

GENDER INCLUSION AND PARTICIPATION FRAMEWORK.

DECEMBER 2023



Preamble

The Kericho Municipal Board;

- We adopt this gender inclusion and participation framework to express our commitment to be an inclusive municipality that does not discriminate on gender, persons with disability(PWDs) or any other basis as expressed in our core values.
- We recognize the inequalities that exist in the society and are committed to empowering all community members to realizing equality and equity for all.
- Our obligation is to ensure development, adoption of relevant policies for planning, budgeting and implementation of social and economic programs.

Objectives

The objectives of this Gender Inclusion and Participation Framework are:

- To promote gender equality among all genders within the municipal.
- To eradicate discrimination on the basis of gender in all municipal activities and services.
- To create conducive workplace that values diversity for all and ensures equal opportunities for all employees.
- To design and implement municipal programs and services that are responsive to the diverse needs of all residents, irrespective of gender.
- To stem out gender-based violence within the Municipality.



Legal Framework

In formulating this gender inclusion and participation framework, we recognize and commit to ensure that it aligns with national and international laws and conventions related to gender equality. Particular stand guided by the constitution of Kenya 2010, that vests sovereignty with the people of Kenya. The Kenyan parliament has passed enabling legislative frameworks that give implementation push to the Constitution. These Acts together with the National Gender and Development Policy 2000, will guide the municipality in enforcing gender equality and equity in all its tasks in realizing its mandate. International treaties ratified by the Kenyan Government in pushing for a gender sensitive service to all also forms the core values in implementing gender participation.

Workplace Policies

Implementation of policies within the municipality that promote gender equality in the workplace; address issues such as equal pay, non-discrimination of persons with disability(PWDs) in recruitment and opportunities for career advancement.



Capacity Building

The Municipal shall provide seminars, training programs for its staff to raise awareness about gender issues, diversity, and inclusion. This will help ensure that employees are knowledgeable about the principles of gender equality and can apply them in their work.

It will also hold “barazas” to educate members of the public on the need for them to participate on development agendas.

Delivery of services

Its commits to ensure that services delivery are accessible and responsive to the diverse needs of all residents, taking into account gender-specific concerns. This will include services related to health, education, housing, and public safety.

Community engagement to establish the specific needs of all genders and persons with disability(PWDs) in regards to the mandates of the Municipal Charter.

Public amenities

The Municipal will endeavor to design and manage public amenities in a way that is safe and inclusive for all genders and PWDs. Such facilities must consider issues such as lighting, accessibility, and security to create a conducive working environment. In approving building plans for PWDs considerations must be factored in.

Community participation

Community participation to gather insight on gender issues and ensure that the board is responsible to their needs. Our public participation must involve both men, women and persons with disability with none dominating the other, the rule of 2/3 gender must prevail.





Data Collection and Analysis

Kericho municipality with the help of National Bureau of Statistics will identify disparities and monitor progress in achieving gender equality goals. This information will inform evidence-based decision-making.

Grievance Redress Mechanism

We commit to take gender differences into consideration when handling grievances. Women, men and persons with disability(PWD) may communicate their grievances differently and also may have different types of grievances. We commit to avoid subjectivity while handling grievances and avoid gender biases. Should a situation arise where women or men feel uncomfortable discussing a grievance with a person of the opposite sex, the officer handling the grievance should provide the option of handing the case over to someone of the same sex with the one reporting the grievance.

Prevention of Gender-Based Violence

To develop strategies, policies to prevent and respond to gender-based violence within the municipality. This will include partnerships with local organizations that specialize in providing support to victims of gender-based violence. Gender based violence within the work place will be addressed in accordance to the law, policies set out by the government.

Special attention in the GRM will be given to sexual and gender based violence cases, giving them the urgency, sensitivity and the confidentiality they deserve.

To initiate education forum, telephone hotline where cases of gender based violence is reported.

Collaborations

To establish Collaborate network with leaders, local organizations, advocacy groups, and other stakeholders working on gender equality to exert resources and expertise in tackling the vice. This will involve both state and non-state actors especially those with an interest in our municipality.

Monitoring and Evaluation

Monitoring and evaluation will be done effectively and regularly on the gender framework, making adjustments where needed. This will ensure that the municipality remains on course to promoting/eradicating gender in-equality.

Conclusion

Gender inclusion framework is essential tool for encourages equality, breaking inhibitors, and creating an enabling all-inclusive environment that keeps the diverse opinions and needs of all genders.

With proper monitoring and evaluation at every stage, the desired objectives /goal of all inclusivity will be achieved.

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CHAIRMAN BOARD

DATED.....12/02/2024.....

