



COUNTY GOVERNMENT OF LAIKIPIA RUMURUTI MUNICIPALITY

GENDER INCLUSION AND PARTICIPATION FRAMEWORK



FOREWORD

At Rumuruti Municipality, we recognize that gender equality is not just a matter of social justice but also a driver of sustainable development. As we embark on the journey to create a more inclusive society, this Gender Inclusion and Participation Framework serves as a cornerstone for ensuring that all members of our community, regardless of their gender, have equal opportunities to contribute and benefit from the municipality's progress.

In alignment with Kenya's Constitution 2010, which guarantees equal rights and protections to men and women, and in accordance with global commitments to gender equality, we are committed to breaking down barriers that have traditionally limited the participation of women, youth, and marginalized groups. We believe that a community is stronger when all its members are actively engaged in shaping its future, and this framework outlines the steps we are taking to ensure inclusivity in all our planning, programs, and decision-making processes.

The development of this framework is not only a demonstration of our commitment but also a recognition of the diverse talents and perspectives that come with an inclusive society. As we move forward, we will continue to work closely with all stakeholders to ensure that gender-based discrimination is eliminated, gender equality is promoted, and that we foster a community where everyone feels valued and respected.

I would like to thank all those who have contributed to the development of this framework and urge all municipal staff, community leaders, and residents to support its implementation. Together, we can build a municipality that is fair, inclusive, and reflective of the diversity that makes Rumuruti unique.



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1. INTRODUCTION

1.1. Background

Urban planning and gender inclusion are critical for creating equitable cities that cater to the diverse needs of all residents, particularly marginalized groups such as women, children, and the elderly. Historically, urban planning has often been gender-blind, focusing on infrastructure and space design without considering the different ways that men and women use and experience urban spaces. However, growing awareness of gender disparities in urban environments has led to a push for more inclusive urban planning practices.

Gendered Spaces in Urban Areas Historically, urban planning has predominantly catered to the needs of men, often sidelining the specific needs and safety concerns of women. According to **Caroline Moser (1987)** in her work on "Gender Planning in the Third World: Meeting Practical and Strategic Gender Needs," urban spaces were typically designed with the assumption that men are the primary economic actors, while women's roles were confined to domestic spaces. This neglect of women's role in urban economies and their use of public spaces for various activities—such as childcare, shopping, and commuting—has often resulted in cities that fail to accommodate their needs. Moser argues for "**gender planning**" as an approach that integrates women's practical needs (such as access to services, security, and transportation) and their strategic needs (like equality in decision-making and access to economic opportunities). Incorporating gender perspectives in urban planning can create environments that are safer, more accessible, and supportive of women's roles as both economic and domestic actors.

Gender and Mobility is another crucial aspect of urban planning where gender plays a significant role. **Inés Sánchez de Madariaga (2013)**, in her research "Mobility of Care: Introducing New Concepts in Urban Transport," highlights the disparities in transportation systems, which often prioritize the commuting patterns of men while overlooking the mobility patterns of women. Women are more likely to make "trip chains" – combining multiple short trips (e.g., from home to school, then to the market, and finally to work). However, traditional urban transport systems are usually designed to accommodate the linear commutes typical of men (home to work and back), leading to inefficiencies and added burdens on women. Sánchez de Madariaga emphasizes the need for urban planners to consider the "**mobility of care**"—the trips women take related to caregiving responsibilities, which are often neglected in planning policies. Her work advocates for redesigning urban transport systems to be more flexible, integrated, and responsive to the varied needs of both men and women.

In conclusion, urban planning must evolve to be more inclusive of gender-specific needs. By incorporating frameworks that address gendered uses of public spaces, transport, and services, cities can become safer, more equitable, and better suited for all. Moser's gender planning model and Sánchez de Madariaga's mobility of care framework provide critical insights into how urban planners can integrate gender perspectives into the planning process. By doing so, cities can better support diverse populations and promote inclusive development.

1.1.1. Importance of Gender Inclusive Urban Planning and Design

- **Improved Safety and Security:** Gender-sensitive design, such as well-lit streets and safe public transportation, reduces risks of harassment and violence, making public spaces safer for all, especially women and girls.
 - **Enhanced Access to Services:** Gender-inclusive planning ensures that essential services like healthcare, education, and markets are accessible, reducing travel time and improving quality of life for women, who often have caregiving roles.
 - **Economic Empowerment:** Inclusive urban designs that provide safe transport, accessible workspaces, and child care facilities promote women's participation in the economy, fostering broader municipal economic development.
 - **Responsive Public Infrastructure:** Gender-responsive infrastructure (e.g., affordable housing, sanitation, and clean water) addresses the specific needs of women and marginalized groups, leading to more equitable living conditions.
 - **Greater Social Equity:** Involving women in municipal planning processes ensures diverse needs are considered, promoting fairness and equal representation in decision-making and urban governance.
 - **Inclusive Public Spaces:** Designing parks, recreational areas, and community spaces with gender diversity in mind makes them more welcoming and usable for all, including women, children, the elderly, and people with disabilities.
 - **Environmental and Climate Resilience:** Gender-inclusive planning contributes to resilience by addressing the specific vulnerabilities of women in the face of environmental challenges like floods and heatwaves, ensuring sustainable urban development.
 - **Increased Civic Participation:** Encouraging women's participation in municipal planning leads to more inclusive, community-driven decision-making that reflects the needs of all residents, resulting in better-designed urban areas.
- ✓ Gender inclusion in urban planning is essential for creating cities that are safe, equitable, and sustainable for all. By addressing the diverse needs of men and women, urban planners can design spaces that support economic participation, enhance safety, improve access to services, and promote social inclusion. Gender-responsive planning is not just a matter of fairness; it is also key to building vibrant, resilient cities that thrive on the contributions of all their residents.

1.1.2. Gender-Inclusive Urban Planning and Design Process

A **Gender-Inclusive Urban Planning and Design Process** ensures that the diverse needs of all genders are addressed throughout the development of urban spaces. Below is a summary of the key steps involved in such a process:

1. Data Collection and Gender Analysis

- Gather disaggregated data (by gender, age, income, etc.) to understand how different groups use and experience urban spaces.
- Conduct gender analysis to identify specific needs, barriers, and challenges faced by different genders in accessing and utilizing city infrastructure and services.

2. Stakeholder Engagement

- Ensure broad and meaningful participation from all genders in the planning process, particularly women, marginalized groups, and communities often left out of urban planning discussions.
- Create inclusive forums for public consultation to gather input on urban design priorities from diverse groups.

3. Incorporating Gender-Specific Needs

- Integrate findings from the gender analysis into urban plans, addressing specific needs like safety (e.g., lighting, security), mobility (e.g., public transport routes), and access to services (e.g., childcare, healthcare).
- Focus on designing public spaces that are safe, accessible, and functional for all genders, including vulnerable groups like the elderly, children, and people with disabilities.

4. Design of Gender-Sensitive Infrastructure

- Ensure urban infrastructure is designed with gender perspectives in mind, such as:
 - ✓ Safe transport systems considering women's mobility patterns (e.g., trip chains).
 - ✓ Affordable, well-located housing with access to essential services.
 - ✓ Public spaces designed for safety, inclusivity, and usability by all groups.

5. Capacity Building and Training

- Train urban planners, architects, and municipal staff on gender-responsive planning principles.
- Build capacity within planning departments to recognize and address gender disparities.

6. Policy and Legal Frameworks

- Develop and implement policies that institutionalize gender-inclusive planning at all stages of urban development.
- Align local urban planning policies with national and international gender equality standards.

7. Monitoring and Evaluation

- Establish gender-sensitive indicators to measure the success of urban projects in meeting the needs of all genders.
- Regularly assess the outcomes of urban projects and revise plans based on feedback from diverse stakeholders.

8. Sustainable and Inclusive Implementation

- Ensure that the urban design process is flexible and adaptable to the changing needs of different gender groups over time.
- Maintain an ongoing dialogue with communities to make continuous improvements based on their lived experiences.

In Conclusion, a gender-inclusive urban planning and design process aims to create equitable, accessible, and safe cities for all. By incorporating gender perspectives at every stage—from data collection and stakeholder engagement to policy formulation and implementation—urban spaces can be designed to meet the diverse needs of all residents, ensuring inclusivity, safety, and sustainability

1.1.3. Gender Gaps

Gender biases in the built environment contribute directly to gendered social and economic inequities, feeding into the systemic oppression of women, girls, sexual and gender minorities and those with disabilities. Faced with such a built environment, women, girls, and sexual and gender minorities of all ages and abilities often:

- ✓ Struggle to access gainful employment, education and other basic human endowments
- ✓ Struggle to accumulate wealth and achieve economic independence
- ✓ Spend more on basic services
- ✓ Have fewer social freedoms — hindering them from building social networks to cope with risk, stress, and shock
- ✓ Struggle to exercise agency in public decision-making, including decisions that shape the built environment

1.2. GENDER EQUALITY IN A MUNICIPAL CONTEXT

Gender Equality in a Municipal Context refers to creating a fair and inclusive environment at the local government level, where men and women have equal access to resources, opportunities, and decision-making processes within the municipality. Ensuring gender equality in a municipal context is crucial for fostering inclusive urban development, efficient public service delivery, and sustainable growth. Here are key aspects of gender equality in municipal governance and planning:

1. Equal Participation in Decision-Making; Municipalities play a vital role in local governance and decision-making that directly affects community services, infrastructure, and resources. Ensuring gender equality means actively involving women in municipal leadership and decision-making processes.

➤ **Strategies:**

- ✓ Enforce the **two-thirds gender rule**, ensuring that no more than two-thirds of elected and appointed municipal officials are of the same gender.
- ✓ Establish gender-responsive public consultation mechanisms to ensure that both men and women can participate in urban planning and policy development.

- **Benefits:** Women's involvement leads to more inclusive policies that better address the needs of all residents, including childcare, healthcare, transport, and public safety.

2. Gender-Sensitive Urban Planning; Urban planning at the municipal level must address the different ways men and women use city spaces and infrastructure. Gender-sensitive planning recognizes that women often have different needs in terms of mobility, safety, and access to services.

➤ **Strategies:**

- ✓ Implement urban designs that promote **safety for women and girls**, such as well-lit streets, accessible public transport, and safe public spaces.
- ✓ Create mixed-use neighborhoods where essential services like schools, healthcare, and markets are within close proximity to residential areas, reducing the burden on women, who often juggle household and caregiving responsibilities.
- ✓ Ensure that municipal housing projects consider the needs of female-headed households and provide affordable, safe housing options.

- **Benefits:** Gender-sensitive urban design creates inclusive, safer, and more accessible cities for all residents, reducing inequalities and improving the quality of life for marginalized groups.

3. Provision of Gender-Responsive Services; Municipalities are responsible for providing public services such as water, sanitation, waste management, and healthcare. Gender equality means ensuring that these services meet the needs of women, who often bear the primary responsibility for managing household water and sanitation.

➤ **Strategies:**

- ✓ Ensure that public sanitation facilities, particularly in markets and transport hubs, are safe, accessible, and gender-segregated.
- ✓ Provide gender-sensitive healthcare services, including maternal and child healthcare.
- ✓ Improve access to clean water and sanitation, which disproportionately affects women, particularly in low-income urban areas.

- **Benefits:** Providing gender-responsive services reduces the time women spend on domestic chores, improves their health, and enables them to engage more fully in economic and social activities.

4. Addressing Gender-Based Violence (GBV); Municipalities have a critical role in addressing and preventing gender-based violence (GBV) within communities. This includes ensuring that women and girls feel safe in public spaces and that local authorities provide adequate support for GBV survivors.

- **Strategies:**
 - ✓ Establish and enforce municipal by-laws that protect women and girls from harassment and violence in public spaces, including public transport, parks, and markets.
 - ✓ Work with local law enforcement to implement community policing strategies and strengthen responses to GBV.
 - ✓ Provide safe spaces and shelters for GBV survivors and ensure access to legal aid and counseling services at the community level.
- **Benefits:** Tackling GBV at the municipal level creates safer communities where women and girls can fully participate in public life without fear of violence.

5. Economic Empowerment and Equal Opportunities; Municipalities can promote gender equality by supporting women's economic empowerment through access to jobs, markets, and entrepreneurial opportunities. Local governments can take active steps to ensure that women benefit from municipal projects and employment opportunities.

- **Strategies:**
 - ✓ Ensure that municipal contracts and procurement processes are open to businesses owned by women.
 - ✓ Provide training programs and support for women entrepreneurs, especially in sectors such as agriculture, small-scale trade, and crafts.
 - ✓ Design public spaces, such as markets and transport hubs, that are conducive to women's economic activities.
- **Benefits:** Economic empowerment fosters financial independence for women and reduces poverty within communities, leading to more equitable and sustainable local development.

6. Gender-Responsive Budgeting; Municipal budgeting processes should incorporate gender-responsive budgeting (GRB) to ensure that municipal resources are allocated in ways that promote gender equality. GRB analyzes how public resources are distributed and whether they benefit men and women equally.

- **Strategies:**
 - ✓ Develop gender-disaggregated data to inform budgeting decisions and identify where investments are needed to address gender disparities.

- ✓ Involve women's groups in the budget planning process to ensure that their needs are represented.
- ✓ Allocate funds for gender-specific programs, such as women's health, childcare services, and violence prevention initiatives.
- **Benefits:** Gender-responsive budgeting leads to more equitable distribution of municipal resources and ensures that public spending addresses the needs of both men and women.

7. Capacity Building for Gender Equality; Municipal staff, including urban planners, local leaders, and law enforcement, must be trained on gender equality and its importance in urban governance.

➤ **Strategies:**

- ✓ Provide gender-awareness training to municipal employees, ensuring that they understand the unique challenges faced by different genders.
 - ✓ Incorporate gender equality into municipal policies and strategies, ensuring that all programs and projects are designed to promote inclusivity.
 - ✓ Appoint gender focal points within municipal departments to oversee and coordinate gender mainstreaming efforts.
- **Benefits:** Capacity building creates a municipal workforce that is more knowledgeable and responsive to gender issues, leading to more inclusive local governance.

In conclusion gender equality at the municipal level is essential for creating inclusive, sustainable, and resilient urban environments. By promoting equal participation in decision-making, gender-sensitive urban planning, and responsive service provision, municipalities can create spaces where men and women have equal opportunities and access to resources. Gender-inclusive local governance ensures that the specific needs of all residents are addressed, fostering more cohesive, just, and prosperous communities. By adopting these strategies Rumuruti Municipality is on the forefront spearheading gender equality.

Rumuruti Municipality recognizes that urban planning is part of the larger context of urban governance and management, and recognizes the systemic impacts of discrimination- the examining of urban governance with gender and socio-economic dynamics of the urban in mind is a critical starting point in the assurance of equalities, inclusion, and urban sustainability. More specifically, low-income women, men, and other marginalized groups require further attention and inclusion in policies, projects, and decision making. Therefore, by pursuing **Gender mainstreaming** across the municipal functions, and service delivery offers an opportunity to create inclusive cities respecting the human rights of women and men of all ages and of diverse backgrounds. Only when the diverse experiences and needs of women and men are integrated into urban planning and design will it be possible to form inclusive urban planning procedures, public spaces, and land management

To this end, this Gender Inclusion & Participation Framework for the Municipality will provide a uniform approach towards mainstreaming gender in the institution including among others:

- a) A framework for action in inculcating gender sensitivity in the Municipality's mandate and intentionally address underlying barriers such as gender stereotyping, gender discrimination, and gender influence on career choices.
- b) A Gender-friendly environment for both the Municipality and private sectors within the municipality with appropriate support systems and incentives.
- c) Improved municipality's capacity on gender competence at all levels through a range of measures relevant and applicable.
- d) Interconnectivity of the social, economic, institutional, and systemic gender transformational measures across the Municipality's ecosystem.
- e) A guide for statutory requirements on the gender-responsive workforce.
- f) Gender-focused capacity building and knowledge management for Municipality.

This gender policy is therefore considered a guide for the Municipality as it delivers on its Mandate as advocated in the Urban and Cities Act, 2011. It, therefore, applies at the following four levels:

- **Institutional level:** mapping and analyzing the existing gender-based situation and the ongoing different programs, projects, policies, processes and administrative operations, both quantitatively and qualitatively, seeking to identify gender gaps and inequalities so that appropriate measures to address the gender disparities can be determined.
- **Policy level (the Municipal Board):** Mapping and analyzing the existing gender issues within the institution and sectors to inform responsive policy decisions and interventions.
- **Programmatic level (Technical):** an in-depth focus at the training programming cycle, inculcating gender training needs assessment, designing programs/projects, establishing monitoring and evaluation systems, and gender-responsive indicators.
- **Partnership's level (Private Sectors and Donors):** striving to foster strategic partnerships (with the private sector, development partners, and non-state actors) for the advancement of a gender-sensitive and responsive urban center ecosystem (Municipality

1.3. PURPOSE, LONG TERM & MEANINGFUL GOALS.

The **purpose** of the Gender Inclusion and Participatory Framework for Rumuruti Municipality is to create an equitable and inclusive environment where the rights, needs, and voices of all genders are considered in local governance, urban planning, and service delivery. This framework aims to address existing gender disparities, promote equal participation in decision-making processes, and foster sustainable development that benefits all residents, regardless of gender. It seeks to; (a) Promote gender equality by integrating gender considerations into all municipal policies, programs, and projects. (b) Enhance women's and marginalized groups' access to resources, opportunities, and public services. (c) Ensure that women, men, and other gender groups can fully participate in municipal planning, governance, and community development.

The **Long-term goals** include;

- ✓ **Equal Representation in Leadership:** Achieve balanced gender representation in municipal decision-making bodies and leadership roles
- ✓ **Gender-Sensitive Urban Planning:** Develop infrastructure and public spaces that cater to the needs of all genders, emphasizing safety, mobility, and accessibility.
- ✓ **Economic Empowerment:** Enhance women's access to employment, entrepreneurship opportunities, and local economic activities.
- ✓ **Combat Gender-Based Violence:** Create safe urban environments and provide support services for survivors of gender-based violence.
- ✓ **Capacity Building and Mainstreaming:** Train municipal staff and leaders to integrate gender considerations into all policies, programs, and budgets.

Meaningful Goals:

- ❖ **Empower Women's Participation:** Increase women's involvement in political and community leadership roles.
- ❖ **Ensure Equitable Service Access:** Provide gender-responsive public services, such as healthcare, education, and transportation.
- ❖ **Promote Gender-Responsive Budgeting:** Allocate municipal resources equitably to address the specific needs of women and marginalized groups.
- ❖ **Foster Inclusive Economic Growth:** Support women entrepreneurs and small-scale enterprises through financial and technical assistance.
- ❖ **Raise Awareness on Gender Equality:** Conduct public education campaigns to promote gender equality and inclusive participation.

In conclusion the Gender Inclusion and Participatory Framework for Rumuruti Municipality is designed to create a municipality where all residents, regardless of gender, have equal opportunities to participate in governance, access services, and contribute to the local economy. The long-term and meaningful goals of this framework aim to promote social justice, economic equity, and sustainable urban development by embedding gender equality into all municipal processes and ensuring that women's voices are heard at every level of decision-making.

1.4. POLICY STATEMENT

The **Rumuruti Municipality** is committed to fostering an inclusive, equitable, and participatory governance system that promotes gender equality in all aspects of urban planning, decision-making, and service delivery. This policy ensures that the rights, needs, and voices of all genders are recognized, valued, and integrated into municipal processes to create a thriving, safe, and sustainable environment for all residents. We are dedicated to:

- ❖ **Promoting equal representation** of all genders in leadership and decision-making positions within the municipality.
- ❖ **Ensuring gender-sensitive urban planning** that addresses the diverse needs of men, women, and marginalized groups, with a focus on safety, accessibility, and economic empowerment.

- ❖ **Providing equitable access** to public services and resources, including healthcare, education, housing, and transportation, in a manner that meets the specific needs of different genders.
- ❖ **Preventing gender-based violence** and creating safe public spaces where women, girls, and vulnerable populations can fully participate in community life without fear.
- ❖ **Integrating gender-responsive budgeting** into all municipal planning and resource allocation processes, ensuring that investments promote inclusivity and equality.

Through this policy, Rumuruti Municipality reaffirms its commitment to achieving gender equality and creating a community where everyone can realize their full potential, regardless of gender.

1.5. OBJECTIVE OF THE GENDER INCLUSION AND PARTICIPATORY FRAMEWORK FOR RUMURUTI MUNICIPALITY

The primary objective of the Gender Inclusion and Participatory Framework for Rumuruti Municipality is to promote **gender equality** by ensuring that women, men, and marginalized groups have **equal opportunities** to participate in local governance, access public services, and benefit from urban development initiatives. This framework aims to eliminate gender disparities, empower all residents, and create an inclusive, safe, and sustainable municipality.

Key objectives include:

- ❖ **Enhance Gender Representation:** Ensure balanced participation of all genders in municipal decision-making processes and leadership roles.
- ❖ **Promote Gender-Sensitive Urban Development:** Integrate gender considerations into urban planning, public infrastructure, and service delivery to meet the diverse needs of the community.
- ❖ **Foster Economic Empowerment:** Increase women's access to economic opportunities, including employment, entrepreneurship, and municipal contracting.
- ❖ **Prevent Gender-Based Violence:** Establish safe, accessible public spaces and support systems to address and prevent violence against women and vulnerable groups.
- ❖ **Ensure Equitable Resource Allocation:** Implement gender-responsive budgeting to allocate municipal resources in a way that promotes inclusivity and addresses gender-specific needs.

This framework seeks to create a community where all individuals, regardless of gender, have equal rights, opportunities, and the ability to contribute to the municipality's development.

2. LEGAL AND INSTITUTIONAL FRAMEWORK

2.1. INTERNATIONAL LEGAL AND INSTITUTIONAL FRAMEWORK.

a) **United Nations (UN) Global Agenda 2030 (Sustainable Development Goals SDGs)**

- The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, is a universal call to action to end poverty, protect the planet, and ensure prosperity for all.
- **Goal 5: Achieve Gender Equality and Empower All Women and Girls:** Promotes gender equality globally and calls for the elimination of gender-based discrimination, ensuring women's full participation and leadership in all spheres of public life.
 - ✓ Ending all forms of discrimination against women and girls everywhere
 - ✓ Eliminating violence against women and girls, including trafficking and sexual exploitation.
 - ✓ Ensuring women's full participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.
 - ✓ Equal access to resources and reproductive health services.
- **Goal 11: Sustainable Cities and Communities:** Focuses on making cities inclusive, safe, and sustainable, with special attention to gender-sensitive urban planning and development.
- The SDGs aim to integrate gender equality across all 17 goals, recognizing that empowering women and girls is critical to achieving all aspects of sustainable development.

b) **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979)**

- Kenya ratified **CEDAW** in 1984, committing to eliminate discrimination against women and promote gender equality in political, economic, and social life. CEDAW requires governments to ensure that women participate equally in public life, including at the local level, and have equal access to resources and services.

c) **UN Women's Safe Cities and Safe Public Spaces Global Program (2009)**

- ❖ The **UN Women Safe Cities and Safe Public Spaces Global Initiative**, launched in 2009, aims to make urban environments safer for women and girls. The program is built on gender equality principles and promotes:
 - ✓ **Ending violence against women and girls** in public spaces, focusing on sexual harassment and other forms of violence that limit women's and girls' ability to participate fully in urban life.

- ✓ **Promoting gender-responsive urban planning**, which includes designing public spaces, transport systems, and urban infrastructure to ensure women's safety and inclusion.
- ✓ **Collaborative efforts** with local governments, urban planners, civil society organizations, and communities to create safer cities for all, particularly women and girls.

The program has been implemented in various cities worldwide, including Nairobi, Kenya, where the initiative focuses on addressing harassment and violence in public spaces, improving women's mobility, and enhancing women's access to resources and services.

- This program promotes gender-responsive urban planning and the creation of safe public spaces for women and girls. The initiative aims to reduce sexual harassment and violence in public spaces, which is a critical aspect of achieving gender inclusion in cities and municipalities.

d) African Union (AU) Agenda 2063

- ❖ The **African Union's Agenda 2063** envisions "an Africa where development is people-driven, relying on the potential of African people, especially its women and youth, and caring for children." Gender equality is embedded within its aspirations:
 - ✓ **Aspiration 6:** Aims for "An Africa where development is people-driven, unleashing the potential of women and youth." It seeks to empower women politically, socially, and economically, eliminate all forms of gender-based violence, and ensure equal access to opportunities.
 - ✓ Agenda 2063 stresses the need for **inclusive growth and sustainable development**, recognizing that gender equality is vital for Africa's socioeconomic transformation.
- ❖ The agenda emphasizes the importance of increasing women's participation in leadership, ensuring access to education and healthcare, and promoting women's rights as essential for achieving Africa's developmental goals.

2.2. NATIONAL LEGAL AND INSTITUTIONAL FRAMEWORK.

a) The Constitution of Kenya, 2010

- ✓ **Article 27: Equality and Freedom from Discrimination:** Guarantees equality before the law and ensures that women and men have the right to equal treatment and opportunities in all spheres, including political, economic, and social activities.
- ✓ **Article 81(b): Two-Thirds Gender Rule:** States that no more than two-thirds of the members of any elective or appointive body shall be of the same gender, promoting gender balance in leadership.
- ✓ **Article 43: Socioeconomic Rights:** Ensures access to basic needs like healthcare, education, and water, which disproportionately affect women and marginalized groups.

b) National Gender and Equality Commission (NGEC) Act, 2011

- ✓ Establishes the **National Gender and Equality Commission (NGEC)** to oversee and promote gender equality and inclusion in public and private sectors, including in local governance.
- ✓ The NGEC is mandated to monitor compliance with the provisions of the Constitution regarding gender inclusion, address gender-based violence, and ensure equitable access to resources and services.

c) Kenya Vision 2030

- Kenya's development blueprint emphasizes **gender equality** as a key driver for achieving social and economic transformation. It prioritizes gender inclusion in areas such as education, healthcare, governance, and economic development. The vision encourages equal participation of women in leadership, workforce participation, and access to resources.
- Kenya's **Vision 2030** development blueprint prioritizes gender equality as part of its goal to transform Kenya into a newly industrializing, middle-income country by 2030. Key components include:
 - ✓ **Economic Pillar:** Emphasizes promoting equal participation of women in the labor market, increasing women's access to productive resources such as land, credit, and technology, and empowering women economically.
 - ✓ **Social Pillar:** Focuses on reducing gender disparities in education, health, and political participation. It also aims to eliminate gender-based violence and promote gender-sensitive health and reproductive services.
 - ✓ **Political Pillar:** Seeks to increase women's representation in political leadership by enforcing the two-thirds gender rule and strengthening women's participation in governance structures.
- Vision 2030 recognizes that gender equality is essential for sustainable development and outlines strategies for addressing gender imbalances across all sectors.

d) The National Policy on Gender and Development, 2019

- Provides a framework for mainstreaming gender in all sectors of development. It promotes equal participation of women and men in the political, social, and economic development of Kenya and calls for gender-sensitive resource allocation and decision-making at all levels, including the local government level.

e) Sexual Offences Act, 2006

- Addresses gender-based violence, including sexual harassment and abuse in public and private spaces. This act is crucial in ensuring the safety of women and girls in urban areas, contributing to a gender-inclusive municipal environment.

2.3. County-Level Legal and Institutional Frameworks (Laikipia County)

➤ Laikipia County Integrated Development Plan (CIDP)

The **CIDP** incorporates gender equality as a critical element in the county's development agenda. It outlines strategies for promoting women's participation in local governance, providing gender-sensitive services, and ensuring that urban development projects meet the needs of all residents, including women and marginalized groups.

The **CIDP** also emphasizes the enforcement of the **two-thirds gender rule** at the county level and the importance of gender-responsive budgeting to address disparities in resource allocation.

➤ Laikipia County Gender Mainstreaming Policy

This policy aims to integrate gender considerations into all county government programs and policies. It calls for the active participation of women in decision-making processes and ensures that county projects and services are designed to meet the needs of both men and women.

It also addresses the economic empowerment of women and the reduction of gender-based violence in Laikipia County.

➤ County Public Participation Act

This act mandates public participation in county decision-making processes. It ensures that both men and women are equally represented in consultations, planning, and the implementation of local development projects.

Gender-sensitive public participation mechanisms are critical to ensuring that women and other marginalized groups can voice their concerns and contribute to municipal development plans.

Conclusion;

The Gender Inclusion and Participatory Framework for Rumuruti Municipality is built on a robust legal and institutional foundation, drawing from international, national, and county-level frameworks. These frameworks ensure that gender equality is prioritized in local governance, urban planning, and service delivery. By adhering to these legal commitments, Rumuruti Municipality can create an inclusive, safe, and equitable environment where all residents, regardless of gender, have the opportunity to thrive and participate fully in the community.

3. SITUATIONAL ANALYSIS

3.1. Introduction

Rumuruti Municipality, located in Laikipia County, Kenya, is undergoing rapid urbanization and growth, which presents both opportunities and challenges for achieving gender inclusion. Despite progress in some areas, women and marginalized groups in Rumuruti still face significant barriers to equal participation in governance, economic opportunities, and access to public services. A situational analysis is necessary to understand the current state of gender inclusion in the municipality, identify gaps, and develop strategies for meaningful participation in local governance and urban development.

Situational analysis is a systematic process used to assess the current conditions, environment, and factors affecting a project, organization, or issue. It helps in understanding where things stand before planning or decision-making. Situational analysis involves identifying both internal and external factors that can influence outcomes.

3.2. Demographics and Social Context

a) Population and Gender Dynamics

Rumuruti Municipality has a diverse population comprising various ethnic and socioeconomic groups. However, traditional gender roles and cultural norms in the area often limit women's participation in public life, decision-making, and economic activities. Gender-based violence (GBV), particularly in public spaces, also hinders women's mobility and participation in the urban economy. In rural areas surrounding the municipality, traditional customs often place women in subservient roles, limiting their participation in decision-making, leadership, and economic activities.

- ✓ **Women's participation in leadership** and political activities remains low, with limited representation in municipal structures and public consultations.
- ✓ **Social norms** often prioritize men in leadership roles and resource ownership, perpetuating economic and political marginalization of women.
- ✓ **Unpaid care work** disproportionately affects women, limiting their ability to engage in formal employment or leadership.

b) Education and Awareness

Women's literacy rates in Rumuruti are improving, but disparities still exist, especially in rural areas. Limited access to higher education and professional training hinders women's ability to compete for leadership roles or skilled jobs in both urban and rural settings.

- ✓ **Education gaps:** Although primary school enrollment rates for girls are high, fewer women access secondary and tertiary education due to financial constraints and cultural barriers.
- ✓ **Low awareness of rights:** Many women lack awareness of their legal rights to participate in governance and decision-making processes, contributing to their underrepresentation.

3.3. Governance and Political Representation

a) Gender Representation in Leadership

The Kenyan Constitution (2010) mandates that no more than two-thirds of members in any elective or appointive body should be of the same gender. However, Rumuruti Municipality faces challenges in meeting this requirement, as women remain underrepresented in decision-making positions.

- **Low representation of women:** Despite legal provisions, women hold only a small proportion of elected or appointed positions in municipal leadership, limiting their influence on policy decisions.
- **Male-dominated governance structures:** Leadership positions at the community and municipal levels are often filled by men, resulting in policies and services that may not adequately reflect women's needs.

b) Barriers to Women's Participation

Women in Rumuruti face significant barriers to political participation due to traditional gender norms, limited financial resources, and lack of capacity-building opportunities. Public forums and civic education programs often fail to engage women adequately, especially those in rural or marginalized communities.

- **Cultural barriers:** Women are often discouraged from seeking leadership roles due to societal expectations that prioritize male authority in public life.
- **Limited access to resources:** Women face difficulties in accessing the financial and social capital necessary to campaign for political office or participate meaningfully in public life.

3.4. Economic Empowerment & Livelihoods

a) Women's Economic Participation; Women play a critical role in Rumuruti's local economy, particularly in agriculture, small-scale trade, and informal employment. However, they face numerous challenges in accessing credit, financial services, and market opportunities, which limits their ability to grow their businesses or engage in formal employment.

- ✓ **Economic marginalization:** Women, particularly those in informal employment, are often confined to low-paying jobs with little job security or social protection.
- ✓ **Limited access to credit:** Many women lack access to financial resources, land ownership, and business capital, preventing them from expanding their enterprises or transitioning into formal economic sectors.
- ✓ **Unpaid care work:** Women disproportionately shoulder the burden of unpaid care work, reducing their time and energy for economic activities and leadership participation.
- ✓ **Unfavorable working conditions in farms.** Low wages for most women in the farms
- ✓

b) Challenges in Economic Empowerment

Despite the existence of various national and county-level initiatives aimed at empowering women economically, these programs often fail to reach rural women or those in marginalized areas of Rumuruti Municipality.

- ✓ **Limited access to support programs:** Financial and entrepreneurial programs targeting women are often concentrated in urban centers, leaving rural women underserved.
- ✓ **Gender-based discrimination** in accessing business opportunities or public procurement contracts is prevalent, further hindering women's economic advancement

3.5. Urban Planning, Infrastructure and Safety

a) Gender-Sensitive Urban Planning; Rumuruti's urban infrastructure has yet to fully accommodate the specific needs of women, particularly in terms of safety, accessibility, and service delivery. Public spaces, transportation systems, and sanitation facilities are often not designed with gender considerations in mind, leading to environments that are less inclusive and less safe for women and girls.

- ✓ **Public safety concerns:** Inadequate Street lighting, poorly designed public spaces, and unsafe transport systems make women and girls vulnerable to harassment and violence in urban areas.
- ✓ **Lack of gender-sensitive services:** Public infrastructure, such as markets, healthcare centers, and public toilets, often fails to consider women's unique needs, such as child-care facilities or safe spaces for breastfeeding mothers.

b) Gender-Based Violence (GBV) in Public Spaces: The lack of safe public spaces and insufficient measures to prevent gender-based violence (GBV) in Rumuruti has a significant impact on women's mobility and participation in urban life.

- ✓ **Prevalence of GBV:** Women in Rumuruti face high risks of harassment, sexual violence, and other forms of GBV in public spaces, which discourages them from engaging fully in social, economic, or political activities.
- ✓ **Lack of support services:** Services for survivors of GBV, such as shelters, counseling, and legal aid, are limited in the municipality, leaving women without adequate support in addressing these issues.

3.6. Public Service Delivery & Gender Inequality.

a) Access to Basic Services; Women in Rumuruti face significant challenges in accessing basic public services such as healthcare, education, water, and sanitation. The gaps in service delivery disproportionately affect women, particularly those in informal settlements or rural areas.

- ✓ **Maternal healthcare:** Access to maternal and reproductive health services is limited, particularly in peri-urban and rural areas, contributing to high maternal and infant mortality rates.

- ✓ **Sanitation challenges:** Public sanitation facilities are inadequate, and where they exist, they are often unsafe or inaccessible to women, particularly in urban centers and market areas.

b) Gender-Responsive Budgeting; The municipality has made limited progress in implementing gender-responsive budgeting, which would ensure that public funds are allocated in a way that addresses the specific needs of women and marginalized groups.

- ✓ **Lack of gender-disaggregated data:** The municipality lacks comprehensive data to inform gender-responsive planning and budgeting, leading to the unequal distribution of resources.
- ✓ **Underfunding of women's programs:** Programs aimed at empowering women or addressing gender-specific challenges often receive inadequate funding, limiting their impact.

3.7. Public Participation & Inclusivity

Public participation is a cornerstone of Kenyan governance, but the mechanisms for engaging women and marginalized groups in Rumuruti are often inadequate. Women are underrepresented in public forums and local decision-making processes, and their voices are often overlooked in planning and policy discussions. This lack of inclusivity undermines efforts to create gender-sensitive urban development and participatory governance.

Public participation challenges:

- **Limited awareness** among women and marginalized groups about their rights to participate in public consultations and governance processes.
- **Barriers to participation**, including time constraints due to unpaid care work, lack of accessible meeting venues, and safety concerns.
- **Lack of structured mechanisms** to ensure that women's voices are heard and considered in municipal planning and decision-making.

3.8. Legal & Policy Framework for Gender Inclusion

a) International and National Legal Commitments; Kenya is a signatory to numerous international frameworks promoting gender equality, including the **United Nations Sustainable Development Goals (SDGs)**, the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**, and the **African Union Agenda 2063**.

At the national level, the **Kenyan Constitution (2010)** and the **National Gender and Equality Commission (NGEC)** provide strong legal backing for gender inclusion.

- ✓ **Two-thirds gender rule:** Despite constitutional guarantees, the implementation of the two-thirds gender rule in Rumuruti remains weak, with low representation of women in local governance structures.

- ✓ **Weak enforcement of policies:** National policies on gender equality and inclusion are often inadequately enforced at the municipal level, leaving gaps in service delivery and governance.

b) County-Level Policies; Laikipia County's gender mainstreaming policies and frameworks, such as the **Laikipia County Integrated Development Plan (CIDP)**, provide a blueprint for gender-responsive development. However, implementation at the municipal level remains slow, particularly in rural and marginalized areas.

- **Gender mainstreaming challenges:** Efforts to mainstream gender into urban planning, public participation, and service delivery face challenges due to resource constraints and a lack of capacity-building at the municipal level.

In Conclusion; The situational analysis reveals that while Rumuruti Municipality has made some progress toward gender inclusion, significant gaps remain in governance, urban planning, economic empowerment, public service delivery, and the enforcement of gender equality policies. Addressing these challenges requires the municipality to adopt a comprehensive approach that prioritizes gender-sensitive policies, improves women's representation in leadership, and promotes inclusive economic and social development.

By leveraging national and international legal frameworks, strengthening local institutions, and fostering active public participation, Rumuruti Municipality can work towards creating an inclusive, equitable, and gender-responsive urban environment where all residents, regardless of gender, can thrive.

The following actions are **recommended**;

Recommendations

- ❖ **Strengthen women's representation** in local governance by enforcing the two-thirds gender rule and building the capacity of women leaders.
- ❖ **Implement gender-responsive urban planning** to address safety, accessibility, and inclusivity in public spaces and infrastructure.
- ❖ **Expand economic empowerment programs** for women, particularly in rural and marginalized areas, by improving access to credit, training, and market opportunities.
- ❖ **Enhance public service delivery** by ensuring that healthcare, education, and sanitation services are gender-sensitive and meet the specific needs of women and girls.
- ❖ **Prevent and address gender-based violence** by improving safety in public spaces and providing comprehensive support services for survivors.

By addressing these challenges, Rumuruti Municipality can create a more inclusive, equitable, and sustainable urban environment for all its residents.

4. IMPLEMENTATION PLAN FOR GENDER INCLUSION IN PROGRAMMES, PROJECTS, ACTIVITIES AND POLICIES.

To effectively integrate gender inclusion into all programs, projects, and policies within Rumuruti Municipality, a strategic approach must be adopted. This involves a series of coordinated actions that ensure gender perspectives are considered at every stage of the planning, implementation, and evaluation processes. Below is a detailed framework for implementing gender inclusion in the municipality's initiatives.

4.1. Establish a Gender Inclusion Frameworks.

a) Policy Development

- **Action:** Formulate a Gender Inclusion Policy.
 - ✓ **Details:** The policy should align with national legal frameworks (e.g., Kenyan Constitution, Vision 2030) and international commitments (e.g., CEDAW, SDGs). It should specify objectives for gender equality in governance, economic development, and service delivery.
 - ✓ **Responsible Parties:** Municipal Planning Department, Gender Office, Local Women's Groups.

b) Gender Mainstreaming Strategy

- **Action:** Develop a comprehensive gender mainstreaming strategy.
 - ✓ **Details:** The strategy should include guidelines for incorporating gender perspectives in all municipal planning and decision-making processes, along with measurable indicators for success.
 - ✓ **Responsible Parties:** Municipal Gender Office, Municipal Planning Department.

4.2. Capacity Building & Training.

a) Training for Municipal Staff

- **Action:** Conduct gender sensitivity training.
 - ✓ **Details:** Regular workshops for municipal staff and elected officials on gender issues, gender-sensitive planning, and the importance of inclusive governance. Training sessions should also include strategies for overcoming biases and implementing gender-responsive practices.
 - ✓ **Responsible Parties:** Human Resources Department, Gender Office, Partner NGOs specializing in gender issues.

b) Community Engagement and Empowerment

- **Action:** Organize community training programs.

- ✓ **Details:** Workshops aimed at empowering women, youth, and marginalized groups to participate in local governance. Training on leadership skills, civic education, and advocacy will be key.
- ✓ **Responsible Parties:** Gender Office, Community Development Department, Local Women's Organizations.

4.3. Gender-Responsive Budgeting

a) Financial Allocations

- **Action:** Implement gender-responsive budgeting.
 - ✓ **Details:** Analyze budget allocations to ensure adequate funding for gender-specific programs. Create a budget tracking system to monitor gender-focused expenditures.
 - ✓ **Responsible Parties:** Finance Department, Gender Office, Municipal Planning Department.

b) Monitoring and Evaluation

- **Action:** Establish a monitoring framework for gender budgeting.
 - ✓ **Details:** Develop a set of indicators to assess the impact of gender-responsive budgeting on local services and programs. Conduct annual reviews to ensure accountability.
 - ✓ **Responsible Parties:** Monitoring and Evaluation Unit, Gender Office.

4.4. Public Participation & Inclusion

a) Inclusive Participation Mechanisms

- **Action:** Design mechanisms for public participation.
 - ✓ **Details:** Create formal channels for feedback from community members, particularly women and marginalized groups, in policy-making and project planning. Use diverse methods such as surveys, public forums, and focus group discussions.
 - ✓ **Responsible Parties:** Municipal Planning Department, Community Development Department.

b) Feedback Loops

- **Action:** Develop a feedback mechanism.
 - ✓ **Details:** Implement a system for residents to provide ongoing feedback on municipal initiatives. Ensure that feedback is integrated into policy adjustments and project planning.
 - ✓ **Responsible Parties:** Municipal Communication Office, Community Engagement Team.

4.5. Collaboration & Partnerships

a) Engage Stakeholders

- **Action:** Build partnerships with civil society and NGOs.
 - ✓ **Details:** Collaborate with organizations focused on gender equality to leverage expertise, resources, and networks. Joint initiatives can include advocacy campaigns and capacity-building workshops.
 - ✓ **Responsible Parties:** Gender Office, Community Development Department.

b) Engagement with Private Sector

- **Action:** Foster private sector partnerships.
 - ✓ **Details:** Encourage local businesses to support gender-inclusive initiatives through sponsorships, mentorship programs for women entrepreneurs, and participation in gender equality training.
 - ✓ **Responsible Parties:** Economic Development Office, Gender Office.

4.6. Implementation of Gender Sensitive Projects

a) Integrate Gender Perspectives

- **Action:** Ensure gender considerations in project design.
 - ✓ **Details:** Every project proposal should include a gender analysis that identifies how the project will impact men and women differently. Gender experts should review all major projects.
 - ✓ **Responsible Parties:** Project Management Office, Gender Office, Community Development Department.

b) Pilot Programs

- **Action:** Launch gender-focused pilot projects.
 - ✓ **Details:** Implement pilot initiatives that specifically address gender issues, such as women's safety in public spaces or women-led economic development projects. Collect data and lessons learned to inform future initiatives.
 - ✓ **Responsible Parties:** Gender Office, Project Management Office, Community Partners.

4.7. Monitoring & Evaluation Framework.

a) Establish Evaluation Metrics

- **Action:** Develop specific evaluation metrics for gender inclusion.

- ✓ **Details:** Create a set of indicators to measure progress in gender inclusion, such as the number of women in leadership positions, participation rates in public consultations, and access to services.
- ✓ **Responsible Parties:** Monitoring and Evaluation Unit, Gender Office.

b) Reporting and Accountability

- **Action:** Create an accountability reporting system.
- ✓ **Details:** Implement a system for reporting progress on gender inclusion objectives. Publicly share findings to ensure transparency and community engagement.
- ✓ **Responsible Parties:** Gender Office, Municipal Communication Office.

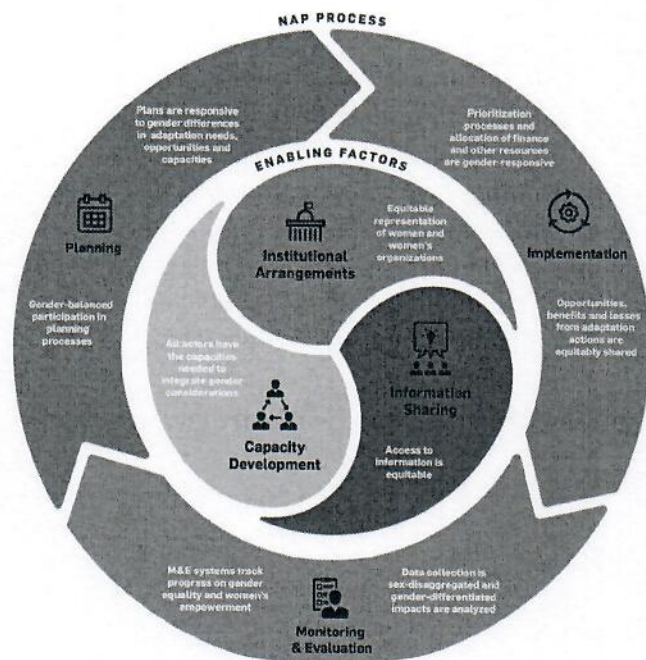


Figure 1 **IMPLEMENTATION FRAMEWORK**

In conclusion, implementing gender inclusion in all programs, projects, and policies within Rumuruti Municipality is a multifaceted endeavor that requires commitment, resources, and strategic action. By establishing a strong framework, enhancing the capacity of municipal staff and community members, ensuring inclusive participation, and fostering collaboration, Rumuruti can make significant strides toward achieving gender equality and creating a more inclusive urban environment. This commitment not only aligns with national and international standards but also enriches the social, economic, and cultural fabric of the municipality, benefiting all residents, particularly women and marginalized groups.

5. GENDER MAINSTREAMING EVALUATION

5.1. Introduction

Gender mainstreaming is a strategy aimed at ensuring that gender considerations are integrated into all policies, programs, and projects at every level of governance. Evaluating the effectiveness of gender mainstreaming initiatives in Rumuruti Municipality is crucial to assess progress, identify gaps, and refine strategies for promoting gender equality. This evaluation framework outlines the objectives, methodology, indicators, and reporting mechanisms for conducting a comprehensive gender mainstreaming evaluation.

5.2. Objectives Of the Evaluation

- ❖ **Assess Effectiveness:** Evaluate the effectiveness of gender mainstreaming initiatives in achieving gender equality objectives within the municipality.
- ❖ **Identify Gaps:** Identify areas where gender considerations have not been adequately integrated and where improvements are needed.
- ❖ **Inform Policy and Practice:** Provide recommendations for enhancing gender mainstreaming efforts and inform policy adjustments and future programming.
- ❖ **Measure Impact:** Assess the impact of gender-sensitive policies and programs on the lives of women, men, and marginalized groups in the community.

5.3. Evaluation Methodology

a) Approach

- **Mixed Methods:** Utilize a combination of qualitative and quantitative methods to gather comprehensive data on gender mainstreaming efforts.
- **Participatory Approach:** Involve stakeholders, including women's groups, local NGOs, municipal staff, and community members, in the evaluation process to ensure diverse perspectives are captured.

b) Data Collection Techniques

- **Surveys and Questionnaires:** Distribute surveys to assess perceptions and experiences related to gender equality and inclusion in municipal programs.
- **Interviews and Focus Groups:** Conduct interviews and focus group discussions with key stakeholders, including women leaders, community members, and municipal officials, to gather qualitative insights.
- **Document Review:** Analyze relevant policy documents, project reports, and budget allocations to assess the extent of gender integration in planning and implementation.

5.4. Evaluation Indicators

a) Process Indicators

- ❖ **Training and Capacity Building:** Number of gender sensitivity training sessions conducted for municipal staff and community members **Example:** The number of gender training sessions held for municipal staff. For instance, if Rumuruti Municipality conducted four gender sensitivity workshops in the past year, evaluate the participation rates and feedback from attendees.
- ❖ **Stakeholder Engagement:** Level of participation of women and marginalized groups in decision-making processes and public consultations
 - ✓ **Example:** Level of participation of women in public consultations. Measure the percentage of women attending community forums compared to men, aiming for at least a 50% female participation rate.

b) Outcome Indicators

- ❖ **Representation:** Percentage of women in leadership positions within municipal governance structures
 - ✓ **Example:** Percentage of women in leadership positions within the municipal council. For example, if the council has 10 members and 3 are women, this indicates a 30% representation, which could be compared to previous years to assess progress.
- ❖ **Access to Services:** Changes in access to public services (e.g., healthcare, education, sanitation) for women and marginalized groups
 - ✓ **Example:** Changes in women's access to healthcare services. Track attendance at maternal health clinics before and after implementing targeted outreach programs for women, such as mobile clinics.

c) Impact Indicators

- ❖ **Gender-Based Violence (GBV):** Changes in reported cases of GBV in the municipality before and after gender mainstreaming initiatives.
 - ✓ **Example:** Changes in reported cases of GBV in the municipality. Analyze police and community reports to see if there's a decrease in reported cases following awareness campaigns.
- ❖ **Economic Empowerment:** Increases in women's participation in economic activities, access to financial resources, and ownership of assets
 - ✓ **Example:** Increase in the number of women participating in local economic activities. Assess the participation rate in vocational training programs aimed at women and the number of women starting small businesses with municipal support.

5.5. Data Analysis

- **Quantitative Analysis:** Use statistical methods to analyze survey and questionnaire data, comparing results before and after implementing gender mainstreaming initiatives. For instance, calculate the average satisfaction rate of women with municipal services before and after gender mainstreaming initiatives.
- **Qualitative Analysis:** Thematic analysis of interview and focus group data to identify common themes, challenges, and success stories related to gender inclusion. Conduct thematic analysis of interviews and focus groups to identify key themes, such as barriers to participation in local governance or perceptions of safety in public spaces.

5.6. Reporting Mechanism

a) Evaluation Report

- **Structure:** The evaluation report should include an executive summary, methodology, findings, conclusions, and actionable recommendations.
- **Stakeholder Review:** Share the draft report with stakeholders for feedback before finalizing the document to ensure accuracy and inclusivity of perspectives.

b) Dissemination of Findings

- **Community Workshops:** Organize workshops to present evaluation findings to the community, particularly focusing on engaging women and marginalized groups.
- **Policy Briefs:** Develop concise policy briefs highlighting key findings and recommendations for municipal leaders and decision-makers.

5.6. Recommendations for Continuous Improvement

- ❖ **Regular Monitoring:** Establish a continuous monitoring system to track progress in gender mainstreaming and make necessary adjustments.
- ❖ **Strengthening Partnerships:** Collaborate with local NGOs, women's organizations, and academic institutions to enhance gender analysis and capacity-building efforts.
- ❖ **Long-term Commitment:** Ensure sustained political will and resource allocation for gender mainstreaming initiatives to achieve meaningful and lasting change.

Conclusion; Evaluating gender mainstreaming efforts in Rumuruti Municipality is essential for understanding the effectiveness of current strategies and identifying areas for improvement. By utilizing a robust evaluation framework that includes diverse data collection methods, clear indicators, and participatory approaches, the municipality can enhance its commitment to gender equality and ensure that all community members benefit from inclusive governance and development practices. This evaluation not only contributes to accountability but also promotes a culture of learning and adaptation in the pursuit of gender equality.