities, and adolescent girls are at the most significant risk of being affected by disasters and climate change. To ensure an inclusive approach in project risk management, it is essential to include a gender perspective in the County gender inclusivity framework.

The Constitution of Kenya creates a platform for gender equality and non-discrimination. It also provides a fresh impetus for a national policy to chart a roadmap for attaining the constitutional provisions. Article 10 of the Constitution is on the National Values and Principles of Governance. It highlights such principles as equality, equity, inclusiveness and non-discrimination. These principles provide an anchor for gender equality.

Further, Article 27 (1) provides that every person is equal before the law and has the right to equal protection and benefits; 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 outlaw's 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 (4). To realise these ideals, the Constitution in Article 27 (6) requires the Government to take legislative and other measures, including affirmative action, to redress the disadvantages individuals and groups suffer from 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. Women have made tremendous strides; the reality is we are still a hundred years away from closing the gender gap. Equality will be achieved when the vulnerable and marginalised groups pursue and realise their fullest potential. Equality is women, girls, boys, men and PWDs having a choice over their bodies and their own lives and feeling safe in their communities and homes, and it's more women and PWDs in positions of power and redefining what power is. Gender inclusion and participation framework entails the participation of women, Persons with Disabilities and Youth in the development processes of a community.



Fig 1: What Gender equality should look like

1 Rationale

A gender analysis should test whether a project's logic aligns with the gender dynamics in a given environment. This Framework puts forth three approaches to gender analysis that examine institutional, sociocultural and transformational dynamics. Municipalities are incubators of social change and have already driven significant improvements in gender equity worldwide. By targeting the elements in the built environment that continue to socially and economically exclude women, girls, and sexual and gender minorities, we exploit a critical opportunity to accelerate gender equity across all sectors of development. A municipality that works well for women, girls, and sexual and gender minorities of all ages and abilities and supports their economic and social inclusion is accessible, Connected, Safe and healthy. This Gender Inclusion and Participation sets the Framework for a gender equality and social inclusion strategy.

The Problem

Despite a progressive Constitution that promotes gender equality and women's empowerment, gender inequality remains a key issue of concern in the country. The patriarchal social order supported by statutory, religious and customary laws and practices and the administrative and procedural mechanisms for accessing rights have continued to hamper the goal of attaining gender equality and women's empowerment. Progressive provisions in the law have not delivered gender equality in practice, raising the need to develop a policy that addresses the variety of manifestations of gender discrimination and inequality.

Policy Context

Since independence, the Government of Kenya has implemented various programmatic, policy, legislative and administrative measures towards realising gender equality and women's empowerment, including supportive institutional frameworks. The Declaration of the UN Women's Decade in 1975 led to the establishment of the Women's Bureau as the first single most important National Machinery for advancing women's rights in Kenya. This acknowledged women as a population with special needs requiring special attention. The functions and responsibilities of the Bureau, according to the Cabinet Memorandum 78 (b), included policy formulation, implementation and evaluation, coordination of all Government initiatives and programs for women, collection and analysis of data and information required for the design, monitoring and evaluation of policies and projects for women and support to liaise with NGO projects and women organisations. This broad mandate reflects the Government's commitment to the advancement of women. The county Government of Homa Bay created a Gender department that will spearhead inclusivity in all development programs across all the Municipalities. Member states were also urged to take constitutional and legal steps to eliminate all forms of discrimination against women and tailor national strategies to facilitate the participation of women to promote peace and development. Within this context, Kenya has taken steps in ratifying international treaties and regional conventions on gender equality and participating in forums where gender equality is canvassed. The National Gender and Equality Commission was also established to support the realisation of gender equality.

1.2 Goals

The policy aims to eliminate Gender inequality and discrimination in Homa Bay County municipalities through a multi-sectoral approach to program implementation.

1.3 Purpose

To involve all the state and non-state actors in implementing laws and policies that strengthen programs for gender inclusivity and participation.

1.4 Vision

A County free from all forms of gender discrimination and inequality and upholds equal human rights and dignity for all its citizens.

1.5 Policy Objectives

1.5.1 Overall Objective

The overall objective is to ensure gender inclusion and participation in the planning and design process of projects as stakeholders and partners with shared decision-making power in Homa Bay County Municipalities.

1.5.2 Specific objectives

1. To actively include and promote the agency of women, girls, and sexual and gender minorities of all ages and PWDs in planning and designing decision-making processes
2. To systematically combat the gendered imbalances in the built environment that prevent these groups from enjoying equal access, mobility, safety, health, climate resilience, and security of tenure.
3. To Create gender-inclusive municipalities that support the full social and economic inclusion

of women, girls, and sexual and gender minorities of all ages and abilities, including issuing of grants and loans to this category.

4. To advance gender equity and unlock more inclusive global economic and social development in the municipalities.
5. To strengthen the capacities of County Employees on the importance of Gender Inclusion and Participation in County projects.

1.6 Guiding Policy Principles

- National policy against gender-based violence 2014 and Sessional Paper No.2 of 2019 on National Policy on Gender and Development. Kenya is committed to ensuring the promotion of gender equality and empowerment of women. The Government is bestowed with the power to protect its citizens against discrimination.
- Laws and policies against GBV promote human rights and development. The legislative Framework consists of laws that regulate the roles and responsibilities of persons in society.
- Responsibility of National and County Government, communities, and Individuals. Elected, nominated, and appointed leaders have a crucial role in protecting their citizens from all forms of discrimination and ensuring inclusivity in every sphere of engagement.
- Beijing Convention (1995)
- Gender mainstreaming policy (2021)
- Sexual Offences Act (2017)
- Children's Act (2020)
- Penal Code (2020)
- Disability Act (2013)
- Women Economic Empowerment Strategy (2020-2025)
- Witness Protection Act (2020)

- Homa Bay County Sexual and Gender-Based Violence Policy (2023)
- HIV/AIDS Prevention and Protection Act (2021)
- Succession Act (2012)
- Gender Policy (2010)

1.7 Approaches Adopted to Policy Implementation

Human Rights Based Approach

Human Rights has been a central pillar of the United Nation's work from its inception in 1945 with the adoption of the Charter of the United Nations. We can proudly celebrate giving birth to a normative era in which the international community, inspired by the Universal Declaration of Human Rights, has produced an outstanding corpus of international norms and standards for a life of dignity and well-being for all.

The human rights-based approach (HRBA) is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. It seeks to analyse inequalities at the heart of development problems and redress discriminatory practices and unjust distributions of power that impede development progress and often result in groups of people being left behind.

Under the HRBA, the development plans, policies and processes are anchored in a system of rights and corresponding obligations established by international law, including all civil, cultural, economic, political and social rights and the right to development. HRBA requires human rights principles (universality, indivisibility, equality and non-discrimination, participation, accountability) to guide United Nations development cooperation and focus on developing the capacities of both 'duty-

bearers' to meet their obligations and 'rights-holders' to claim their rights.

While there's no universal recipe for a human rights-based approach, United Nations agencies have nonetheless agreed to several essential attributes in the 2003 Common Understanding on HRBA to Development Cooperation, which indicates that:

All development cooperation programmes, policies, and technical assistance should further the realisation of human rights as laid down in the Universal Declaration of Human Rights and other international human rights instruments.

Human rights standards and principles derived from the Universal Declaration of Human Rights and other international human rights instruments guide all development cooperation and programming in all sectors and phases of the programming process.

Development cooperation enhances the capacities of 'duty-bearers' to meet their obligations and/or of 'rights-holders' to claim their rights.

The Universal Human Rights Index is a tool designed to facilitate access to human rights recommendations issued by the United Nations human rights mechanisms, including the nine treaty bodies established under the international human rights treaties, the special procedures and the Universal Periodic Review (UPR) of the Human Rights Council. The UNSDG has produced guidance on strengthening strategic engagement with the human rights machinery. HRBA is one of the six Guiding Principles of the United Nations Sustainable

Development Cooperation Framework.

Gender Responsive Approaches

Intentionally employing gender considerations affects programs and policies' design, implementation and results. Gender-responsive programs and policies reflect girls' and women's realities and needs in components such as site selection, project staff, content, monitoring, etc. Gender-responsiveness means paying attention to the unique needs of females, valuing their perspectives, respecting their experiences, understanding developmental differences between girls and boys, women and men, and ultimately empowering girls and women.

Integrative and Collaborative Approach

A governing arrangement where one or more public agencies directly engage non-state stakeholders in a collective decision-making process that is formal, consensus-oriented, and deliberative and that aims to make or implement public policy or manage public programs or assets.

Peaceful Masculinities Approach

This approach involves questioning the masculine values and norms that society places on men's behaviour, identifying and addressing issues confronting men and boys in the world of work, and promoting the positive roles that men and boys can play in attaining gender equality.

Women, Peace, and Security Approach

Women, Peace and Security (WPS) are a policy framework that recognises that women must be critical actors in all efforts to achieve sustainable

international peace and security. WPS promotes a gendered perspective and women's equal and meaningful participation in peace processes, peacebuilding and security.

Intersecting Identities Approach

An intersectional approach means that policymakers (and analysts) Do not give a higher status to any one social category's inequality or experience of discrimination but encourage us to focus on complex relationships and interactions.

Public Participation Approach

Participation of the public is the deliberative process by which citizens, civil society organisations, and government actors are involved in policymaking and implementation before decisions are made.

Accountability and Social Mobilisation

Community engagement and accountability (CEA) is a way of working that recognises and values community members as equal partners. It ensures their opinions are heard and used to design and guide our work.

Evidence-Based Approach

Evidence-based policymaking refers to the method of policy development that consults facts and credible, relevant evidence to make decisions over political opinion or theory.

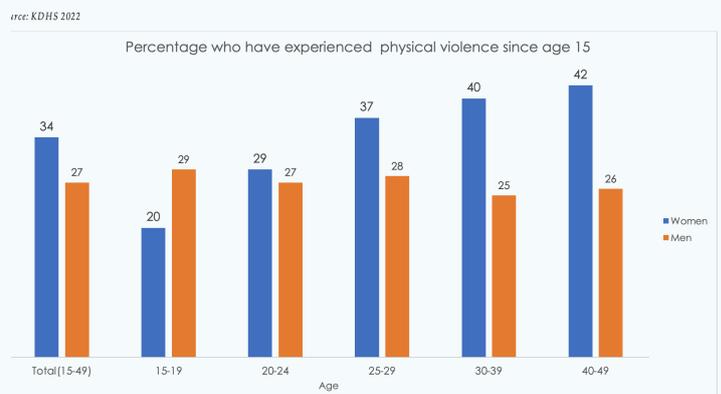
2.1 Introduction

This section provides a broad sectoral overview of the critical issues impacting Homa Bay’s progress towards gender equality. Homa Bay County lies between latitudes 0015 South and 0052 South, and between longitudes 340 East and 350 East. The County covers an estimated area of 4,267.1 km² constituting 2,696 km² of land area and the largest freshwater lake in Africa of surface area 1,227 Km², 2,332.5 Km² of Arable land and 3.1 Km² Forest Cover. The number of households in the county is estimated at 265,945 of an average household’s size of 4.5, with rural and urban population estimated at 1,018,871 and 113,078 respectively. The county’s annual population growth rate stands at 1.6% against the National average of 1.9%. This is attributed to low use of modern contraception methods by married women, which stands at 56.8% compared with National average of 62.5. Homa Bay County has a disability prevalence of 4.3%, the second highest in the country. This is manifested in hearing, speech, mental, physical, and self-care; thus, the need for socio-economic inclusion of PLWD in planning, budgeting, implementation, and monitoring of sectors’ Programmes /projects for equity and equality. The situational analysis focuses on key development sectors that are thematically sequenced along the Beijing Platform for Action and gender-related treaties and conventions. This policy has also been aligned with current development blueprints. A range of gender-related challenges and problems have been identified in each thematic area, and key issues have been identified.

Gender Analysis refers to the variety of methods used to understand the relationships between men and women, their access to resources, their

activities and the constraints they face relative to each other. Gender inequality and discrimination still prevail across the globe despite many organisations working towards closing the gap. One in three women experiences violence Women represent nearly two-thirds of the world’s illiterate; 31 million girls are still out of school around the world (UN 2014). Homa Bay County records 23% teenage pregnancy (KDHS 2022) Compared to 13 % in Kenya. Homa Bay has 51% physical violence, and it is leading in the Nyanza region.

Source: KDHS 2022



Therefore, this gender inclusive and participation framework will help to bridge the gap in gender inequality for the communities in Homa Bay County Municipalities.

The current prevailing challenges inform this Framework of inequality, marginalisation, inadequate skill set, lack of opportunities, and unfulfilled potential coupled with limited, insufficient, and isolated services and resources for women in Homa Bay County. This Gender Inclusion and Participation Framework is therefore much needed to play a pivotal role to realise the following:

- a. Fulfilment of the Constitution, especially Article 10; Chapter 4, Chapter 11, Chapter 12, and

Schedule 4 and more specifically, equality of treatment and freedom from discrimination as provided for under Article 27 of the Constitution;

- b. Promoting interoperability and consistency of approach empowers every sector, Department, board, and committee with a greater appreciation of gender equality practices.
- c. Repeatability to ensure every citizen is treated equally and involved in decision-making throughout the project cycle.
- d. Legal compliance and gender mainstreaming of all sectors
- e. Ensures every citizen can access grants /loans from the County and other stakeholders and
- f. Enhanced transparency and professionalism in service delivery for all citizens

makes it difficult for women to realise rights in areas such as politics, decision-making, education, health, the economy and access to justice, even when these are provided for in the law. The county Poverty Rate in 2016 was 22.7 % (2016). Main economic activities include agriculture and fishing along the shores of Lake Victoria.

Key issues:

- a. Implementing gender-responsive poverty eradication initiatives;
- b. Adequate representation of women in key development management committees at the County.
- c. Capacity-building women targeted for specific Affirmative Action funds and Access to Government Procurement Opportunities (AGPO)
- d. Eradicating cultural practices that limit women's access to resources and assets.

Thematic Areas and Key Issues

Poverty

Poverty is defined as a lack of material or monetary resources and the structural and systemic factors that impact people's capabilities, opportunities and agency in political, social and economic spheres. Poverty has taken a gender dimension in Kenya and Homa Bay County, where women are poorer than men according to the various Economic Surveys. This is exemplified by that men far outnumber women in different basic human development indicators categories, as indicated by UNICEF (2016). The causes of poverty are structural and systemic and hinge on the social organisation that relegates women to a position of lesser power over resources, decision-making in the management of County affairs and access to opportunities. Poverty

Access to Labour and the Economy

Women make a significant but invisible contribution to the economy because their contribution to the GDP through the informal sector is not recognised. Women's economic activity is primarily concentrated in subsistence agriculture and the informal business sector, while men dominate in the formal sector. On average, women work longer (12.9 hours) than men (8.2 hours), yet they earn less because most of these hours are taken by unremunerated work despite contribution to mainstream economic activities. Most women in Homa Bay County are in the informal sector, thus making their contribution to the County economy less appreciated. According to the Kenya Economic Survey (2018), women play a critical role in the

agriculture sector (especially family farming) and the informal business sector, while men dominate in the formal sector. The same trend is observed in the manufacturing, wholesale and financial sectors, where the proportion of women stands at 20%, 27% and 38%, respectively. Therefore, this Framework will ensure it protects women from exploitation and provides equality and equity across the Municipalities regarding remuneration for the same work done without discrimination.

Key issues

- e. Gender inequalities in the job market with the percentage of women in formal employment
- f. Women working in poorly paid jobs in the largely unregulated informal sector, worsened by most women working in family-owned and home-based businesses where their work is subsumed into unpaid domestic labour;
- g. Macro-economic and sectoral policies are not gender responsive;
- h. Women and youth lack collateral, including land ownership that restricts their access to credit;
- i. Balancing the social and economic roles which hinder women's effective participation in entrepreneurship.

Access to Education

This is a fundamental right under Article 43 of the Constitution. Articles 53, 54 and 55 of the Constitution emphasise the importance of the right to education for the youth, persons with disabilities and children. Article 56 underscores the need for affirmative action for marginalised groups such as women and girls. Primary school enrolment rate in the county is at 98 percent with about 4,800

primary school age children were out of school. On the other hand, secondary school enrolment rate is at 58 percent, demonstrating a low transition rate from primary school to secondary school and a significant number of schools drop outs in the county. Insufficient permanent classes, under staffing, diseases such as Malaria and lack of basic needs are the main lead to absenteeism from school and eventually school dropout.

Key Issues:

- j. Weak mechanisms for coordination and cooperation between national and County governments in the provision of education;
- k. Low transition rate among the boys and girls to secondary school and institutions of higher learning;
- l. Boys and girls drop out of school to assume household headship roles in the absence of parents;
- m. Prevalence of child labour;
- n. Sociocultural practices such as sexual abuse, unwanted pregnancies, and child marriages hamper girls' education;
- o. Absenteeism and retention of girls in school
- p. Emerging issues, such as betting, misuse of mobile phones, and cyberspace.

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 Homa Bay County, a significant 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. In Homabay, Preventable diseases such as malaria, sexually transmitted diseases and HIV and AIDS are still common with the county presenting a HIV prevalence rate of 16.2 percent, which is four times higher than the national prevalence rate of 4 percent (KDHS 2022), with women recording the highest prevalence rate compared to men. Children below 14 years living with HIV and AIDs are 8,391 while new infections are recorded at 450 per year, with a total of 6,449 on ART rating the county at 92% viral suppression. Homabay records 252 mortalities per year. Besides, adolescents living with HIV are at 8,842 with new HIV infection at 462 and 8,641 on ART fortunately with a 92% current viral suppression rate and 112 mortalities recorded per year, below 17 years orphans are 127,448 as per HIV Estimates 2022, KHIS data April 2023 EID Dashboard.

Key Issues:

- q. Women are still burdened with preventable diseases, such as HIV/AIDS, malaria and tuberculosis (TB);
- r. Outdated cultural practices such as 'wife inheritance', which exacerbate the spread of HIV/AIDS and Sexually transmitted infections.
- s. Expectant mothers are prone to malaria due to poverty and limited access to sleeping nets;
- t. Women have borne the greatest brunt of TB infections, and maternal mortality is still high.
- u. Mental health as an aspect of health, which is

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

Land, Housing and Agriculture

Land is critical to the economic, social and cultural development of Kenya. It is a crucial factor of production, and lack of access to land affects the enjoyment of other rights. Culture and traditions continue to support male inheritance of family land while the implementation of gender-sensitive family laws is slow. There is conflict between constitutional and international provisions on gender equality vis-à-vis customary practices that discriminate against women in relation to land ownership and inheritance. Women are also not sufficiently represented in institutions that deal with land, and their rights under communal ownership are not defined, making it easy for men to dispose of family land without consulting women. Few women have land registered in their names, and the lack of financial resources restricts their entry into the land market. Only eight per cent of women own a house alone, and 7 per cent own land alone. Forty-two per cent own a home, and 39 per cent of women own land (alone, jointly, or both) (KDHS, 2022). Without secure land rights, women's participation in and benefit from land uses like agriculture is inhibited. Yet, women provide up to 75% of agricultural labour. They produce food crops for domestic consumption and provide labour for commercial farming, where they are paid a pittance. Women also have less access to modern farming technology. The situation is compounded by the delineation of agriculture as a function of the county government, necessitating coordination and cooperation between the national and County governments through the Intergovernmental

Relations Act 2012. The lack of secure land rights also impacts housing rights for women. The rights of married women and widows have not been secured in practice. The Constitution, however, specifically provides for women's rights to the marital home and the protection of the rights of dependents of deceased persons holding interests in land, including spouses in actual occupation of the land, in Article 68. This was to forestall a situation where women were left homeless upon divorce or in the event of the death of their spouses when relatives of the deceased grabbed the property from the widow. The Constitution also specifically provides for equitable access to land, security of land rights and elimination of gender inequality.. The National Land Policy of 2009 also seeks to protect the land rights of women and other vulnerable groups. While the Land Registration Act of 2012 provides for joint spousal registration of land and mutual spousal consent in dealings with land, the Land Law Amendments of 2016 deleted the provision in the Act that provided for the recognition of marital rights over matrimonial property and land as overriding rights over any registered land. This affects women's rights to the matrimonial property. Article 43 of the Constitution provides for the right to accessible and adequate housing, with Article 21 requiring the Government to take appropriate measures, including setting standards to ensure this right is achieved.

Key issues:

- a. Secure land rights for women and the vulnerable and marginalized groups to enable their participation in and benefit from agriculture through legislation
- b. Sensitize the community on land rights

Environment and Natural Resources

Access to and control over environmental resources is gender biased. Men are the main actors in managing renewable and non-renewable natural resources such as forests, wildlife, minerals and natural gas. This has significant implications for the Gross Domestic Product and the livelihoods of those dependent on the environment and natural resources. The County should engage in sustainable development that considers the interests of citizens within and across generations by ensuring that the resources are not polluted, inequitably allocated or diminished. The Constitution in Article 42 guarantees the right to a clean and healthy environment. Articles 69–72 further provide for obligations regarding the environment, enforcement of environmental rights, and protection and exploration of natural resources. These provisions are replicated in Kenya Vision 2030, the National Environment Policy, 2013 and the Environment Management and Coordination Act, 1999. Climate change was identified in the UNDP Human Development Report, 2011 as a threat amplifier, meaning that those already marginalised on account of gender would be more marginalised by climate change impacts. Climate change continues to threaten livelihoods in low human development index counties and will worsen the most lingering environmental threats, such as deforestation, water scarcity and land degradation. Women in Homa Bay County are particularly vulnerable to climate change because they depend highly on local natural resources for their livelihood. Women charged with securing water, food and fuel for cooking and heating face the greatest challenges. Women also experience unequal access to resources and decision-making processes over the resources, with limited mobility in rural areas. It is thus important to identify

gender-sensitive strategies that respond to these crises for women. Research indicates that people's limited access to resources, restricted rights and muted voice in shaping decisions make them highly vulnerable to climate change. The burden of sourcing for, ferrying, and distributing water for domestic use has been largely left to women, thus providing yet another ground for subordinating and marginalising women and girls. The right to water provided for in Article 43 of the Constitution requires that water be accessible, affordable and of good quality. Gender-related uses of water are not prioritised, and because of the gender division of labour, women and girls miss the opportunity to attend school and participate in income-generating activities in the search for water. In Homa Bay County, the poor living in informal settlements pay more for water than the rich, and the poor and vulnerable are the most impacted by water scarcity and poor sanitation. Effective reforms in this sector shall give women and girls more leverage in education and the opportunity to engage in gainful employment, water service provision is a role of the County Government.

Key issues:

- a. Have women well represented in decision-making processes over the environment and natural resources
- b. Factor women's input into climate change adaptation and mitigation strategies;
- c. Capacity build women on the negative effects of deforestation to be able to contribute towards sustainable natural resource management and climate change mitigation and adaptation;
- d. Reduce gender disparity in access to natural resources;

- e. Provide affordable clean water to reduce health risks related to poor quality of water;
- f. Provide gender-disaggregated data on environmental and natural resource degradation and climate change impacts.

Governance, Power and Decision-Making

Governance is the bedrock of efficient, effective, transparent and sustainable delivery of services. Having more women participating in governance and positions of power and decision-making would ensure that women are actively involved and make their contributions. While women comprise more than half of Kenya's population, they lag in governance, power, decision-making and elective politics. Men have dominated the Kenyan Parliament over the years, adversely affecting women's involvement in decision-making processes. Notably, women's representation in the National Assembly has been increasing slowly, from 8.1% in 2002 to 10% in 2007 and 19.8% in 2013. did not change radically in 2013 despite providing a gender quota through the forty-seven (47) seats reserved for women representatives at the County level.

Nevertheless, remarkable progress has been made in the appointment of women in senior leadership positions in Homa Bay County. The remarkable improvement realized in County Assembly results from the constitutional Framework that obligates political parties to nominate women to attain the Two-Thirds Gender Principle.

Key issues:

- g. Enact laws for the realisation of the Two-Thirds Gender Principle in elective positions;

- h. Carry out Gender Analysis across all sectors to ensure implementation of affirmative rule
- i. Sensitization of women of leadership and governance.

2.2 Scope of the Gender Inclusion and Framework

The Gender Equality Framework draws clear distinctions and demonstrates interrelationships among gender parity, gender equity, and gender equality. In addition to drawing out the nuances between equity and equality, the Framework reinforces other key concerns, such as access, quality, continuity, relevance, and learning outcomes. The Framework also emphasises the relationships between and among students and teachers and boys and girls, implying the need to transform deeply ingrained behaviours and gender norms that negatively impact girls' aspirations and life choices. Gender equality is a broad concept best understood within the wider context of social exclusion: the systematic discrimination of individuals based on ethnicity, race, sex, economic status, place of residence, language, or health status. Working children, indigenous children, street children, domestic workers, and children who are physically challenged, affected by HIV or AIDS, or living in conflict areas often do not have their educational needs met. In addition to addressing the injustices resulting from gender bias, the gender equality approach to achieving full participation must operate within the larger social justice sphere. Hence, all children have a chance to succeed.

2.3 Gender and Climate Change

Policy formulation on gender-inclusive green finance should include three key elements:

- > Sex-disaggregated data: Climate change disproportionately influences women. Sociocultural

norms regarding gender roles limit female-led MSMEs' access to sectors and resources, which makes them more exposed to climate risk. Collecting sex-disaggregated green finance data will allow an understanding of these sectors and where activities need to be targeted. > Adapt and innovate based on gender-unequal impacts of climate change: Adaptation-oriented financial services for women-owned MSMEs enable women to better cope with climate change and access new markets. Paying attention to small-scale and informal sectors where women are typically concentrated is critical. Examples of potential adaptation-oriented proposals include green credit quotas for women-owned MSMEs, green credit guarantee schemes, gender sensitisation training for financial institutions and gender criteria in performance objectives. Consumer education: It is critical to ensure women can take advantage of new opportunities. One approach could be collaborating with local women's groups and organisations and ensuring women can access grants and loans from county government and other institutions.

2.4 Assessment of Gender Disparities, Inequalities and Barriers in the County

Gender inequality is a very serious problem that affects almost all societies, especially in Kenya. Homa Bay County is not exceptional. Homa Bay County tends to suffer from this problem more due to a cultural structure that promotes male superiority and female victimisation. This is done by the type of role African cultures allocate to men and women. Men are given the more prominent, sophisticated roles, while women are given subordinate roles, which are somewhat looked down upon. They are unwilling to consider how giving women more favourable roles might

significantly enhance development. This Framework will help eliminate the discriminatory functions that African cultures have allocated to men and women.

2.5 Analysis of the underlying Causes of Gender disparities and Inequalities

Over the years, the world has gotten closer to achieving gender equality. There is better representation of women in politics, more economic opportunities, and better healthcare in many places and regions worldwide. However, the World Economic Forum estimates it will take another century before true gender equality becomes a reality. Some of the causes of gender inequality include:

10. Uneven access to education

Around the world, in Kenya and Homa Bay County, women still have less access to education than men. $\frac{1}{4}$ of young women between 15 and 24 will not finish primary school. That group makes up 58% of the people not completing basic education. Of all the illiterate people in the world, are women. When girls are not educated on the same level as boys, it greatly affects their future and the opportunities they will get.

11. Lack of employment equality

Only six countries give women the same legal work rights as men. Most economies give women only $\frac{3}{4}$ the rights of men. Studies show that if employment became a more even playing field, it would have a positive domino effect on other areas prone to gender inequality.

12. Job segregation

One of the causes of gender inequality within employment is the division of jobs. In most

societies, there's an inherent belief that men are simply better equipped to handle certain positions. Most of the time, those are the jobs that pay the best. This discrimination results in lower income for women. Women also take on the primary responsibility for unpaid labour, so even as they participate in the paid workforce, they have extra work that never gets recognised financially.

13. Lack of legal protections

According to research from the World Bank (2018), over one billion women don't have legal protection against domestic sexual violence or domestic economic violence. Both significantly impact women's ability to thrive and live in freedom. In many countries, there's also a lack of legal protections against harassment in the workplace, at school, and in public. These places become unsafe, and without protection, women frequently have to make decisions that compromise and limit their goals.

14. Poor medical care

In addition to limited access to contraception, women overall receive lower-quality medical care than men. This is linked to other gender inequality reasons, such as a lack of education and job opportunities, which results in more women being in poverty. They are less likely to be able to afford good healthcare. There has also been less research into diseases that affect women more than men, such as autoimmune disorders and chronic pain conditions. Many women also experience discrimination and dismissal from their doctors, broadening the gender gap in healthcare quality.

15. Lack of adequate political representation

Of all national parliaments at the beginning of

2019, women filled only 24.3% of seats. As of June of 2019, 11 Heads of State were women. Despite progress in this area over the years, women still need to be more represented in Government and the political process. This means that certain issues that female politicians tend to bring up, such as parental leave and childcare, pensions, gender equality laws and gender-based violence, are often neglected.

16. Societal mindsets

It is less tangible than some of the other causes on this list, but the overall mindset of a society has a significant impact on gender inequality. How culture determines the differences and values of men vs. women plays a starring role in every arena, whether it's employment, the legal system, or healthcare. Beliefs about gender run deep, and even though progress can be made through laws and structural changes, there's often a pushback following times of major change. It is common for everyone (men and women) to ignore other areas of gender

inequality when there's progress, such as better representation of women in leadership. These types of mindsets prop up gender inequality and delay significant change.

2.6 Key Focus Areas in Gender Inclusion Participation

Gender roles focus on the social construction of identities within the household and community; it also reveals the expectations of 'maleness and femaleness' in their relative access to resources. The main focus will be on preventing and combating gender stereotypes and sexism, Combating violence against women and domestic violence, Ensure the equal access of women to justice and achieving a balanced participation of women and men in political and public decision-making, equal pay for work of equal value, provide leadership and empower the vulnerable and marginalised groups and involve the minority groups in planning and designing of the project in Homa Bay County Municipalities.

Strategies are high-level organisation plans that help achieve one or more project goals under conditions of uncertainty. Dialogue to develop partnerships on gender equality is needed when agencies are developing county assistance strategies and at the activity level during design and implementation. This means that development workers need to talk with partners about how women's needs, benefits and rights are relevant to the development activities being planned and implemented, taking into account the social, economic and political context and how equal benefits will increase the effectiveness of activities and the sustainability of outcomes. Ideally, this dialogue and negotiation will result in agreement on investments and activities, with a clear understanding of how benefits for both women and men will be realised.

Successful partnerships have:

- A shared vision
- Stakeholder involvement
- Long-term commitments
- Attention to partner capacity

1. **Effective strategies for activity design, implementation and monitoring**

There is clear evidence that attention to gender issues in activity design and implementation is essential if agencies want to increase the likelihood that both women and men will participate and benefit and to ensure that development activities do not disadvantage them. Even very limited attention to gender issues in design can significantly affect whether women benefit. However, local context is critical for sustaining benefits and progressing towards gender equality.

The following are Strategies and Interventions to Promote Gender Inclusion and Participation:

2. **Incorporate gender equality objectives into activity, program or project goals.**

This is often noted as a key reason for success when evaluators find positive benefits and impacts for women. This does not mean that activities must focus exclusively on women or achieving equality. Gender equality issues are given more serious attention and are reflected in the design objectives. This increases the likelihood that attention to gender equality will flow into strategies, activities and indicators for monitoring and evaluation.

3. **Use participatory strategies to involve both women and men in design and implementation.**

Participatory strategies need to be informed by sound analysis of gender relations' socio-economic and political context. The review found evidence that participatory approaches do not guarantee that gender equality will be adequately addressed since participatory methods still often overlook women's perspectives.

4. **Target women.**

In some projects, using female staff, extension agents and women's groups has helped to target women effectively, facilitate women's participation, and ensure they have access to program and project resources. However, the content of targeted programs is just as important as the targeting strategy. It is essential to analyse the constraints which prevent women from accessing resources and benefits, develop strategies to target women more effectively and monitor the effectiveness of targeting strategies.

5. Work with men to promote equality for women.

Sensitisation of men (including husbands and male leaders) is critical for securing increased participation by women in many contexts. Dialogue and Involvement of men are also essential to achieve sustainable benefits for women and changes in gender relations.

6. The quality of gender analysis needs to be improved by linking it coherently with activity objectives, social and poverty analysis, and expected results.

When gender analysis is undertaken during design, it is often not linked in any meaningful way to the activities to be implemented or to the expected results. A failure to integrate gender analysis with overall social, poverty and sustainability analysis increases the likelihood that women will be marginalised during design and implementation. Integrated social, gender and poverty analysis needs to identify the different vulnerabilities of females and males to becoming poor (such as differences in access to employment, productive resources, education, and lack of decision-making power over life choices); the different experiences of males and females living in poverty (such as in access to basic services, legal redress, and vulnerability to violence, illness and various forms of exploitation); the different options which females and males have to escape poverty, and their priorities; and, other impacts of poverty reduction interventions on males and females.

7. Explicit links between poverty reduction and gender equality objectives

This is needed in policies, county assistance and sectoral strategies, activity designs and evaluations of development activities. For example, it is important to show how promoting gender equality and women's rights will help reduce poverty and

how specific poverty reduction strategies will impact females and males.

8. Involve stakeholders from civil society in dialogue on objectives and activities.

County machinery for women, local women's organisations, NGOs and other local advocates for women's rights can play a key role in setting directions for county strategies and activity design. They can hold institutions accountable for addressing gaps between commitments and practice.

9. Make long-term commitments to partners and activities.

This is essential for sustainable progress towards gender equality at both macro and micro levels.

10. Assess and strengthen partner capacity for gender-responsive and participatory analysis, planning and implementation.

Lack of attention to partner capacity is a major obstacle to addressing gender equality issues. Assessing partner commitment, capacity, and context provides insight into the types of interventions on gender equality which may be successful and helps to identify appropriate strategies for strengthening partner capacity. For example, in difficult social contexts, using sound data based on empirical research and evaluation can help make a case for investing in women and strengthening partner capacity. Knowing and understanding the partner is essential for effective dialogue and negotiating shared objectives.

11. Collect adequate and relevant sex-disaggregated baseline information and use gender-responsive indicators and monitoring processes as a minimum standard for activity design, implementation and monitoring.

Many development activities lack gender-responsive indicators and sex-disaggregated baseline data and have limited monitoring information. These are serious constraints to assessing possible differences in participation, benefits and impacts between women and men. Where sex-disaggregated information is collected, this tends to focus on inputs and activities such as the participation of women in training, the number of women in groups, or the number of loans or grants provided.

12. Accountability and commitment at all levels, and senior and middle management leadership, are essential to speed up progress towards gender equality.

Project lack of accountability to gender equality policies is an ongoing and serious obstacle to ensuring that both women and men participate and benefit from development activities. Evaluations highlight a failure to prioritise gender equality objectives in strategies and a lack of guidance on operationalising policy. Gender equality policy commitments are generally not embedded into overall agency procedures, management tools and systems, which fail to monitor policy implementation. Ineffective gender training, a lack of accessible gender analysis tools, and a failure to use existing devices are also noted as obstacles. Implementing the strategies outlined above will greatly assist with policy implementation. Agency plans for implementing gender policy have been useful in some cases. The likelihood of gender training being applied increases when it is sector-specific, hands-on, and directly relevant to individual project contexts and activities.

13. The quality of gender analysis needs to be improved by linking it coherently with activity

objectives, social and poverty analysis, and expected results.

When gender analysis is undertaken during design, it is often not linked in any meaningful way to the activities to be implemented or to the expected results. A failure to integrate gender analysis with overall social, poverty and sustainability analysis increases the likelihood that women will be marginalised during design and implementation. Integrated social, gender and poverty analysis needs to identify the different vulnerabilities of females and males to becoming poor (such as differences in access to employment, productive resources, education, and lack of decision-making power over life choices); the different experiences of males and females living in poverty (such as in access to basic services, legal redress, and vulnerability to violence, illness and various forms of exploitation); the different options which females and males have to escape poverty, and their priorities; and, other impacts of poverty reduction interventions on males and females.

14. Ongoing challenges

Confusion about concepts and objectives relating to gender equality needs to be addressed through dialogue with partners and capacity building within agencies. It is still common for the word “gender” to be used as a synonym for “women”, and men are missing from most evaluation reports. This means there is little or no focus in these evaluations on gender relations (economic, social and power relations between men and women), how these relations influence women’s capacity to participate or benefit, and the impact that development activities may have on gender equality. Another problem is the tendency to treat gender mainstreaming as a goal rather than a strategy for achieving equality between women and men.

Project managers should establish the resources needed to execute the work on the project and have a clear plan, confirm the availability of funds to reduce cost, improve efficiency and boost productivity before the project initiation. Always prioritise the project needs based on the availability of resources. For human resources, always check the skills and equipment required to execute the various functions.

4.1 Resource Mobilisation Strategies

From time to time, the County government of Homa Bay shall mobilise resources in collaboration with partners to address issues of gender inclusivity and participation in urban planning for the municipalities. Some of the strategies that will be involved include:

1. Needs assessment and analysis for each municipality
2. Advocacy and communication to all stakeholders in the municipalities
3. Coordination and information management across the project cycle.
4. Partnership development across all municipalities
5. Lobbying for resources from various stakeholders
6. Fund Drives

4.2 Resource Allocation for Gender Inclusion and Participation

This will be vested in equity, demographic distribution, socio-economic disparities and the need for distribution for each municipality.

4.3 Gender-sensitive Recruitment and Promotion Processes

Gender-sensitive recruitment and promotion focuses on diversity during recruitment processes,

creating fair compensation and promotion procedures, creating various diversity of inclusion training programs, offering flexible and supportive employee benefits, building an inclusive company culture, and holding managers accountable.

4.4 Work-Life Balance Policies

These incentives allow the employee the flexibility to manage their lives outside of the workplace or changes in programs or organisational cultures designed to reduce work-life conflicts. They include conduct, recruitment, mobile phones, smoking, health and safety policy, anti-discrimination and harassment, discipline and determination policy. This Framework outlines the various work-life policies that will guide the operations of the Municipalities.

4.5 Equal Pay Measures

Equal pay measures create a more competitive workforce that provides a wide range of benefits; factors considered include required qualifications, responsibilities, and working conditions under which the job is performed. This Framework will ensure equal compensation for work done by all citizens across all the municipalities.

M&E Will identify and resource for specially-commissioned impact assessments, case studies and specialist technical evaluations. Monitoring and evaluation will be at various levels. Monitoring will be undertaken to facilitate information dissemination and sharing. The evaluation will seek to achieve outputs and impact at the objectives level and confirm that Program activities have been carried out effectively and to appropriate quality standards.

This Framework will outline the monitoring and evaluation framework informed by the sector-specific M&E plans. The monitoring framework will outline the indicators and monitoring processes to be adapted. The monitoring and evaluation framework will include policy objectives, programmatic strategies, activities, outcomes, outputs, and indicators to guide performance and policy progress reviews.

The Framework will be evaluated at Municipalities levels through the key monitoring activities, which will consist of:

- Stakeholder monitoring visits to measure the progress of output and measure indicators;
- Develop a Framework for measuring milestones;
- Mid and end-term reviews of the Framework;
- Identify best practices as informed by programmatic mechanisms and
- Quarterly review meetings to measure the performance indicators.

5.1 Framework Review

This Framework may be reviewed every three years to address emerging issues and changes in Homa Bay County's social and economic trends.

5.2 Framework Financing

Through various departments, the County Government of Homa Bay will commit a fraction of the budget to address the gender inequality issues and shall finance the Framework.

5.3 Resource Mobilisation

From time to time, the County Government of Homa Bay shall collaborate with partners to address gender inequality and public participation issues.

5.4 Gender-Sensitive Indicators and Data Collection Methods

A gender-sensitive indicator is simply an indicator that measures gender-related changes in society over time. By identifying the changes in the status and roles of women and men that we want to achieve and knowing how we will measure them, we can analyse our program outcomes to see whether we contribute to gender equality. Using gender-sensitive indicators will also help the County to understand how changes in gender relations happen, which enables more effective planning and delivery of future work. The indicators measures:

- The gap between men and women;
- The different roles, responsibilities and access to resources of various members of society Gauge progress towards achieving gender equality goals
- Require data to be disaggregated by sex, age and other variables
- Require a gender analysis of data;
- Encourage the integration of gender equality issues from the planning of a policy, program or project right through to implementation, monitoring and evaluation;
- Demonstrate the impact of changes in power relations between women and men.

- The County Government of Homa Bay is committed to putting women’s rights at the heart of its functions and activities and ensures two-thirds of the gender rule is achieved in all sectors. A gender analysis will be conducted at the onset of all projects to identify inequalities and formulate strategies to address them.

POLICY IMPLEMENTATION MATRIX

Different aspects of the policy will be implemented by various actors including Ministries, Departments and Agencies, Constitutional Commissions and Independent Offices in collaboration with the private sector, Civil Society Organizations, Faith Based Organizations and Development partners. The table below specifies some of the key institutions identified in the different sectors and their specific roles;

Institutions	Roles And Responsibilities In Implementation Of The Policy
<p>County Department of Gender, youth and social services</p> <p>Directorate of Gender State</p>	<p>Promote gender equality and women empowerment and the full participation of women, men, girls and boys in social, economic, cultural and political spheres at all levels.</p> <ul style="list-style-type: none"> • Develop and implement County Gender Action Plans • Ensure allocation of adequate resources for implementation of gender equality and women empowerment programs • Ensure gender responsive budgeting is adopted in the budget cycle across all the departments • Identify and implement programmes targeting gender equality and women’s empowerment • Collect, collate and disseminate county gender data • Report on policy implementation and county gender activities. • Facilitate coordination of gender mainstreaming efforts and networking for effective implementation of the policy at all levels in all departments. • Coordinate socio-economic empowerment of women, build skills on entrepreneurship and facilitate networking and linkages to markets • Oversee elimination of Sexual and Gender Based Violence (SGBV) and coordinate inclusion of women in peace and security efforts • Strengthen collaboration and linkages between state and non-state actors and facilitate networking with development partners. • Overall coordination of actors implementing the policy
<p>Other line ministries</p>	<ul style="list-style-type: none"> • Develop, review and implement sector specific policies to integrate gender in their budget processes, plans and programmes • Coordinate implementation of the policy components in their respective sectors • Enforce compliance with the National and county gender equality guidelines and standards • Mainstream gender in training curricula at all levels across the municipalities • institute gender sector specific capacity building programmes • Facilitate communication of efforts on sectoral gender activities and achievements • Collect sector specific sex disaggregated data.

Institutions	Roles And Responsibilities In Implementation Of The Policy
County Assemblies	<ul style="list-style-type: none"> • Enact relevant laws to promote gender equality and non-discrimination principles • Enhance compliance to the 'not more than 2/3 gender principle' in all sectors at all levels • Ensure county budgetary processes are gender responsive • Undertake investigations and report on non-compliance to the equality and non-discrimination principles • Ensure compliance to equality and non-discrimination principles in approving development projects.
Judiciary	<ul style="list-style-type: none"> • Enhance access to justice for women, men, girls and boys • Integrate the constitutional principles on equality and non-discrimination in adjudicating dispute • Integrate the not more than 2/3 gender principle in their sectors • In liaison with key stakeholders leverage legal aid services • Support vulnerable groups to access justice
Civil Society Organizations , Faith Based Organizations and Development partners	<ul style="list-style-type: none"> • Continuously advocate for gender mainstreaming in all spheres at all levels • Advocate for budgetary provisions in the national and county budgets to cater for the needs of the poor, vulnerable groups and the marginalized in society particularly women and children • Work in collaboration with the County to sensitize the public on this policy • Conduct awareness and civic education to popularize this policy • Offer platforms for effective dissemination of information and education; • Participate in Gender Sector Working Group and Technical Working Groups ,county planning and budgetary processes • Develop and implement programmes that address key gender intervention areas • Translate the policy into organizational policies, programmes and activities • Provide legal services to the vulnerable groups. • Facilitate mobilization of resources to support implementation of the policy • Establish appropriate institutions and donor coordination mechanisms for ensuring gender responsiveness of development cooperation • Provide technical and financial resources for gender mainstreaming • Support provision of incentives for good practices in gender mainstreaming in all sectors at all levels
Private Sector	<ul style="list-style-type: none"> • Ensure gender mainstreaming in corporate policies • Mobilise and release resources to support programmes aimed at gender awareness creation and mainstreaming; • Provide incentives and support to women entrepreneurs • Institute and implement affirmative action measures • Support Corporate Social Responsibility programmes.

APPENDIX 2:**Homa Bay County Key Gender Equality And
Participation Policy Stakeholders**

S/N	NAMES	DESIGNATION	ORGANISATION
1	Sarah Malit	Cecm Gender	HBCG
2	Evelyne Ododa	Director Gender	Gender Department
3	Lucy O. Odwar	Director Social Services	Social Services
4	Dolphine Achieng	Chief Officer Gender Inclusion And Women Empowerment	HBCG
5	Achieng H. Okuku	Gender Inclusion Officer	Homa Bay County Government
6	Immaculate Oliech	Program Officer	NAYA
7	George Owuor	Gender Technical Advisor Path	Usaid Nuru Ya Mtoto
9	Leon Achieng	Chairperson	Women Economic Empowerment Movement
10	Paul Barry	Chairperson Gender Committee	Homa Bay County Assembly
11	Susan Okoth	Deputy Chair Gender Committee	Homa Bay County Assembly
12	Vera Oteng	Principal Clerk	Homa Bay County Assembly
13	Davis Okeyo	Nyanza Region Coordinator	NGEC
14	Magdalene Awino	Deputy Director Gender	Homa Bay County Government
15	Grace Oyugi	Coordinator	HBCWAGBV
16	Eva Ojwang	Program Coordinator	FAWE
17	Pendo Ida	Gender Officer	Gender Department
18	Mark Odhiambo Oketch	Designation Manager	Homa Bay Municipality
19	Cresencia Achieng	Accountant	Homa Bay Municipality
20	Irene A Opiyo	Environment Officer	Homa Bay
21	Fredric Warega	Planner	Homa Bay

