



THE COUNTY GOVERNMENT OF GARISSA

DEPARTMENT OF GENDER,  
CULTURE AND SOCIAL  
SERVICES

# GARISSA COUNTY GENDER POLICY

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The attainment of a just and gender equitable society and economy where women, men, boys, and girls have equal access to opportunities in the political, economic, cultural, and social spheres of life practices.

NOVEMBER 2021



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**THEME:**

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**The attainment of a just and gender equitable society and economy where women, men, boys, and girls have equal access to opportunities in the political, economic, cultural, and social spheres of life practices.**

NOVEMBER 2021

# FORWARD

Gender equality is one of the key developmental tools for equalization, inclusive society, combating poverty and fostering development. The prevailing inequalities and inequities in development approach significantly derail development globally. Kenya, like many other countries, has continued to make great strides in appreciating gender equality, ratifying, and aligning to the international and regional gender equality normative frameworks and principles. With the development of County Gender Policy, the Garissa County Government seeks to contribute to Kenya's commitment in the promotion of women's human rights and empowerment by mainstreaming Gender Equality across all sectors of development.

It is crucial, that, the County Government has a policy that further enhances gender equality and continues to provide a clear framework for addressing inequalities deeply rooted in our society. The goal of the policy is to "achieve a just and gender equitable society and economy where women, men, boys, and girls have equal access to opportunities in the political, economic, cultural, and social spheres of life practices". The policy sets, legislative and administrative measures to address the existing gaps in the realization of gender equality and women's empowerment.

The County Gender Policy development process was consultative with participation and inputs from key stakeholders, including national and county government departments and agencies, county assembly of Garissa, community representatives, development partners, academia among other stakeholders across the county. The County Gender Policy has been developed with comprehensive insights into the empowerment, rights and access to justice, leadership and accountable governance, gender roles and relations, and economic opportunities for women and men. This policy is aligned to the National policy on Gender and Development session paper number 2 of 2019, the national constitution, the National and Garissa country development agenda as well as international and regional gender equality frameworks notably Convention on Elimination of all forms of Violence against Women (CEDAW, 1979), The Beijing Platform for Action amongst others.

It must be acknowledged that financing the implementation of the Policy will require the concerted efforts and commitment of all stakeholders. In this regard, the Policy has highlighted the institutional arrangements and legal framework that will enhance broad participation in the implementation process. I am confident that the coordinated efforts by all stakeholders to bring about this document will be more visible during the implementation stage in order to meaningfully realize the Vision of this Policy. Let us work together to forge a path that ensures women and men, boys, and girls, the marginalized, the vulnerable all have an equal voice, opportunity and can also benefit from our society at all levels.

Thank you,

**H.E. Ali Bunow Korane**

The Governor, Garissa County

## ACKNOWLEDGEMENT

The process of developing the County Gender Policy has been successful because of the dedicated efforts of various individuals and institutions who have consistently shown great enthusiasm in promoting gender equity and equality as part of the broader social and economic development strategy for Garissa County.

We wish to express our gratitude to Garissa County Government leadership for establishing the department of Gender and expanding its mandate to include youth, sports, culture, and social services. Special acknowledgement goes to County Executive Committee and the County Assembly for their commitment and support for women's empowerment and gender equality matters.

We highly appreciate the County Technical Working Group (TWG) on Gender for guiding the process and providing in-depth contributions that improved the document. We thank the various key officers from national and county government ministries, departments and agencies who gave their input in different consultative forums held during the policy formulation.

We further acknowledge the financial and technical contribution made by our Development Partners such as World Food Programme (WFP), UNICEF, Action Aid, ADSE, Each Rights, Livestock Market Systems (ACDI/VOCA), Muslim for Human Rights and other. Your input and time spent will forever be acknowledged even as we call for the same concerted effort in implementing this policy and ensure an inclusive, empowered and economically sustainable people within Garissa County.

special thanks go to the people of Garissa County who gave their input to this process directly and through their elected leaders. We are grateful to individual gender activists, experts and interest groups who made contributions directly and through validation meetings in finalizing the policy.

Finally, special thanks go to the technical team of the Department of Gender, social services and Sports who provided technical expertise in coordinating the development of the Policy document.

**Mrs. Zeinab A Digale. CECM**

Department of Gender, Culture, social services, Youth and Sports  
Garissa County

## ACRONYMS

|                |  |
|----------------|--|
| <b>AGPO</b>    | Access to Government Procurement Opportunities                             |
| <b>ASAL</b>    | Arid and Semi-Arid Lands   |
| <b>CEDAW</b>   | Convention on the Elimination of All Forms of Discrimination against Women |
| <b>CT</b>      | Cash Transfer  |
| <b>CT-OVC</b>  | Cash Transfer to Orphans and Vulnerable Children                           |
| <b>DCS</b>     | Director of Children’s Services  |
| <b>DGSD</b>    | Department of Gender & Social Development                                  |
| <b>ERS</b>     | Economic Recovery Strategy   |
| <b>FGM/C</b>   | Female Genital Mutilation/Cut  |
| <b>GBVSSSU</b> | Gender Based Violence and Survivors Support Services Unit                  |
| <b>CIDP</b>    | County Integrated Development Plan   |
| <b>GEWE</b>    | Gender Equality and Women’s’ Empowerment                                   |
| <b>GII</b>     | Global Innovation Index  |
| <b>ICT</b>     | Information and Communications Technology                                  |
| <b>MCDAs</b>   | Ministries, Counties, Departments and Agencies                             |
| <b>M&amp;E</b> | Monitoring and Evaluation  |
| <b>MTP</b>     | The Medium Term Plan   |
| <b>NaCAF</b>   | National Committee for the Abandonment of FGM/C                            |
| <b>NGEC</b>    | National Gender and Equality Commission                                    |
| <b>NGOs</b>    | Non-Governmental Organizations   |
| <b>NPGD</b>    | National Policy on Gender and Development                                  |
| <b>OVC</b>     | Orphans and Vulnerable Children  |
| <b>PWDs</b>    | Persons with Disabilities  |
| <b>SDGs</b>    | Sustainable Development Goals  |
| <b>SGBV</b>    | Sexual Gender-based violence   |
| <b>SIGs</b>    | Special Interest Groups  |
| <b>SMEs</b>    | Small to Medium Enterprises  |
| <b>STEM</b>    | Science, Technology, Engineering and Mathematics                           |
| <b>UN</b>      | United Nations   |

## DEFINITION OF TERMS

|                              |   |
|------------------------------|---|
| <b>Affirmative Action</b>    | A policy or program of taking steps to increase representation of certain groups seeking to redress discrimination or bias through active measures in education or employment.  |
| <b>Empowerment</b>           | A process through which men, women, boys and girls acquire knowledge, skills and attitudes to critically analyze their situation and take appropriate action to change the status quo of the under privileged and other marginalized groups.                                    |
| <b>Engender</b>              | The process of ensuring that planning and programming is appropriate for and takes into account the female and male differences and concerns  |
| <b>Gender</b>                | This refers to the socially and culturally constructed differences between men and women as distinct as sex which refers to their biological differences. The social constructs vary across cultures and across time.   |
| <b>Gender Analysis</b>       | This identifies, analyzes and informs action. It addresses inequalities that arise from the different roles of men and women; the unequal power relations between; and other contextual factors like ethnicity, sexual orientation, employment, citizenship, etc.               |
| <b>Gender-Based Violence</b> | Refers to any act of violence that results in, or is likely to result in physical, sexual or psychological harm or suffering to women, girls, boys and men on the basis of their gender.  |
| <b>Gender Discrimination</b> | Refers to unequal or preferential treatment of individuals or groups on the basis of their gender that results in reduced success to/or control of resources and opportunities.   |
| <b>Gender Equality</b>       | Refers to the equal treatment of women and men, girls and boys so that they can enjoy the benefits of development, including equal access to and control of opportunities and resources.  |
| <b>Gender Equity</b>         | Refers to the practice of fairness and justice in the distribution of benefits and access to and control of resources, responsibilities, power, opportunities, and services.  |
| <b>Gender Indicator</b>      | An indicator is a measurement of change over time It is also a signal of change. The change may be measured in terms of quantity, quality, and timeliness. A gender indicator is that which is sex-disaggregated, specific, logical, realistic, relevant, valid, and sensitive. |
| <b>Gender Mainstreaming</b>  | This is the consistent integration of gender concerns into the design, implementation, monitoring and evaluation of policies, plans, programs, activities, and projects at all levels.  |

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# CHAPTER ONE

## 1. INTRODUCTION

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### 1.1 Background of the County Gender Policy

Devolution now being part of Kenya's governance architecture, the County Governments are expected to advance the gender equality agenda specifically in the County Integrated Development Plans, the Medium-Term Plans, Annual Development Plans, Annual Budget Plans as well as customizing or enacting relevant laws and policies that will advance this agenda within their various contexts but in harmony with the national laws. The objectives of devolution as articulated in Articles 174 and 175 of the Constitution is promotion of democracy and accountability in the exercise of power, fostering national unity by recognizing diversity, enhancing people's self-governance, enabling communities manage their own affairs, protecting and promoting interests and rights of minorities and the marginalized and ensuring equitable sharing of resources. Guided by National values and principles of governance espoused in article 10 of the National constitution; gender equality, equity, inclusiveness, diversity, gender-responsiveness, team work, non-discrimination and protection of the marginalized, social justice, participation of the people, integrity, transparency, accountability and human dignity, the County department of Gender coordinates gender mainstreaming in county development planning and promote equitable political and socio-economic development for women, men, girls and boys. To achieve these, there must be framework put in place and enabling environment provided to all stakeholders involved in implementation of devolution.

The County Gender Policy builds on the achievements since promulgation of the Constitution of Kenya 2010. The Policy emphasizes principal guidelines on which sectoral policies and programmes will be based to effectively integrate gender equality issues in their respective social, cultural, economic, and political planning and programming. Concerted effort by different actors-decision makers, humanitarian and development works including the population is paramount for effective implementation of the policy. The gender policy is trans-sectoral and not prescriptive for various institutions within the county and so provides the overarching principle and should be integrated into sectoral policies, practices, and programmes.

### 1.2 Rationale

Currently there is no specific gender policy to address gender inequality issues in the County with scanty consideration of gender as cross cutting in sectoral planning and policies. This policy is aligned to relevant global, Regional, National and County polices on gender and development, for instance, Article 10 of the Constitution of Kenya (COK 2010) - National Values and Principles of governance, where equality, equity, inclusiveness, and non-discrimination are key principles anchoring gender equality. Further, Article 27 (1) provides that every person is equal before the law and has the right to equal protection and benefit; Article 27 (3) provides that women and men have the right to equal treatment including the right to equal

opportunities in political, social, economic, and cultural spheres. The Constitution also outlaw's discrimination on any basis including, pregnancy, race, sex, marital status, health, ethnicity, or social origin, colour, age, disability, religion, conscience, belief, culture, dress, language, or birth; Article 27 (4). To realize these ideals, the Constitution in Article 27 (6) requires the government to take legislative and other measures including affirmative action to redress disadvantages suffered by individuals and groups because of past discrimination. Article 27 (8) requires that not more than two thirds of the members of elective or appointive bodies are of the same gender.

Over the past seven years, gender programmes in Garissa County Government have been implemented using the national laws and policies on gender. Even though these have been of great value, they have been challenged by their inconsistency and lack of anchorage in County Integrated Development Programme (CIDP), hence the need to formulate a county specific gender policy which will strengthen the Gender Technical Working Group as well as operationalization intra-County cooperation and collaboration right from village, ward, sub county and County levels.

The policy recognizes Garissa county commitment to the Constitutional requirements for equality and non-discrimination. The Constitution is clear on its gender equality provisions and aspirations. Finally, the creation of the Garissa County Ministry of Gender, Culture, Social Services and Sports with the mandate to formulate, develop, evaluate, and review gender policy provides the anchorage for this policy.

## **1.2 Statement of the Problem**

Although Kenya is making steady progress towards achieving gender equality and equity generally, there are some notable challenges that continue to jeopardize the government's efforts. The 2020 Human Development Report revealed that Kenya's Gender Inequality Index (GII)<sup>1</sup> is at 0.518 compared to an ideal of Zero. This indicates the generally low status of women with respect to reproductive health, empowerment, access, control and ownership of economic resources and economic opportunities, and participation in decision-making. There are regional disparities within the county with ASAL counties such as Garissa having low Gender equality Index<sup>2</sup>. An intensive internal policy consultation and review of the current achievements also confirmed this position. The patriarchal social order supported by customary practices; and the administrative and procedural mechanisms for accessing rights have continued to hamper the goal of attaining gender equality and women's empowerment.

Despite the County government's commitment, the department of Gender still faces financial, institutional, and technical capacity challenges, such as inadequate funding and human resource capacity to effectively implement its programme as stipulated in the CIDP. Both the private and public sectors continue to develop non-gender responsive budgets; most sector policies remain gender-blind, making it difficult to highlight and measure gender equality and equity issues. Therefore, there has been slow progress made in mainstreaming gender across all sectors of the economy. Progressive provisions in law have not delivered gender equality in practice raising the need to create an enabling policy environment that addresses the variety of manifestations of gender discrimination and inequality.

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<sup>1</sup> UNDP Human Development Report 2020

<sup>2</sup> Council of County Governors (COG) - County Gender Data Sheet 2017

### **1.3 Policy Context**

Kenya has taken significant steps in recent years to build institutions, infrastructure and policies to promote gender equality and women's empowerment. However, counties like Garissa are laid back by Pervasive discrimination and cultural norms intersecting with women's position, relations, and opportunities. Women are facing barriers accessing education, health services and access to economic opportunities to alleviate the effects of chronic poverty and economic vulnerability. Socio-cultural norms keep women out of decision making when it comes to productive assets and natural resource management despite women playing a primary role in providing food, water, and energy for households. Many girls and women still lack access to basic services, and women remain under-represented in decision-making positions and political leadership.

Most committees have women in membership but with minimal input and contribution in decision making. There are committees where women are involved but do not meet the two thirds gender rules. Garissa County being a patriarchal community in nature means that women have been viewed as inferior and end up missing out on a large spectrum of opportunities, leadership roles and in critical decision making.

Garissa County Government has established the Department of Gender, Culture, social services, Youth and Sports as the County Government Agency responsible for coordinating all departments, their statutory bodies and other government and non-governmental agencies on gender matters. The department is responsible for putting in place mechanisms and operational instruments to ensure effective coordination and successful implementation of the Policy aimed at attaining gender equity and equality. The department established Garissa County Gender Technical Working Group (GCGTWG) in July 2018 to strengthen and coordinate stakeholders' efforts and to advocate for Gender Equality and inclusivity in the County. The GCGTWG has made tremendous progress toward strengthening gender-based violence (GBV) prevention and response in the County.

### **1.4 Normative Frameworks and principles**

The policies and legal frameworks governing gender that have implications on this policy are varied. This section provides a summary of the national and international policy frameworks, which have bearing on this policy.

#### ***Regional and International Legal Frameworks and Initiatives***

The Policy is in conformity with regional and global obligations on gender equality and women's empowerment that Kenya is party to. Regionally, Kenya has ratified the African Charter on Human and Peoples' Rights, and the Protocol to the African Charter on Human and Peoples' Rights on the Establishment of an African Court on Human and Peoples' Rights (2005). Kenya has also ratified the Convention governing Specific Aspects of Refugee Problems in Africa, the African Charter on the Rights and Welfare of the Child and the Maputo Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa albeit with reservations on article 10 (3) and 14 (c). Other regional instruments that Kenya has adopted include the African Union Agenda 2063, the New Partnerships for African Development (NEPAD) through its programmes which is expected to enhance women's human

rights through the application of Social Development indicators, and The AU Heads of State Solemn Declaration on Gender Equality (July 2004).

The global human rights instruments that Kenya has ratified, and which this policy is aligned to, include: International Covenant on Civil and Political Rights (“ICCPR”) and the International Covenant on Economic, Social and Cultural Rights (“ICESCR”), the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment (CAT), and the Convention on the Rights of the Child (CRC) which all have gender equality imperatives as a state obligation.

**CEDAW** in its 30 articles, the Convention explicitly defines discrimination against women and sets up an agenda for national action to end such discrimination. The Convention targets culture and tradition as influential forces shaping gender roles and family relations, and it is the first human rights treaty to affirm the reproductive rights of women.

Kenya has also been party to other international initiatives that have drawn attention to the need for gender equality such as the Vienna Declaration on Human Rights, the Beijing Platform for Action, the International Conference on Population and Development (ICPD), the Millennium Declaration and Millennium Development Goals (**MDGs**) and the Sustainable Development Goals (**SDGs**). SDG 5 aims to achieve gender equality by ending all forms of discrimination, violence and any harmful practices against women and girls in the public and private spheres. It also calls for the full participation of women and equal opportunities for leadership at all levels of political and economic decision-making.

### ***National Policies and Legislation***

The Constitution of Kenya provides the overall legal framework and lays an overarching foundation upon which this County Gender policy is anchored. Section 27(3) of the constitution provides that women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural, and social spheres. This policy builds on the National Policy for Gender and Development (2019) which envisages a just, fair and transformed society free from gender-based discrimination in all spheres of life practices. It also draws from other national policies such as National Land Policy (2009) that recognizes women’s rights to own property on an equal basis with men; the National Policy for Prevention and Response to Gender Based Violence 2014; the National Policy for the Abandonment of Female Genital Mutilation 2010; and the County government policy of sexual and gender-based violence 2017

The Policy recognizes gender-related provisions in National Development plans such as Kenya’s Economic Recovery Strategy for Wealth Creation (2003-2007), Kenya Vision 2030 and the Medium-Term Plans 2018-2022. The policy also borrows from and aims to support the application of legislated laws passed by the Parliament to implement the Constitutional provisions for gender equality. These include the Matrimonial Property Act, 2013 which safeguards women’s property rights during and upon dissolution of the marriage; the Marriage Act, 2014 that gives effect to constitutional provisions on equality between parties to a marriage; and the Land Act and Land Registration Acts which secure women’s rights to land; the

Counter-Trafficking in Persons Act, 2010; the Prohibition of Female Genital Mutilation (FGM) Act, 2011 and the Sexual Offences Act, 2006 outlaw specific forms of violence against women and the girl child.

### ***County level Policy and Institutional Anchorage***

The county Integrated Development Plan 2018-2022 as guided by the Constitution of Kenya has legal and normative framework for Gender Equality and Women Empowerment. The CIDP directs the enhancement of the public participation, promotion of gender balance and fast-tracking diversity bills and policies to provide an enabling environment for implementation of inclusivity principles across all sectors. The CIDP promotes the measurement of county's development by using the Gender Development Index (GDI) which reflects gender-based disadvantages and shows the loss in potential human development due to gender inequality. The CIDP underscores the fact that improving equity in gender issues and reducing gender disparities will benefit all sectors and thus contribute to sustainable economic growth, poverty reduction and social injustices.

This policy is also linked to other relevant county policies, including climate change adaptation policy, livestock policy, youth policy, disaster risk management policy among others.

# CHAPTER TWO

## 2.0 SITUATIONAL ANALYSIS

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### 2.1 Introduction

This section provides a broad sectorial overview of the critical issues which impact on County's progress towards gender equality. The situational analysis focuses on key development sectors that are thematically sequenced along the Beijing Platform for Action and gender related treaties and conventions. This policy has also been aligned with current national and county development blueprints. A range of gender-related challenges, problems and key issues have been identified in each thematic area.

### 2.2 Thematic Areas and Key Issues

#### 2.2.1 Poverty and economic development

Widespread poverty remains the major challenge to development efforts in Garissa County. The County is ranked as one of the poorest regions in the country, where close to 73% of the population live below the poverty line.<sup>3</sup> 2016 integrated household budget survey reveal that 30.2 per cent of female-headed households are poorer compared to 26 per cent of their male counterparts.<sup>4</sup> This situation is reflected in Garissa County where 13.7 per cent of households are female headed. Women are worse hit as the County faces deepening economic crisis as a result of disasters such as drought, floods, conflicts, and COVID-19, mainly because they lack access to critical resources – education, capital, labour, entrepreneurial skills and more importantly, lack of control over the use of their valuable time. Hence, the percentage of women remains predominantly high among the core poor.

Some of the challenges of poverty in the county are – unemployment, malnutrition, illiteracy, low status of women, limited access to justice, environmental degradation, and limited access to social and health services, including reproductive health services. The outcome of these poverty generated conditions includes high levels of fertility, morbidity, and mortality, increases SGBV and low economic productivity. Sustained economic growth and development is essential to poverty eradication, and more importantly, women empowerment is now seen as an entry point to gender equality in society.

The productive capacity of women in Garissa can be increased through access to capital, resources, credit, land, technology, information, technical assistance, and training so as to raise their income and improve nutrition, education, health care and status within the household. The government and developing partners have continued to battle feminized poverty in the county through women-focused programmes. Many of these programmes have failed to attract noticeable economic transformation that is beneficial to women because they remained at micro level frameworks. A major goal of this policy to ensure women have access to critical resources and invest in their human capital as a means to reducing extreme poverty.

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<sup>3</sup> Economic index survey, 2009

<sup>4</sup> Kenya Integrated Household Budget Survey, 2016 - KNBS

### 2.2.2 Livelihoods and Food security

Agriculture is the main source of food availability in Garissa County, and a primary source of food and income for most households. An estimated 97 percent of the population is engaged in agricultural activities, which include livestock and crop production. Livestock keeping is the main sources of livelihood for Garissa residents, contributing to 72% of household income.<sup>5</sup> Food availability is also influenced by food import from other Counties which covers shortages with the county by stabilizing market supplies. Food assistance by the National Government and development partners is a source of food availability for many poor households.

Limited access to knowledge, technology, credit, tools and inputs negatively affects the agricultural productivity of women. Financial constraints and inadequate information limit their ability to adopt modern climate-resilient technology that improve production. This situation is aggravated by mobility and time constraints due to their responsibilities in the household resulting in less time and energy spent on productive agricultural activities. Despite the contributions of women in agricultural sector, their role in promoting economic and social change within the county continues to be inadequately recognized and undervalued. This is mainly due to the patriarchal nature of the society, and especially traditional cultures and customs which forbid women from owning land, and gender-based taboos, and the sexual division of labour which keep women subordinate to men.

The failure to acknowledge women as heads of households may also have negative impact on women's ability to access allocated food rations in public food programmes. Only 13.71% of households in the county are headed by females. This results in limited involvement of women in decisions relating to public food programmes, despite being responsible for producing, preparing, and processing food in the household.

Malnutrition remains a threat to the County's health and development. It is the greatest risk factor to the burden of disease and one of the main courses of deaths in children under the age of five years. Garissa Integrated Smart Survey conducted in July 2021 indicate that Global Malnutrition Rates 17.0% and Severe Acute Malnutrition of 3.1%. The correlation between education and agricultural productivity can also not be ignored. Education and empowerment have been shown to play an important role in reducing malnutrition. Women in the county have been shown to be less literate than men inevitably hampering their agricultural productivity and increasing malnutrition rates among both women and children as mothers are often responsible for the nursing and feeding of children.<sup>6</sup>

### 2.2.3 Security

The occurrence of Conflict in Garissa County has been associated with resource access due to scarcity. The porous international border with Somali, and the protracted Al-Shabaab menace presents a complex security problem for the residents of Garissa. Following periods of insecurity and conflict, chances of women experiencing sexual and gender-based violence, including sexual assault, trafficking, early

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<sup>5</sup> Livelihood Zone Data\_ KFSSG

<sup>6</sup> WFP Gender Office, 2020. The Power of Gender Equality for Food Security.

marriages significantly increase. Women are also at higher risk and experience higher death and injury rates compared to men in disaster and emergency situations.

Kenya is a signatory to the United Nations Security Council Resolution 1325 (UNSCR 1325) on women, peace and security which has been made operational through the Kenya National Action Plan (KNAP). In this respect, the government has committed itself to mainstreaming gender in peace-keeping activities and promoting the participation of women in institutions and decision-making bodies that are involved in peacekeeping and crisis prevention missions. This County Gender Policy recognizes the centrality of women's contribution to conflict prevention and resolution, peace keeping and peace building as well as their inclusion. It also recognizes the value of women's contribution to peace and conflict management processes towards achieving sustainable peace.

#### **2.2.4 Disasters and Emergency Situations**

Garissa County is prone to a myriad disaster risks and hazards such as droughts, floods, conflicts, human and Livestock disease epidemic among others. The most common hazards experienced in the county are associated with geographical and climate conditions, which includes Drought and Floods. Floods occur seasonally while droughts are periodic and cyclic in nature. Other hazards such as urban fires, and mass causality accidents are rare events but potentially highly destructive when they occur. The occurrence of these disasters leads to disruption of the communities' livelihoods, destruction of infrastructures, diversion of planned use of resources at the county to respond to these disasters as well as loss of human and animal lives.

Women, men, girls and boys of different ages and socio-economic status have distinct needs, capacities, and vulnerabilities which affects their ability to respond and cope during emergencies. During drought, distance to and waiting times at water sources increase thus escalating the strain placed on women and girls in the county. Crucially, women's limited access to information and knowledge inevitably increases their disaster vulnerability and risk, and that of their families. This is compounded by the disproportionate burden of household responsibilities, less access to the means and resources needed to escape from or survive a disaster or emergency, limited decision-making power over household and financial resources such as mobile phones and high illiteracy levels among women which make it harder for women to perceive risk and respond to early warning messages and systems in emergency and disaster situations.

Disaster risk management (DRM) is a shared responsibility by the National Government and County Government under the Fourth Schedule of the Constitution. Within this distinctive but mutually interdependent roles, counties are legally mandated to become first responders to disasters at local level while the national government provide complementary support when local capacities are exceeded. County Government's response to disasters has been reactive, short-lived, gender blind and insufficient due to deficiencies in Policies, legal and institutional arrangements to support strategies for addressing disaster risks in a comprehensive manner; inadequate internal financing for Disaster Risk Reduction (DRR); and lack of objective and evidence-based information to support decisions. This policy promotes the development of holistic, integrated and gender responsive county disaster risk reduction (DRR) strategies which enhance preparedness for effective response and build back better.

### 2.2.5 Access to Healthcare

Article 43 of the Constitution of Kenya guarantees the right to health, including the right to reproductive health care. The reproductive female age group in Garissa County is 186,337 which represent a significant proportion (24%) of the population. The fertility rate on the other hand is high at 6.1 compared with the national fertility rate of 3.9. The maternal health care in the county has improved in the recent past having attained ante-natal and post-natal coverage of 48 per cent. The number of mothers delivering at health facilities stand at 52 per cent and those delivering at home is 48 per cent. The government's efforts in removing fees in most health facilities have so far not resulted to marked improvement in skilled delivery service utilization in Garissa. Women face challenge accessing health facilities as the average distance to the nearest health facility is 25Km. The Maternal mortality in Garissa is still high with 646 deaths per 100,000 live births. The number of trained health personnel is very low with the doctor population ratio being currently 1:41,538 while the nurse population ratio is 1:2,453. This is far below the WHO recommended Doctor and Nurse Population ratio is 1:10,000 and 1:1,000 respectively.<sup>7</sup>

Gender inequalities continue to pose barriers for women and girls in Garissa County to access health information and critical services, including restrictions on mobility, lack of decision-making autonomy, limited access to finances, lower literacy rates and discriminatory attitudes of healthcare providers. Preference of female over male health personnel is a key barrier in using maternity services which are often provided by male nurses and doctors. Importantly, since women are more among the core poverty group, they are more likely not to be able to seek health in fee paying health institutions.

In general, women's health in Garissa County is jeopardized due to ignorance, high cost of health care, inadequate facilities and personnel, exposure to harmful traditional practices, and lack of political will to implement pro-poor health policies, among others. This policy seeks to advocate for improved access to health service and enhance better reproductive health care for all, and in particular the core poverty group who are mainly women.

### 2.2.6 Access to Water

Garissa County is water scarce with only 23.8 per cent of the population having access to safe water. Traditional gender roles have meant that women often bear a disproportionate burden over responsibilities in the household. With primary responsibility for management of household water supply, sanitation and health, women and girls are often tasked to fetch water over long distances. The average distance to the nearest water source in the county is recorded at 10-15Km with areas such as Modogashe ward and Balambala sub-county recording return distances as high as 15-18Km. Waiting times at the source have also increased from the normal 30 minutes in agro-pastoral livelihood zones to as high as 1-4 hours in pastoral areas of Balambala, Fafi and Modogashe. This not only increases the time spent by female household members fetching water but also limits the time they can devote to productive economic activities and the pursuit for education in school.

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<sup>7</sup> Garissa County Integrated Development Plan 2018-2022

Ensuring convenient access to safe water has been shown to have a positive net impact on girls' school attendance by reducing the time spent by women and girls traditionally involved in fetching water. Because of their central role in the provision, management and safeguarding of water, women in the county have over the years accumulated a considerable amount of knowledge about the location, quality, and storage of water resources. Consequently, there is an urgent need for women's participation and involvement in water-related development efforts.

### **2.2.7 Land, Environment and Natural Resources**

The extent to which the government meets the needs of its growing population depends on the extent to which it is able to manage and utilize resources within its physical and human environment. In Garissa County, the demographic factors, combined with such factors as poverty, and lack of access to resources, excessive consumption and /or wasteful production have resulted in environmental degradation, resource depletion, and thereby slowed down the County development. Women as primary extractors, managers, and users of environmental resources often bear the brunt of environmental degradation, resource depletion, and environmental neglect. Thus, appropriate policy is needed institute development frameworks that are gender sensitive in the harnessing of the county's environmental resources.

The land in the county is community owned and It is held in trust for the community by Garissa County Government. The county's population is predominantly pastoralists, this implies that the main land use is nomadic pastoralism. There are farming activities along River-Tana with an average farm size of 1.5 hectares. The farms are owned by individual and groups of whom have transited from pastoralism due to persistent drought. The land is not subdivided to individuals but used communally except in towns where individuals own plots, but only one per cent (1%) have title deeds. This has therefore seen increased cases of land related conflicts in the recent past consequently leading to loss of human lives<sup>8</sup>.

While women's rights to land and property are protected under the Kenyan Constitution of 2010 and in various national statutes, in practice, women remain disadvantaged and discriminated. Only 1 percent of land titles in Kenya are held by women alone while only 5% of land title deeds is held by women jointly with men. The main source of restriction is customary laws and practices, which continue to prohibit women from owning or inheriting land and other forms of property.<sup>9</sup> Customary practices in Garissa generally grant women secondary rights to land, namely through their relationships to a male relative; women are rarely able to inherit land in their own right. Land ownership is extremely critical for women who became the de facto heads of households due to divorce, death, abandonment or out of choice. In both urban and rural settings, independent real property rights under these circumstances can mean the difference between having to depend on the husband's family for support and forming a viable, self-reliant, women-headed household.<sup>10</sup>

National Land Policy call for the government to enact appropriate legislation to ensure effective protection of women's rights to land and related resources; repeal existing laws and outlaw regulations,

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<sup>8</sup> Garissa County Integrated Development Plan 2018-2022

<sup>9</sup> Women Land and Property Rights in Kenya 2021 - FIDA

<sup>10</sup> Gender Analysis Study Report for Garissa Livelihood Improvement Project - Anglican Development service Eastern 2019

customs and practices that discriminate against women in relation to land; enforce existing laws and establish a clear legislative framework to protect the rights of women in issues of inheritance to land and land-based resources; make provision for joint spousal registration and documentation of land rights; and secure inheritance rights of unmarried daughters;<sup>11</sup>

### **2.2.8 Sexual and Gender-based violence (SGBV)**

Sexual and Gender-based violence (SGBV) is one of the most severe forms of gender inequality and discrimination in Kenya with far-reaching consequences and long-lasting effects on survivors, perpetrators, families, and communities. According to the Economic Survey, 2021, reported offences against morality (including: rape, defilement, incest, sodomy, bestiality, indecent assault, abduction, and bigamy) increased by 13.7% between 2020 and 2021. Cases reported on child trafficking and victims of violence such as child pregnancy, defilement, Female Genital Mutilation (FGM), and physical abuse also went up during the same period.<sup>12</sup> In Kenya 45% of women and 44% of men age 15-49 have experienced physical violence since the age of 15<sup>13</sup>. The national prevalence of FGM stands at 21% compared to 27% in 2008/9, and 32% in 2003. Despite the steady decline nationally, FGM prevalence remains very high amongst some communities such as the Somali at 94%, Samburu 86%, Kisii 84%, and Maasai at 78%.

Garissa county has experienced unprecedented upsurge in sexual and gender-based violence for decades. Most reported SGBV cases reported are rape, defilement, wife battering, Early Childhood Marriages, FGM, trafficking and sexual exploitation, and child labour. The present protection environment in Garissa County is fraught with challenges including inadequate awareness on SGBV, weak SGBV Linkages and referral pathways, difficulties in accessing justice, low engagement with law enforcement, lack of safe structures and services for GBV survivors, weak commitment from stakeholders, absence of psycho-social and economic support for vulnerable groups for safe and secure families and communities. This is further exacerbated by the absence of a county policy, guided by implementation framework that has an annual monetary budgeted to support programs that protect women and girls in Garissa County.

Kenya has a progressive Constitution and has made major strides in developing legislative and policy frameworks on response, prevention, and management of SGBV. They include the Penal Code; the Sexual Offences Act (2007), the Children's Act (2001); the Counter Trafficking in Persons Act (2011); and the Prohibition of Female Genital Mutilation (FGM) Act 2011. The impact of these laws is however hampered by inadequate enforcement and gaps in various respects. Specifically, implementation of the Sexual Offences Act, 2006 has been very slow because of the evidence requirements and court processes and procedures which take time leading to many survivors getting tired and dropping the cases. The Maslaha (an all-time traditional mechanism of conflict resolutions amongst Somali communities) has been abused by elders who arbitrate serious crimes including sexual and gender-based violence cases and many times favors the culprits. There is need to streamline the functioning of the Maslaha system to comply with the applicable laws governing sexual offences and to prevent its abuse as an alternative justice system.

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<sup>11</sup> Kenya National Land Policy (Sessional Paper No. 3 of 2009).

<sup>12</sup> Economic Survey, 2021 - KBNS

<sup>13</sup> Kenya Demographic and Health Survey 2014 - KNBS

Equal relationships between men and women in matters of sexual relations and reproduction, including full respect for the physical integrity of the human body, requires mutual respect and willingness to accept responsibility for the consequences of sexual behaviour, sensitivity and equity in gender relations enhance and promote respectful and harmonious partnerships between men and women. This policy aims at eradicating all forms of gender-based violence and discrimination and ensure that women and men enjoy the same rights irrespective of their gender, age, ethnicity, religion, and class.

### **2.2.9 Governance and Leadership**

Kenya is undergoing tremendous transformation in governance and the Kenya Constitution 2010 has placed heavy responsibilities in the county leadership. Devolution as a concept and a principle in governance has been embraced by Kenyans with such passion because they expect and believe that it will help fill the service delivery gaps in key areas such as in education, health, water and sanitation, access to electricity and road network improvement and above all in ensuring participatory approaches to management and general inclusivity<sup>14</sup>

The participation of women and men in formal and informal decision-making structures varies greatly between counties in Kenya but is generally in favor of men. In Garissa County, there existed a clear bias against women in positions of leadership. Women's representation and leadership tend to be confined to areas that are traditionally 'feminine' such as social welfare. Women's representation in informal decision-making processes is often more common than their representation in formal positions and structures. Institutional as well as cultural, economic, and societal factors limit women's opportunities and abilities to participate in decision-making. The cultural factors encompass the social norms that make it more difficult for women to leave their traditionally domestic roles for more public roles outside of the home. Women who sought to enter public life faced intimidation or even domestic violence by male members of their family or kin group due to traditional notions of female domestic duties which conflict with any participation in public life. Having more women participating in governance and in positions of power and decision-making would ensure that women are actively involved and make their contribution.

In Garissa, the society typically ascribes to more conservative notions of a woman's role in family and community life, rarely envisioning a position of political leadership in a male-dominated system. This has been changing, but there's a long road ahead. Women's participation in politics in Garissa County has been very marginal and insignificant because of societal negative perceptions of the role of women in the public sphere, and especially their participation in politics, which is often seen as male domain. This is evident in the composition of the current Garissa County Assembly in which all the 30 elected members are men. All the 17 women members and 3 representatives of persons living with disability are nominated (special elect). The County Assembly has 12 sectoral committees out of which only two are chaired by women. All the six County Assembly select committees are chaired by men.

Generally, women in Garissa who wish to pursue a political career struggle with several factors. One is the Somali clan system which permeates political life and is a male-dominated institution. Clan elders are almost exclusively male, and clans themselves struggle to accept changes to this. The relationship of

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<sup>14</sup> A Guide for County Government Leadership on Integration of Gender Equality and Inclusion in County Development - NGECC

women to their clan is also a delicate subject, especially for those who marry into another clan. There are questions as to whether she represents her husband's clan, or that of her maiden family. Being unable to secure the full support of their clan puts these women at a financial disadvantage when it comes to political participation. Other major constraints to women participation in politics include general apathy to politics among women; other religious and cultural biases against women participation in politics; lack of resources to compete with men in politics; low membership of women in political parties among others. Although, women are gradually improving their membership in political parties, they only serve as supporters for male to acquire political positions. Women are often discouraged from participation in the electoral process because of political mal-practices, and unfavorable political environment characterized by political violence.

### **2.2.10 Education and Training**

Women's education is a priority because it is the key to gender equity, justice and poverty reduction, improved skills and technological knowledge acquisition, improved nutrition, reproductive health and general socio-economic development. Despite government policy interventions and programmes, empirical evidence shows gender disparity in enrolment, attrition, and retention at all levels – primary, secondary, and tertiary. Less than half of young women age 15-24 are literate in Garissa (43%).

The pre-primary school net enrolment rate in Garissa is 9.6 per cent and the completion rate is 89 per cent while the retention rate is 88 per cent. The primary school net enrolment rate is 23.5 per cent while the completion rate is 62.7 per cent and the transition rate stands at 58.3 per cent. The secondary school net enrolment rate is 5.5 per cent and the completion rate is 84 per cent while retention rate is 65 per cent. The enrolment rate is low in the county especially for girls due to the nomadic lifestyle of the people and early marriages among the girl children. reflects strong cultural influence on the gendered preferences which discriminate the girl child.

Dropout rate for primary schools is 43% for females and 31% for males while in secondary schools it is 15% and 22% for males and females respectively.<sup>15</sup> According to the Kenya Demographic and Health Survey (KDHS) 2014, about 72 per cent of girls in Garissa County are out of school over myriad of challenges, including Insecurity, distance to school, parental illiteracy, parental neglect, food insecurity, gender role stereotypes, child marriage, FGM and defilement and lack of sanitary facilities.<sup>16</sup> The pastoralist communities have the lowest girl child school enrollment and completion rate owing to the above facts as well as many girls moving with their families during the drought season since there is no safe and conducive place to trust with girls to stay.

Several national policies recognize education as an instrument of development, and women education as a road to gender equality and social justice. Some of these policies include the National Policy on Gender and Development, Education and Training Sector Gender Policy 2015, National Pre-Primary Education Policy, TVET GC Policy, Policy Framework on Nomadic Education in Kenya, the Basic Education Policy among others. Despite major strides and attempts at improving the education of the girl-child, there are

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<sup>15</sup> [Tackling Barriers to Girls Education in Kenya – Action Aid Kenya](#)

<sup>16</sup> [Kenya Demographic and Health Survey \(KDHS\)](#)

still major constraints to female education, including - poor implementation of government policies; weak monitoring mechanisms to measure the implementation of programmes; poor budgetary allocations to educational sector; poverty; and cultural practices. A major policy goal is to ensure equal access of women, men, girls, and boys to both formal and informal education, and to improve demand and supply factors that hamper retention, completion, and high school performances, especially for the girl child at all levels - primary, secondary, tertiary; and in the informal setting.

### **2.2.11 Employment and Labour Issues**

The 2019 Labour Force Report indicates that the employment-to-population ratio of the female population in Kenya is lower at 72 percent compared to 77 percent in the male population. In 2017, the county labour force was estimated at 430,254 persons (49.3% of the county population), consisting of 228,085 Male (53%) and 202,168 females (47%). This represents 49.3 per cent of the total population in the county. The CIDP indicates that in the formal sector, male employment accounts for 62.2 percent as compared to 37.8 percent for females, who are mostly in the lower cadre of employment<sup>17</sup>. Women lack access to employment opportunities because of low investment in their human capital, especially their low level of education, lack of skills appropriate for formal labour employment, and balancing their reproductive roles with productive roles. The unemployment rate in the county stands at 28.4 per cent with women contributing a large proportion of the unemployed. 28% per cent of the county population are self-employed, mainly engaging in farming, milk vending, jua kali, Miraa selling, hawking and livestock selling among others. Informal sector is mostly the only option for many women to earn their livelihood despite the hardships they face on day-to-day basis.

Access to equal opportunity for all is the cornerstone notion for human rights especially economic and social rights. Article 232 of the Constitution spells out the key principles and values of public services which includes 'affording adequate and equal opportunity for appointment, training, and advancement, at all levels of public service, of women and men, youth the members of all ethnic groups, and persons with disabilities. It is important that all people should feel they can receive equal consideration for jobs that they are qualified for. For inclusion in the public domain to happen, special considerations are therefore, mandatory. Women with disability face double exclusion and must be seen as a special category. The County Gender Policy therefore intends to reduce gender disparities in employment opportunities and eliminate all discriminatory and abusive practices (on the grounds of sex, ethnicity, religion, age, disability, or marital status) against the employment of women in the public and private sectors of the economy.

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<sup>17</sup> Garissa County Integrated Development Plan 2018-2022

## CHAPTER THREE

### 3.0 PURPOSE, OBJECTIVES, GUIDING PRINCIPLES

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#### 3.1 Policy Goal

The goal of this policy is to achieve a just and gender equitable society and economy where women, men, boys, and girls have equal access to opportunities in the political, economic, cultural, and social spheres of life practices.

#### 3.2 Broad Objectives

- To ensure the domestication and implementation of provisions of ratified international, regional national, obligations and commitments that promote gender equality, Women’s Empowerment, and freedom from discrimination.
- To accelerate efforts and commitments of county government in empowering women to have safe and secure livelihood, access to economic opportunities, decent work to improve earnings while addressing disparities in education, socio-economic and cultural issues, health and agriculture, trade, and related matters.
- Provide a framework to integrate and mainstream gender into County Government development planning, programming, policy, and budgeting.
- To eradicate all forms of Sexual and Gender- Based Violence (SGBV) and other harmful practices through robust preventive, protective, supportive, and transformative policy, and legal frameworks
- Establish and strengthen institutional framework and performance indicators for effective tracking, monitoring, evaluation and reporting implementation of gender equality and women empowerment.
- To increase the participation of women in decision making at all levels of development in the public and private sectors.
- To eliminate cultural gender-based biases and harmful traditional practices which reproduce gender inequalities and inhibit the advancement of women, men, and children.

#### 3.3 Approaches of achieving policy objectives

The following approaches will be used in realizing the objectives of this Policy:

- Gender mainstreaming and integration in all planned interventions.
- Affirmative Action to ensure that special measures are used to address past gender inequalities and injustices.
- Involvement of men and boys in addressing gender issues.
- Institutional and human capacity building.
- Gender responsive development planning budgeting,
- Establishment of digital gender database that will enable the county to generate data and indicators that are disaggregated by sex, age, and disability.

### 3.4 Guiding principles

The guiding principles that underpin this Policy are:

1. **Supremacy of the Constitution:**
2. **Human Rights:** Women's rights are human rights.
3. **Sustainable Development:** Gender equality is not only women's issue, but also a sustainable development issue.
4. **Mutual Co-existence:** Women and men will co-exist and build positive gender relations.
5. **Economic Sense:** Gender equality makes smart economic sense.
6. **Affirmative Action** will be instituted as a necessary measure to fast-track equality. This is an important and necessary strategy in redressing historical imbalances and for enhancing women's empowerment
7. **Political Will:** There is enough "political will" from government and all players at all levels, in the economy to mainstream gender.
8. **Resource Allocation:** Implementation of the Gender Policy is a County responsibility, and all sectors will be responsible for providing budgetary and human resources needed for its implementation.
9. **Accountability:** The County Government is committed to promoting accountability through women's leadership, women's voices, women's visibility and effective participation in decision-making, politics towards good governance peace and security.
10. **Promote Partnerships and Collaboration:** Gender equality can be achieved only through broad-based collaboration with stakeholders at different levels including civil society, traditional authorities, and faith-based groups.

# CHAPTER FOUR

## 4.0 POLICY OPTIONS AND STRATEGIES

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### 4.1 Introduction

This chapter outlines the policy priority areas the County Department in charge of Gender Affairs will oversee and implement. The policy commitments are overarching statements anchored on the broad objectives stated in Chapter three (3), which were developed out of the situational analysis, the policy context in Garissa and achievements made so far in the sector. Based on the principles outlined in Chapter three section 3.4, collective actions taken on the policy in each commitment are expected to lead to the goal of “achieving a just and gender equitable society and economy where women, men, boys, and girls have equal access to opportunities in the political, economic, cultural, and social spheres of life practices”.

The chapter therefore discusses in detail, specific policy objectives, commitments and their respective the policy actions. To achieve the objectives, an Implementation Plan will be developed separately specifying the results logic of each objective area, identifying ‘the issues’, ‘what’ will be implemented, ‘when’, ‘where’, and ‘how it will be measured’. The plan will also point out institutions or stakeholders that will be responsible for direct implementation of the policy actions. Indicative budgets will be assigned to the planned actions in the policy Implementation Plan. In view of the cross-cutting nature of gender concerns, responsibility for implementation of the policy actions lies with all stakeholders, including the government, civil society, and the private sector. A multi-sectoral approach to the implementation of the policy will be strengthened to ensure effective delivery of gender and women’s empowerment programmes.

### 4.2 Livelihoods and Food Security

**Policy Objective:** *Improve food security and Nutritional status particularly for the most vulnerable groups through increased food production and promotion of Market oriented livelihood diversification, linkages and capacity strengthening in the county.*

**Policy Actions:**

- Invest in gender studies to inform development of plans, strategies, and policies to accelerate growth in agriculture and related business.
- Promote alternative sustainable livelihoods targeting women and the marginalized
- Promote commercialization and agro-processing of farm produce that women and youth are predominantly involved in and have proven to enhance their economic empowerment.
- Enhance linkages to micro credit facilities and agricultural, livestock and fisheries extension services
- Establish framework for development, engendering and sharing market information and networking amongst women entrepreneurs and capacity building of women and youth.
- Ensure both gender is visibly engaged as agents of change at all the levels of preparedness including early warning systems on food production.

- Promote adoption of women and PLWDs friendly technologies that are time efficient and shall lead to increased production.
- Adapt strong collaboration with the existing affirmative action funds for increased access to business finance for SIGs by adapting regulations and terms services that are friendly.
- Accelerate and adopt of climate smart technologies in food production.

### 4.3 Security

**Policy Objective:** *Integrate and mainstream gender perspectives in peace and security processes for a stable and secure environment for all.*

**Policy Action**

- Ensure equitable representation of men and women in conflict prevention and peace building programs both for conflicts emanating from within and without the County.
- Promote implementation of the Kenya National Action Plan on UNSCR 1325 on Women, Peace, Security and related resolutions Encourage the police services to include females in the national police reservists
- Promote gender mainstreaming in management of conflict situations including prevention and mitigation measures
- Include gender budgeting in security
- Include indicators for monitoring gender and security

### 4.4 Access to Health Care

**Policy Objective:** *Facilitate access to cost effective quality, wholistic and gender responsive health care services for all.*

**Policy Actions:**

- Strengthen the universal healthcare insurance scheme and enhance its coverage to provide comprehensive and integrated preventive, curative and rehabilitative health services for all.
- Enforce the implementation of school health programmes in all schools.
- Enforce targeted implementation of existing health and nutrition programmes to benefit vulnerable women and girls.
- Strengthen efforts to reduce maternal mortality and new HIV and AIDs infections among women and girls
- Promote strategies that make comprehensive and full range of reproductive health care services accessible, affordable, acceptable, and convenient to women, men, girls, and boys.
- Promote participatory approach which shall involve community, and especially women groups in the planning, implementation, monitoring, and evaluation of existing health care management systems and programmes.
- Support government, non-state, and private players in health sector to undertake gender-responsive planning, implementation and evaluation of policies, program, and projects
- Establish and operationalize rehabilitation centers

#### 4.5 Access to Water

**Policy Objective:** *Ensure clean water is accessible for women, girls and SIGs.*

**Policy Actions:**

- Promote gender sensitive methods of fetching water from dams that reduce the amount of time and effort women and girls spend fetching water
- Ensure water for human consumption is accessible for women and girls to reduce conflict with herdsmen and reduce risks of sexual harassment from herdsmen
- Promote construction of multi-purpose high-yielding boreholes and mega water harvesting structures to provide adequate water for livestock and domestic use
- Promote the use of solar powered pumps to provide tapped water to rural homesteads
- Ensure women are active members of the village water committees to stimulate the use of indigenous knowledge and expertise in solving local water problems

#### 4.6 Land, Environment and Natural Resources

**Policy Objective:** *Implement measures to overcome barriers inhibiting women's access to and control of productive resources and their meaningful participation in the sustainable management of the environment.*

**Policy Actions:**

- a) Implement existing legal frameworks that ensure equitable access to land and other natural resources particularly for women, youth and PLWDs.
- b) Advocate for representation of women in land transaction and management structures and other bodies responsible for overseeing land rights
- c) Coordinate capacity building of County Institutions responsible for land management to raise awareness on the existing laws and policies
- d) Support effort to sensitize local leadership, officials and others entrusted with decision making over allocation of land.
- e) Build the capacity of women to contribute and participate to sustainable environmental management.
- f) Promote mentorship programs on good stewardship of natural resources and management
- g) Ensure women participate in and benefit equitably from investments in various natural resources development initiatives
- h) Ensure adequate information is shared about climate change and adaptation for resilience building among men and women
- i) Coordinate with the relevant stakeholders in conducting natural resource mapping and develop strategies to exploit them for the benefit of both men and women.
- j) Ensure that all land transactions and plans are conducted in a gender sensitive manner to meet the needs of women and SIGs.
- k) Promote the use of alternative green energy including wind, solar and mini hydropower generation

#### 4.7 Elimination of sexual gender-based violence

**Policy Objective:** *Strengthen preventive, protective, supportive, and transformative environment to progressively eliminate all forms of sexual and gender-based violence SGBV in public and private spheres.*

##### **Policy actions**

- Promote advocacy and education programmes with a view to changing attitudes and culture that contributes to the acceptance and tolerance of SGBV
- Providing adequate budgetary allocations to institutions mandated to promote gender equality, equity and empowerment of women and girls.
- Provide support to women, men, girls, and boys who have been affected, including, building a strong and effective referral mechanism, and establishing safe homes and shelters for SGBV survivors at the sub-county levels.
- Develop and strengthen partnerships and coordination between the stakeholders in the County to undertake effective and timely actions and responses of SGBV.
- Strengthen capacities of relevant institutions to respond efficiently, undertake effective and timely investigations, evidence generation and prosecution of SGBV related offences.
- Strengthening of community structures to be able to respond to SGBV cases and discourage social and cultural norms that propagate SGBV.
- Streamline the functioning of the Maslaha system to comply with the applicable laws governing sexual offences and to prevent its abuse as an alternative justice system.
- Identifying and mapping of circumcisers through whistleblowers in order to sensitize and engage them to be the society change agents
- Provision of toll free 24/7 Telephone hotlines for reporting SGBV incidences, including FGM and establish an effective feedback and referral mechanisms.
- Undertake research to identify underlying and systemic causes of SGBV and provide appropriate response measures for mitigation.

#### 4.8 Leadership and decision making

**Policy Objective:** *Promote women's participation in leadership and decision making at all levels.*

##### **Policy actions**

- Support enactment and enforcement of relevant laws to conform to the Constitution on the 2/3 gender principal and the national guidelines and standards, including in the School Boards of Management, Water and Health committees.
- Ensure compliance with 2/3 gender rule in accordance with the constitution.
- Develop effective tools for integrating gender into governance, decision making and leadership through governance indicators, gender audits, institutional and governance review.
- Promote new attitudes, values and behavior and a culture of respect for involving women in leadership.
- Build the capacity of women, youth and PLWDs to actively compete in decision making positions.
- Create and support forums and platforms to lobby and support women, youth participation in Governance; Power and Decision Making

- Promote gender equity in political participation and representation and draw up mechanisms for the empowerment of women in politics.
- Establish County mechanisms that afford adequate and equal opportunities for appointment, training and advancement, at all levels of the public service, of men and women; the members of all ethnic groups; and persons with disabilities.

#### **4.9 Access to Education**

**Policy Objective:** *Ensure equal access to education for all and establish sustainable measures to eliminate gender disparities in retention, transition, performance, and quality of education for women, men, girls, and boys.*

**Policy Actions:**

- Adopt and strengthen measures to increase access to and retention of girls and boys in education at all levels;
- Intensify civic education programmes on FGM and other harmful cultural practices that inhibit access to education for girls;
- Promote mentorship programmes in schools and sensitize households to encourage girls to take up STEM (science technology & mathematics) related careers;
- Provide personal and menstrual hygiene information, gender sensitive sanitation facilities and allocate sufficient resources for the provision of dignity kits to girls and boys in schools;
- Promote accountability on utilization of bursary funds available for vulnerable girls and boys and institutionalize direct support for orphans and children with severe disabilities in school;
- Enforce re-entry for pregnant schoolgirls to enable them to complete their education.
- Provide a safe and supervised facility for youth to engage in skills development and leisure activities
- Contribute data and analysis to support reforms aimed at improving education quality and outcomes for males and females.

#### **4.10 Employment**

**Policy Objective:** *Promote equal access to decent and productive employment and income opportunities for women and men in Garissa County.*

**Policy Actions:**

- Ensure that all county job adverts are accessible for young women, even in the rural areas
- Ensure that all departments target men, women, and SIGs equally in their recruitment
- Ensure that all departments adhere to a zero tolerance to sexual harassment in the workplace policy
- Support and guide implementation of policies, legislations and strategies that promote access to employment, promotion and training men and women
- Generate data and develop knowledge products to foster a better understanding of the constraint's women face at the workplace, and how to overcome them.

# CHAPTER FIVE

## 5.0 INSTITUTIONAL AND IMPLEMENTATION FRAMEWORK

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### 5.1 Introduction

The County Department of Gender, social services and sports is the main custodian of the policy and is responsible for and mandated to coordinate the implementation of this policy. Achieving the objective of this policy will require actions from other national ministries, departments and state agencies, county government departments and institutions, as well as non-state actors and the private sector. Additionally, successful implementation of this policy will require political goodwill from the Office of the Governor, the County Assembly, and the County Executive. To bring long-term and sustained change, there is need to ensure that the framework is implemented to the letter through provision of sufficient resources and legislation. These include maintaining an updated database on gender issues, including gender mainstreaming training and sensitization programmes; strengthening linkages and referrals; access to justice, engagement with law enforcement agencies, developing safe structures for GBV survivor, commitment with stakeholders, sustained psycho-social and economic support for vulnerable groups for safe and secure families and communities.

### 5.2 Implementation Framework

The county government will strengthen the gender directorate with a clear coordination role and deploy the requisite resources to enable it, in collaboration with other national, county, and non-state actors to advance gender equality in all sectors and at all levels in the County.

Promote gender equality and spearhead implementation of the County Gender Policy.

Specifically, the directorate shall:

- Coordinate all actors and players in implementing the Policy
- Mobilize financial and human resources to support implementation of the Policy
- Identify capacity building needs for different county departments and stakeholders
- Support other line departments in carrying out gender analysis for monitoring and evaluation
- Develop and populate a database of all special groups
- Create awareness on the gender policy and legislation for different stakeholders (county government officers and community)
- Promote gender equality and full participation of women, girls and boys in the social, economic, cultural and political spheres at all levels
- Develop reporting mechanisms that will encourage reporting of all cases of FGM, SGBV and other forms of gender-related violence up to the community level

### 5.3 Actors and their roles and responsibilities

| Name of Key Stakeholder | Roles and responsibilities  |
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| County Assembly         | <ul style="list-style-type: none"> <li>▪ Debate, approve and adopt the Gender policy</li> <li>▪ Allocate resources for implementation of the policy</li> <li>▪ Play oversight role in the implementation of this policy</li> <li>▪ Ensure county development plans and budgets passed by the County Assembly are gender responsive</li> </ul>   |
| Department of Gender    | <ul style="list-style-type: none"> <li>▪ Coordinate the implementation and review of the county gender policy.</li> <li>▪ Develop and implement County Gender Action Plans.</li> <li>▪ Promote gender mainstreaming in county development processes and engender the county budget.</li> <li>▪ Enhance collaboration and partnership with the stakeholders for sustainable development.</li> <li>▪ Coordinate the Gender Sector Working Groups to track and take stock of the efforts being made towards achieving Gender Equality and Women Empowerment (GEWE).</li> <li>▪ Develop mechanisms for monitoring GEWE interventions, including strengthening the collection and analysis of sex disaggregated data to guide interventions.</li> <li>▪ Enhance the capacity of communities to identify, plan, and implement gender-responsive and sustainable socio-economic activities.</li> <li>▪ Manage knowledge on gender equality arising from experiences of the diverse actors.</li> </ul>  |
| Department of Education | <ul style="list-style-type: none"> <li>▪ Providing Technical and Vocational Skills to youth geared towards self-employment and job creation.</li> <li>▪ Compliment Gender policy practice in Education Institutions</li> <li>▪ Protection of child rights in schools</li> <li>▪ Ensure equal participation of qualified women and men in leadership and decision-making positions in the education sector at national and county levels.</li> <li>▪ Adopt and strengthen measures to increase access to and retention of girls and boys in public education at all levels.</li> <li>▪ Intensify civic education programmes on FGM and other harmful cultural practices that inhibit access to education for girls.</li> <li>▪ Promote mentorship programmes in schools and sensitize households to encourage girls to take up STEM related careers.</li> <li>▪ Provide personal and menstrual hygiene information, standard facilities and allocate a budget for the provision of sanitary towels to girls and clean toilets for girls and boys in schools.</li> <li>▪ Promote accountability on utilization of bursary funds available for vulnerable girls and boys and institutionalize direct support for orphans and children with severe disabilities in school;</li> </ul> |
| National Government     | <ul style="list-style-type: none"> <li>▪ Implement sector specific policies to integrate gender in their budget processes, plans and programmes.</li> <li>▪ Coordinate implementation of the policy components in their respective MCDAs.</li> <li>▪ Enforce compliance with the national gender equality guidelines and standards;</li> <li>▪ Mainstream gender in training curricula at all levels and institute gender sector specific capacity building programmes;</li> </ul>  |

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| County Public Service Board             | <ul style="list-style-type: none"> <li>▪ Integrate the constitutional principles on gender equality for the national government frameworks for human resource/ recruitment in line with this policy.</li> <li>▪ Integrate the not more than 2/3 gender principle in guidelines for public recruitment and share with all institutions with delegated power to recruit.</li> </ul>  |
| National Gender and Equality Commission | <ul style="list-style-type: none"> <li>▪ Monitor all aspects relating to right to gender equality in Government Ministries, Departments and Agencies as well as the Private sector</li> <li>▪ Investigate complaints relating to the Gender policy and take appropriate action</li> <li>▪ Implement the policy in line with their mandate</li> </ul>   |
| Judiciary and court users association   | <ul style="list-style-type: none"> <li>▪ Adjudicate disputes arising from the interpretation of this policy.</li> <li>▪ Develop legal systems in line with this policy.</li> <li>▪ Enhance access to justice for men, women, boys and girls.</li> <li>▪ Work in collaboration with other justice actors to ensure that the gender policy is enforced and expedite SGBV cases.</li> <li>▪ Develop strategies to simplify court procedures and eliminate long waiting times.</li> </ul>  |
| NPS and ODP                             | <ul style="list-style-type: none"> <li>▪ statement-taking and documentation criminal investigation collection of forensic evidence and maintaining the chain of evidence ensuring the safety of the survivor prosecution/adjudication of the perpetrator Witness preparation and court support referrals to/from health and social support sectors</li> <li>▪ Formulate prosecution policies in line with this policy</li> <li>▪ Prosecute criminal cases that contravene the provisions of this policy</li> <li>▪ Oversee witness protection in SGBVs cases</li> <li>▪ Ensure SGBV victims are safe and secure</li> </ul> |
| Departments of Health                   | <ul style="list-style-type: none"> <li>▪ Support SGBV survivors in pregnancy testing HIV diagnostic testing and counseling and pep prophylaxis for sexually transmitted infections vaccination for hepatitis b and tetanus evaluation and treatment of injuries, forensic examination and documentation trauma counseling referrals to/from police and social support sectors and preparing condition report</li> </ul>  |
| Government Departments and Agencies     | <ul style="list-style-type: none"> <li>▪ Mainstream gender equality in their respective institutions.</li> <li>▪ Collect gender disaggregated data, collation, management, and analysis.</li> </ul>  |
| Academic Institutions                   | <ul style="list-style-type: none"> <li>▪ Provide technical support and implement the relevant aspects of this policy</li> <li>▪ Conduct research on different aspects of this policy</li> <li>▪ Develop curriculum</li> </ul>  |
| Private sector                          | <ul style="list-style-type: none"> <li>▪ Formulate and implement relevant hiring and workplace policies in line with this policy</li> </ul>  |
| Development Partners                    | <ul style="list-style-type: none"> <li>▪ Recognize and use the Policy in development cooperation partnerships</li> <li>▪ Collaborate with the Department of Gender in the coordination of matters of gender equality.</li> <li>▪ Mobilize financial and technical support for the implementation of the strategies by the imp</li> </ul>   |
| CSOs, FBOs, CBOs and Community groups   | <ul style="list-style-type: none"> <li>▪ Assessment of the need for psychosocial services referral to short-term or long-term psychosocial support services provision of safe housing, relocation services,</li> <li>▪ Continuously advocate for gender mainstreaming in all spheres at all levels.</li> <li>▪ Advocate for budgetary provisions in the national and county budgets to cater for the needs of the poor, vulnerable groups and the marginalized in society particularly women and children.</li> <li>▪ Collaborate with Government to sensitize the public on this policy.</li> </ul>                       |

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|  | <ul style="list-style-type: none"> <li>▪ Support the Ministry in charge of Gender Affairs in reporting on implementation of policies, plans and programmes.</li> <li>▪ In collaboration with Ministry in charge of Gender Affairs, identify target areas for research.</li> <li>▪ Conduct awareness and civic education to popularize this policy.</li> <li>▪ Offer platforms for effective dissemination of information and education .</li> <li>▪ Participate in Gender Sector Working Group and Technical Working Groups and national planning and budgetary processes.</li> <li>▪ Develop and implement programmes that address key gender intervention areas.</li> <li>▪ Translate the policy into organizational policies, programmes, and activities; and,</li> <li>▪ Provide legal services to the vulnerable groups.</li> </ul> |
| General public:<br>Women, Men,<br>Youth and Children | <ul style="list-style-type: none"> <li>▪ Meaningful participation of groups at risk of SGBV through consultations is essential to maintain. it is therefore important to consult with existing partner community-based groups, such as women’s groups, women networks, faith-based organizations, groups representing sexual and gender minorities or others, to identify relevant ways to consult with at-risk groups adapted to local contexts served by the gender policy.</li> <li>▪ Participation in awareness raising activities</li> <li>▪ Reporting incidences of gender violation.</li> <li>▪ Promote positive attitudes towards gender and development.</li> </ul>   |
| Media  | <ul style="list-style-type: none"> <li>▪ Implement the relevant aspects of this policy</li> <li>▪ Educate the public on the provisions of this policy</li> <li>▪ Invest in ICT infrastructure to enhance access to information by all including PWDs</li> </ul>  |

#### 5.4 Resource mobilization

The implementation of this Policy will require the mobilization of adequate resources, particularly financial resources to ensure effective and efficient implementation for desired results. Resource mobilization for this Policy shall be an on-going process but will be directed by the required budgets from the implementation plan. Annual budgets will be drawn up with an acceptable financial cycle convenient to the department of Gender.

- a) Budgetary allocation from the County Treasury.
- b) Mobilizing resources from Development partners
- c) Partnerships with private sector
- d) Partnerships with Faith based Organizations, Civil society Organizations, private sector institutions and other funding agencies for specific projects; and,
- e) Fundraising activities from Individuals and local Communities

# CHAPTER SIX

## 6.0 MONITORING AND EVALUATION

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A Results Based Management Information System (Gender Information Management System) will be established which will help track implementation (efficiency) and performance (effectiveness) of this Policy. The Gender Information Management System (GIMS) will be linked to the County Integrated Monitoring and Evaluation System (CIMES).

The overall aim of the Monitoring and Evaluation (M&E) Framework is to ensure that the County is fully equipped to systematically generate, capture, and disseminate information and increase knowledge through increased investments in monitoring and evaluation activities. This will strengthen the effectiveness and impact of co-ordination and implementation of sector Policies, Plans and Programmes. Specifically, the M & E Framework will address the Knowledge Management Strategy by:

- Strengthening county, sub-county and ward level capacities in evidence-based programming, monitoring, and evaluation.
- Ensuring that knowledge generated supports effective programming approaches at all levels; and
- Lessons learned are captured and disseminated widely across all stakeholders.

In this respect, the department of Gender shall co-ordinate the establishment and management of a sector-wide Gender Information Management System (GIMS) capable of supporting knowledge management in institutions.

# ANNEX 1: Policy Implementation Framework

Garissa County Department Of  
Gender, Culture and Social Services

