



COUNTY GOVERNMENT OF LAMU

MUNICIPALITY OF LAMU



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LAMU

GENDER ENGAGEMENT FRAMEWORK FOR FINANCIAL YEAR: JULY 2024 – JUNE 2025.

1. Introduction

The Gender Engagement Framework for Lamu Municipality provides a comprehensive structure for integrating gender equality and social inclusion into all aspects of municipal governance, planning, budgeting, and service delivery. The framework is aligned with the Constitution of Kenya (2010), the Public Finance Management Act, County Government Act, and international commitments such as the Sustainable Development Goals (SDGs), particularly Goal 5 on Gender Equality.

Municipality of Lamu, being a diverse and culturally rich region with both urban and rural characteristics, faces unique gender-related challenges including limited participation of women in leadership, barriers to economic empowerment, and marginalization of vulnerable groups such as youth and persons with disabilities (PWDs). This framework seeks to address these gaps by promoting inclusive participation, equitable resource allocation, and responsive service delivery.

The framework adopts a rights-based and participatory approach, ensuring that all stakeholders are actively involved in decision-making processes. It further provides mechanisms for accountability, monitoring, and continuous improvement in gender mainstreaming practices within the municipality.

2. Objectives

2.1 General Objective

To institutionalize gender mainstreaming and social inclusion in all municipal operations to ensure equitable development outcomes.

2.2 Specific Objectives

- Promote equitable participation of women, men, youth, and PWDs in governance and decision-making.
- Strengthen gender-responsive planning, budgeting, and implementation processes.
- Enhance institutional capacity for gender analysis, reporting, and monitoring.
- Improve access to municipal services for marginalized and vulnerable groups.
- Promote gender equality in economic opportunities and employment.

3. Policy and Legal Framework

This framework is guided by the following legal and policy instruments:

- Constitution of Kenya (2010) – Article 27 on Equality and Freedom from Discrimination
- County Government Act (2012)
- Public Finance Management Act (2012)
- National Gender and Development Policy
- Sustainable Development Goals (SDGs)

4. Guiding Principles

- Equity and Social Justice
- Inclusivity and Participation
- Transparency and Accountability
- Gender Responsiveness
- Sustainability

5. Institutional Framework

5.1 Gender Mainstreaming Committee

The Municipality shall maintain a functional Gender Mainstreaming Committee composed of:

- Municipal Manager (Chairperson)
- Gender Officer (Secretary)
- Heads of Departments
- Representatives of Youth, Women, and PWDs
- Civil Society Organizations

5.2 Roles and Responsibilities

- Coordinate implementation of gender policies and programs
- Ensure integration of gender in departmental plans
- Monitor progress using gender indicators
- Prepare quarterly and annual gender reports

6. Key Thematic Areas

6.1 Participation and Representation

- Promote inclusive decision-making forums
- Ensure compliance with the two-thirds gender rule

6.2 Gender-Responsive Planning and Budgeting

- Conduct gender analysis during planning
- Allocate resources to gender-focused programs

6.3 Economic Empowerment

- Support women and youth enterprises
- Facilitate access to funding and training opportunities

6.4 Service Delivery

- Improve access to water, sanitation, and infrastructure
- Ensure services are inclusive and accessible to all

6.5 Capacity Building

- Conduct continuous staff training on gender mainstreaming
- Build capacity of stakeholders and community groups

6.6 Monitoring and Evaluation

- Develop measurable indicators
- Conduct periodic reviews and audits

7. Implementation Strategy

- Establish gender focal points in all departments
- Integrate gender into annual work plans and budgets
- Conduct regular stakeholder engagement forums
- Partner with NGOs and development agencies

8. Risk Management

Potential risks include:

- Limited budget allocation
- Cultural barriers to gender equality
- Low awareness among stakeholders

Mitigation Measures:

- Advocacy and sensitization programs
- Capacity building initiatives
- Strengthening policy enforcement

9. Resource Mobilization

- Allocation from municipal budget
- Support from development partners
- Collaboration with NGOs and private sector

10. Communication Strategy

- Regular reporting and feedback mechanisms
- Public awareness campaigns
- Use of community forums and media platforms


11. Monitoring, Evaluation and Reporting

- Quarterly progress reports
- Annual gender audits
- Continuous data collection and analysis


12. Sustainability Plan

- Institutionalization of gender practices
- Continuous capacity building
- Policy review and updates

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