



COUNTY GOVERNMENT OF KWALE

KWALE COUNTY GENDER AND SOCIAL INCLUSION POLICY

A transformed society free from gender discrimination and violence

TABLE OF CONTENTS

FORWARD	iv
ACKNOWLEDGEMENT	v
ACRONYMS / ABBREVIATIONS	vi
DEFINITION OF TERMS	ix
CHAPTER ONE	1
Rationale for the Kwale County Gender and Social Inclusion Policy	1
Scope	1
The Problem	1
Policy Context	2
CHAPTER TWO	3
SITUATION ANALYSIS AND KEY ISSUES	3
THEMATIC AREAS AND KEY ISSUES	3
HEALTH	3
ACCESS TO LABOUR AND THE ECONOMY	4
GENDER AND INFRASTRUCTURE:	5
ENVIRONMENT AND NATURAL RESOURCES	5
GENDER AND WATER	6
SOCIAL INCLUSION - POVERTY, SOCIAL INCLUSION, WOMEN EMPOWERMENT,	Error! Bookmark not defined.
LEADERSHIP AND GOVERNANCE - POWER, DECISION MAKING, GOVERNANCE,	Error! Bookmark not defined.
RESPECT FOR HUMAN RIGHTS - ACCESS TO JUSTICE AND INTERSECTIONAL DISCRIMINATION	8
CHAPTER THREE	9
POLICY GOAL, OBJECTIVES AND PRINCIPLES	9

Introduction	9
Policy Goal	9
Objectives	9
Guiding Principles	10
Policy Approach	11
Policy Outcomes	11
CHAPTER FOUR	13
POLICY PRIORITY ACTIONS	13
Introduction	13
Legal framework	13
Policy Actions	13
Social inclusion - poverty, social inclusion, women empowerment, institutional mechanisms	14
Leadership governance and social inclusion	15
Women Empowerment: (Gender and Social inclusion)	15
Environment and Natural Resources	16
Access to water resources	16
Access to Health Care	18
Leadership and Governance in decision making	19
Gender and cultural heritage	20
The Media and ICT	20
Land, housing and agriculture	21
Peace and security	21
Access to Justice and Respect to human rights	22
Infrastructure	25
Labour and the Economy	25

CHAPTER FIVE	28
INSTITUTIONAL AND IMPLEMENTATION FRAMEWORK	28
Introduction	28
Implementation Framework	28
CHAPTER SIX	36
MONITORING AND EVALUATION	36
Introduction	36
Research and Documentation	36
Reporting	37
Monitoring and Evaluation Framework	37
Policy Review	37
ANNEX: STRATEGIC PLAN	39

FORWARD

The constitution of Kenya contains important commitment to gender equality and women's empowerment and provide values and principles in implementing policies including those that relate to the marginalized groups.

The policy formulation process was undertaken through a consultative approach that involved participation of a wide range of stakeholders including county Departments, County Assembly, Civil Society Organization (CSOs), Faith Based Organization (FBOs), Academia, among other stakeholders.

The policy is aligned in particular the bill of rights and subsidiary legislations; County Government systems and their respective mandates, Kenya vision 2030.

The goal of this policy is to "achieve gender equality and women's empowerment in development so as to enhance participation of women and men, boys and girls, vulnerable and marginalized groups for the attainment of Sustainable Development".

The policy sets legislative and administrative measures to address the existing gaps in the realization of gender equality and women's empowerment.

To ensure that gender equity and women's empowerment is integrated into sectoral policies, planning and programmes, the policy identifies key thematic areas education, peace, land, housing, Agriculture, environment and natural resources, decision making, information and technologies, sexual and gender based violence; the girl child and boy child. The policy recognizes that achievement of gender equality and women empowerment requires the concerted efforts of all actors. In this respect the policy calls upon the county departments, Community based organization, faith based organization, civil society organization and private sectors to work in ensuring its implementation.

I humbly request stakeholders and development partners to join hands in ensuring the full implementation of this policy to achieve gender equality in the county.

H.E. Fatuma Mohammed Achani

Governor Kwale County

ACKNOWLEDGEMENT

The Department of Social services and Talent Management acknowledges the County Departments the invaluable inputs and support provided by the Kwale county government, Kwale County Assembly, Civil Society Organization (CSOs), Faith Based Organization (FBOs), Community Based Organization (CBOs) Academia and Development partners in the developing of this policy. We extend our special appreciation to the technical committee that guided the formulation of this policy under the leadership of the County for their commitment for providing technical support. I thank the staff of the department of Social Services and Talent Management for their dedication and tireless effort in ensuring the completion of this policy. We really appreciate the insightful role played by the representatives of the National Government and non-state actors in highlighting the pertinent issues that the policy seeks to address and look forward to sustaining this partnership as we embark on its implementation.

We thank our communities for their participation in studies and validation activities that provided the critical information to guide the trust of the Gender and Social Inclusion policy. We are confident that the policy resonates with the priorities that are relevant and meaningful to both men and women in the community, and a far that they will accord us unreserved support in its implementation. Our ultimate desires is to translate the robust policies into tangible gender responsive outcomes in the community. It not just the willingness of the county to alleviate challenges facing women and men differently but also the commitments to pursuing the achievement of sustainable Development Goals and the Kenya Vision 2030. We are determined to maintain the commitment as we continue with the implementation of third County Integrated Development Plan (2023-2027).

Successful implementation of this Policy calls upon us to remain focused and to be objective, realistic and systematic in our work. We pledge our support to the implementation of the policy as the County Government.

Hon. Francisca Muthetya Kilonzo

CECM Department of Social Services and Talent Management

Kwale County Government

ACRONYMS / ABBREVIATIONS

AGPO-Access to Government Procurement Opportunities

ANC- Ante Natal Care

ATDC- Agricultural Technology Development Centre

BPFA-Beijing Platform For Action

CBOs-Community Based Organization

CEC- County Executive Committee

CECM- County Executive Committee Member

CEDAW- Convention on the Elimination of All Forms of Discrimination Against Women

CEDGG- Centre for Enhancing Democracy and Good Governance

CIDP-County Integrated Development Plan

CSOs-Civil Society Organizations

KHIS-Kenya Health Information System

ECD- Early Childhood Development

ECDE- Early Childhood Development and Education

FBOs- Faith Based Organization

FGM -Female Genital Mutilation

FIDA-K Federation of Women Lawyers Kenya

GBV-Gender Based Violence

GBViE-Gender Based Violence in Emergencies

GBV-Gender Based Violence

TWG-Technical Working Group

GEWE-Gender Equality and Women Empowerment

GMU-Gender Monitoring Unit

HURINET-Human Rights Network

ICT- Information and Communication Technology

KALRO-Kenya Agriculture and Livestock Research

KEPHIS-Kenya Plant Health Inspectorate Service

KPIs-Key Performance Indicators

MDAs- Ministries, Departments and Agencies

M&E- Monitoring and Evaluation

MHPSS- Mental Health and Psychosocial Support

MMR- Maternal Mortality Rate

MSMEs- Micro Small and Medium Enterprises

MTP- Medium Term Plan

NCDs-Non-Communicable Diseases

NGAAF- National Government Affirmative Action Fund

ODPP-Office of the Director of Public Prosecution

OPD-Outpatient Department

PWDs-Persons with Disabilities

SIGs-Special Interest Group

SMART-Specific, Measurable, Attainable, Realistic, and Time bound

WEF-Women Enterprise Fund

YEDF-Youth Enterprise Development Fund

YFS-Youth Friendly Services

GMU - Gender monitoring unit

NGOs- Non Governmental Organization

VSLA- Village Savings and Loan Association

SILC- Savings and Internal Lending

BQ-Bill quantity

KPI -Key performance Indicators

SDG-Sustainable Development Goals

MSMES -Micro small and Medium Enterprises

PWDs- Persons with disability

GESI- Gender Equality and Social Inclusion

SHG- Self Help Group

CHPs-Community Help promoters

DEFINITION OF TERMS

Affirmative (positive) action: Special temporary measures to redress the effects of past discrimination in order to establish equal opportunity and treatment between women, men, boys, girls and intersex. **Empowerment:** refers to the expansion of people's capacity to make and act upon decisions (agency) and to transform those decisions into desired outcomes, affecting all aspects of their lives. Equal opportunity in the world of work: Having an equal chance to apply for a particular job, to be employed, and to be considered for a promotion and for equal pay for equal work done.

Gender: Refers to the social roles and relations between men and women that are learned, changeable over time, and have wide variations both within and between societies and cultures.

Gender lens: Means approaching or examining an issue, paying particular attention to the potentially different ways that men and women are or might be impacted.

Gender analysis: Is a systematic tool to examine political, social, cultural and economic differences between women and men.

Gender-aware/sensitive policies: Recognizing that women and men are constrained in different and often unequal ways, and have differing and sometimes differing needs, interests and priorities.

Gender neutral policy: A policy that addresses issues that focus on challenges both genders go through. **Gender specific policy:** A policy that address specific gender issues and they are guided by analysis and research.

Gender-Based Violence: The term gender-based violence is used to distinguish common violence from violence that targets individuals or groups of individuals on the basis of their gender. Gender-based violence has been defined by the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Committee as violence that is directed at a person on the basis of gender or sex. It includes acts that inflict physical, mental or sexual harm or suffering, threat of such acts, coercion and other deprivations of liberty.

Gender-blind: Research, analysis, policies, advocacy materials, project and programme design and implementation that do not explicitly recognize existing gender differences between men and women.

Gender discrimination: This is the systematic unfavourable treatment of individuals on the basis of their gender which denies them their rights, opportunities or resources.

Gender equality: The state or condition that accords women and men equal enjoyment of human rights and freedoms, socially valued goods, opportunities, and resources.

Gender equity: Fairness of treatment for women and men, according to their respective needs.

Gender Gap: Is a measure of gender inequality. It is a useful social development indicator; for example, one can measure the gender gap between boys and girls.

Gender integration: Refers to strategies applied in program assessment, design, implementation, and evaluation to take gender norms into account and to compensate for gender-based inequalities.

Gender issues: Specific consequences of the inequality between men and women.

Gender mainstreaming: Is the process of incorporating a gender perspective into policies strategies, programs, project activities, and administrative functions as well as into the institutional culture of the organization that will engender parity.

Glass ceiling: Invisible artificial barriers, created by attitudinal and organizational prejudices that block any gender from senior executive management positions.

Intersex: Intersex people are born with sex characteristics (including genitals, gonads and chromosome patterns) that do not fit typical binary notions of male or female bodies.

Poverty: Living on less than \$1.90 a day

Sex: Biological differences between men and women that are universal and usually determined at birth.

CHAPTER ONE

Rationale for the Kwale County Gender and Social Inclusion Policy

The Kwale County Gender and Social Inclusion Policy aims to achieve gender equality, particularly in legislation, participation, representation, empowerment and distribution of resources. Both men and women are expected to benefit from gender responsive programming and institutional compliance aimed at achieving social justice for all. This Gender and Social Inclusion Policy will serve as a tool for efficient coordination of gender responsive programming and institutional capacity in Kwale County. The Policy will be deployed for advocacy and resource mobilization for effective and sustainable development in the County. By developing a Gender policy the County lends itself to greater accountability; and therefore enhances transparency for evaluation of how well it is performing and resources are utilized to promote gender equality, as well as steps that can be taken to put things right. The Policy will mobilize synergies and build consensus regarding the gender equality direction that the County should take. Existence of the Policy is itself a statement of commitment by the County to observe and uphold human rights.

Scope

This Policy applies to all activities, programs, and initiatives within Kwale County aimed at promoting gender equality and equity. It encompasses all programs, projects, and activities aimed at promoting gender equality and addressing gender-based disparities in the County. The Policy encompasses all sectors of development within the county, including but not limited to education, healthcare, economic empowerment, and social services. Periodic reviews will be conducted to ensure the Policy remains relevant and effective beyond the initial implementation period.

The Problem

The Constitution of Kenya 2010 establishes the foundation for gender equality and equity in Kenya. However, despite these legal imperatives, gender discrimination and inequity persist across all development sectors in Kwale County. According to [source], women in Kwale County make up [X]% of the population but represent only [Y]% of the formal workforce. Furthermore, only [Z]% of leadership positions in county government and community organizations are held by women. Additionally, women and girls face higher rates of poverty, with [A]% living below the poverty line

compared to [B]% of men and boys. These disparities highlight the need for a comprehensive policy to address the various manifestations of gender discrimination and inequity. To achieve true gender equality and equity, Kwale County must develop and implement a policy that tackles these issues head-on and promotes inclusive and sustainable development.

Policy Context

The Kwale County Gender and Social Inclusion Policy is anchored in a comprehensive framework of national, county, regional, and global policy and legal instruments dedicated to promoting and sustaining equitable and just societies. At the national level, it aligns with the Constitution of Kenya 2010, the National Gender and Equality Commission Act, and Vision 2030. At the county level, it supports the Kwale County Integrated Development Plan. Regionally, it adheres to protocols such as the Maputo Protocol on the Rights of Women in Africa. Globally, it aligns with international commitments including the United Nations' Sustainable Development Goals (SDGs), particularly Goal 5, which focuses on achieving gender equality and empowering all women and girls. This integrated approach ensures that the Policy is robust, relevant, and effective in addressing gender issues within Kwale County.

CHAPTER TWO

SITUATION ANALYSIS AND KEY ISSUES

Introduction

This section provides a broad sectoral overview of the critical issues which impact on Kenya's progress towards gender equality. The situational analysis focuses on key development sectors that are thematically sequenced along the Beijing Platform for Action 1995 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 identified.

THEMATIC AREAS AND KEY ISSUES

HEALTH

Key Issues:

- a. Lack of mental health awareness.
- b. Insufficient uptake of maternal healthcare service resulting to high infant mortality rate
- c. Resistance to modern medical intervention
- d. Harmful cultural practices like female genital mutilation, child marriage, teenage pregnancies and wife inheritance
- e. Insufficient medical personnel to deal with health issues at community level
- f. Poor actualization of the community Health strategy (KCHS 2020-2025).
- g. Poor Menstrual Hygiene Management (MHM) due to:
 - Lack of water and proper sanitation.
 - Limited information on MHM
 - Limited information sharing at household level on MHM (Its Taboo) Lack of menstrual hygiene material (dignity packs, Sanitary pads)
- h. Limited availability of reproductive health services and information.
- i. Access to health services and information
 - for age appropriate reproductive health
 - Persons With Disabilities, minority and marginalized group
 - Affordability
 - Distance to health facilities

- Male involvement in health seeking behavior ('Mwenye Syndrome')
- .Intersex
- j. Quality of services
 - Gender responsiveness and sensitivity
 - Inadequate equipment and essential commodities.
- k. HIV/ AIDs burden; women in vulnerable households (young mothers, widows and SGBV survivors) are more burdened by HIV AIDS and are more susceptible to HIV and AIDS
- l. Sexual Gender Based Violence.
 - Weak enforcement of legal framework
 - Reporting, Kangaroo Courts and weak enforcement of referral Mechanisms
 - Human trafficking and child maltreatment (child labour, abuse and neglect)
- m. Negative effects of emerging diseases and natural calamities

ACCESS TO LABOUR AND THE ECONOMY

Key issues:

- a. Restricted access to financial credit for women and youth due to:
 - Lack collateral including land ownership
 - Inadequate Knowledge & information
- b. Home-care burden hinders women's effective participation in entrepreneurship.
- c. Lack of guiding policies to protect women working in the informal sector. (sexual exploitation especially in the fishing industry, insecurity, fair compensation for mama fua, migrant workers).
- d. Limited level of participation and pathway to ups-killing for women informal sector
- e. Lack of clear mechanisms to enforce affirmative action. i.e. access to government Procurement opportunities among women and youth and affirmative action funds
- f. Lack of information and sensitization on other forms of transition and job creation opportunities for the youth and women
- g. Limited employment opportunities among women leading to indulgence in in-dignifying economic activities like sex work.
- h. Limited access to skills training for nursing mothers and self-employed youths.
- i. Low access and utilization of information and communication technologies by men women.
- j. Limited access to social protection initiatives due to lack of identification documentation and limited resource basket.

k. Low participation of women in the MSMEs sector due to limited skills and access to business financing

GENDER AND INFRASTRUCTURE:

Key issues

- a) Lack of Gender responsiveness in infrastructure planning, decision making and delivery processes
- b) Lack of basic infrastructure services i.e. clean water, safe public transport and sanitation
- c) Lack of gender inclusiveness in public infrastructure investments.
- d) Underdeveloped social infrastructure in terms of both quantity and quality such as schools and wash facilities.

ENVIRONMENT AND NATURAL RESOURCES

Key issues

- a) Inadequate gender responsive environment, natural resources and climate policies resulting in poor integration of gender into planning and implementation of environmental programs
- b) Gender disparity in access to natural resources and representation of women in decision making
- c) Lack of information on adaptive strategies to climate change
- d) Lack of access to alternative forms of clean energy.
- e) Relocation from land acquired for mining activities , causes disintegration of families and disenfranchising women and children
- f) Limited participation of women in the mining sector through direct and indirect employment and other livelihood promotion programs
- g) Compensation issues regarding mining are pegged on land ownership leaving women at a disadvantaged position.

GENDER AND WATER

Introduction

Gender in all of these cases described cannot be understood outside its inter-sectional context. Poverty is an underlying determinant of the vast majority of women and girls that bear the unequal burden of the water and climate change effects. This is exacerbated by ethnicity, disability or gender minority status.

Key thematic Areas

1. Gender roles and water management

Gender roles limit access to resources and establish divisions of labour. Household water management is traditionally a women's task, but technical professions connected to water infrastructure as well as water governance are male- dominated spheres.

2. Water is an equity matter

Water is a Human Right. Women and children are disproportionately affected by water scarcity and changes in water predictability due to climate change. They are also overly impacted by the lack of adequate water and hygiene infrastructure including unprotected reservoirs. The likelihood of children losing their lives in unprotected dams and water pans is very high.

3. Gender and water management

Currently, in many cultures, the collection and management of water in households are associated with women and girls. In Kwale 80% of the households where water is not available on premises, it is women and girls who are responsible for water collection. Women and girls walk long distances to collect water for domestic and hygiene use. This has negative health effects on these women such as musculoskeletal damage and chronic stress. Furthermore, when a woman or girl is collecting water; she is using valuable time and energy that she could be investing in going to school or pursuing an economically profitable venture. Climate change aggravates the water scarcity and exacerbates the social impact of droughts, increasing the time and effort needed for water gathering, which has a higher toll on women and girls all over Kwale County.

4. Gender and water governance

Women are scarcely represented in higher levels of the governance of water and hence have less power and control over water resources. Gender aspects are rarely included in higher level policies and programs. Under-representation in governance can be traced back, among other factors, to the legal discrimination of girls. Land and water tenure is closely related to power and control over water. Women have low access to financial services compared to men, and are entirely segregated from land ownership, this leaves women in a vulnerable position in accessing water and diminishes their claim over its governance.

5. Gender and sanitation

Meeting women's and girls' needs around menstrual, sexual and reproductive health, WASH (Water, sanitation and Hygiene) is also indispensable for their economic and social development, contributing to gender equality and the fulfillment of their rights. A lack of access to WASH affects women and girls disproportionately due to both biological and cultural factors. In addition to biological elements, traditional gender roles play an essential part in unequal WASH access.

Menstrual Hygiene Management (MHM) is another very relevant and neglected WASH issue that affects women and girls, due to the gender roles and the stigma that surrounds menstruation. Girls may avoid going to school during their menstrual days due to lack of privacy or cleanliness in toilets, or just because of stigma or cultural taboos, causing absenteeism. The menstrual challenges faced by many women and girls in Kwale include a lack of adequate facilities for Menstrual Hygiene Management (MHM).

Access to water

- a) No elected or nominated representative of PWD
- b) Low political good will to comply with gender equality principle in appointive positions

RESPECT FOR HUMAN RIGHTS - ACCESS TO JUSTICE AND INTERSECTIONAL DISCRIMINATION

Key issues:

- a) Slow implementation of the Bill of Rights, especially socio-economic, political and reproductive health rights
- b) Gender based violence is still prevalent and affects women more than men because of socio-cultural and religious attitudes that normalize such violence
- c) High cost of litigation and limited access to legal services hinder access of justice
- d) Case backlog due to heavy caseload, unnecessary adjournments and corruption, frustrate access to justice
- e) Insufficient awareness of alternative dispute resolution mechanisms in resolving disputes
- f) Insufficient interventions aimed at addressing intersectional inequalities

CHAPTER THREE

POLICY GOAL, OBJECTIVES AND PRINCIPLES

Introduction

The policy framework is geared towards ensuring gender equity, equality and inclusivity in the social, economic, political and cultural spheres as envisaged in the Constitution. The framework will endeavor to establish and strengthen Affirmative Action efforts aimed at reducing gender inequalities and promote access to productive resources such as land, labour, finances, information and technology.

The development of this policy is influenced by internal and external factors that emphasize gender mainstreaming as the key strategy for achieving development. It is also informed by the constitutional dispensation and transformation, the socio-economic environment and other national orientations.

The CIDP is the main guiding tool in the formulation of this policy. Other considerations include the situation analysis, stakeholder engagements and lessons learnt.

Policy Goal

The goal of this policy is to mainstream gender equity, equality and social inclusion into the County development process in order to improve the social, legal, civic, political, economic and cultural conditions of the people.

Objectives

Objectives of the Policy are to:

- a) To ensure gender mainstreaming in Kwale County Government departments through planning, gender responsive budgeting and implementation.
- b) To accelerate efforts and commitments of government in empowering women (especially women with disability) to have safe and secure livelihood, access to economic opportunities, decent work to improve earnings while addressing disparities in education, socio-economic, health and cultural issues in Kwale County

- c) To facilitate access and enforcement of justice to all gender based violence survivors in Kwale County
- d) To support the implementation of affirmative action laws that will support women on issues of leadership and governance in the County politics to ensure they have an equal competing ground with men.
- e) Define institutional framework and performance indicators for effective tracking, monitoring, evaluation and reporting implementation of gender equity and women empowerment

Guiding Principles

The Policy is guided by the following principals:

1. Human Rights: - Women's rights are *human rights*.
2. Diversity, Equity and Inclusion:) Recognition of differences and inequalities among women and men;
3. Sustainable Development: *Gender equality is not only women's issue; it is a sustainable development issue.*
4. Mutual Co-existence: Women and men will *co-exist and build positive gender relations*.
5. Accountability and Transparency: *Government is committed to promoting accountability and transparency through women's Leadership, women's voices, women's visibility and effective participation in decision-making, politics towards good governance peace and security.*
6. Economic Sense: *Gender equality makes smart economic sense* in decision making.
7. Political Good Will: There is enough "*political will*" from government *and* all players at all levels, in the economy particularly officials from the Executive and county assembly *to mainstream gender.*

8. Resource Availability: The government's good will to commit and support gender based programs; and all aspects of good and accountable governance practices.
9. Public Participation and consultation

Policy Approach

The following approaches will be used in realizing the objectives of this Policy:

1. Gender mainstreaming and integration in all planned interventions
2. Affirmative Action to ensure that special measures are used to address past gender inequalities and injustices
3. Empowerment of women, men, boys and girls to facilitate equality, equity and non-discrimination
4. Involvement of men in addressing gender issues and gender based violence prevention
5. Institutional and human capacity building
6. Gender responsive budgeting, planning and implementation
7. Generating data and indicators that are disaggregated by sex, age and disability

Policy Outcomes

The anticipated outcomes of this policy include:

1. Equality, Equity and economic empowerment will be achieved;
2. Diversity, Equity and Inclusion of all Kwaleans will be acknowledged and respected;
3. Women men, boys and girls will have equal rights and access to education, health, housing, employment, and other services and resources;

4. Women and men will have equality and equity of opportunity to participate in decision making and to contribute to the political, social, economic and cultural development agenda;
5. Promotion of equal rights at the time of, during and on the dissolution of the marriage for spouses; and,
6. Sexual and Gender based Violence will be fought (eradicated) and men, women, boys and girls will live with dignity.
7. Prompt and appropriate justice served to all survivors of gender based violence

CHAPTER FOUR

POLICY PRIORITY ACTIONS

Introduction

This chapter outlines the policy priority areas the Department in charge of Gender Affairs will oversee and implement through the institutional arrangements discussed in the next chapter. The policy commitments are anchored on the policy objectives stated in the previous chapter developed out of the situational analysis, the policy context and achievements made. Policy actions taken on each priority area are expected to guide national gender mainstreaming efforts and ultimately lead to gender equality and women empowerment. Kwale's commitment to gender equality requires that the views, needs, interests and rights of women, girls, men and boys and those of the special interest groups, shape the development agenda to ensure that all participate in and benefit equally for development. To achieve its goal of inclusive growth and attain Sustainable Development, The County must address the disparities between women and men and different social groups. In order for this to be realized, it will be necessary to mainstream gender in the identified key sectors. This chapter therefore outlines the specific policy priority areas and the policy actions and their respective commitments. To achieve the policy objectives, an action plan will be developed separately specifying key result areas and the implementing institutions and indicative budgets assigned.

Legal framework

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

Policy Actions

- a) Cascade national guidelines for mainstreaming gender and standards for measuring compliance to gender mainstreaming in all sectors at all levels
- b) Support review and amendment of relevant laws to conform to the constitution and national guidelines and standards on gender;
- c) Enact and enforce legislation to comply with the 'not more than two thirds gender principle'

- d) Strengthen capacity of institutions charged with the responsibility of implementing and monitoring gender-related interventions; and,
- e) Enact legislation to enhance women participation in economic, social and political spaces in both public and private spheres.

Social inclusion - poverty, social inclusion, women empowerment, institutional mechanisms

Poverty eradication

Policy Actions

- a) Increase and strengthen access to credit opportunities for women and all other special interest groups through affirmative action initiatives;
- b) Enforce women's representation and participation (Enforce two thirds gender principle) in management committees of County 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 and men, 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; and,
- f) Enhance and intensively promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, and religion, economic or other status.

Leadership governance and social inclusion

- a) More action towards implementing the two thirds gender rule.
- b) Promote women participation in leadership and decision making at all levels with a focus on inclusion of potentially secluded women i.e. ethnic minorities, low literacy etc.
- c) Develop effective monitoring framework for mainstreaming gender into governance, decision making and leadership through gender audits and institutional and governance review.
- d) Integrate gender equality and social inclusion in interventions with a key focus on GESI analysis pre-intervention.
- e) Ensure political environment is free from gender-based discrimination and violence by enforcing of available guidelines and laws that outlaw electoral violence.
- f) Advocate for enforcement of the two thirds gender principle in award of political party tickets and nominations.

Women Empowerment: (Gender and Social inclusion)

Policy Action

- a) Building capacities of women and young women (VSLA and SHGs) engaging in small and medium enterprises to benefit from the 30% reservation (AGPO).
- b) Build the capacity of women to identify and address their own needs and challenges fostering a sense of collective responsibility
- c) Enhance participatory decision making and opportunities for skills development and growth for women.
- d) Disseminate information on available government credit and economic empowerment facilities

Environment and Natural Resources

Ensure a clean, secure and sustainable environment

Policy Actions

- a) Develop and implement an engendered Kwale County Environment and Natural Resources policies, plans and programs that will safeguard marginalized groups in access, control and equitable benefit from Natural Resources
- b) Promote safeguarding of women, men, youth and children health by reducing exposure to indoor pollution by promoting more carbon efficient energy sources and approving building plans with appropriate indoor ventilation to mitigate respiratory health risks.
- c) Gender targeting in livelihood projects development by capacity building communities on gender and resource governance and enforce two third gender principle on all natural resource community governance institutions established

Access to water resources

Promote equal representation of women and girls in water management and governance.

Policy Action

- a) Enhance participation of women by training women in male dominated water-related professions.
- b) Ensure Integration of gender parity into planning and implementation of water services supply projects.
- c) Building gender based partnerships in the communities (community Based Organization, Water Users Association) to serve from inception, development, completion, running and management of the project.

1. Increase Accessibility and affordability of quality water in adversely affected areas.

Policy Action

- a) Promote water harvesting and storage for stream and river water practices, through using earth embankments and dams by both the public and private sector.
- b) Empowering communities and households on small scale, in implementing various rainwater harvesting strategies from roofs and rainwater run-off.
- c) Providing home water treatment capacity including the use of flocculants, filters as well as Promoting low-cost solutions such as chlorine tablets and plastic water bottles that can be exposed to sunlight
- d) Increase knowledge on the role of water in rural livelihoods and adopting participatory approaches focused on small holders farmers for socio-economic development.
- e) Identify and adapt water technologies to promote smart investments in water for poverty reduction

2. Reduce Water scarcity

Policy Action

- a) Increasing water storage in reservoirs through harvesting and storing flood water by building sustainable water sources (pans, dams, boreholes)
- b) Enforce the protection of wetlands
- c) Promoting water stewardship in every community to reduce the threat of water scarcity

3. Ensure proper sanitation in all spheres

Policy Action

- a) Connecting all public institutions with clean water.
- b) Involve the participation of women in rural sanitation or water resource management when planning WASH to reduce marginalization.
- c) Appropriate WASH facilities should allow privacy and be inclusive of all genders and PWDs.

- d) Ensure women and girls access to menstrual health products that are affordable, safe and environmentally friendly.

Access to Health Care

Policy Action

- a) Strengthen framework to ensure young girls 10-14 are vaccinated with HPV to prevent cervical cancer
- b) Improving access to information and services on HIV/AIDS and STIs.
- c) Adoption and dissemination of the national SRHS policy to ensure access to quality, equitable, affordable, acceptable, available and safe SRHS to all.
- d) Disseminate information on maternal health services through CHPs, outreaches and barazas
- e) Prevention and elimination of all forms of GBV:-
 - i. Develop a GBV legal framework
 - ii. Establishment of Gender Based Violence Recovery Centers, safe houses and rescue centres
 - iii. Establishment and operationalization of Gender desks at health facilities
 - iv. Operationalization of a GBV toll free number to enhance case reporting and referral.
 - v. Establish and operationalize situation rooms in remote areas to improve first care and referrals for further treatment, care and support services
- f) Enhance the social health insurance coverage in Kwale County in order to attain universal health care
- g) Increase awareness and intensify screening for Noncommunicable diseases.

- h) Social behaviour change communication on mental health among health care workers to avoid stigma
- i) Adopt and domesticate the national mental health policy
- j) Community dialogues and sensitization on harmful traditional practices.
- k) Enhanced sensitization on timely accurate and complete information with an aspect of inclusion to geographic specificity and community members from all diversity
- l) Adoption of the school health policy that allows the ministry of health to disseminate age appropriate SRH information to schools, immunization and other school health activities.
- m) Ensure availability and sustainable MHM products, sanitation mechanisms and sensitization on their safe disposal.
- n) Institutions and public areas to have designated facilities for lactating mothers.
- o) Engaging men and boys to support their own and their partner's reproductive, sexual and other health needs.
- p) Gender desegregation of data at all levels of health care

Leadership and Governance in decision making

This concept looks into the opportunities for women to lead and influence decision making in law/policies /budget /frameworks.

Policy Actions

- g) More action towards implementing the two third gender principle.
- h) Promote women participation in leadership and decision making at all levels with a focus on inclusion of marginalized women.
- i) Develop effective monitoring framework for mainstreaming gender into governance, decision making and leadership through gender audits and institutional and governance review.

- j) Integrate gender equality and social inclusion in interventions with a key focus on Gender equality and Social Inclusion (GESI) analysis pre-interventions.

Gender and cultural heritage

Promote new attitudes, values and behavior and a culture of respect for all genders.

Policy Actions

- a) Develop and implement a gender and social inclusion capacity building and awareness raising programme.
- b) Develop a long term strategy to eradicate harmful gender cultural practices

The Media and ICT

Media is an important platform where communication in today's life is paramount where all ages use them to pass and get information, however the same media can promote gender inequality.

ICT has reduced the world into a village where communication between an individual to an individual, government to individual and then government to a government can happen in matter of seconds, this has enabled the general population to access education online, job opportunities, and online trade. This has improved the lives of the citizens. However misuse of the same can be detrimental to the society, e.g. frauds, cybercrimes, hacking etc

Policy Actions

- i. Develop a strategy to ensure there is equity and equality in media representation.
- ii. Develop policy actions against media perpetuating gender stereotype and technologically facilitated GBV.
- iii. Promote use of local media outlets and social media to educate, sensitize and enlighten the community in gender related issues.
- iv. Promote equity and equality in access to ICT.

v. Expand the rural electrification program to the local communities.

vi. Invest in ICT and innovation hubs.

Land, housing and agriculture

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

Policy Actions

1. Develop and implement an engendered Kwale County Land policy to ensure protection and conservation of critical natural resources and ecosystems to enhance equitable opportunities and benefits from land resources.
2. Upscale engendered land clinics across the County that advocate for gender rights on land ownership, equitable access to land and security of land rights.
3. Gender targeting on County Agricultural policies, programs, plans and interventions by incentivizing women and youth participation in agriculture, livestock, fisheries and blue economy sector.
4. Upscale access to inclusive financial systems to women and youth.
5. Establish gender champions in each county entity to spearhead gender mainstreaming.

Peace and security

Policy Action

Enforce and mainstream gender perspectives in matters of peace and security to promote a safe and stable environment for all

Policy Priority

- a) Promote gender mainstreaming in management of conflict situations including prevention and mitigation measures
- b) Promote the rule of law, trust and collaboration between the police and the community
- c) Ensure equitable representation of men and women in conflict prevention and peace building programmes
- d) Strengthen knowledge and capacity of local peace ambassadors and security actors on reporting, referral and legal mechanisms
- e) Develop gender responsive policies that address conflict prevention and the needs of conflict survivors
- f) Create online and offline awareness platforms for women and youth on peace and security

Access to Justice and Respect to human rights

Policy Action

Promote targeted measures in compliance with legal provisions in ensuring access to justice and mitigating intersectional discrimination.

Policy Priority

- a) Promote legal empowerment and education initiatives to enhance the legal literacy and awareness of rights among marginalized and vulnerable populations
- b) Promote capacity-building initiatives to strengthen the capacity of local administration, religious leaders and Kaya elders to address gender-based violence and discrimination effectively.
- c) Providing free or subsidized legal services and improving physical and digital infrastructure for accessing justice.

- d) Strengthen collaboration between government agencies, civil society organizations, and other stakeholders to address access to justice and provide comprehensive support to survivors
- e) Facilitate the implementation of existing legislation to be responsive to the special interest groups
- f) Sensitization on harmful socio cultural and religious practices in relation to gender
- g) Sensitization on harmful socio cultural and religious practices in relation to gender
- h) Establish safe spaces and support networks to promote collective action in addressing gender inequalities
- i) Establish safe spaces and support networks to promote collective action in addressing gender inequalities
- j) Collect disaggregated data on intersecting identities (e.g., gender, race, ethnicity, disability) to inform policy decisions and resource allocation.

Education

Enhance and sustain measures to eliminate gender disparities in access, retention, transition, performance and quality in education for all.

Policy Actions

- a) Ensure equal participation of qualified women and men in leadership and decision making positions in the education sector in the County
- b) Adopt and strengthen measures to increase access to and retention of girls and boys in education at all levels.
- c) Intensify civic education programmes on harmful cultural practices that inhibit access to education for girls;

- d) Promote mentorship programmes in schools, sensitize parents with their households to encourage girls to take up science, technology, engineering and mathematics related careers;
- e) 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;
- f) 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;
- g) Enhance school attendance by putting in place measures to address gender-based violence, sexual harassment, safety and protection in schools.
- h) Enforce re-entry policies for pregnant school girls to enable them complete their education.

Policy Action priority:

1. Strengthen the appraisal, disbursement and utilization of the bursary funds
2. Ensure sufficient ECDE centers per demand, allocation of resources for equipping and maintenance of equipment, training of ECDE teachers to ensure proper implementation of the curriculum'
3. Improve existing feeding program to improve the health of the learners and retention in class
4. Ensure sufficient VTC centers per demand, allocation of resources for equipping and maintenance of equipment, training of instructors to ensure proper implementation of up to date, market relevant and practical he curriculum'
5. Implement a sustainable menstrual hygiene management to ensure high retention of girls in schools.
6. Implement mental health and mentorship program to improve learners confidence, decision making and peer pressure
7. Expand and introduce satellite libraries and resource centers to provide learning materials and improve literacy levels
8. Implement Sexual reproductive health management to mitigate child and teenage pregnancies
9. Develop collaborative mechanism with ministry of education and other Government agencies to identify, counsel and re-integrate teenage mothers into the academic curriculum.

Infrastructure

Policy Actions

1. Improve accessibility to remote areas of the county to increase service delivery on water, health and security.
2. Increase accessibility to clean water
3. Improve quality of drawings and designs, develop BQs and workmanship implemented in county projects
4. Ensure compliance by contractors on existing laws that reinforce mitigation of HIV/AIDS and matters Sexual Gender Based Violence.
5. To sensitize contractors on affirmative action during recruitment of skilled, unskilled and semi-skilled laborers

Policy Action Priority

- a) Open up access roads in remote areas especially in the remote wards to improve access to basic services
- b) Put up solar street lights in rural areas to reduce insecurity.
- c) Put up communication infrastructure to the rural areas for easy communications.
- d) Create awareness before, during and after the implementation of infrastructure projects.
- e) Enforce existing law to mitigate the contractor from sexual abuse of the workers and community
- f) Compel the contractors to employ unskilled labour from the locals

Labour and the Economy

Eliminate discrimination in access to employment, promotion and training including equal remuneration to enhance income security for men and women.

Policy Actions

- a) Strengthen and review the existing legal and administrative framework for labour administration to integrate women in hitherto non-traditional trades.
- b) Enhance compliance to the two thirds gender principle in recruitment, appointment and promotion of women and men in all spheres for greater inclusion and visibility.
- c) Implement existing 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.
- d) Recognize domestic work and unpaid care for children, older persons, the sick and persons with disabilities to ensure shared responsibility within the house.
- e) Invest in social services and infrastructure provision and social protection policies to reduce the burden on women.
- f) Establish a database on employment records of women and men in formal and informal sectors to track evaluate and improve employment conditions for all particularly women;
- g) Review skills development programs and projects and target them at increasing decent employment for all.
- h) Build capacities of women's entrepreneurial skills and link them with start-up capital;
- i) Regulate job security and ensure safety and protection of women in informal sector especially women with disabilities.
- j) Construct sufficient modern markets that are secure with floodlights and dedicated ablution blocks for women and People Living with Disabilities
- k) Ensure market officers enforce fair trade practices in access to commodities, allocation of market stalls and distribution amenities

Policy action priorities

- a) Organize training's on entrepreneurial skills to reduce over dependence on formal sector.
- b) Encourage self employment and support small scale business sector for the unemployed through provision of different loans.
- c) Establish a database of all self employed women and men to inform policy intervention.
- d) Ensure formal and informal sectors adhere and comply to labor laws so as to create a conducive working environment for the staff.

CHAPTER FIVE

INSTITUTIONAL AND IMPLEMENTATION FRAMEWORK

Introduction

The principal responsibility for Management and Coordination of implementation of the Kwale County Gender and Development Policy will be vested in the County department in Charge of Gender and Development Affairs. The department will internally coordinate with the County Assembly and County Executive Committee to ensure requisite laws and guidelines related to implementation of the Policy are enacted and oversight structures and mechanisms are appropriately instituted. The department will establish, preside over and coordinate functions of the Kwale County Gender Monitoring Unit. (GMU)The membership of the GMU shall include the Director Gender and Gender officers who shall be recruited and deployed to different service delivery sectors. The terms of reference for the GMU shall be developed and sanctioned by the County Executive member to whom the Unit shall report annually. The mandate of the GMU shall include ensuring that implementation of the Policy is in accordance with established national and county laws, and related policies, and manifests adherence to regional and international instruments and frameworks in promoting gender and development commitments.

Implementation Framework

Roles and Responsibilities of Stakeholders

State Department for Gender:

The specific functions of the Ministry shall be as follows:

- a. Provide guidance to ensure the Policy is in tandem with relevant national laws and policies.
- b. Technical support for the policy to contribute to achievement of development goals.
- c. Technical support for policy compliance with regional and global instruments and standards on gender equality.
- d. Support research to inform progressive review of the policy and necessary amendments.

e. Facilitate national and international opportunities for showcasing the impact of the Policy on county and national development.

National Gender and Equality Commission

The Commission is a Constitutional body established under the National Gender and Equality Commission Act 2011. The roles and responsibilities of the Commission shall therefore draw from its broad mandate as stipulated in the Act. This entails the following functions *inter alia*:

a. Advocate for implementation of the Policy to promote gender equality and freedom from discrimination in accordance with Article 27 of the Constitution;

b. Monitor, facilitate and advise on the integration of the principles of equality and freedom from discrimination in all national and county policies, laws, and administrative regulations in all public and private institutions;

c. Act as the principal organ of the State in ensuring compliance with all treaties and conventions ratified by Kenya relating to issues of equality and freedom

from discrimination and relating to special interest groups including minorities and marginalized persons, women, persons with disabilities, and children;

d. Co-ordinate and facilitate mainstreaming of issues of gender, persons with disability and other marginalised groups in national development and to advise the Government on all aspects thereof;

e. Monitor, facilitate and advise on the development of affirmative action implementation policies as contemplated in the Constitution;

f. Investigate on its own initiative or on the basis of complaints, any matter in respect of any violations of the principle of equality and freedom from discrimination and make recommendations for the improvement of the functioning of the institutions concerned;

g. Work with other relevant institutions in the development of standards for the implementation of policies for the progressive realization of the economic and social rights specified in Article 43 of the Constitution and other written laws;

h. Co-ordinate and advise on public education programmes for the creation of a culture of respect for the principles of equality and freedom from discrimination;

i. Conduct and co-ordinate research activities on matters relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution;

j. Receive and evaluate annual reports on progress made by public institutions and other sectors on compliance with constitutional and statutory requirements on the implementation of the principles of equality and freedom from discrimination;

k. Conduct audits on the status of special interest groups including minorities, marginalised groups, persons with disability, women, youth and children; and

l. Establish, consistent with data protection legislation, databases on issues relating to equality and freedom from discrimination for different affected interest groups and produce periodic reports for national, regional and international reporting on progress in the realization of equality and freedom from discrimination for these interest groups.

County Government Department of Gender

The pivotal role of the specific department in the County Government in implementation of the Policy is spelt out as follows:

a. Ensure application of human rights-based approach in implementation of the Policy, ensuring consistent accountability for the rights and interests of vulnerable and marginalized populations within the County

b. Lead in establishment and coordination of the Kwale County Gender Monitoring Unit

- c. Lead in development of the plan for implementation of the Gender Policy with SMART milestones.
- d. Lead in development of internal, stakeholders and community capacity for implementation of the Gender Policy.
- e. Ensure the Policy is in keeping with and advances Kenya's and the County's commitment to national and international instruments on gender equality, human rights and social justice.
- f. Identify needed guidelines, policies and legislation for implementation of the Gender and Development Policy, and ensure they are developed and enacted.
- g. Implement projects and activities that contribute towards gender and development in accordance with the implementation plan.
- h. Establish and coordinate strategic partnerships and collaborative fora for purposes of implementation of the Policy.
- i. Integrate gender equality and women empowerment concerns in the County Integrated Development Plan to expand avenues for implementation of the Policy.
- j. Develop and implement a resource mobilization plan, including annual round table fora with development partners, for implementation of the Gender and Development Policy.
- k. Coordinate implementation of the Policy Monitoring and Evaluation Framework to ensure timely reporting to the County Executive, generation and dissemination of best practices, and lessons learnt.
- l. Develop and implement a research agenda that contributes to implementation of the Gender and Development Policy for achievement of high impact and trans-formative results.
- m. Develop and implement a communication plan for articulation of the Policy in its different stages of implementation and results.

n. Liaise with and support relevant County department and agencies for effective participation in the implementation of the Policy.

Non-State Actors (NGOs, CSOs, FBOs, CBOs)

Non-State actors have played a central role in the conception and development of the Kwale County Gender and Development Policy. They have also been enormously involved in mobilizing resources for the Policy. As core stakeholders, their roles in the implementation phase of the Policy will be as follows:

- a. Support mobilization of resources towards roll out of the Policy implementation plan.
- b. Advocacy for development and enactment and implementation of appropriate policies and legislation to support effective implementation of the Kwale County Gender and Development Policy.
- c. Technical assistance in the design and execution of strategies and activities for effective, efficient and sustainable achievement of the objectives of the Policy.
- d. Sensitization of County Government teams and community members on their role in implementation of the Policy.
- e. Initiation and participation in evidence generation and knowledge products that advance implementation of the Policy and demonstration of its trans-formative impact.

Media:

The media are critical actors in catalyzing societal attention to gender and development issues, including highlighting dividends of women's and girls' access to education, resources and empowerment actions. This Policy therefore recognizes and supports the roles of media focused entities as follows:

- a. Highlight requisite advocacy issues, including resource mobilization.
- b. Promote accountability for implementation of the Policy through engagement with duty bearers and rights holders.

c. Address barriers to gender equality issues through awareness creation on practices that seek to end discrimination and violation of human rights.

d. Documentation and showcasing of good practices and lessons learnt in implementation of the Policy.

Academia

Kwale County hosts numerous institutions of higher learning whose contribution towards implementation of the Policy is indispensable. The roles of the various institutions will include:

a. Research and evidence generation on opportunities for optimization of the trans-formative impact of the Policy.

b. Partnership and collaboration for resource mobilization to strengthen implementation of the Policy.

c. Development and roll out of capacity building programmes on social and gender norms that impede equality and social justice.

Community members

The Kwale County Gender and Development Policy is premised on realization of equitable communities where human potential and rights are harnessed and upheld in an environment free from discrimination and dis-empowerment. The role of community presence and voices in implementation of the Policy is therefore paramount in alleviating challenges of women and men, boys and girls, and other identities interspersed across the binaries in development processes. Their roles will include:

a. Recognition and promotion of gender responsive and trans-formative practices in households as the new normal.

b. Participation in service delivery and information activities initiated by diverse actors towards implementation of the Policy.

c. Awareness creation, advocacy and action for the abandonment of practices and traditions that validate existence of unequal societies on the basis of discrimination.

d. Mobilization of community resources for the sustainability of interventions undertaken in the county to implement the Policy.

e. Participation in reviews, assessments and evaluations to establish progress and results emerging as a result of implementation of the Policy.

Special interest groups

The department of Gender, for purposes of implementation of the Policy will define the specific special interest groups whose role in the implementation of the Policy shall be considered invaluable. The selection of the SIGs shall be in accordance with existing national laws and Kenya's global commitment to promoting human rights and gender equality. The roles of the SIGs will entail, inter alia:

a. Promote a human rights-based approach in implementation of the Policy, ensuring consistent accountability for the rights and interests of vulnerable and marginalized populations within the County.

b. Mobilize special interest groups to own and support implementation of the Policy, including emphasizing accountability on the part of duty bearers.

c. Support and participate in communication initiatives that highlight the responsiveness and impact of the Policy on SIGs.

d. Consistent and objective participation in activities designed for purposes of ensuring successful implementation of the Policy.

Development partners:

These will include donor organizations and institutions and the private sector: The roles of these bodies shall encompass the following, among others:

- a. Support resource mobilization for implementation of gender and development programmes in the county as envisaged in the Policy.
- b. Technical assistance in ensuring implementation of the Policy leads to transformative results for holistic human development in the County.
- c. Advocacy to strengthen accountability for implementation of the Policy by all actors.
- d. Participation in coordination activities for implementation of the Policy.

CHAPTER SIX

MONITORING AND EVALUATION

Introduction

Research and Documentation

In order to facilitate tracking of implementation results of the Kwale Gender and development Policy, the GMU in liaison with Monitoring and Evaluation Unit within the County Government will lead stakeholders in developing a Monitoring and Evaluation framework in line with the policy implementation matrix. The Framework will include a results chain logic that outlines the activities, outputs, and impact of the Policy. The Framework outline annual and cumulative targets to be achieved on the basis of clear Key Performance Indicators (KPI). Collection of quantitative and qualitative data will be undertaken at regular intervals to ensure consistent monitoring and evaluation of progress in implementation of the Gender and Development Policy. The situational analysis that has guided development of this Policy will provide baseline data against which progress will be assessed. During collection, entry and analysis, the data will be dis-aggregated by gender, age, ability, target population and geographical location. A County Gender Statistics Database will be developed for data collection, cleaning, storage and analysis. Process data will be collected quarterly to inform annual reviews of the Policy. Mid-term and end of Policy reviews will be based on data sourced through mid-term assessments and the final Policy implementation evaluation. A clear and high impact data dissemination plan will be developed for implementation by the County department in Charge of Gender Affairs with the support of development partners and the media. Access to the data for individuals and institutions will be based on the intended purpose for use and applicable conditions while maintaining ethical standards. The data will be used to strengthen advocacy on gender and development issues in Kwale County, resource mobilization, and awareness creation.

The data generated during meetings, reviews, assessment and evaluation will be stored in files and electronically by Gender Focal Points. The collected data will be verified and cross-checked by the M&E officers. The verified data will be submitted to the Chief Officer who oversees the Gender Unit in the County for review and analysis before submission to the County Executive Committee in the form of a report. The diagram below summarizes the Gender and Development Policy data flow and feedback pathway.

Reporting

Monitoring and Evaluation Framework

A comprehensive M&E framework will be developed to facilitate monitoring, evaluation, learning, and knowledge management in the implementation of this policy

The M&E framework is guided by the following considerations

Comprehensive performance indicators-this constitutes the development of a set of matrices to measure progress toward each policy action

Establish a baseline for all indicators

Scheduled and periodic collection of performance data - Collecting data for the identified performance indicators is a crucial step of the results-based process.

Policy Review

This Policy shall be implemented in a five (5) year period 2024-2029 and shall be subjected to mid-term review within three (3 years) to monitor progress and any significant changes that the County experiences. On an annual basis, the Gender Department shall convene stakeholders to share progress in the implementation.

The Gender Policy will be reviewed in a consultative and participatory process. The approach and review phases will be on mid-term and at the end of the Policy implementation period. The mid-term review will delve into assessment of progress in achieving key Policy milestones. On an annual basis, the implementation framework shall be monitored to assess realization of results. The final review of the Policy will examine the impact of the Policy on gender equality and women's holistic development in Kwale County, and identify lessons learnt and best practices for incorporation, replication and scale up in the next generation of the Gender and Development Policy. The review process will be led by the department in-Charge of Gender Affairs in the County Government with participation and technical assistance from other county government departments, agencies, and stakeholders, among them women's and grassroots organizations engaged in promoting gender equality and social justice. All review reports will be disseminated to the county leadership, non-State actors and rights holders for

knowledge sharing, accountability, advocacy and trans-formative reforms. An external evaluator shall be hired to undertake end evaluation of the policy to determine the trans-formative impact of its implementation.

ANNEX: STRATEGIC PLAN

PILLAR 1: SOCIAL ECONOMIC EMPOWERMENT AND SELF-RELIANCE						
STRATEGIC OBJECTIVE						
Priority Area	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible

PILLAR 2: HEALTH						
STRATEGIC OBJECTIVE						
Priority Area	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible

PILLAR 3: EDUCATION						
STRATEGIC OBJECTIVE						
Priority Area	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible

PILLAR 4: GBV						
STRATEGIC OBJECTIVE						
Priority Area	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible

PILLAR 5: PROTECTION OF HUMAN RIGHTS, FREEDOMS AND ACCESS TO JUSTICE						
STRATEGIC OBJECTIVE						
Priority Area	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible

PILLAR 6: GOVERNANCE AND DECISION MAKING						
STRATEGIC OBJECTIVE						
Priority Area	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible

PILLAR 7: LAND, HOUSING AGRICULTURE AND FOOD SECURITY

STRATEGIC OBJECTIVE						
Priority Area	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible

PILLAR 8: ENVIRONMENT AND NATURAL RESOURCES

STRATEGIC OBJECTIVE						
Priority Area	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible

PILLAR 9: PEACE SECURITY, COHESION AND DISASTER MANAGEMENT

STRATEGIC OBJECTIVE						
Priority Area	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible

PILLAR 10: INSTITUTIONAL GENDER MAINSTREAMING CAPACITY

STRATEGIC OBJECTIVE						
Priority Area	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible

PILLAR 1: WATER AND INFRASTRUCTURE

STRATEGIC OBJECTIVE						
Priority Area	Activity	Indicator	Means of Verification	Resources	Timeline	Responsible