

REPUBLIC OF KENYA
COUNTY GOVERNMENT OF BUNGOMA



THE MUNICIPALITY OF KIMILILI

GENDER ENGAGEMENT FRAMEWORK

List of Abbreviations

AGPO – Access to Government Procurement Opportunities

GBV – Gender-Based Violence

IUDF – Integrated Urban Development Framework

KUSP2 – Kenya Urban Support Program 2

NGDP -National Gender and Development

PWDs – Persons Living with Disabilities

SDGs – Sustainable Development Goals

IUDF – Integrated Urban Development Framework

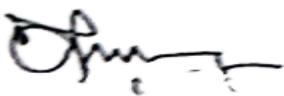
Forward

Kimilili Municipality remains steadfast in its commitment to promoting gender equality as a cornerstone of national development, social justice and inclusive governance. The Gender Engagement Framework has been developed to strengthen our institutional approach to ensuring that women, men, girls, boys and gender-diverse persons participate equitably in and benefit fully from municipal policies, programs and services.

Gender equality is not only a matter of fairness; it is fundamental to achieving sustainable economic growth, social cohesion and accountable governance. This framework provides a comprehensive structure for integrating gender considerations across the Municipality mandates and operations.

The framework aligns with our national development strategies and reinforces our international commitments under United Nations Sustainable Development Goals (SDGs), particularly Goal 5 on Gender Equality, as well as other regional and global Instruments. It translates these commitments into practical guidance that will strengthen institutional capacity, improve service delivery and promote inclusive decision making.

Importantly, this Framework calls for collective responsibility. Advancing gender equality requires leadership at all levels, technical expertise, resource allocation and continuous accountability. It challenges us to examine existing systems, address structural barriers, and foster an organizational culture that values equity and inclusion. As a municipality, we are committed to ensuring that this framework is not merely a policy document, but a living instrument that drives measurable and transformative change. Through its implementation, we reaffirm our dedication to building a more just, inclusive, and prosperous municipality for all.



WANYONYI BUTEYO
CHAIRPERSON KIMILILI MUNICIPALITY

Acknowledgement

The development of the Gender Engagement Framework represents a significant collaborative effort led by the Ministry and supported by a wide range of stakeholders. We extend our sincere appreciation to the departmental technical team, whose expertise and dedication guided the drafting and refinement of this framework. Their commitment to integrating gender-responsive approaches into municipal functions has been invaluable.

We also acknowledge the contributions of partner ministries, government agencies, civil society organizations and provided critical insights. Their perspectives have strengthened the Framework's relevance, practicality and alignment with national priorities.

Finally, we recognize that the true success of this framework will depend on sustainable leadership, adequate resources, and shared accountability. We thank all officers and stakeholders who will champion its implementation and work collectively toward achieving equitable outcomes for all citizens.



CS. MARTIN MABONGA

MUNICIPAL MANAGER KIMILILI MUNICIPALITY

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Background and Gender Context

This framework is guided by the Constitution of Kenya (2010), particularly Article 27, which guarantees equality and freedom from discrimination and establishes the two-thirds gender principle in public representation.

The framework seeks to institutionalize gender inclusion within the Kimilili Municipality, in alignment with Kenya's robust legal and policy landscape, including:

- The Sexual Offences Act (2006)
- The Protection Against Domestic Violence Act (2015)
- The National Policy on Gender and Development (2019)

These legal instruments collectively mandate the prevention of gender-based violence (GBV), the promotion of reproductive rights, and the guarantee of equal pay for equal work.

Building upon the provisions of the County Governments Act (2012) and the Urban Areas and Cities Act (2011), this framework provides a structured approach for translating policy commitments into the practical realization of gender parity in municipal governance and economic representation.

Despite these legislative advancements, many urban municipalities continue to face persistent challenges, including:

- a) Deep-rooted cultural norms and stereotypes
- b) Economic exclusion
- c) Disparities in education and skills attainment
- d) Limited access for women to formal wage employment

Currently, the informal sector employs approximately 80% of working Kenyans, highlighting the gap between policy commitments and actual economic opportunities.

This framework therefore provides the municipality with a structured pathway to integrate gender equality into urban governance, infrastructure development and service delivery.

It ensures that urban growth and development benefit women, youth, persons with disabilities, and marginalized urban residents.

Through gender-responsive planning and targeted programmes, the municipality will:

- a) Address barriers related to wealth, tradition, and social exclusion
- b) Promote economic empowerment
- c) Create inclusive urban spaces
- d) Ensure equitable access to opportunities and services

Ultimately, the framework seeks to ensure that municipal development is inclusive, participatory, and beneficial to all members of society.

1.1 The Gender Engagement Framework in the context of KUSPII: Kimilili Municipality

The Kenya Urban Support Programme (KUSP II) builds on the foundations of its predecessor with the aim of strengthening urban institutions, enhancing infrastructure resilience, and fostering private sector participation in urban development.

For the County Government of Bungoma, this program presents a critical opportunity to equip its municipalities, including Kimilili Municipality, with the tools necessary to effectively manage climate challenges while improving urban service delivery.

Central to this effort is the Gender Engagement Framework, which ensures that gender considerations are not treated as secondary issues but are fully embedded within institutional structures, planning systems and monitoring mechanisms. Integrating gender perspectives is essential for achieving sustainable and inclusive urban growth.

Men, women, youth, and persons living with disabilities (PWDs) experience urban environments differently. For example, women in municipalities often face unique barriers such as:

- a) Limited access to safe and reliable transportation
- b) Inadequate sanitation facilities in markets and public spaces
- c) Low representation in urban planning and decision-making forums

As the program seeks to promote inclusive urban development, this framework ensures that the design and implementation of municipal sub-projects—such as street lighting, market modernization, sanitation facilities, and urban infrastructure improvements—benefit all residents equitably, particularly marginalized groups.

The development of this framework was informed by extensive stakeholder consultations, including discussions with:

- a) Municipal technical teams
- b) Gender advocacy groups
- c) Community representatives
- d) Private sector stakeholders
- e) County government departments

The framework also draws on gender analysis conducted during institutional and infrastructure assessments, which identified disparities in resource access, participation in decision-making, and economic opportunities.

By aligning municipal infrastructure development and stakeholder engagement with this framework, the County Government of Bungoma aims to ensure that the benefits of urban resilience and improved service delivery are shared fairly, making towns like Kimilili inclusive, productive, and responsive to the needs of all residents.

2.0 Kimilili Municipality Gender Analysis Context

2.1 Gender Analysis and Needs Assessment

Gender assessments will be conducted to identify existing disparities in access to urban infrastructure and economic opportunities.

Key areas of assessment include:

- a) Access to street lighting, water kiosks, sanitation facilities, and market stalls.
- b) Ease of movement and accessibility for women, youth, and persons with disabilities.
- c) Participation of women, youth, and marginalized groups in municipal planning processes.
- d) Economic barriers facing women-led enterprises and informal traders.

Municipal authorities will also examine how urban safety conditions, such as lighting and sanitation in public spaces, affect the economic productivity, security, and mobility of women and girls.

These assessments will inform the Integrated Urban Development Plan (IUDP) to ensure that urban services are accessible, equitable, and responsive to community needs.

3.0 Gender Objectives and Strategies

3.1 Objectives

The Gender Engagement Framework aims to achieve the following objectives:

1. Promote Equitable Access to Municipal Services

Ensure that all residents—regardless of *gender, age, or disability status*—have equal access to municipal infrastructure and services.

2. Enhance Participation in Decision-Making

Promote gender-balanced representation in municipal boards, citizen forums, and urban planning consultations to ensure diverse perspectives are included.

3. Support Economic Empowerment

Facilitate the transition of women and youth from the informal sector to formal economic opportunities through targeted municipal support programs.

3.2 Strategies

Institutional Capacity Building

Provide specialized training for municipal officials and board members on:

- a) Gender-responsive budgeting
- b) Inclusive urban planning
- c) Gender-sensitive procurement practices

Evidence-Based Planning

Establish systems for collecting sex and disability-disaggregated data to monitor the impact of municipal projects on different population groups.

Inclusive Engagement Platforms

Strengthen Citizen Fora in Kimilili Municipality to ensure that:

- a) Women
- b) Youth

- c) Persons with disabilities

have structured opportunities to influence municipal decision-making.

Gender-Responsive Procurement

Encourage participation of women-owned enterprises and AGPO (Access to Government Procurement Opportunities) registered groups in municipal procurement processes.

This will be supported through:

- a) Simplified tender advertisements
- b) Sensitization workshops on procurement procedures
- c) Capacity building for local suppliers

4.0 Implementation Plan for Kimilili Municipality

This section outlines how Kimilili Municipality will operationalize gender inclusion through the KUSPII program activities, stakeholder relations and rigorous oversight.

4.1 Integration into Municipal Programme Activities

Urban Infrastructure Development

All urban infrastructure projects funded under municipal programs will incorporate safety and accessibility considerations including:

- a) Adequate street lighting
- b) Accessible sanitation facilities
- c) Safe public spaces and transport routes
- d) Inclusive market infrastructure

Municipal boards will prioritize the development of gender-sensitive urban facilities, particularly in markets and high-traffic public areas.

4.2 Private Sector and Community Partnerships

Kimilili Municipality will strengthen partnerships with:

- a) Local private sector actors
- b) Community-based organizations
- c) Women and youth groups
- d) Gender advocacy networks

These partnerships will ensure that municipal development projects respond to grassroots needs while promoting local economic growth.

Special attention will be given to supporting women-led enterprises within municipal supply chains through training, mentorship, and networking opportunities .

5.0 Monitoring and Evaluation

Localized Gender Indicators

The municipal board will track progress using specific indicators, including:

- a) Number of women, youth, and PWDs registered under AGPO
- b) Participation levels in citizen forums and planning meetings
- c) Satisfaction levels among women traders regarding market safety and security
- d) Economic participation of women-led businesses in municipal projects.

Transparent Reporting

Quarterly progress reports will be submitted to the County Programme Coordination Team (CPCT), highlighting:

- a) Gender outcomes
- b) Implementation progress
- c) Success stories and case studies

Inclusive Feedback Mechanisms

To enhance accountability, the municipality will establish feedback systems including:

- a) Digital reporting platforms
- b) Suggestion boxes in municipal offices
- c) Community consultation forums

These channels will allow residents of all genders to report on the effectiveness and impact of KUSPII projects.

STAGE	ACTION REQUIRED FOR KIMILILI MUNICIPALITY	RESPONSIBLE ACTOR
Planning	Conduct sex-disaggregated assessments of resident needs	Municipal Board & Gender Focal Person
Design	Incorporate Gender Equality Social Inclusion features	Technical Staff
Implementation	Ensure contractors employ a diverse workforce (women, youth, PWD)	

	And provide equal pay for equal work	
Monitoring	Use gender-sensitive indicators to track who is benefiting from the new infrastructure	M&E Unit & Social Development Officer
Auditing	Perform annual gender audits to check compliance with gender-responsive policies and budgets	Internal Auditors & Municipal Manager

6.0 Institutional Framework and Responsibilities

County Department of Gender

The department will provide technical support and oversight for the implementation of the Gender Engagement Framework across municipalities.

Municipal Board

The Municipal Board will ensure:

- a) Integration of gender objectives in municipal development plans
- b) Implementation of inclusive urban infrastructure projects
- c) Promotion of gender-responsive procurement and service delivery

Social Development Officers

These officers will compile quarterly gender mainstreaming reports for submission to the County Programme Coordination Team.

7.0 Risk Management

Potential risks related to gender inequalities and exclusion may affect program outcomes. Mitigation measures will include:

- a) Targeted outreach to women and marginalized groups
- b) Continuous stakeholder engagement
- c) Establishment of robust digital systems for collecting gender-disaggregated data

Conclusion

The Gender Engagement Framework for Kimilili Municipality ensures that gender considerations are systematically integrated into urban planning, infrastructure development, and service delivery processes.

By proactively addressing local gender disparities and promoting equal opportunities for women, youth, and persons with disabilities, Kimilili Municipality will contribute to the development of inclusive, resilient, and economically vibrant urban centers.

The Municipal Board will prioritize gender-responsive implementation and reporting, ensuring that the benefits of municipal investments reach all members of the community