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# COUNTY GOVERNMENT OF BUNGOMA



## BUNGOMA MUNICIPALITY

*'A thriving, safe and cosmopolitan municipality'*

# GENDER ENGAGEMENT FRAMEWORK

2025-2030

## **ACKNOWLEDGEMENT**

As Bungoma Municipality embarks on an ambitious path toward modernization and city status, we recognize that true progress is measured by the inclusivity of our growth. This Gender Engagement Framework (2025–2030) is a cornerstone of our Integrated Development Plan, ensuring that our urban evolution serves all residents—regardless of gender, age, or physical ability.

In the past, urban planning has often overlooked the unique needs of women, youth, and persons with disabilities (PWDs). This framework changes that narrative. Whether we are designing the KISIP II infrastructure in our informal settlements or upgrading the CBD under KUSP II, we are now committed to "gender-lens" planning. This means safer streets through better lighting, economic dignity through inclusive market spaces, and a municipal administration that is responsive to the voices of the marginalized.

On behalf of the Board, I affirm our commitment to oversight and the allocation of resources necessary to bring this framework to life. We are not just building a more efficient Bungoma; we are building a more just and equitable one.

The development of this Gender Engagement Framework was made possible through the collective effort of a diverse group of stakeholders committed to social justice and urban equity.

We first wish to express our profound gratitude to the County Government of Bungoma, under the leadership of H.E. the Governor, for championing the rights of women and vulnerable groups within our county's development agenda. We also acknowledge the Department of Gender, Youth, and Culture for their technical guidance in aligning this framework with national and international gender standards.

A special thank you goes to our development partners—the World Bank and the State Department for Urban Development—whose programs social safeguard requirements provided the catalyst for this comprehensive framework.

We are particularly grateful to the women-led community groups and PWD representatives from Township, Khalaba, and Musikoma Wards. Your lived experiences and candid feedback during our engagement forums provided the practical insights that shaped our safety and economic empowerment strategies.

Finally, I commend the Municipal Board and the technical staff for their dedication to mainstreaming gender into our core operations. This framework is a testament to our shared belief that an inclusive Bungoma is a more prosperous Bungoma.

**CPA/CPS VINCENT NGEYWO**  
**Municipal Manager, Bungoma Municipality**

## **ABBREVIATIONS**

GBV-Gender Based Violence

KUSP 2-Kenya Urban Support Program 2

NGDP-National Gender and Development Policy

COK-Constitution of Kenya

IDEP-Integrated Development Plans

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## **1.0 BACKGROUND AND GENDER CONTEXT IN KENYA**

The constitution of Kenya 2010, under Article 1, clearly states that sovereignty belongs and is vested in the People of Kenya. People of Kenya include both male and female natural persons. Further, the Constitution allows Kenya to adopt any general rules of the international laws and that any treaty or conventions ratified by Kenya forms part of the Law of Kenya (Art. 2(5) and 2(6)). The State is therefore obligated, under article 21(4), to enact and implement legislation to fulfill its international obligations in respect of human rights and fundamental freedoms. As a person and civic duty, therefore, every person is obligated to respect, uphold, and defend the Constitution of Kenya (Art. 3(1)). All the international gender equality and women empowerment instruments ratified by Kenya must therefore be domesticated and effectively anchored in our law.

Kenya has bequeathed herself the national values and principles of governance; which in the Art. 10(2)(b) include (b) human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination, and protection of the marginalized. The outlined values and principles of governance are fundamental in reducing gender disparities and inequalities and promoting girls, women, boys, and men empowerment. Chapter four of the CoK (2010) provides for the Bill of Rights. Art. 21 outlines the implementation of rights and fundamental freedoms and emphasizes that ‘It is a fundamental duty of the State and every State organ to observe, respect, protect, promote and fulfill the rights and fundamental freedoms in the Bill of Rights.

Additionally, human dignity remains at the core part of human rights, and CoK (2010) Art. 28 stipulates that; “Every person has inherent dignity and the right to have that dignity respected and protected”. Therefore, having laws, policies, regulations, and institutions that seek to create a holistic and dignified society are important. Further, Economic and Social Rights as outlined in Art. 43 (1) comes to the center of human rights and every person has the right-

- (a) To the highest attainable standard of health, which includes the right to health care services, including reproductive health care;
- (b) To accessible and adequate housing, and reasonable standards of sanitation;
- (c) To be free from hunger, and to have adequate food of acceptable quality;
- (d) To clean and safe water in adequate quantities;
- (e) To social security; and
- (f) To quality education.

Under Art. 43 (2), a person shall not be denied emergency medical treatment.

Under Art. 43(3), the state is obligated to provide such persons and their dependants' social security. The State is equally obligated to take legislative, policy, and other measures, including the setting of standards, to achieve the progressive realization of the rights guaranteed under this Article. Additionally, it is the duty of all State organs and all public officers to address the needs of vulnerable groups within the society, including women, older members, persons with disabilities, children, youth, members of minority or marginalized communities, and members of particular ethnic, religious or cultural communities. Further, the CoK 2010 under Article 27 provides for equality before the law and the right of every person to equal protection and equal benefit of the law. Discrimination of any form, either directly or indirectly, by the State and persons is prohibited and illegal. The State is required to take legislative and other measures, including affirmative action programs and policies designed to redress any disadvantages suffered by individuals or groups because of past discrimination and ensure that the rights guaranteed under Art. 27 are realized.

**Other additional gains for women from the 2010 Constitution include:**

1. Equality in leadership with 33% as the critical mass preferred for women leadership;
  - Equality in marriage.
  - Equality in employment
  - Equality in access to education
  - All discriminatory customary practices are prohibited
  - Matrimonial property is protected
  - Women rights to inheritance and own land are guaranteed
  - Equal parental responsibility

Requirement for both public and private entities to comply with the inclusion principles and gender, among others Indeed, Kenya has made strides in realizing gender equality but a lot more needs to be done to make the legal framework a reality.

2. **GENDER POLICY - 2023-2027** The Convention on Elimination of All forms of discrimination against women and the Protocol to the African Charter on Human and People's Rights of the Right of Women are key treaties promoting women's rights. Kenya has ratified both. The African Call is to have 50:50 gender representation. In the recent past, the Kenyan parliament has passed enabling legislative frameworks that give implementation impetus to the Constitution. This include:-

- a) Marriage Act (No. 4 of 2014);
- b) Protection against Domestic Violence Act (No. 21 of 2015);
- c) Basic Education Act;
- d) Matrimonial Property Act (No. 49 of 2013);
- e) Micro and Small Enterprises Act (No 55of 2012);
- f) Employment and Labour Relations Court Act;
- g) Treaty making Ratification Act 2012;
- h) The prohibition of female Genital Mutilation Act 2011;

- i) Counter Trafficking in Persons Act 2010;
- j) Sexual offenses Act no 3 of 2006;
- k) Citizenship and Immigration Act, 2011;
- l) Law of Succession Act 2012;
- m) National Gender and Equality Act No 15 of 2011;
- n) Health Act (2017),
- o) Children's Act no.8 of 2001 (under new legislation in parliament) and the Social Assistance Act No.24 of 2013.

Nationally, there is a robustly developed gender-responsive policy framework:

- a) National Gender and Development Policy 2000 now under review to align it to the new constitution;
- b) The Kenya Vision 2030 the government's blueprint on the development agenda and its Medium Term Plans (2008-2012, 2013-2017 and 2018-2028);
- c) Sessional paper No 2 on gender equality and Development 2006;
- d) Kenya Economic Recovery Strategy for Wealth Creation (2003-2007);
- e) National Land policy;
- f) National Policy for Response to Gender-based Violence; and
- g) National Policy for the Abandonment of Female Genital Mutilation.

a) Bungoma County Government's Department of Sports, Youth, Gender, Culture Tourism and Social Services developed the Bungoma County Gender Policy 2023-2027.

b) Bungoma Municipality Gender Policy 2025-2030 seeks to ensure that both women and men in the Municipality benefit equitably from the resources. It aims at ensuring the attainment of gender equality in the development process by addressing the existing gender imbalances. It also provides for equal opportunities for both gender to actively participate and contribute to their abilities and equitably benefit from Municipality development.

The development of this Policy has been necessitated by many challenges experienced by women, men, youth, boys, and girls in the Municipality which include; increase in gender-based violence (FGM, Child Marriage, Child Labour and Wife battering), drug abuse, trafficking and radicalization; gender disparities in positions of decision making and economy; emerging health issues affecting mostly women among others.

The Policy examines situations in various sectors from a gender perspective to provide appropriate guidance, strategies, and interventions for its successful implementation. Bungoma Municipality shall ensure that gender mainstreaming takes root across all sectors to achieve equitable and sustainable socio-economic development. The Municipality Board shall ensure effective coordination and successful implementation of the Policy aimed at attaining gender equity and equality. In this regard, the Policy has highlighted the institutional arrangements and legal framework that will enhance broad participation in the implementation process within all sectoral priorities and units function in the period 2024-2029.

c) It is therefore expected that Bungoma Municipality will mainstream the provision of the gender policy into their Integrated Development Plan (IDEP).

## **2.0 GENDER ANALYSIS AND CONTEXT**

### **2.1 Current Situation**

Gender Dynamics in Bungoma Municipality are as follows;

#### **1. Demographic & Socio-Economic Context**

Bungoma is a high-growth urban center where the population is nearly split between genders, but economic power is not. While women constitute over 60% of the small-scale traders in the Bungoma Municipal Markets, they occupy less than 15% of the large-scale wholesale and logistics positions.

**Informal Settlements:** In wards like Township and Khalaba, there is a high prevalence of female-headed households (estimated at 35%) which are more vulnerable to fluctuations in the cost of basic services (water and waste collection).

#### **2. Infrastructure & Safety (The "Night Economy")**

**Lighting:** Many backstreets in the CBD and paths leading to informal settlements remain poorly lit. This creates a "curfew by fear," where women-owned businesses close by 6:30 PM, significantly reducing their earning potential compared to male counterparts.

**Public Transport:** The Matatu stages and Boda Boda sheds in Bungoma lack designated "Safe Zones" or gender-sensitive signage, leading to frequent reports of harassment during peak hours.

#### **3. Land & Property Ownership**

**Titled Assets:** In the peri-urban areas all the four Wards, land titles are predominantly held by men. This limits women's ability to access credit from Bungoma-based financial institutions (like Trans National Bank or local SACCOs) because they lack collateral for business expansion.

**Market Stall Tenure:** Historically, stall allocation has favored established (often male) networks. The 2026 modernization of markets poses a risk of displacing female "Mama Mbogas" if affirmative action is not enforced during the re-allocation process.

#### **4. Governance & Participation**

**The "Voice" Gap:** While Bungoma has a robust tradition of public Barazas, attendance by women is often hindered by the timing of meetings (typically during late afternoons when domestic chores and market hours peak).

**\*Leadership:** The Bungoma Municipal Board has made strides in diversity, but technical departments like Engineering and Survey remain male-dominated, which often leads to "gender-blind" infrastructure designs (e.g., lack of lactation rooms in public buildings or steep curbs for strollers/PWDs). Informed by the current prevailing challenges of inequality, marginalization,

inadequate skills set, limited opportunities, unfulfilled potential coupled with retrogressive cultural norms, insufficient and isolated services and resources for women in the Municipality.

This gender policy is therefore much needed to play a pivotal role to realize the following;

- a) To fulfill 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) To promote interoperability and consistency of approach to empower every sector, board, and committee with a greater appreciation of gender equality practices.
- c) Repeatability to ensure every citizen in Bungoma Municipality is treated equally.
- d) Legal compliance and gender mainstreaming of all sectors.
- e) Enhanced transparency and professionalism in service delivery;
- f) Improved citizen confidence, trust, and support towards the Municipality and related institutions.
- g) Development and adoption of relevant gender-responsive requirements for planning, budgeting, and implementation of social, economic, and development programs.
- h) Socio-economically cohesive and gender-aware society

## **3.0 GENDER OBJECTIVES AND STRATEGIES**

### **3.1 Goal**

To institutionalize gender-responsive urban governance that ensures equitable access to municipal services, economic opportunities, and decision-making for all genders in Bungoma.

### **3.2 Overall objective**

To guide institutionalization and operationalization of gender mainstreaming in all sectors of Bungoma Municipality functions.

### **3.3 Specific objectives**

- a) Engender County policies and laws with the Constitution and domesticated international and regional treaties, conventions, protocols, and commitments to promote gender equality.
- b) Provide a framework to integrate and mainstream gender equality and empowerment approaches into the Municipality's planning and budgeting and the resultant programs' implementation.
- c) Promote and support the rights-based approach across all sectors bearing in mind that gender is a cross-cutting issue.
- d) Eliminate all forms of Sexual Gender-Based Violence (SGBV) through consultative and inclusive preventive and responsive strategies and mechanisms.
- e) Strengthen institutional structures to collect and analyze gender disaggregated data.
- f) Define institutional frameworks and performance indicators for effective tracking, monitoring, evaluation, and reporting the implementation of gender equality and empowerment principles.

### **3.4 Framework Strategic Pillars**

The framework is built on four "Action Pillars" that align with current municipal projects and programs.

**Pillar 1: Economic Empowerment, Market accessibility & trade.** The Framework will ensure a 30% minimum allocation of stalls to women and youth in all the modernized/ constructed Municipal Markets.

**Pillar 2: Safe Urban Spaces, Security and mobility.** The framework aims to Implement "Gender-Sensitive Lighting" in the entire Municipality to reduce SGBV risks during late-hour commutes.

**Pillar 3: Inclusive Governance, Decision-making.** The Framework Mandates that 50% of participants in Municipal Board public forums and Ward Development Committees are women.

**Pillar 4: Institutional Capacity, Internal mainstreaming.** Establish a Gender Mainstreaming Committee within the Municipal Board to audit budget expenditures. To ensure all development is gender-sensitive and reports are generated in a gender-sensitive manner.

### 3.5 Policy Actions

Theme	Policy Objective Focus	Policy Action
Labour and economy	Development of robust entrepreneurial, business and employment creation environment	<ul style="list-style-type: none"> <li>a) Research</li> <li>b) Training and gendered human capacity development</li> <li>c) Equality of employment opportunities for all</li> <li>d) Gender-sensitive one-stop friendly supportive business information centers to enable women to access tender information.</li> <li>e) Specialized career/technical training to all youth</li> <li>f) Gender-responsive budgeting, oversight, and reporting throughout the budget cycle.</li> </ul>
Access to Health Care	Support couples and individuals meet their reproductive goals in a framework that promotes optimal health, responsibility, and family well-being, and respects the	<ul style="list-style-type: none"> <li>a) Comprehensive and a full range of reproductive health care services, including family planning accessible, affordable, acceptable, and convenient to women, men, and adolescents (girls and boys).</li> <li>b) Involve men in reproductive health.</li> <li>c) Provide health services to meet adolescent health care needs, especially in counseling, family planning, and other sexuality concerns.</li> </ul>

	<p>dignity of all persons, and their right to choose the number, spacing, and timing of the birth of their children.</p>	<p>d) Provide gender-trained and gender-sensitive medical personnel to handle gender issues in health care delivery.</p> <p>e) Promote responsible sexuality that allows relations of equity and mutual respect between gender groups, and thereby enhancing the quality of life of individuals, especially women.</p> <p>f) Integrate sexual education into youth programs, and school curricula, to reduce adolescent pregnancies. (we feel that this does not fall on our area of work)</p>
<p>Elimination of sexual gender-based violence</p>	<p>Strengthen preventive, protective, supportive, and transformative environments to progressively eliminate Sexual Gender-Based Violence (SGBV)</p>	<p>a) Comprehensive SGBV education and awareness-raising program.</p> <p>b) Identification mechanism for SGBV at-risk population and community engagement strategy for protection and response</p> <p>c) Strengthen collaborative and coordinated effort among actors to improve enforcement of laws and policies, referrals, and for provision of integrated short-term response and post SGBV support services to survivors.</p> <p>d) Strengthen the capacity of hospitals and police to respond promptly to SGBV e) Develop a minimum package of support for SGBV survivors including economic empowerment.</p> <p>f) Improve the quality of programs by adopting and maintaining appropriate SGBV data for policy implementation, data collection and analysis, and working with institutions and partners on researching and documenting SGBV.</p> <p>g) Collaborate with other partners in strengthening the management of SGBV programs by investing in capacity-building and expertise across the relevant actors.</p> <p>h) Implement minimum standards for service delivery across sectors and enhance comprehensive care and support for survivors, perpetrators, and their families.</p> <p>i) Support the establishment of Gender-Based Violence and Victims Support Unit (GBVVSU) in police stations, SGBV centers as safe temporary homes, County toll-free 24/7 telephone hotline and online</p>

		<p>service for victims/ survivors of SGBV, and free legal assistance to victims of SGBV.</p> <p>j) Develop workplace policies addressing SGBV prevention and response in public and private setups</p>
Peace Building and Conflict Resolution	Stimulate gender equality and empowerment of women in the promotion of peaceful co-existence amongst communities and clans.	<p>a) Deliberate and increase engagement of women in community and Municipality level peace-building committees and alternative conflict resolution mechanisms.</p> <p>b) Target women as resource persons in peace-building capacity development efforts.</p> <p>c) Objective attitude change programs towards women participation in peace and security efforts</p>
Leadership and decision making	Promote women’s participation in leadership and decision-making at all levels.	<p>a) Support enactment and enforcement of relevant laws to conform to the Constitution and the national guidelines and standards, including in the traditional land management committees. Women should be included.</p> <p>b) Develop effective tools for integrating gender into governance, decision making, and leadership through governance indicators, gender audits, institutional and governance review.</p> <p>c) Promote new attitudes, values, and behaviour and a culture of respect for men and women.</p> <p>d) Integrate gender equality and social inclusion in the public sector.</p> <p>e) Develop and implement a Gender and Social Inclusion Capacity Building and Awareness Raising Programme within the Municipality and the public</p> <p>f) Develop the capacity of women so that they are comfortable with and capable of taking part in activities that they have not been a part of in the past.</p> <p>g) Ensure political environments are free from gender-based discrimination and violence by enforcement of available guidelines, laws that outlaw electoral violence through various political party organs.</p>

		h) Narrow the gender education gaps by countering social and cultural factors that cause disparities in the attainment of education for all genders.
Water and Sanitation	Engender water management and create social behaviour change to make Iten Municipality open defecation free	<p>a) Recognize that sustainable water resources development and management is a key poverty eradication approach that needs equal participation.</p> <p>b) Build the capacities of Water Resource Users Associations (WRUA) and deliberately include women in decision-making and management.</p> <p>c) Promote cheaper technologies for the construction of latrines coupled with social behaviours change programs in sanitation to end open defecation.</p> <p>d) Capacity built communities on roof harvesting excavation of water pans for water run-off to bring water closer to homes, reducing distances for women.</p> <p>e) Adopt water technologies that are friendly to operate for both men and women</p>
Land, Environment, and Natural Resources	Enhance land and resources access, control, and ownership by both men and women, invest in resilience and capacity to mitigate climate change, and promote an effective gender-inclusive institutional framework for natural resources management for sustainable development.	<p>a) Identify and alleviate gender and social disparities in terms of equitable access to and control over resources, benefits, costs, and decision-making between women and men.</p> <p>b) Conduct resource mapping research for existing natural resources for equitable benefits</p> <p>c) Empower and/or integrate and engender customary and modern natural resource management institutions to implement and enforce rules for sustainable range land management.</p> <p>d) Mainstream gender into environmental policies, programs, and plans.</p> <p>e) Promote the use of alternative green energy including wind, solar and promotion of improved cooking stoves.</p> <p>f) Customize, adopt, and engender Sessional Paper No. 3 of 2016 on National Climate Change Framework Policy and develop an implementation action plan for the Municipality.</p>

		<p>g) Develop public awareness plans and promote environmentally friendly practices such as conservation agriculture, climate-smart agriculture, water harvesting, and storage.</p> <p>h) Firmly deal with grazing resources management to avoid unnecessary resource scarcity, social tension, and insecurity from neighboring communities.</p> <p>i) Provide financial resources and technical assistance for the registration of community land to ensure that women are involved in the management and ownership.</p> <p>j) Apply the law to ensure that widows are not disinherited of their family property.</p> <p>k) Capacity building of widows to seek legal advice on how to safeguard their land before they remarry. Include community awareness and education on laws and how to apply them to safeguard their land.</p> <p>l) Promote women’s participation in formal and informal decision-making structures and governance processes related to land, environment, and natural resource management.</p> <p>m) Develop strategies for addressing gender inequality related to resource access and ownership, participation in decision-making, and benefit-sharing.</p> <p>n) Incorporate women’s role as managers, users, and beneficiaries of natural resources.</p> <p>o) Adopt proactive measures to protect women from resource related physical violence and other security risks.</p> <p>p) Identify and remove barriers to create enabling conditions to build women’s capacity for productive and sustainable use of natural resources.</p> <p>q) Enact laws that safeguard areas that are suitable for crop production.</p>
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<p>Social Services and Inequalities (Vulnerable Groups and Inequalities in Society)</p>	<p>Ensure the realization of the rights of all persons with disabilities, and others who may suffer other forms of social inequalities in Iten Municipality, and ensure their participation in all aspects of social, economic and cultural life</p>	<p>a) Mainstream gender into the activities of institutions charged with the provision of social amenities in the Municipality such as; water, health services, roads and other social infrastructures.</p> <p>(b) Integrate gender issues into the existing sectoral policies to enhance meeting women’s practical and strategic gender needs.</p> <p>(c) Build the capacity of those charged with the responsibilities of providing social amenities to the citizenry, especially the vulnerable.</p> <p>(d) Meet the needs of all persons with disabilities and those who suffer other forms of social inequalities across sectors (transport and other social infrastructure).</p> <p>(e) Eliminate all forms of discrimination against the disabled and those who suffer other forms of social inequalities, for instance, the aged, widows and single mothers, etc.</p> <p>(f) Enforce the rights of the disabled and other vulnerable groups to protection and non-discriminatory treatment.</p> <p>(g) Grant those with disability equal access to opportunities e.g., education, and employment, through affirmative actions.</p> <p>(h) Develop a partnership with and strengthen Civil Society Organizations working with the physically challenged (people with special needs).</p> <p><b>Strategies of Implementation:</b></p> <p>(a) Provisions of the special needs of persons with disabilities, inform of; granting of special physical structures in public places and appropriate transport facilities, etc. in the Municipality.</p> <p>(b) Government to create community-based rehabilitation center to ensure the integration of the disabled into the society.</p> <p>(c) Ensure police stations, courts, and health facilities have sign language interpreters who can support handling GBV cases for mentally challenged survivors.</p> <p>(d) Collaborate with the relevant partners to strengthen the capacity of institutions and service providers handling SGBV for survivors</p>
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		<p>with intellectual disabilities across the health, prosecution, and judiciary.</p> <p>(e) Ensure that PWDs are not treated as a homogenous group so that their specific needs are met.</p>
Information Communication Technology (ICT) & Media	Respect the human rights of women, and men, including freedom of expression, and the elimination of all negative/ stereotypical presentations of gender issues at various levels of information dissemination and communication	<p>a) Promote gender and women issues in the media publicly</p> <p>(b) Use of gender-disaggregated data in media reporting of all development plans, initiatives, distribution of resources, and impact monitoring and reporting.</p> <p>(c) Curb negative portrayals of gender roles and gender issues in the media by training and building the capacity of the Municipality staff.</p> <p>(d) Remove gender-based barriers to access to information technology.</p> <p>(e) Involve women in ICT policy, planning, and implementation of programs and activities.</p> <p>(f) Support women and men in the informal sector to access ICT as a critical resource, and to allow them to link with markets.</p> <p>(g) Build the capacity of women and men in ICT use, especially through adult and continuing education programs</p> <p>(h) Engender ICT and Media research at the Municipality.</p>
Sports, Talent and Recreation Services	Improve investments in sports and budget allocation for youth talent development.	<p>a) Sensitize more boys, girls, and women to be involved in all types of appropriate sports and sporting activities.</p> <p>b) Improve Municipality facilities for women-dominated sports within the existing sports infrastructure.</p> <p>c) Ensure the application of the 2/3Gender principle for male and female boards and committees in sports governance</p> <p>d) Increase media coverage and profiling of sports and talents in the Municipality.</p>

## **4.0 POLICY IMPLEMENTATION MONITORING AND EVALUATION**

### **4.1 Implementation Mechanism:**

The "Gender Integration Cycle" To ensure this isn't just a document on a shelf, the municipality uses a continuous feedback loop:

**Gender-Disaggregated Data:** Before any project (e.g., the KISIP and KUSP road upgrades), the municipality must collect data on how many women-headed households or female-led businesses are affected.

**Gender Budgeting:** At least 10% of the Municipal budget for FY 2025/2026 is earmarked specifically for programs addressing gender gaps (e.g., safe houses or vocational training).

**Participatory Audits:** Quarterly "Barazas" led by the Municipal Board to track if the promised benefits reached the intended groups.

### **4.2 Stakeholder Engagement**

#### **1. Primary Stakeholders (Decision Makers & Implementers)**

These actors have the direct mandate to allocate resources and enforce gender policies within the municipality.

**The Bungoma Municipal Board:** Led by the Chairperson and Municipal Manager, they are responsible for approving gender-responsive budgets and urban planning designs.

**Bungoma County Executive (CECM for Gender & Youth):** Provides the overarching policy alignment (e.g., the Bungoma GBV Policy) and technical oversight.

**Ward Administrators (Township, Musikoma, Khalabal, etc):** The "ground-level" implementers who facilitate public participation barazas and ensure the two-thirds gender rule is met in local committees.

#### **2. Secondary Stakeholders (Partners & Influencers)**

These groups provide technical expertise, advocacy, and community mobilization.

**Development Partners (World Bank/KISIP 2):** Provide the financial and technical frameworks for inclusive infrastructure in informal settlements.

**Bungoma Business Community & Women's Chambers:** Represents the interests of female entrepreneurs; essential for the "Market Stall Tenure" reforms.

Faith-Based Organizations (FBOs): Groups like the Anglican and Catholic Dioceses of Bungoma, which have historically high trust levels and can facilitate community dialogues on social norms.

NGOs & CBOs: Organizations such as Practical Action or local youth groups that track service delivery and advocate for SGBV survivors.

### 3. The Engagement Matrix

To ensure engagement is meaningful rather than symbolic, Bungoma Municipality uses the following matrix:

Stakeholder group	Engagement Method	Frequency	Goal
Market Traders	Focus Group Discussions (FGDs)	Monthly	Ensure fair stall allocation and safe market hours.
Informal Settlement Residents	Town Hall "Barazas"	Quarterly	Track KISIP 2 infrastructure progress (lighting, roads).
Youth & PWD Groups	Digital Feedback (WhatsApp/SMS)	Continuous	Report safety issues or infrastructure barriers in real-time
County Depts/Board	Strategy Workshops	Bi-Annually	Align budget spending with gender-disaggregated data

### 4. Grievance Redress Mechanism (GRM)

A key part of stakeholder engagement is providing a way to report issues when gender-inclusion fails. Designated desks at the Municipal Office where residents can report cases of exclusion in project benefits or harassment in public spaces.

Anonymous Channels: A dedicated toll-free line or SMS code for reporting SGBV or corruption in municipal programs

### 5. Accountability: The Gender Champions

The municipality will appoint "Gender Champions" from within the community (e.g., a respected female leader in Township or a youth leader in Khalaba). These champions act as the bridge between the Municipal Board and the residents, ensuring that technical projects translate into real-world benefits for women and marginalized groups.

## 4.2 Monitoring and Evaluation Framework

The success of this framework will be measured by:

**Representation:** Achieving the two-thirds gender rule in all Municipal Board appointments and sub-committees.

**Safety:** A measurable reduction in SGBV incidents reported in areas with new street lighting.

**Ownership:** Increase in the number of business permits issued to women-owned enterprises within the CBD. 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 indicators which must be clear, measurable, relevant and realistic.
- Set realistic and time-bound targets
- Gender equity and inclusion sensitive indicators will be considered
- Establish a baseline data for all indicators before implementation begins.
- Scheduled and periodic collection of performance data (both qualitative and quantitative data will be balanced)
- Appropriate methods of data collection will be considered
- Data will be collected from credible and accessible sources
- The municipality will ensure that both staff and partners have adequate M&E capacity.
- M&E activities should be adequately resourced
- The input of relevant stakeholders will be considered when designing the framework for ownership

## 5.0 BUDGET AND RESOURCES

Implementing the Gender Engagement Framework (GEF) for Bungoma Municipality requires a dedicated blend of financial allocation and human capital. For the FY 2025/2026, the budget is integrated into the broader Bungoma County budget framework, with specific focus on urban development through the Kenya Urban Support Program (KUSP 2).

To ensure gender mainstreaming isn't just a "paper exercise," the municipality allocates funds across three main categories: Direct Empowerment, Gender-Sensitive Infrastructure, and Administrative Oversight.

### A. Human Resources

The municipality relies on a dedicated team to monitor and execute the framework:

**The Social Development Officers:** Led by the Head of Social Services, these officers manage community engagement in the wards.

**Gender Champions:** 15–20 volunteer community leaders (50% women) from each ward who act as liaisons between the Municipal Board and residents.

## B. Technical & Physical Resources

**Gender-Disaggregated Data System:** A digital database to track market stall ownership and project beneficiaries by gender.

**Safe-Space Toolkits:** Physical infrastructure standards (e.g., breastfeeding room specifications) to be included in all new municipal building contracts.

## C. Resource Allocation Flow

The flow of resources is designed to be decentralized, ensuring that funds reach the ward level where the gender gap is most visible.

## D. Sustainability Plan

**Legislative Backing:** Integrating the GEF into the Bungoma Municipal Charter to make gender-disaggregated reporting mandatory.

**Private Sector Leverage:** Encouraging Bungoma-based banks and businesses to "adopt" a street for lighting or a market section for sanitation as part of their CSR.

**Own-Source Revenue (OSR):** Earmarking 2% of market entry fees specifically for gender-sensitive maintenance (e.g., female-only washrooms and security).

## **Conclusion**

A robust gender inclusion framework is essential for fostering equality, dismantling barriers and creating an inclusive environment that honors the diverse experiences and needs of all genders. Continuous evaluation and adaptation are key to ensuring its effectiveness and relevance over time in the Municipality.