



DEPARTMENT OF EDUCATION, YOUTH, SPORTS, GENDER, CULTURE AND  
SOCIAL SERVICES

# **GENDER POLICY**

2021-2025

Abridged Version







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## GOVERNOR'S MESSAGE



Globally, modern-day development plans require both the integration of gender responsive strategies and prioritization of addressing gender inequalities. This is clearly captured in various international treaties such as the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) and the Maputo Protocol of the African Charter on Human and People's Rights of Women in Africa which our country has ratified. Similarly, at the national level the National Gender and

Development Policy 2000 and Article 27 of our robust 2010 constitution both demand equality of treatment and freedom from discrimination.

Though devolution established under the 2010 constitution has brought with it great gains, continued existence of gender inequalities hinders full realization of sustainable socio-economic growth in counties. Our county is not an exception to adverse effects of gender inequalities to development programmes. Driven by the critical need to remedy this therefore, my administration formulated the Isiolo County Gender Policy 2021-2025.

This policy puts in place clear approaches that provide relevant guidelines for gender responsive planning, budgeting, and implementation of development programmes. It is my strongest belief that this policy will at departmental level align the County Government's interventions with the aspirations of both men and women, and boys and girls in our County. Inherent Commitments, Action plans and Strategies hold great promise of a county that embraces equal access to government services and non-existence of discrimination in opportunities.

H.E Dr. Mohamed Kuti E.G.H,  
Governor, Isiolo County

## FOREWORD



This Isiolo County Gender Policy is premised on the Constitution of Kenya, 2010 which elaborates the principles of gender equality upon which public and private institutions and individuals should operate. Further, it mirrors the National Policy on Gender and Development which aims at creating a just, fair and transformed society free from gender based discrimination in all spheres of life practices.

This policy is outward and forward looking in the sense of embracing and guiding the implementation of the Vision 2030 MTP III and Big '4' Agenda in a manner that benefits both women and men in the County. It aims at ensuring the attainment of gender equality in the development process by redressing the existing gender imbalances. It also provides for equal opportunities for women and men to actively participate and contribute to their fullest abilities and equitably benefit from County development. The development of this Policy has been necessitated by a number challenges experienced by women, men, youth, boys and girls in our County which include; increase in gender-based violence (FGM, Child Marriage, Child Labour, Wife battering and beading) as well as drug abuse and trafficking, radicalization and recruitment into terrorism; gender disparities in positions of decision making and economy; emerging health issues affecting mostly women among others.

The Policy examines situations in various sectors from a gender perspective in order to provide appropriate guidance, strategies and interventions for its successful implementation. County Government will ensure that gender mainstreaming takes root across all sectors as a means to achieving equitable and sustainable socio-economic development.

The Department of Gender, Culture and Social Services will ensure effective coordination and successful implementation of the Policy aimed at attaining gender equity and equality. In this regard, the Policy

has highlighted the institutional arrangements and legal framework that will enhance broad participation in the implementation process within all sectoral priorities and departmental functions in the period 2021-2025.

I, therefore, urge all the women and men of this great County to rise to the challenge of this Policy and ensure seamless integration and implementation.

Hon. Abdi Haji Daud,  
County Executive Committee Member, Education, Youth, Sports,  
Gender, Culture and Social Service.

## ACKNOWLEDGEMENT



The Isiolo County department of Gender under the Ministry of Education, Youth, Sports, Gender, Culture and Social Services acknowledges the invaluable input and support provided by individuals and Institutions. We wish to express gratitude to His Excellency the Governor of Isiolo County, Hon. Dr. Mohammed Abdi Kuti, EGH for his commitment to address the issues of gender and development. His recognition for the need of a transformative gender policy provided a much-needed impetus to the development of Isiolo County Gender.

We highly appreciate National and County Government Departments, Directorates, Boards, Agencies. Special acknowledgement goes to the following members of the Cabinet; Mr Wario Galma Gurach- CEC Health Services; Mrs. Josephine Eregae- CEC Water, Climate Change, Natural Resources and Clean Energy ; and last but not least Mr. Mustafa Kuntulo- County Chief Officer for Public Service Management and County Administration who together with the following members of the County Assembly; Hon. Farhia Abas Chair. Gender Committee , Hon. Mumina Kanchora chair of the women caucus and other members of the caucus who provided in-depth review and feedback for the purpose of improving the document.

We specially commend our Development Partners, Non-Governmental Organizations (NGOs), Civil Society Organization (CSOs) including the Kenya Women Parliamentary Association (KEWOPA), Centre for Rights Education and Awareness (CREAW), UNTF SNV, WFP, ActionAid and Nawiri for providing financial and technical support towards the development of this policy. Our sincere appreciation goes to the following individuals who financially supported the process of policy development from the start to the end, Mercy Mwangi of KEWOPA, Wangechi Wachira of CREAW, Leah Njeri of SNV and Charles Songok of WFP. We additionally wish to recognize the following Organizations- Pastoralist Capacity Development Program (PACDEP), Agile Harmonized Assistance for Devolved Institutions (AHADI-USAID),

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Finally, special thanks go to Mr. Chryspin Afifu, the consultant who worked tirelessly on compiling and improving this document throughout the stakeholders' review and sensitization meetings and workshops.

Philip Mambilisa Lenaiyasa  
County Chief Officer: Gender, Culture and Social Services



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# EXECUTIVE BRIEF OF THE ISIOLO GENDER POLICY 2021-2025

## DISCLAIMER

This Executive Brief of the Isiolo Gender Policy highlights some of the key issues discussed in detail in the substantive Isiolo County Gender Policy 2021-2025 passed by the County Assembly of Isiolo and assented by the County Governor of Isiolo. It is therefore not substitutive or superior to the main document but acts to facilitate quick reading and elicit interest in getting more details from the main document. Where there are conflicts in the expression of some issues then the text of the main policy will be taken as true position.

# 1 INTRODUCTION

## 1.1 Constitutional Underpinning for Gender Equality and Empowerment

The Constitution of Kenya 2010, under Article 1, clearly states that sovereignty belongs and is vested in the People of Kenya. People of Kenya include both male and female natural persons. Further, the Constitution allows Kenya to adopt any general rules of the international laws and that any treaty or conventions ratified by Kenya form part of the Law of Kenya (Art. 2(5) and 2(6)). The State is therefore obligated, under article 21(4), to enact and implement legislation to fulfill its international obligations in respect of human rights and fundamental freedoms. As a person and civic duty, therefore, every person is obligated to respect, uphold, and defend the Constitution of Kenya (Art. 3(1)). All the international gender equality and women empowerment instruments ratified by Kenya must therefore be domesticated and effectively anchored in our law.

Kenya has bequeathed herself the national values and principles of governance; which in the Art. 10(2)(b) include (b) human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination, and protection of the marginalized. The outlined values and principles of governance are fundamental in reducing gender disparities and inequalities and promoting girls, women, boys, and men empowerment. Chapter Four of the CoK (2010) provides for the Bill of Rights. Art. 21 outlines the implementation of rights and fundamental freedoms and emphasizes that 'It is a fundamental duty of the State and every State organ to observe, respect, protect, promote and fulfill the rights and fundamental freedoms in the Bill of Rights.

Additionally, human dignity remains at the utter of human rights, and CoK (2010) Art. 28 stipulates, 'Every person has inherent dignity and the right to have that dignity respected and protected. Therefore, having laws, policies, regulations, and institutions that seek to create a holistic and dignified society are important. Further, Economic and Social Rights as outlined in Art. 43 (1) therefore come to the center of human rights and every person has the right- (a) to the highest attainable standard of health, which includes the right to health care services, including reproductive health care; (b) to accessible and adequate housing, and reasonable standards of sanitation; (c) to be free from hunger, and to have adequate food of acceptable quality; (d)

to clean and safe water in adequate quantities; (e) to social security; and (f) to education. (2) A person shall not be denied emergency medical treatment. Under Art 43(3), the state is obligated to provide such persons and their dependants' social security. The State is equally obligated to take legislative, policy, and other measures, including the setting of standards, to achieve the progressive realization of the rights guaranteed under Article 43. Additionally, it is the duty of all State organs and all public officers to address the needs of vulnerable groups within society, including women, older members of society, persons with disabilities, children, youth, members of minority or marginalized communities, and members of particular ethnic, religious or cultural communities. Further, the CoK 2010 under Article 27 provides for equality before the law and the right of every person to equal protection and equal benefit of the law. Discrimination of any form, either directly or indirectly, by the State and persons is prohibited and illegal. The State is required to take legislative and other measures, including affirmative action programs and policies designed to redress any disadvantages suffered by individuals or groups because of past discrimination and ensure that rights are guaranteed under Art. 27 are realized.

Other additional gains for women from the 2010 Constitution include:

- a) Equality in leadership with 33% as the critical mass preferred for women leadership;
- b) Equality in marriage
- c) Equality in employment
- d) Equality in access to education
- e) All discriminatory customary practices are prohibited
- f) Matrimonial property is protected
- g) Women rights to inheritance and own land are guaranteed
- h) Equal parental responsibility
- i) Requirement for both public and private entities to comply with the inclusion principles and gender, among others Indeed, Kenya has made strides in realizing gender equality but a lot more needs to be done to make the legal framework a reality.

The Convention on Elimination of All forms of discrimination against women and the Protocol to the African Charter on Human and People's Rights of the Right of Women are key treaties promoting women's rights. Kenya has ratified both. The African Call is to have 50:50 gender representation. In the recent past, the Kenyan parliament has passed enabling legislative frameworks that give implementation impetus to the Constitution. This include:-a) Marriage Act (No. 4 of 2014); b) Protection Against Domestic Violence Act (No. 21 of 2015); c) Basic Education Act; d) Matrimonial Property Act (No. 49 of 2013); e) Micro and Small Enterprises Act (No 55of 2012); f) Employment and Labour Relations Court Act; g) Treaty making Ratification Act 2012; h) The prohibition of female Genital Mutilation Act 2011; i) Counter Trafficking in Persons Act 2010; j) Sexual offenses Act no 3 of 2006; k) Citizenship and Immigration Act, 2011; l) Law of Succession Act 2012; m) National Gender and Equality Act No 15 of 2011; n) Health Act (2017), o) Children's Act no.8 of 2001 (under new legislation in parliament)and the Social Assistance Act No.24 of 2013.

Nationally, there is a robustly developed gender-responsive policy framework: a) National Gender and Development Policy 2000 now under review to align it to the new constitution; b) The Kenya Vision 2030 the government's blueprint on the development agenda and its Medium Term Plans (2008-2012, 2013-2017 and 2018-2028); c) Sessional paper No 2 on gender equality and Development 2006; d) Kenya Economic Recovery Strategy for Wealth Creation (2003-2007); e) National Land policy; f) National Policy for Response to Gender-Based Violence; and g) National Policy for the Abandonment of Female Genital Mutilation.

## **1.2 Isiolo County and Domestication of the Gender Policy Framework**

Through the support of the Kenya Women Parliamentary Association (KEWOPA) and Centre for Rights Education and Awareness (CREAW), the Isiolo County Government's Department of Education, Youth, Sports, Gender, Culture, and Social Services developed the Isiolo County Gender Policy 2021-2025. The draft report was discussed and with different stakeholders within the County Government and other development partners. The County Assembly played a critical role in debating, enriching the draft, and subsequently passing it.

This Isiolo County Gender Policy 2021-2025 seeks to ensure that both women and men in Isiolo County benefit equitably from the resources of the county. It aims at ensuring the attainment of gender equality in the development process by redressing the existing gender imbalances. It also provides for equal opportunities for women and men to actively participate and contribute to their fullest abilities and equitably benefit from County development. The development of this Policy has been necessitated by many challenges experienced by women, men, youth, boys, and girls in our County which include; increase in gender-based violence (FGM, Child Marriage, Child Labour, Wife battering, and beading) as well as drug abuse and trafficking, radicalization, and recruitment into terrorism; gender disparities in positions of decision making and economy; emerging health issues affecting mostly women among others.

The Policy examines situations in various sectors from a gender perspective to provide appropriate guidance, strategies, and interventions for its successful implementation. County Government will ensure that gender mainstreaming takes root across all sectors to achieve equitable and sustainable socio-economic development. The Department of Gender, Culture and Social Services will ensure effective coordination and successful implementation of the Policy aimed at attaining gender equity and equality. In this regard, the Policy has highlighted the institutional arrangements and legal framework that will enhance broad participation in the implementation process within all sectoral priorities and departmental functions in the period 2021-2025.

It is therefore expected that Isiolo County will mainstream the provision of the gender policy into their County Integrated Development Plan (CIDP), County Annual Development Plans, County Annual Budget Estimates, and any relevant county government policy and sectoral plans.

## 2 ISIOLO COUNTY GENDER POLICY 2021-2025

### 2.1 The Gender Policy Vision

The vision of this policy is a just society where men, women, boys, and girls live free of negative discrimination, marginalization, disempowerment, and violence and instead enjoy equal rights and opportunities in social, economic, and political domains of life.

### 2.2 Overall objective

To guide institutionalization and operationalization of gender mainstreaming in all sectors of County Government functions.

### 2.3 Specific objectives

- a) Engender County policies and laws with the Constitution and domesticated international and regional treaties, conventions, protocols, and commitments to promote gender equality.
- b) Provide a framework to integrate and mainstream gender equality and empowerment approaches into the County's development planning and budgeting and the resultant programs' implementation.
- c) Promote and support the rights-based approach across all sectors bearing in mind that gender is a cross-cutting issue.
- d) Eliminate all forms of Sexual Gender-Based Violence (SGBV) through consultative and inclusive preventive and responsive strategies and mechanisms.
- e) Strengthen institutional structures to collect and analyze gender-disaggregated data.
- f) Define institutional frameworks and performance indicators for effective tracking, monitoring, evaluation, and reporting the implementation of gender equality and empowerment principles.

## 2.4 Guiding Principles

This policy is structured on the following guiding principles.

- a) Supremacy of the Constitution of Kenya, 2010.
- b) Consultative and participatory.
- c) Empowerment to give resources, voice, power, and control to men and women to make choices.
- d) Equality, diversity, inclusion, non-discrimination.
- e) Affirmative actions are taken as a corrective measure to equalize opportunities and access.
- f) Respect for the rule of law.
- g) Women's human rights and fundamental freedoms.
- h) Non-tolerance for SGBV.

## 2.5 GEWE in Vision 2030

Gender Equality is a value espoused in the Constitution of Kenya 2010 and adequately articulated in Kenya's development blueprint: Vision 2030. All the three main pillars- Economic, Social, and Political consider gender equality as a basis of inclusion of the citizenry in all aspects of development. MTP III (2018-2022) therefore identifies Gender Equality and Women's Empowerment (GEWE) as a national priority and a key performance indicator in the achievement of Vision 2030. The plan outlines the importance of mainstreaming GEWE principles at national and devolved levels in all sectors of the economy to bridge the gaps in the implementation of various thematic programs.

Mainstreaming GEWE as articulated in the blueprint is meant to achieve the following for the nation and devolved units:

- a) To ensure all development is gender-sensitive and reports are generated in a gender-sensitive manner.
- b) To reshape policies and strategies to empower and protect women, men, boys, and girls.
- c) To ensure that growth and development are inclusive, just, equitable, and sustainable.



- d) To remove barriers (visible and invisible), financial, social, political, economic, legal, and normative for all to thrive.
- e) To ensure sustainable management of natural resources by both genders.
- f) To ensure equal participation in governance processes and equal benefits from services.
- g) Increase opportunities for all citizens including women and vulnerable groups to engage in development actively and productively.
- h) Increase the protection of the basic rights of all citizens including children, women, and vulnerable groups.
- i) Increase the protection of all citizens and reduce sex and gender-based violence and harmful cultural practices.
- j) To increase equal representation by all genders in all spheres within the workforce and decision-making positions.

## **2.6 The Need for a Gender Policy**

Informed by the current prevailing challenges of inequality, marginalization, inadequate skills set, lack of opportunities, unfulfilled potential coupled with limited, insufficient, and isolated services and resources for women in Isiolo County, this gender policy is therefore much needed to play a pivotal role to realize the following:

- a) Fulfillment of the Constitution especially Article 10; Chapter 4, Chapter 11, Chapter 12, and Schedule 4 and more specifically equality of treatment and freedom from discrimination as provided for under Article 27 of the Constitution;
- b) Promotion of interoperability and consistency of approach to empower every sector, department, board, and committee with a greater appreciation of gender equality practices.
- c) Repeatability to ensure every citizen in Isiolo County is treated equally.
- d) Legal compliance and gender mainstreaming of all sectors.
- e) Enhanced transparency and professionalism in service delivery;

- f) Improved citizen confidence, trust, and support towards the County Government and related institutions and individuals.
- g) Development and adoption of relevant gender-responsive requirements for planning, budgeting, and implementation of social, economic, and development programs.
- h) Socio-economically cohesive and gender-aware society.

# 3 POLICY COMMITMENTS, ACTIONS, AND STRATEGIES

## 3.1 Thematic Issues and Isiolo Government Commitment

Thematic	Government Commitment
Labour and economy	<p>The County Government commits to:</p> <ul style="list-style-type: none"> <li>• Invest in gender-responsive human capital development.</li> <li>• Invest in business enablers, pillars, and opportunities for wealth creation.</li> <li>• Promote women’s access and control of productive resources.</li> <li>• Acknowledge women as equal partners in the workforce and economic development in public and private sectors.</li> <li>• Integrate and apply gender-responsive budgeting in resource prioritization and mobilization</li> </ul>
Women economic empowerment	<p>The County Government Commits to:</p> <ul style="list-style-type: none"> <li>• Capacity building the women to access Women Enterprise Fund (WEF) and other resources for enterprise development.</li> <li>• Undertake entrepreneurship skills development for women.</li> <li>• Support women to access productive assets and equipment for value addition.</li> <li>• Proactively implement and monitor the 30% access to Government procurement opportunity (AGPO) program.</li> <li>• Support women to access markets and market information.</li> <li>• Expand and tailor-make extension and business training services to women bearing in mind the time burden they have.</li> <li>• Provide technologies with the potential to reduce the time burden on women e.g., subsidy for the energy cookstove and clean energy, domestic solar lighting, and children care and play space in markets.</li> <li>• Address and incorporate unpaid care work into its development agenda using the 3Rs framework- Recognition, Reduction, and Redistribution.</li> <li>• Develop or customize national Government women’s economic empowerment strategy and policy.</li> <li>• Convene annual women’s economic empowerment forum and recognize exemplary women entrepreneurs.</li> </ul>

Thematic	Government Commitment
Access to healthcare	<p>The County Government commits to:</p> <ul style="list-style-type: none"> <li>• Honor the obligation of ensuring that health services, commodities, and facilities are available, accessible, and acceptable, and of good quality to all citizens in Isiolo County.</li> <li>• Recognize and strengthen the capacity of traditional birth attendants (TBAs) in rural areas.</li> </ul>
Sexual gender-based violence	<p>The County Government commits to:</p> <ul style="list-style-type: none"> <li>• End discrimination and exploitation everywhere including workplaces.</li> <li>• Eliminate violence and exploitation.</li> <li>• Prevent harmful practices e.g., child marriages, beading, female genital mutilation.</li> <li>• Promote sexual and reproductive health.</li> </ul>
Food and nutritional security	<p>The County Government commits to:</p> <ul style="list-style-type: none"> <li>• To entrust the women with tools of food production</li> <li>• Expand the reach of extension services and employ women extension officers.</li> <li>• Adopt climate-smart technologies and enable the women farmers to access and use them to increase food production.</li> <li>• Invests in agro-processing</li> </ul>
Peace building and conflict resolution	<p>The County Government commits to:</p> <ul style="list-style-type: none"> <li>• Reduce conflict through equitable allocation of resources to all zones and communities as stipulated in the CIDP</li> <li>• Purposively engage women in community-level peace round tables, circles and committees, and efforts.</li> <li>• Upscale the use of gender-transformative alternative dispute resolution mechanisms (ADRM) to prevent, manage and resolve intra and inter-community conflicts.</li> </ul>
Leadership and governance	<p>The County Government commits to:</p> <ul style="list-style-type: none"> <li>• Develop service charters for all Departments and Boards for enhanced responsiveness to the principles of fairness, respect, equality, dignity, and accountability.</li> <li>• Develop an accountability matrix evidencing how all the Departments, Boards, and Committees adhere to gender mainstreaming principles.</li> </ul>

Thematic	Government Commitment
Water and sanitation	<p>The County Government Commits to:</p> <ul style="list-style-type: none"> <li>• Treat water as an ultimate economic, social, and environmental resource.</li> <li>• Formulate gender-transformative water resource management policies and regulatory frameworks.</li> <li>• Recognize women as central to the provision, management, and safeguarding of water and sanitation resources.</li> </ul>
Land, environment, and natural resources	<p>The County Government commits to:</p> <ul style="list-style-type: none"> <li>• Train women to understand their role in community land, registration, protection, management, and administration.</li> <li>• Ensure community land registration is inclusive.</li> <li>• Deliberately engage women in environmental restoration and conservation.</li> <li>• Get women involved in the climate change fund to contribute to mitigation efforts.</li> </ul>
Early childhood development	<p>The County Government commits to:</p> <ul style="list-style-type: none"> <li>• Enact the ECD Bill, 2018 into law</li> <li>• Develop Guidelines for equitable access to ECD and pre-primary education;</li> <li>• Invest in the training of educators.</li> <li>• Invest in the ECD facilities to make them friendly for children training.</li> <li>• Making the classrooms more child-centered and gender-sensitive rooted in the life and environment of the community.</li> <li>• Recruiting and training teachers who are sensitive to gender and child rights.</li> <li>• Promote sporting in school providing girls with access to sports.</li> <li>• Eliminating gender bias from textbooks and learning materials.</li> <li>• Locating ECD centers closer to homes and manyattas.</li> </ul>

Thematic	Government Commitment
Technical Vocational and Education Training	<p>The County Government commits to:</p> <ul style="list-style-type: none"> <li>• Ensure equal access for all female and male youth to affordable and quality technical, vocational, and tertiary education.</li> <li>• Mentorship and career guidance to motivate more girls to enroll.</li> <li>• Provide scholarships, internship opportunities, and other assistance to attract more women to TVET.</li> <li>• Job creation and planned placement of women graduates in the workspace environment.</li> <li>• Provision of modern technical skills that are gender-sensitive.</li> <li>• Recruitment and promotion of more TVET instructors to train the learners.</li> <li>• Promoting mindset change/ civic education programs to the society towards technical skills.</li> <li>• Rename courses such as tailoring and dressmaking to Fashion design to attract learners.</li> </ul>
ICT & Media	<p>The Government Commits to:</p> <ul style="list-style-type: none"> <li>• Enable equal access of women and men to ICT as a critical resource for development.</li> <li>• Curb negative portrayals of gender roles and gender issues in the media.</li> <li>• Eliminate gender-biased language in local media</li> <li>• Use of gender-disaggregated data in media reporting</li> <li>• Information sharing through appropriate media, accessible by both men and women.</li> </ul>
Social services and Inequalities	<p>The Government Commits to:</p> <ul style="list-style-type: none"> <li>• Grant equal rights to all persons with disabilities and others who may suffer other forms of social inequalities.</li> <li>• Create conditions that will allow those with disabilities and other vulnerable groups to have equal access to opportunities – education, economy, and cultural life.</li> <li>• Provide for women and men an acceptable minimum threshold of universal access to water, sanitation, transportation networks, and general security of life and property.</li> <li>• Strengthen institutions in charge of the provision of social amenities to the poor</li> </ul>

Thematic	Government Commitment
Sports, talents, and recreational services	<p>The Government Commits to:</p> <ul style="list-style-type: none"> <li>• Provide gender-responsive investments to foster sports development, improve competitiveness and develop untapped talents that will help in breaking barriers that lead to poverty, ignorance and conflict, and pressure on Government service delivery.</li> </ul>

### 3.2 Policy Actions

Theme	Policy Objective Focus	Policy Actions
Labour and economy	Development of robust entrepreneurial, business and employment creation environment	<ul style="list-style-type: none"> <li>a) Research</li> <li>b) Training and gendered human capacity development</li> <li>c) Equality of employment opportunities for all</li> <li>d) Gender-sensitive one-stop friendly supportive business information centers to enable women to access tender information.</li> <li>e) Specialized career/technical training to all youth</li> <li>f) Gender-responsive budgeting, oversight, and reporting throughout the budget cycle.</li> </ul>
Access to Health Care	Support couples and individuals meet their reproductive goals in a framework that promotes optimal health, responsibility, and family well-being, and respects the dignity of all persons, and their right to choose the number, spacing, and timing of the birth of their children.	<ul style="list-style-type: none"> <li>a) Comprehensive and a full range of reproductive health care services, including family planning accessible, affordable, acceptable, and convenient to women, men, and adolescents (girls and boys).</li> <li>b) Involve men in reproductive health.</li> <li>c) Provide health services to meet adolescent health care needs, especially in counseling, family planning, and other sexuality concerns.</li> <li>d) Provide gender-trained and gender-sensitive medical personnel to handle gender issues in health care delivery.</li> <li>e) Promote responsible sexuality that allows relations of equity and mutual respect between gender groups, and thereby enhancing the quality of life of individuals, especially women.</li> <li>f) Integrate sexual education into youth programs, and school curricula, to reduce adolescent pregnancies.</li> </ul>

Theme	Policy Objective Focus	Policy Actions
Elimination of sexual gender-based violence	Strengthen preventive, protective, supportive, and transformative environments to progressively eliminate Sexual Gender-Based Violence (SGBV).	<ul style="list-style-type: none"> <li>a) Comprehensive SGBV education and awareness-raising program.</li> <li>b) Identification mechanism for SGBV at-risk population and community engagement strategy for protection and response</li> <li>c) Strengthen collaborative and coordinated effort among actors to improve enforcement of laws and policies, referrals, and for provision of integrated short-term response and post SGBV support services to survivors.</li> <li>d) Strengthen the capacity of hospitals and police to respond promptly to SGBV</li> <li>e) Develop a minimum package of support for SGBV survivors including economic empowerment.</li> <li>f) Improve the quality of programs by adopting and maintaining appropriate SGBV data for policy implementation, data collection and analysis, and working with institutions and partners on researching and documenting SGBV.</li> <li>g) Strengthen the management of SGBV programs by investing in capacity-building and expertise across the relevant actors and departments.</li> <li>h) Implement minimum standards for service delivery across sectors and enhance comprehensive care and support for survivors, perpetrators, and their families.</li> <li>i) Support the establishment of Gender-Based Violence and Victims Support Unit (GBVVSU) in police stations, SGBV centers as safe temporary homes, County toll-free 24/7 telephone hotline and online service for victims/ survivors of SGBV, and free legal assistance to victims of SGBV.</li> <li>j) Develop workplace policies addressing SGBV prevention and response in public and private setups.</li> </ul>



Theme	Policy Objective Focus	Policy Actions
Food and Nutritional Security	Strengthen women's capacity to contribute to increased production, access to markets, incomes for families.	<ul style="list-style-type: none"> <li>a) Invest in gender studies, baselines, and agriculture research, and conduct engendered value chain analysis to inform the development of plans, strategies, and policies to accelerate growth in agriculture and related business.</li> <li>b) Implement trade agreements that Kenya has made with EAC/ COMESA, EU, EPAs and develop strategies and plans to tap into these instruments.</li> <li>c) Promote commercialization and agro-processing of camel milk, horticulture, poultry, and other products that women and youth are predominantly involved in and have proven to enhance their economic empowerment.</li> <li>d) Develop and engender camel milk, marketing policies, including engendering the livestock policy of 2016</li> <li>e) Support agriculture-related SMEs to access finance, input and equipment, processing, and post-harvest aggregation technologies. This will have a multiplier effect on women as most of them are involved in agriculture.</li> <li>f) Establish a framework for development, engendering, and sharing market information and networking amongst women entrepreneurs and capacity building of women and youth.</li> <li>g) Promote the adoption of female-friendly technologies that are time efficient and shall lead to increased production e.g., irrigation.</li> <li>h) Establish strong collaboration with Kenya Biashara Fund for increased access to business finance.</li> <li>i) Support female-headed households to own land by the issuance of title deeds.</li> <li>j) Create awareness on how to calculate family food requirements so that families can proactively store food.</li> <li>k) Facilitate women's access to agricultural services tailoring such services to their needs.</li> <li>l) Educate women on food and nutrition and encourage communities to also embrace other foods (promote food consumption behavior change).</li> <li>m) Gender-sensitive nutrition education to promote and sustain better dietary behaviors/ patterns.</li> <li>n) Provide women with sufficient access to production inputs and extension support services.</li> <li>o) Promote food crop production at the Manyatta level through incentives and provide preservation and storage knowledge and facilities for communities.</li> <li>p) Train women on food and nutrients requirements for different age groups and gender as well as cooking methods that do not erode the nutrients from food.</li> <li>q) Collection of information on gender differences in food security, food production and consumption, and knowledge of nutritious local plants and ecosystems.</li> <li>r) Educating women on how to improve dietary diversity and crop marketability through food processing, storage, and cooking</li> <li>s) Increasing women's access to land, financial services, and alternative-income opportunities</li> <li>t) Inclusion of gender issues in social and economic strategies</li> </ul>

Theme	Policy Objective Focus	Policy Actions
Peace Building and Conflict Resolution	Stimulate gender equality and empowerment of women in the promotion of peaceful co-existence amongst communities and clans.	<ul style="list-style-type: none"> <li>a) Deliberate and increase engagement of women in community and County level peace-building committees and alternative conflict resolution mechanisms.</li> <li>b) Target women as resource persons in peace-building capacity development efforts.</li> <li>c) Objective attitude change programs towards women participation in peace and security efforts.</li> </ul>
Leadership and decision making	Promote women's participation in leadership and decision-making at all levels.	<ul style="list-style-type: none"> <li>a) Support enactment and enforcement of relevant laws to conform to the Constitution and the national guidelines and standards, including in the traditional land management committees. Women should be included;</li> <li>b) Develop effective tools for integrating gender into governance, decision making, and leadership through governance indicators, gender audits, institutional and governance review.</li> <li>c) Promote new attitudes, values, and behaviour and a culture of respect for men and women.</li> <li>d) Integrate gender equality and social inclusion in the public sector.</li> <li>e) Develop and implement a Gender and Social Inclusion Capacity Building and Awareness Raising Programme within the County Executive public service and the public.</li> <li>f) Develop the capacity of women so that they are comfortable with and capable of taking part in activities that they have not been a part of in the past.</li> <li>g) Ensure political environments are free from gender-based discrimination and violence by enforcement of available guidelines, laws that outlaw electoral violence through various political party organs.</li> <li>h) Narrow the gender education gaps by countering social and cultural factors that cause disparities in the attainment of education for all genders.</li> </ul>
ECD Education and Technical Vocational Education Training	To be gender-responsive in promoting access and quality education and in building technical and entrepreneurial labor and market-responsive male and female youth.	<ul style="list-style-type: none"> <li>a) Conduct studies that are engendered to inform investment programs for ECD and TVET education (infrastructure, instructors, equipment and machines, teachers, learning materials, market-oriented courses).</li> <li>b) Promote and give incentives for women to take up STEM courses and for males to embrace courses predominately seen as women courses, e.g., hairdressing, dressmaking</li> <li>c) Develop and/or customize and engender national TVET policy and Strategic plan and link youth to apprenticeship opportunities available through Government tender work.</li> <li>d) Develop a civic education program aimed to address negative perceptions of TVET. Link this to formal education</li> <li>e) Enact legislative framework for the establishment of a County TVET Authority to promote gender mainstreaming in access, quality, and relevance as well as coordinating in the delivery of ECD and TVET training.</li> </ul>

Theme	Policy Objective Focus	Policy Actions
Water and Sanitation	Engender water management and create social behaviour change to make Isiolo County open defecation free	<ul style="list-style-type: none"> <li>a) Recognize that sustainable water resources development and management is a key poverty eradication approach that needs equal participation.</li> <li>b) Build the capacities of Water Resource Users Associations (WRUA) and deliberately include women in decision-making and management.</li> <li>c) Promote cheaper technologies for the construction of latrines coupled with social behaviours change programs in sanitation to end open defecation.</li> <li>d) Harness and dam the water run-off to bring water closer to manyattas, reducing distances for women.</li> <li>e) Ensure gender mainstreaming in the board and operations of Isiolo Water and Sewerage Company (IWASCO).</li> <li>f) Adopt water technologies that are friendly to operate for both men and women.</li> </ul>
Land, Environment, and Natural Resources	Enhance land and resources access, control, and ownership by both men and women, invest in resilience and capacity to mitigate climate change, and promote an effective gender-inclusive institutional framework for natural resources management for sustainable development.	<ul style="list-style-type: none"> <li>a) Identify and alleviate gender and social disparities in terms of equitable access to and control over resources, benefits, costs, and decision-making between women and men.</li> <li>b) Conduct resource mapping research for existing natural resources for equitable benefits</li> <li>c) Empower and/or integrate and engender customary and modern natural resource management institutions to implement and enforce rules for sustainable range land management.</li> <li>d) Mainstream gender into environmental policies, programs, and plans.</li> <li>e) Promote the use of alternative green energy including wind, solar and mini-hydro power generation to light up the manyatta and the promotion of improved cook stoves.</li> <li>f) Customize, adopt, and engender Sessional Paper No. 3 of 2016 on National Climate Change Framework Policy and develop an implementation action plan.</li> <li>g) Develop public awareness plans and promote environment-friendly practices such as conservation agriculture, climate-smart agriculture, water harvesting, and storage, etc.</li> <li>h) Firmly deal with grazing resources management to avoid unnecessary resource scarcity, social tension, and insecurity from neighbouring communities.</li> <li>i) Provide financial resources and technical assistance for the registration of community land to ensure that women are involved in the management and ownership.</li> <li>j) Apply the law to ensure that widows are not disinherited of their family property.</li> <li>k) Open an advisory center for widows to seek legal advice on how to safeguard their land before they remarry. Include community awareness and education on laws and how to apply them to safeguard their land.</li> <li>l) Promote women's participation in formal and informal decision-making structures and governance processes related to land, environment, and natural resource management</li> <li>m) Develop strategies for addressing gender inequality related to resource access and ownership, participation in decision-making, and benefit-sharing.</li> <li>n) Incorporate women's role as managers, users, and beneficiaries of natural resources.</li> <li>o) Adopt proactive measures to protect women from resource-related physical violence and other security risks.</li> <li>p) Identify and remove barriers to create enabling conditions to build women's capacity for productive and sustainable use of natural resources.</li> <li>q) Enact laws that safeguard areas that are suitable for crop production.</li> </ul>

Theme	Policy Objective Focus	Policy Actions
Information Communication Technology (ICT) & Media	Respect the human rights of women, and men, including freedom of expression, and the elimination of all negative/ stereotypical presentations of gender issues at various levels of information dissemination and communication	<ul style="list-style-type: none"> <li>(a) Promote gender and women issues in the media publicly.</li> <li>(b) Use of gender-disaggregated data in media reporting of all development plans, initiatives, distribution of resources, and impact monitoring and reporting.</li> <li>(c) Curb negative portrayals of gender roles and gender issues in the media by training and building the capacity of the public relations and communication officers of the County.</li> <li>(d) Remove gender-based barriers to access to information technology.</li> <li>(e) Involve women in ICT policy, planning, and implementation of programs and activities.</li> <li>(f) Support women and men in the informal sector to access ICT as a critical resource, and to allow them to link with markets.</li> <li>(g) Build the capacity of women and men in ICT use, especially through adult and continuing education programs</li> <li>(h) Engender ICT and Media research at the County Assembly and Executive levels</li> </ul>
Social Services and Inequalities (Vulnerable Groups and Inequalities in Society)	Ensure the realization of the rights of all persons with disabilities, and others who may suffer other forms of social inequalities in the Isiolo County, and ensure their participation in all aspects of social, economic, and cultural life.	<p>Policy Actions</p> <ul style="list-style-type: none"> <li>(a) Mainstream gender into the activities of institutions charged with the provision of social amenities in the County – water, health services, roads, and other social infrastructures.</li> <li>(b) Integrate gender issues into the existing sectoral policies to enhance meeting women's practical and strategic gender needs.</li> <li>(c) Build the capacity of those charged with the responsibilities of providing social amenities to the citizenry, especially the poor.</li> <li>(d) Meet the needs of all persons with disabilities and those who suffer other forms of social inequalities across sectors (transport and other social infrastructure)</li> <li>(e) Eliminate all forms of discrimination against the disabled and those who suffer other forms of social inequalities, for instance, the aged, widows, and single mothers, etc.</li> <li>(f) Enforce the rights of the disabled and other vulnerable groups to protection, and non-discriminatory treatment.</li> <li>(g) Grant those with disability equal access to opportunities e.g. education, and employment, through affirmative actions.</li> <li>(h) Develop a partnership with and strengthen Civil Society Organizations working with the physically challenged (people with special needs).</li> </ul> <p>Strategies of Implementation:</p> <ul style="list-style-type: none"> <li>(a) Provisions of the special needs of persons with disabilities, inform of – granting of special physical structures in public places, appropriate transport facilities, etc. in the County.</li> <li>(b) Government to create community-based rehabilitation center to ensure the integration of the disabled into the society</li> <li>(c) Ensure police stations, courts, and health facilities have sign language interpreters who can support handling GBV cases for mentally challenged survivors.</li> <li>(d) Collaborate with the relevant partners to strengthen the capacity of institutions and service providers handling SGBV for survivors with intellectual disabilities across the health, prosecution, and judiciary.</li> <li>(e) Establish special units in every sub-County that will ensure access to education for persons with disability.</li> <li>(f) Ensure that PWDs are not treated as a homogenous group so that their specific needs are met.</li> </ul>

Theme	Policy Objective Focus	Policy Actions
Sports, Talent and Recreation Services	Improve investments in sports and budget allocation for youth talent development.	<ul style="list-style-type: none"> <li>a) Sensitize more boys, girls, and women to be involved in all types of appropriate sports and sporting activities.</li> <li>b) Increase County budget for youth sports activities and specific to sports for women and persons with disability.</li> <li>c) Improve County facilities for women-dominated sports within the existing sports infrastructure.</li> <li>d) Ensure more balanced male and female boards and committees in sports governance</li> <li>e) Increase media coverage and profiling of sports and talents the Isiolo County.</li> </ul>

## 4 POLICY IMPLEMENTATION MONITORING AND EVALUATION

### 4.1 Key Stakeholders Tasked with Implementation of the Isiolo Policy

The main stakeholders charged with the implementation of this policy are the Ministry in charge of Gender Affairs, Office of the Governor, the County Assembly, the Police Department, Office of the Director of Public Prosecutions, and the Judiciary. The afore-mentioned stakeholders will ensure that this Policy is implemented so that there is gender equality in all facets of life in Isiolo County.

### 4.2 Monitoring and Evaluation Framework

A comprehensive M&E framework will be developed to facilitate monitoring, evaluation, learning, and knowledge management in the implementation of this policy. The M&E framework is guided by the following considerations:

- Comprehensive performance indicators-this constitutes the development of a set of matrices to measure progress toward each policy action.
- Establish a baseline for all indicators
- Scheduled and periodic collection of performance data  
-Collecting data for the identified performance indicators is a crucial step of the results-based process.

### 4.3 Policy Review

This Policy shall be implemented in a five (5) year period 2021-2025 and shall be subjected to mid-term review within three (3) years to monitor progress and any significant changes that the County experiences. On an annual basis, the Gender Department shall convene stakeholders to share progress in the implementation.





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