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DEPARTMENT OF SPECIAL PROGRAMMES AND PARTNERSHIPS

**MIGORI COUNTY PRIVATE SECTOR & NON STATE ACTORS
ENGAGEMENT FRAMEWORK.**

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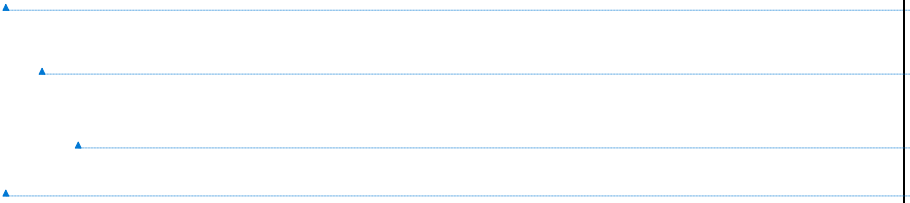
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1. INTRODUCTION

1.1 The Constitutional Basis for Gender Equality and Empowerment

Article 1 of Kenya's 2010 Constitution plainly declares that sovereignty belongs to and is vested in the people of Kenya. People of Kenya include both

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male and female natural persons. Furthermore, the Constitution empowers Kenya to accept any general standards of international law, and any treaty or convention approved by Kenya becomes part of Kenyan law (Article 2(5) and 2(6)). As a result, under article 21(4), the State is required to establish and execute legislation to uphold its international commitments in respect of human rights and fundamental freedoms. As a person and civic obligation, everyone is required to respect, uphold, and defend Kenya's Constitution Article. 3(1). All international instruments ratified by Kenya on gender equality and women's empowerment must therefore be domesticated and effectively entrenched in our law.

Kenya has put in place national ideals and principles of governance, which include (b) human dignity, equity, social justice, inclusion, equality, human rights, non-discrimination, and protection of the marginalised, as stated in Art. 10(2)(b). The mentioned governance ideals and principles are critical in decreasing gender disparities and inequities and supporting the empowerment of girls, women, boys, and men.

The Bill of Rights is outlined in Chapter Four of the Constitution of Kenya, (2010). Art. 21 details how rights and fundamental freedoms are implemented

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and emphasises that "it is a fundamental duty of the State and every State organ to observe, respect, protect, promote, and fulfil the rights and fundamental freedoms in the Bill of Rights."

Furthermore, human dignity is at the heart of human rights, as stated in CoK (2010) Art. 28: "Every person has inherent dignity and the right to have that dignity respected and protected." As a result, having laws, rules, regulations, and institutions that strive to establish a comprehensive and dignified society is critical. Furthermore, Economic and Social Rights, as defined in Art. 43 (1), are at the heart of human rights, and everyone has the right to—

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

(2) No one shall be refused emergency medical attention. The state is required by Art 43(3) to provide such people and their dependents with social security. The State is also required to pursue legislative, policy, and other measures, including the establishment of standards, to achieve the progressive realisation of the rights protected by Article 43. Furthermore, it is the responsibility of all State organs and public officers to address the needs of vulnerable groups in society, such as women, the elderly, people with disabilities, children, youth, members of minority or marginalised communities, and members of specific ethnic, religious, or cultural communities. Additionally, Article 27 of the CoK 2010 provides for equality before the law and the right of every person to equal protection and benefit from the law. Discrimination of any kind, whether direct or indirect, by the state and individuals is prohibited and illegal. The State is expected to implement legislation and other measures, such as affirmative action programmes and policies, to correct any disadvantages suffered by individuals or groups as a result of past discrimination and to ensure that the rights granted by Art. 27 are realised.

Other gains for women from the 2010 Constitution include:

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- (a) Equality in leadership, with 33% as the critical mass preferred for women leadership;**
- (b) Equality in marriage;**
- (c) Equality in employment;**
- (d) Equality in access to education;**
- (e) All discriminatory customary practises are prohibited;**
- (f) Matrimonial property is protected;**
- (g) Women's rights to inheritance and own land are guaranteed;**
- (h) Equal parental responsibility; and**
- (i) Requirement for both public and Kenya has made progress towards gender equality, but much more work still to be done to make the legal framework a reality.**

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Protocol to the African Charter on Human and People's Rights on the Rights of Women are two important treaties that promote women's rights. Both have been ratified by Kenya. The African Call calls for equal gender representation. The Kenyan parliament has recently passed enabling legislative frameworks that provide the Constitution more

momentum for implementation. This includes the following:

- (a) the Marriage Act (No. 4 of 2014);**
- (b) the Protection Against Domestic Violence Act (No. 21 of 2015);**
- (c) the Basic Education Act;**
- (d) the Matrimonial Property Act (No. 49 of 2013);**
- (e) the Micro and Small Enterprises Act (No. 55 of 2012);**
- (f) the Employment and Labour Relations Court Act; and**
- (g) the 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),**

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(o) Children's Act no.8 of 2001 (under new legislation in parliament); and

(p) 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, which is currently being reviewed to align it with the new constitution;

(b) 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.

1.2. The Domestication of the Gender Policy Framework in Migori County

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The Migori County Government's Department of Education, Youth, Sports, Gender, Culture, and Social Services developed the Migori County Gender Policy 2021-2025. The draft report was discussed in consultation with various stakeholders within the County Government and with other development partners. The County Assembly played a critical role in debating, enriching the draft, and subsequently assenting it for ratification.

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This policy aims to guarantee that men and women in Migori County share equally in the access of county's resources. By addressing the current gender disparities, it seeks to ensure the achievement of gender equality in the development process.

Additionally, it guarantees equal opportunity for men and women to fully participate, make their best contributions, and fairly profit from county development. A number of issues faced by women, men, youth, boys, and girls in our county necessitated the development of this policy, including the rise in sexual and gender-based violence (FGM, child marriage, child labour, wife battering, and beading), drug abuse and

trafficking, radicalization, recruitment into terrorism, gender disparities in economic and decision-making positions and newly emerging triple threat health issues that primarily affect women but also men; teenage pregnancies and HIV infections.

In order to provide suitable guidelines, response methodologies, and interventions for its successful implementation, the Policy analyses circumstances in many sectors from a gender perspective. As a precondition for Migori county's equitable and sustainable socio-economic growth, Migori county government highly regards the entrenchment of Gender mainstreaming as a precondition for service delivery across all its departments.

For appropriate monitoring, and oversight of gender equity and equality considerations, the Department of Gender, Culture and Social Services will be responsible for coordination and implementation. In this regard, the Policy has emphasised the institutional architecture and legal framework that would promote wholistic participation in the implementation process within all sectoral priorities and departmental functions.

As a result, it is anticipated that Migori County will include the gender policy into its County Integrated Development Plan (CIDP), County

Annual Development Plans, County Annual Budget Estimates, and any other pertinent county government policies and sectoral plans.

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2. MIGORI COUNTY GENDER POLICY

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2.1 The Gender Policy Vision

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The vision of this policy is to create a just society where all people have equal rights and opportunities in all spheres of life, free from negative discrimination, marginalisation, disempowerment, and violence.

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2.2 Overall objective

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To serve as a model for institutionalising and implementing gender mainstreaming throughout all County Government functions.

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2.3 Specific objectives

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- (a) Engender County policies and regulations with the Constitution and domesticated international and regional treaties, conventions,**

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protocols, and commitments to promote gender equality.

(b) Provide a framework to integrate and mainstream gender equality and empowerment approaches into the County's development planning, Gender-responsive budgeting and the resultant programs' implementation.

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Gender responsive

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(c) Promote and support a rights-based approach across all sectors, keeping in mind that gender is a multifaceted issue.

(d) End all kinds of sexual and gender-based violence (SGBV) through consultative and inclusive prevention and response methods and systems.

(e) Improve institutional systems for gathering and analysing sex and gender-disaggregated data.

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(f) Establish institutional frameworks and performance indicators for tracking,

monitoring, evaluating, and reporting on gender equality and empowerment principles.

2.4 Guiding Principles

The following guiding concepts serve as the foundation of this policy;

- (a) Supremacy of the Kenyan Constitution of 2010;**
- (b) Consultative and participatory in nature;**
- (c) Empowerment, which provides men and women with resources, a voice, authority, and control over their lives;**
- (d) Inclusion, diversity, and non-discrimination;**
- (e) Affirmative action is used to equalise opportunities and access as a corrective measure;**
- (f) Adherence to the rule of law;**
- (g) Human rights and fundamental freedoms for women; and**
- (h) Non-tolerance for SGBV.**

2.5 GEWE in Vision 2030

Gender equality is a value enshrined in Kenya's 2010 Constitution and fully described in Kenya's development roadmap, Vision 2030. Gender equality

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is viewed as a foundation for citizen inclusion in all elements of development by all three major pillars: economic, social, and political. As a result, MTP III (2018-2022) defines Gender Equality and Women's Empowerment (GEWE) as a national priority and a key performance indicator in achieving Vision 2030. The plan emphasises the significance of mainstreaming GEWE concepts at the national and devolved levels in all sectors of the economy in order to bridge gaps in the implementation of several theme programmes.

Mainstreaming GEWE, as outlined in the blueprint, is intended to achieve the following goals for the country and devolved units:

- (a) To ensure that every development is gender-sensitive and that all reports are gender-sensitive.
- (b) Rethinking policies and practises to empower and safeguard women, men, boys, and girls.
- (c) Ensuring that growth and development are inclusive, just, equitable, and long-term. To abolish all financial, social, political, economic, legal, and normative impediments so that everyone can succeed.

- (d) To guarantee that both genders manage natural resources in a sustainable manner. Ensuring equal involvement in governance procedures and equal service advantages.**
- (e) Expand opportunities for all people, particularly women and vulnerable groups, to actively and productively participate in development.**
- (f) To ensure equal involvement in governance processes as well as equal access to services.**
- (g) Expand opportunities for all people, particularly women and vulnerable groups, to actively and productively participate in development.**
- (h) Strengthen basic rights protection for all citizens, particularly children, women, and vulnerable groups.**
- (i) Improve citizen protection through reducing sex and gender-based violence, as well as harmful cultural practises.**
- (j) Increase gender equality in all aspects of the workforce and decision-making roles.**

2.6 The Rationale for a Gender Policy

The underlying historical patriarchal systems, limited and insufficient services and resources for

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women and men, and inequality, provide the rationale for the institutionalization of a gendered approach in providing equitable social and economic services to the population in Migori county., This gender policy is critical to achieving the following—

- (a) Implementation of the Constitution, particularly Article 10; Chapter 4, Chapter 11, Chapter 12, and Schedule 4; and, in particular, equality of treatment and freedom from discrimination as provided for in Article 27 of the Constitution; b) Promotion of interoperability and consistency of approach to empower every sector, department, board, and committee with a greater appreciation of gender equality practises.
- (b) Replicability to ensure that every individual in Migori County receives equitable treatment.
- (c) Legal compliance and gender equality in all sectors.
- (d) Increased transparency and professionalism in service delivery.
- (e) Increased citizen confidence, trust, and support for the County Government and other associated organisations and persons.

(f) Development and adoption of gender-responsive requirements for social, economic, and development programme planning, budgeting, and execution.

(g) Gender-responsive and socio-economically cohesive society.

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3. POLICY COMMITMENTS, ACTIONS, AND STRATEGIES

3.1 Thematic Issues and Migori Government Commitment

Thematic	Government Commitment
Labour and Economy	<p>The County Government commits to:</p> <ul style="list-style-type: none"> • Invest in the creation of gender-responsive human capital. • Invest in business enablers, pillars, and wealth generation prospects. • Increase women's access to and control over productive resources. • Recognise women as equal partners in labour and economic development in both

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the public and commercial sectors.

- Implement and integrate gender-responsive budgeting in resource prioritisation and mobilisation.

<p>Women economic empowerment</p>	<ul style="list-style-type: none"> • Increasing women's access to the Women Enterprise Fund (WEF) and other resources for business development. • Develop and nurture women's entrepreneurship skills. • Assist women in gaining access to productive assets and equipment for value addition. • Implement and monitor the 30% access to Government procurement opportunity (AGPO) programme proactively. • Assist women in gaining access to markets and market information. • Expand and
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customise extension and business training services to women, keeping in mind their time constraints.

- **Provide technologies that have the ability to lessen the time burden on women, such as subsidies for energy cookstoves and clean energy, household solar lighting, and market-based child care and play space.**
- **Address and incorporate unpaid care work into its development agenda through the use of the 3Rs paradigm (Recognition, Reduction, and Redistribution).**
- **Create or modify a national government plan and programme**

	<p>for economic empowerment of women.</p> <ul style="list-style-type: none">• Host an annual women's economic empowerment forum, honour outstanding female entrepreneurs;• Convene grant writing seminars/workshops for women-led enterprises.
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<p>Access to healthcare</p>	<p>The County Government commits to:</p> <ul style="list-style-type: none"> • Uphold the commitment to ensure that health services, commodities, and facilities are available, accessible, and acceptable to all inhabitants in Migori County, as well as of high quality. • Recognise and strengthen the ability of traditional birth attendants (TBAs) in rural regions. • Recognise and Institutionalise Community Health Workers.
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<p>Sexual gender-based violence</p>	<p>The County Government commits to:</p> <ul style="list-style-type: none"> • Eliminate all forms of discrimination and exploitation, especially in the workplace. • Put an end to violence and exploitation. • Put a stop to harmful practises such as child marriage, beading, and female genital mutilation. • Promote reproductive and sexual health.
<p>Food and nutritional security</p>	<p>The County Government commits to:</p> <ul style="list-style-type: none"> • Entrusting women with food-production instruments. • Increase the reach of extension services and hire female extension officers. • Adopt climate-smart

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	<p>technology and make them available to women farmers in order for them to be used to boost food production.</p> <ul style="list-style-type: none"> • Invests in agricultural processing
<p>Peace building and conflict resolution</p>	<p>The County Government commits to:</p> <ul style="list-style-type: none"> • Reduce conflict through allocating resources equitably to all zones and communities, as specified in the CIDP. • Intentionally involve women in community-level peace round tables, circles, and committees, as well as efforts. • Expand the use of gender-transformative alternative dispute

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	<p>resolution mechanisms (ADRM) to avoid, manage, and resolve intra- and inter-community conflict.</p>
<p>Leadership and governance</p>	<p>The County Government commits to:</p> <ul style="list-style-type: none"> • Create service charters for all Departments and Boards to ensure greater adherence to the ideals of fairness, respect, equality, dignity, and accountability. • Develop an accountability matrix depicting gender mainstreaming adherence by all Departments, Boards, and Committees.

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Water and sanitation

The County Government commits to:

- Treat water as the ultimate economic, social, and environmental resource;
- Develop gender-transformative water resource management policies and regulatory frameworks.
- Recognise the importance of women in the provision, management, and protection of water and sanitation resources.

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<p>Land, environment, and natural resources</p>	<p>The County Government commits to:</p>
	<ul style="list-style-type: none"> • Teach women the importance of community land registration, protection, management, and administration. • Make certain that communal land registration is gender inclusive. • Intentionally involve women in environmental repair and conservation. • Involve women in the climate change fund to help with mitigation efforts.

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<p>Early childhood development</p>	<p>The County Government commits to:</p> <ul style="list-style-type: none"> • Enact the ECD Bill, into law • Create guidelines for fair access to ECD and pre-primary education; • Invest in educator training. • Invest in ECD facilities to make them more conducive to child training. • Making schools more child-centered and gender-sensitive, with a strong connection to the community's life and environment. • Recruiting and educating gender and child rights-aware instructors. • Encourage girls to participate in sports by promoting them
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	<p>in school.</p> <ul style="list-style-type: none">• Removing gender bias from textbooks, educational resources and pedagogy.• Putting ECD centres closer to people's homes.• Invest in child care facilities and homecraft centres.
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**Technical Vocational
and Education Training**

**The County Government
commits to:**

- **Ensure that all female and male youth have equal access to affordable and high-quality technical, vocational, and post-secondary education.**
- **Mentoring and career counselling to encourage more girls to register.**
- **Offer scholarships, internships, and other forms of incentives including provision of bursaries to encourage more women and vulnerable groups to pursue careers in VETC.**
- **Job creation and planned placement of female graduates in the workplace.**

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- **The provision of gender-sensitive modern technical skills.**
- **Recruiting and promoting more VETC instructors to train students.**
- **Promoting societal mentality change/civic education programmes geared on technical skills.**
- **To entice students, rename courses like tailoring and dressmaking to Fashion design.**

ICT & Media

The County Government commits to:

- Allow women and men equitable access to ICT as a crucial resource for development.
- Reduce unfavourable media depictions of gender roles and gender issues.
- Remove gender-biased language from local media.
- Using gender-disaggregated data in media reporting;
- Sharing information through appropriate medium that is accessible to both men and women.
- Create a gender responsive e platform for out of school youth in Migori County.
- Train women, and

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	<p>men on responsible use of social media for business upscaling.</p>
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<p>Social services and Inequalities</p>	<p>The County Government commits to:</p> <ul style="list-style-type: none"> • Ensure equal rights for all people with disabilities and others who may face other forms of social inequity. • Create conditions that will allow disabled people and other vulnerable groups equal access to opportunities in education, the economy, and
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	<p>cultural life.</p> <ul style="list-style-type: none"> • Provide an acceptable minimum level of universal access to water, sanitation, transportation networks, and general protection of life and property for both men and women. • Strengthen institutions in charge of providing social services to the underprivileged.
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<p>Sports, talents, and recreational services</p>	<p>The County Government commits to:</p> <ul style="list-style-type: none"> • Make gender-responsive investments in sports development, competitiveness, and talent development, which will aid in breaking down obstacles that lead to poverty, ignorance,
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	and conflict, as well as pressure on government service delivery.
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3.2 Policy Actions

Theme Policy	Objective Focus	Policy Actions
Labour and economy	Creation of a robust entrepreneurial, business, and job-creation environment	(a) Research (b) Training and the development of gendered human potential (c) Equal employment opportunities for all; and (d) Gender-sensitive one-stop

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**friendly
helpful
business
information
centres to
enable
women to
acquire
tender
information**

**.
(e) All
youth
receive
specialised
career/tech
nical
training.**

**(f) Throug
hout the
budget
cycle,
gender-
responsive
budgeting,
oversight,
and
reporting.**

<p>Access to Health Care</p>	<p>Help couples and individuals achieve their reproductive objectives within a framework that supports optimal health, responsibility, and family well-being, as well as respect the dignity of all people and their right to choose the number, spacing, and timing of their children's births.</p>	<p>(a) Accessible, cheap, acceptable, and convenient reproductive health care services, including family planning, for women, men, and adolescents (girls and boys).</p> <p>(b) Include males in reproductive health decisions.</p> <p>(c) Provide health services to satisfy the health care requirements of</p>
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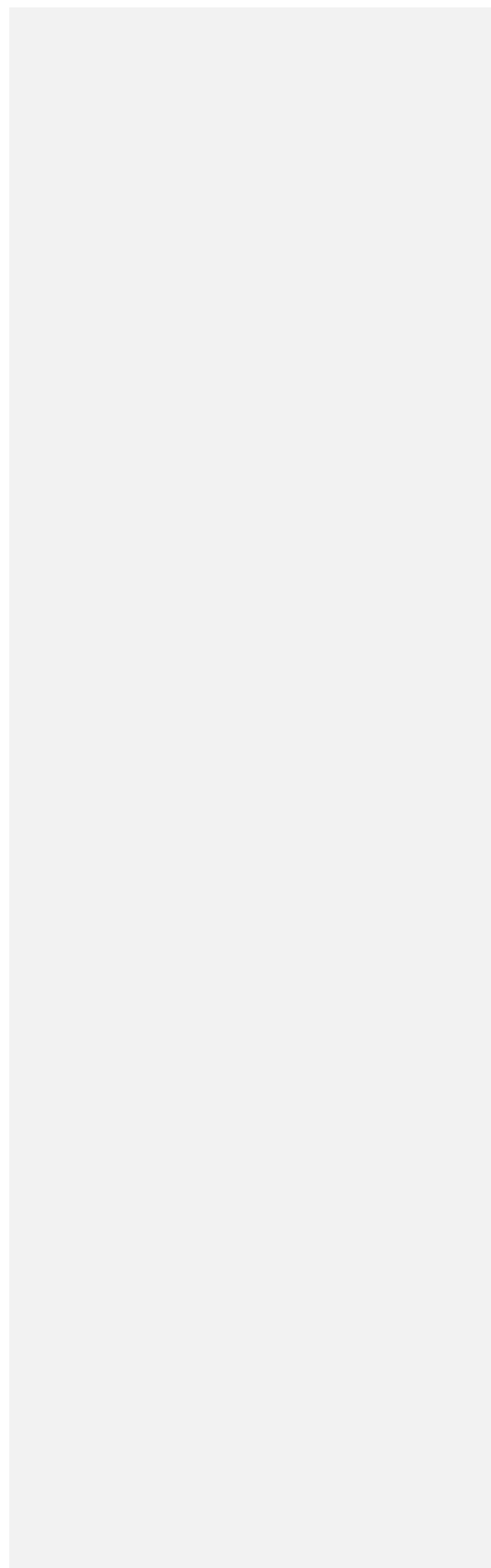
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		<p>adolescents, particularly in counselling, family planning, and other sexuality concerns.</p> <p>(d) Provide medical workers who are gender-sensitive and attentive to gender concerns in health care delivery.</p> <p>(e) Promote responsible sexuality, which allows for equitable and mutual</p>
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		<p>respect between gender groups, therefore improving the quality of life of women and men.</p> <p>(f) In order to prevent adolescent pregnancies , incorporate sexual education into youth programme s and school curricula.</p>
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<p>Elimination of sexual gender-based violence</p>	<p>Enhance preventive, protective, supportive, and transformative environments in order to gradually abolish Sexual Gender-Based Violence (SGBV).</p>	<p>(a) Comprehensive SGBV education and awareness campaign.</p> <p>(b) SGBV at-risk population identification mechanism and community engagement plan for protection and response.</p> <p>(c) Increase collaboration and coordination among actors to improve law and</p>
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policy enforcement, referrals, and the provision of integrated short-term response and post-SGBV support services to survivors.

(d) Increase the capacity of hospitals and police to respond quickly and appropriately to SGBV.

(e) Create a basic package of services for SGBV

**survivors,
including
economic
empowerment.**

**(f) Improve
programme
quality by
adopting
and
maintainin
g suitable
SGBV data
for policy
implementa
tion, data
collecting
and
analysis,
and
collaborati
on with
institutions
and
partners on
SGBV
research
and
documentat**

ion.

(g) Improve SGBV programme management by investing in capacity-building and expertise across relevant actors and departments.

(h) Establish minimum service delivery standards across sectors and improve comprehensive care and support for survivors,

**perpetrator
s, and their
families.**

**(i) Advocate
for the
developme
nt of
Gender-
Based
Violence
and
Victims
Support
Units
(GBVVSU)
in police
stations,
SGBV
centres as
safe
temporary
residences,
a county
toll-free
24/7
telephone
hotline and
online
service for**

**SGBV
victims/sur
vivors, and
free legal
help for
SGBV
victims.**

**(j) Create
workplace
rules for
SGBV
prevention
and
response in
both public
and private
settings.**

<p>Food and Nutritional Security</p>	<p>Increase women's potential to contribute to greater output, market access, and family income.</p>	<p>(a) Invest in gender studies, baselines, and agriculture research, as well as undertake gendered value chain analysis, to inform the formulation of plans, strategies, and policies to accelerate agricultural growth.</p> <p>(b) Implement trade agreements signed by Kenya with EAC/COMESA, the EU, and</p>
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		<p>EPAs, as well as formulate strategies and plans for utilising these instruments</p> <p>.</p> <p>(c) Encourage the commercialization and agro-processing of milk, horticulture, poultry, and other items in which women and youth are primarily involved and have been shown to increase their</p>
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		<p>economic empowerment.</p> <p>(d) Create and implement milk marketing policies, including livestock policies.</p> <p>(e) Assist agricultural SMEs in gaining access to funding, input and equipment, processing, and post-harvest aggregation technology. Because the majority of women work in</p>
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agriculture, this will have a multiplier impact.

(f) Create a framework for the development, empowerment, and sharing of market information and networking among women entrepreneurs, as well as capacity building for women and youth.

(g) Encourage the implementa

tion of female-friendly technology that save time and lead to greater productivity, such as irrigation.

(h) Form a solid partnership with the Kenya Biashara Fund to expand access to business credit.

(i) Assist female-headed households in obtaining title deeds to land.

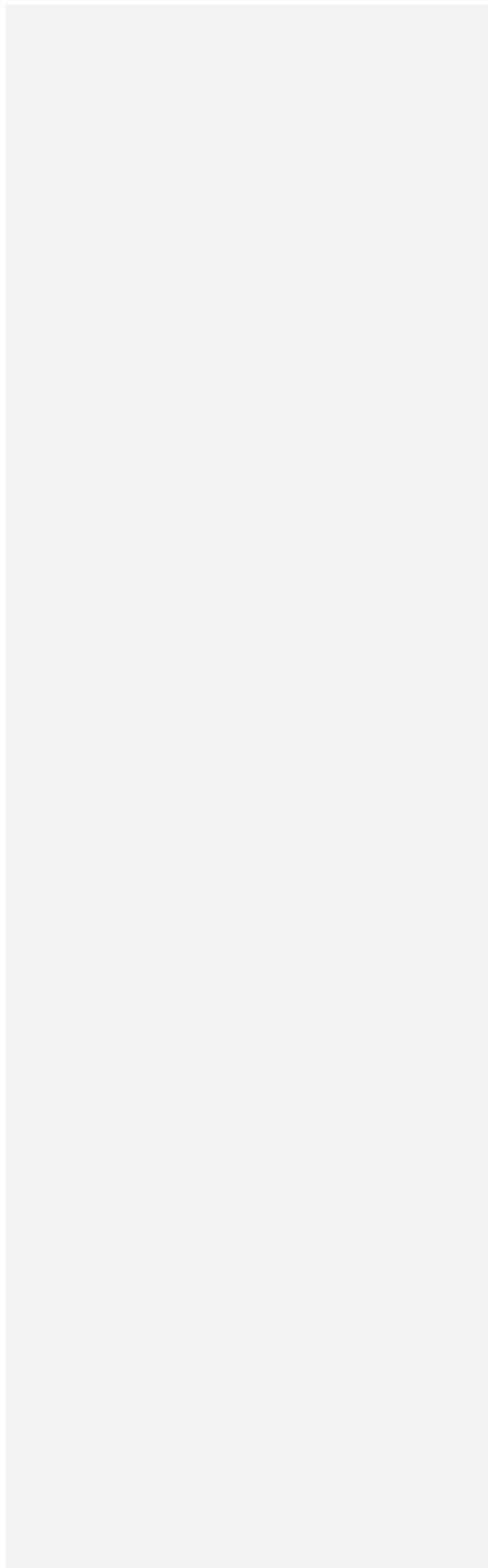
		<p>(j) Raise awareness about how to determine family food requirements so that families can plan ahead of time and save food.</p> <p>(k) Make agricultural services more accessible to women by adapting them to their specific requirements.</p> <p>(l) Educate women on food and nutrition, and urge</p>
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		<p>communities to try new foods (promote food consumption behaviour change).</p> <p>(m) Gender-sensitive nutrition education to promote and sustain healthier eating habits.</p> <p>(n) Give women enough access to production inputs and extended support services.</p> <p>(o) Encourage food crop</p>
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		<p>production at the Manyatta level through incentives, and provide communities with preservation and storage expertise and infrastructure.</p> <p>(p) Educate women on the nutritional needs of different age groups and genders, as well as cooking methods that do not</p>
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		<p>deplete nutrients from food.</p> <p>(q) Gathering data on gender variations in food security, food production, and food intake, as well as knowledge of nourishing native flora and habitats.</p> <p>(r) Teaching women about food processing, storage, and cooking in order to increase nutritional</p>
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		<p>diversity and crop marketability.</p> <p>(s) Improving women's access to land, financial services, and alternative income sources.</p> <p>(t) Gender inclusion in social and economic strategies.</p>
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<p>Peace Building and Conflict Resolution</p>	<p>Encourage gender equality and women's empowerment in the promotion of peaceful coexistence among communities and clans.</p>	<p>(a) Consider increasing women's participation in community and county-level peace-building groups and alternative conflict resolution processes.</p> <p>(b) Target women as resource individuals in attempts to create peace-building capabilities.</p> <p>(c) Objective attitude change programmes aimed at increasing</p>
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		<p>women's engagement in peacekeeping and security activities.</p>
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<p>Leadership and decision making</p>	<p>Encourage women to take on leadership and decision-making roles at all levels.</p>	<p>(a) Advocate for the enactment and enforcement of applicable laws that are consistent with the Constitution and national guidelines and standards, especially in traditional land management committees. Women must be included.</p> <p>(b) Create effective mechanisms</p>
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		<p>for incorporating gender into governance, decision-making, and leadership, such as governance indicators, gender audits, and institutional and governance reviews.</p> <p>(c) Foster new attitudes, values, and behaviours, as well as a culture of gender equality.</p> <p>(d) Integrate gender</p>
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**equality and
social
inclusion in
government**

**•
(e) Create
and
implement a
Gender and
Social
Inclusion
Capacity
Building
and
Awareness
Raising
Programme
for the
County
Executive
and the
general
public.**

**(f) Increase
women's
capacity so
that they
are
comfortable**

		<p>with and capable of participating in activities that they have not previously participated in.</p> <p>(g) Ensure that political environments are free of gender discrimination and violence by enforcing existing norms and legislation that prohibit electoral violence through various</p>
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**political
party
organisations.**

**(h) Close
gender
education
inequalities
by
addressing
social and
cultural
issues that
contribute
to
differences
in
educational
attainment
for all
genders.**

<p>ECD Education and Technical Vocational Education Training</p>	<p>Gender responsiveness in increasing access to and quality</p>	<p>(a) Carry out research to inform investment programme</p>
	<p>education, as well as in developing technical and entrepreneurial labour and market-responsive male and female youth</p>	<p>s in ECD and VTEC education (infrastructure, instructors, equipment and machinery, teachers,</p>
		<p>learning materials, market-oriented courses). (b) Encourage and provide incentives for women to pursue STEM courses and for men to</p>

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pursue courses traditionally associated with women, such as hairdressing and dressmaking.

(c) Create and/or modify County VTEC strategy and strategic plan, and connect youth to apprenticeship possibilities available through government tender work.

(d) Create a civic education programme to combat unfavourable perceptions about VTEC. Connect this to formal education.

(e) Enact legislation to create a County VTEC Authority to promote gender mainstreaming in access, quality, and relevance, as well as to coordinate

**the delivery
of ECD and
VTEC
training.**

<p>Water and Sanitation</p>	<p>Encourage water management and social behaviour change in Migori County to eliminate open defecation.</p>	<p>(a) Recognise that sustainable water resource development and management is a critical method to poverty eradication that requires equal involvement.</p> <p>(b) Strengthening the capacities of Water Resource Users Associations (WRUA) and intentionally include women in</p>
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		<p>decision-making and management.</p> <p>(c) Encourage the use of less expensive latrine construction technologies in conjunction with sanitation behavioural change programmes to eliminate open defecation.</p> <p>(d) Harness and dam water runoff to bring water closer to rural</p>
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		<p>homes, hence shortening distances for women.</p> <p>(e) Ensure gender equality on the board of directors and in the operations of Migori Water and Sewerage Company (MIWASC O).</p> <p>(f) Adopt water technologies that are user- friendly for both men and women.</p>
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<p>Land, Environment, and Natural Resources</p>	<p>Improve men's and women's access to, control over, and ownership of land and resources, invest in resilience and capacity to mitigate climate change, and promote an effective gender-inclusive institutional framework for natural resource management for sustainable development.</p>	<p>(a) Identify and address gender and socioeconomic discrepancies in women's and men's access to and control over resources, benefits, costs, and decision-making.</p> <p>(b) Conduct research on resource mapping for existing natural resources to provide equal benefits.</p> <p>(c) Empower and/or</p>
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combine traditional and modern natural resource management organisations to administer and enforce range land management norms.

(d) Integrate gender considerations into environmental policies, programmes, and strategies.

(e) Encourage the use of alternative green energy,

such as wind, solar, and mini-hydro power generation, to power the manyatta, as well as the promotion of improved cook stoves.

(f) Customise, accept, and enact Session Paper No. 3 of 2016 on National Climate Change Framework Policy, and prepare an action plan for implementa

tion.

(g) Create public awareness campaigns and promote environmentally friendly practises such as conservation agriculture, climate-smart agriculture, water harvesting and storage, and so on.

(h) Address grazing resource management firmly in order to minimise

unneeded resource shortages, social friction, and insecurity from nearby communities.

(i) Provide financial and technical assistance for the registration of communal land in order to ensure that women are involved in its maintenance and ownership.

(j) Use the

law to ensure that widows do not lose their family property.

(k) Establish an advising centre where widows can seek legal counsel on how to protect their land before remarrying. Include community knowledge and education about laws and how to use them to protect their land.

(l) Encourage women's participation in formal and informal decision-making structures and governance processes including land, environment, and natural resource management.

(m) Create strategies to reduce gender disparity in resource access and ownership,

decision-making, and benefit-sharing.

(n) Include women's roles as natural resource managers, users, and beneficiaries.

(o) Take proactive steps to protect women from resource-related violence and other security threats.

(p) Identify and remove impediments to creating

**enabling
conditions
for women's
productive
and
sustainable
use of
natural
resources.**

**(q) Enact
legislation
to protect
crop-
producing
areas.**

<p>Information Communication Technology (ICT) & Media</p>	<p>Respect for women's and men's human rights, including freedom of expression, and the removal of all negative/ stereotyped portrayals of gender issues at various levels of information dissemination and communication</p>	<p>(a) Publicly promote gender and women's concerns in the media.</p> <p>(b) Use of gender- disaggregat ed statistics in all developmen t strategies, activities, resource distribution, and impact monitoring and reporting in the media.</p> <p>(c) Reduce unfavourabl e depictions of gender roles and gender issues in the media</p>
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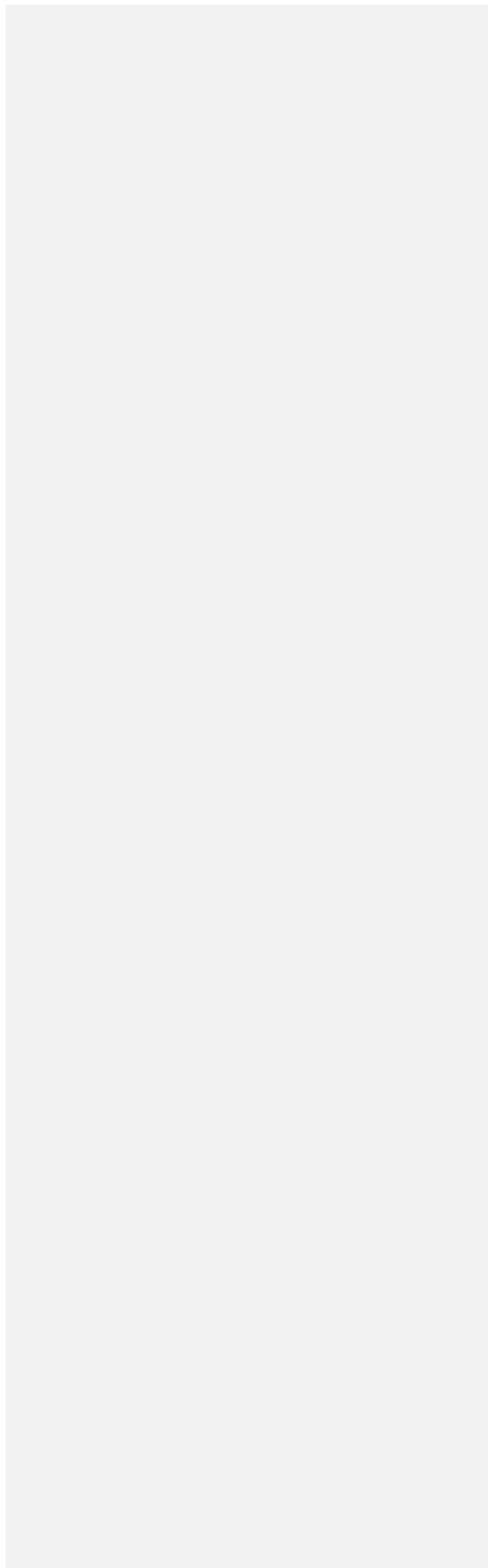
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		<p>through training and developing the County's public relations and communication officers.</p> <p>(d) Remove gender-based barriers to information technology access.</p> <p>(e) Involve women in ICT policy, planning, and programme and activity implementation.</p> <p>(f) Assist women and men in the</p>
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		<p>informal sector in gaining access to ICT as a crucial resource and connecting with marketplaces.</p> <p>(g) Increase the capacity of men and women to utilise ICT, particularly through adult and continuing education programmes.</p>
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<p>Social Services and Inequalities (Vulnerable Groups and Inequalities in Society)</p>	<p>Ensure the realisation of the rights of all people with disabilities, as well as anyone who may face other forms of social inequity in Migori County, and their involvement in all sectors of social, economic, and cultural life.</p>	<p>Policy Initiatives</p> <p>(a) Incorporate gender into the actions of institutions in charge of providing social amenities in the County, such as water, health care, roads, and other social infrastructures.</p> <p>(b) Incorporate gender problems into existing sectoral strategies to better fulfil the practical and</p>
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**strategic
gender
requiremen
ts of
women.**

**(c) Strengt
hen the
capacity of
those
responsible
with
delivering
social
amenities to
citizens,
particularly
the
impoverishe
d.**

**(d) Meet
the needs of
all people
with
disabilities
and those
experiencin
g other
types of
social**

inequity across sectors (transport and other social infrastructure).

(e) Eliminate all types of discrimination against the disabled and those who face various forms of social inequity, such as the elderly, widows, and single moms, among others.

(f) Uphold the rights of

the disabled and other vulnerable groups to protection and non-discrimination.

(g) Through affirmative action, provide people with disabilities with equitable access to opportunities such as education and employment.

(h) Establish and deepen partnerships with civil

**society
organisations that
engage with
the
physically
challenged
(those with
special
needs).**

**Strategies of
Implementation
:**

**(a) Provisions for the
unique
needs of
people with
disabilities,
such as the
provision of
special
physical
structures
in public
areas,
appropriate**

transportation facilities, and so on, in the County.

(b) The government would establish community-based rehabilitation centres to ensure the inclusion of disabled people into society.

(c) Ensure that sign language interpreters are available in police stations, courts, and health facilities to

assist in the management of GBV cases for mentally challenged survivors.

(d) Work with relevant partners to build the capacity of institutions and service providers dealing with SGBV for survivors with intellectual impairments in the health, prosecution, and judiciary sectors.

(e) Create

special units in each sub-county to ensure that people with disabilities have access to education.

(f) Ensure that PWDs are not viewed as a homogeneous group in order to meet their individual needs.

<p>Sports, Talent and Recreation Services</p>	<p>Increase sports investments and funding allocation for youth talent development.</p>	<p>(a) Encourage more boys, girls, and women to participate in a variety of appropriate sports and sporting activities.</p> <p>(b) Increase the county budget for youth sports activities, with a focus on sports for women and people with disabilities.</p> <p>(c) Enhance County facilities for female-dominated sports</p>
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		<p>within the confines of the current sports infrastructure.</p> <p>(d) Promote more gender-balanced boards and committees in sports governance.</p> <p>(e) Increase media coverage and profile of Migori County's sports and skills.</p>
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4. POLICY IMPLEMENTATION MONITORING AND EVALUATION

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4.1 Key Stakeholders Tasked with Implementation of the Migori County Gender Policy

The Department in charge of Gender Affairs, the Office of the Governor, the County Assembly, the Police Department, the Office of the Attorney, The County Gender Technical working group are the major stakeholders entrusted with implementing this policy. The aforementioned stakeholders shall see to it that this Policy is implemented so that gender equality is present in all aspects of life in Migori County.

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4.2 Monitoring and Evaluation Framework

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To support monitoring, evaluation, learning, and knowledge management in the execution of this policy, a thorough M&E framework will be developed. The following considerations guide the M&E framework:

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- **Comprehensive performance indicators; The creation of a set of matrices to track progress towards each policy action.**
- **Create a baseline for all indicators.**
- **Scheduled and periodic performance data collection; Collecting data for the identified performance indicators is a critical stage in the results-based process.**

4.3 Policy Review

This Policy will be implemented over a five-year period from 2023 to 2027, with a mid-term review every three years to assess progress and any significant changes that the County realizes. The Gender Department will convene stakeholders on an annual basis to share implementation progress.

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