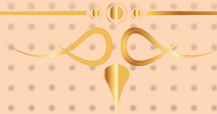




COUNCIL OF GOVERNORS WOMEN'S CAUCUS

G7 STRATEGY

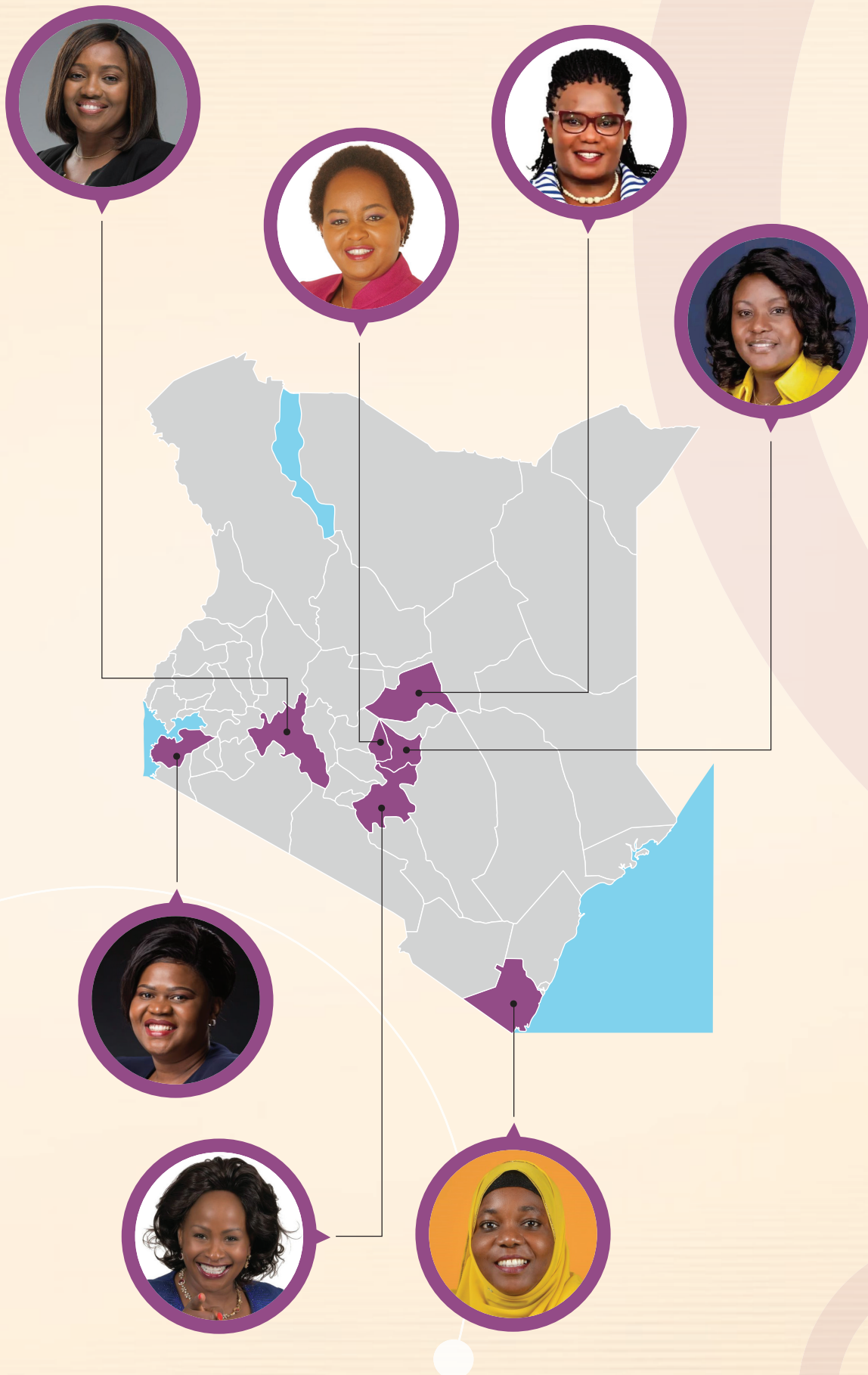
2023-2027



HARNESSING TRANSFORMATIVE LEADERSHIP



Women-Led Counties Transforming Leadership in Kenya





Vision

A transformed society embracing women leadership in delivering the devolution promise.



Mission

Model Women Governors as transformative leaders and champions of inclusive political representation and participation.



Motto

Women leadership redefining the epitome of devolution.



Clarion Call

G7 to G16



Core Values

Mentorship, Collaboration, Partnership, Integrity, Equality, Equity, Inclusion, Innovation.

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LIST OF ABBREVIATIONS AND ACRONYMS

AGPO	Access to Government Procurement Opportunities
ADP	Annual Development Plan
AMWIK	Association of Media Women in Kenya
AU	African Union
CAF	County Assemblies Forum
CBOs	Community Based Organisations
CEO	Chief Executive Officer
CIDP	County Integrated Development Plan
COG	Council of Governors
COK 2010	The Constitution of Kenya, 2010
CSOs	Civil Society Organisations
ECDE	Early Childhood Education
IEBC	Independent Elections and Boundaries Commission
G7	Seven Women Governors Elected in the 2022 General Election
GBV	Gender Based Violence
GDU	Governors Delivery Unit
GNU	Governors Press Unit
KENWOG	Kenya Network for Women Governors and Women Deputy Governors
KEWOPA	Kenya Women Parliamentary Association
KEWOSA	Kenya Women Senators Association
KNBS	Kenya National Bureau of Statistics
KRA	Key Result Area
KSG	Kenya School of Government
M & E	Monitoring and Evaluation
MCA	Member of County Assembly
MDAs	Ministries Departments and Agencies
MP	Member of Parliament
MSME	Micro Small and Medium Enterprise
MTP	Medium Term Plan
NADCO	National Dialogue Committee
NGEC	National Gender and Equality Commission
NHIF	National Health Insurance Fund
PESTLE	Political Economic Social Technological Legal and Environmental
PFM	Public Finance Management Act
PWDs	Persons with Disabilities
SDGs	Sustainable Development Goals
SGBV	Sexual Gender Based Violence
SIGs	Special Interest Groups of women, youth, PWDs, children, elderly, the minorities, and marginalized communities
SOPs	Standard Operating Procedures
SWOT	Strength Weakness Opportunities & Threats
VTC	Voluntary Technical Centre
UN-CSW	United Nations Commission on the Status of Women
UN Women	United Nations Entity for Gender Equality and The Empowerment of Women



There are Seven (7) elected Women Governors (G 7) in Kenya following the 2022 elections. This is the highest number elected so far since the promulgation of the Constitution of Kenya 2010 (CoK 2010). The election of the 7 Women Governors in 2022 is worth celebrating as it is a testament of resilience in increasing representation of women in Kenya towards realization of gender equality in line with Article 27 of the Constitution. The G7 have broken the glass ceiling in ascending to top elective positions.

FOREWORD

The G7 seeks to enhance leadership at the county and national levels to reveal the potential of women as leaders to transform society, their gender notwithstanding. The G7 entry into the male dominated political field has brought in unique perspectives, i.e., collaboration, partnerships, empathy and innovations that presents greater advantage for Women Governors to unite in one accord to deliver on the promise of devolution in demonstrating gender, diversity and inclusion in decision-making.


The conceptualization of this Strategy was first conversed by Women Governors during the Sixty-Seventh (67th) session Commission on the Status of Women (UNCSW) in March 2023 in New York. The theme of the 67th session was **Innovation and Technological Change, and Education in the Digital Age for Achieving Gender Equality and the Empowerment of Women and Girls**". The session was a follow-up to the Fourth World Conference on Women and the twenty-third (23rd) special session of the General Assembly, entitled "*Women 2000: gender equality, action in critical areas of concern and further actions and initiatives: priority theme*". The G7 were concerned with how to make themselves visible and to address the invisible barriers that continue to exist in Kenya subjecting women to socio-cultural biases that deny them access to equal opportunities in economic, social and political decision making and leadership spaces. The Women Governors held a side activity in the margins of the 67th CSW session titled, '*Transformative Women Leadership*' jointly with OXFAM. In the ensuing conversation, a proposal was made to create the Seven Women Governors Caucus, otherwise referred to as the G7 to pursue transformative women leadership in Kenya. The Council of Governors signed a memorandum of understanding with OXFAM to support development of a G7 Strategy.

The UNCSW conclusions agreed on the mutually reinforcing relationship of achieving gender equality and empowerment of all women and girls towards gender responsive implementation of Agenda 2030.

This strategy is a product of extensive feedback from internal and external stakeholders, and it provides a vision for the country and specifically for the Seven (7) Women Led Counties for the period 2024-2027. The central role of the G7 strategy is that it provides a framework for the planning and delivery of the devolution promise in Kenya as well as enhancing the participation and representation of women in leadership and decision making. The strategy is informed by the CoK, 2010 and international as well as regional treaties, conventions and commitments that Kenya has signed/ ratified and domesticated.

Further, the strategy is aligned to Vision 2030, Kenya's development Blueprint in its five years roll out in the Fourth Medium Term Plan (MTP IV) and the current Government's Bottom-Up Economic Transformation Agenda (BETA), 2022-2027.

The G7 strategy provides a framework for realising the delivery of transformative service delivery results to all Kenyans. It will act as a guide for assessing the performance and achievements for the Women Governors for the next four years. The implementation of this strategy is the responsibility of the 7 Women Governors, COG Secretariat and partners (Women's Rights Organization, Human Rights Civil Society organizations, Development Partners) and all other stakeholders. All the 47 Governors and County technical teams are expected to support gender responsive service delivery as per the Constitution.



This strategy is a product of extensive feedback from internal and external stakeholders, and it provides a vision for the country and specifically for the Seven (7) Women Led Counties for the period 2024-2027

Each of the 7 Women Led Counties, will translate this strategy into County-Based 10-year Blueprint, enhancing the space of women in contributing to the promise of devolution and transformative service delivery. Closer collaboration, consultation, and communication between the women leaders in the various spaces of influence is anticipated. This will lead to the G7 creating an inclusive environment for support and learning from each other as best practices. The outcome of implementing the strategy is to create more inclusive leadership, witness upward mobility by women in organizations, collective efforts by women and greater tangible progress made towards realization of the not more than two-thirds gender principle in elective and appointive positions moving from G7 to G16.

As we approach the coming 68th UNCSW, the G7 Strategy stands tall – a tangible outcome of the previous session. The theme of the session taking place in New York 11th to 22nd March 2024 is **“Accelerating the achievements of gender equality and empowerment of all women and girls by addressing poverty and strengthening institutions and financing with gender perspective.”** The G7 have an opportunity to actively participate in the sessions, deliberations and show case the planned interventions, through this four-year strategy. The G7 strategy is our beacon of hope to change the world and embrace Women leadership and foster inclusive and equitable leadership.

H.E ANNE WAIGURU, OGW, EGH
CHAIRPERSON, COUNCIL OF GOVERNORS



The Council of County Governors (COG) is a non-partisan organization with a mandate to provide a mechanism for consultation amongst County Governments, share information on performance of the counties in execution of their functions, facilitate capacity building for Governors, and consider reports from other intergovernmental forums on National and County interests amongst other functions. The Council works through sectoral committees anchored within the Secretariat and chaired by the Governors.

ACKNOWLEDGMENT

The committees are guided by the Council's Strategic Plan 2022-2027. To mainstream gender in the county service delivery processes, the CoG since 2013 has integrated principles of gender equality and women empowerment in all policy and development plans formulated to support County Governments in the delivery of their mandate and functions. The process of developing this strategy has been participatory and inclusive.

The development of this strategy has benefited from the input of Women Leaders and technical teams with representatives drawn from: OXFAM, UN Women, University of Nairobi Centre for Gender Studies, National Gender and Equality Commission (NGEC), the Kenya Women Parliamentary Association (KEWOPA), the Kenya Women Senators Association (KEWOSA), Association of Media Women in Kenya (AMWIK), Kenya National Bureau of Statistics, UN Women, JPal, Media Council of Kenya, Info Trak, Centre for Multiparty Democracy Kenya, among others. CoG acknowledges the participation and invaluable input of the grass roots women leaders from the seven counties who were part of the Focus Group Discussions, key county officials from the seven counties and peer review input of the technical leads in charge of various thematic areas at the CoG.

The strategy has been prepared by the CoG committee in charge of gender under the invaluable guidance of the Director in charge of Committees Mr. Kizito Wangalwa, with the support of Jackline Migide, Daisy Chebet and Yvonne Ogwang'. We acknowledge and thank the technical team that worked on the G7 strategy.

The Council of Governors and OXFAM Kenya are pleased to present this strategy and look forward to continued partnership with the various stakeholders to deliver the devolution promise through Women Led Counties. The strategy aims at achieving gender equality and women empowerment while elevating their space for participation and representation in leadership and decision-making processes. We at COG look forward to implementation of the strategy and will play our rightful role focussing on the low hanging fruits.

MS. MARY MWITI,
CHIEF EXECUTIVE OFFICER, COG

EXECUTIVE SUMMARY

The Constitution of Kenya, 2010 was promulgated on 27th August 2010 after years of agitating for a new constitution. One of the core pillars in the CoK, 2010 is the national values enshrined in Article 10, that include the devolution of power. Chapter 11 of the Constitution provides for the establishment of Devolved Governments. Schedule 4 of the Constitution outlines the delineation of functions between the National Government and the Devolved Units.

The first election under the CoK 2010 was held in March 2013. This brought on board the first County Governments comprised of 47 Male Governors who formed the Council of County Governors (COG). No woman was elected to Gubernatorial position in 2013. The second round of elections in 2017 saw three pioneer Women Governors elected. These were; *H.E. Anne Waiguru, OGW, EGH, H.E. Charity Ngilu, EGH and the late H.E. Dr. Joyce Laboso, EGH*. The third election circle in 2022, celebrated the election of seven (7) Women Governors.

The seven Women Governors came together to form the Women Governors Caucus under the COG hereinafter referred to as the G7 Caucus. This G7 Caucus is modelled on other similar approaches based on the practice of politics in Kenya for example, the Kenya Women Parliamentary Association (KEWOPA) and Caucus 47 of County Women Representatives. The need of the G7 caucus is to galvanize Women Governor's role in leadership and to address the challenging gender barriers that hinder women progress in leadership. They also desire to increase representation of women in politics and other leadership positions and to bring about tangible progress at all levels, national and county governments. The G7 Caucus hopes to influence Kenya's politics using their bipartisan approaches to demonstrate the advantages of gender diversity in leadership and advocate support for more women leaders in all spheres with the aim to dismantle patriarchy.

The COG is established under Section 19 of the Inter-Governmental Relations Act, 2012 and comprises 47 County Governors. COG plays a facilitative and coordinating role for subnational governments. COG is currently guided by the Strategic Plan 2022 – 2027 implemented through the public sector annual planning and budgeting process and submits an Annual Statutory report to Parliament outlining the implementation progress. The G7 Caucus is derived and created to function and operate under the COG objectives and strategic plan. COG occupies a significant role as the unity platform for counties and custodian for devolution. In its third season COG plays a powerful role in protection of devolved units as well as capacity building counties to ably perform.

From examples drawn from Uganda (The Uganda Women Parliamentary Association (UWOPA), United Kingdom (UK) (The Women in Parliament All Party Parliamentary Group), Denmark, Finland (Network of Finnish Women Members of Parliament) and United States of America (USA) (Congressional Caucus for Women's Issues), it indicates that women politicians as leaders have served well in bipartisan caucuses. Women Governors are coming together to form their own caucus to enhance their strength and collate their efforts. Further, the G7 Caucus will have a standing and well-resourced technical team that is part of COG Gender Committee. The G7 Caucus has endorsed the development of this strategy.

The implementation of the strategy will be guided by the following four pillars:

1. Socio-Economic Development;
2. Political Strategy;
3. Good Governance, Accountability, Access to Justice, and
4. Institutional Strengthening.

The four-year implementation framework is annexed in this strategy.¹

The strategy is structured as follows:

- **Chapter 1: Background and Context:** Sets the stage by providing historical information, relevant trends, and the overall situation surrounding the strategy.
- **Chapter 2: Situational Analysis:** Evaluates internal strengths and weaknesses, as well as external opportunities and threats, to understand the current landscape for operation of the strategy.
- **Chapter 3: Strategic Direction:** It defines the Women Governors Caucus long-term vision, mission, and core values, outlining the desired future state and short term and medium-term strategic objectives, strategies, and activities.
- **Chapter 4: Strategy Implementation and Coordination:** Details the specific actions, resources, and timelines needed to achieve the strategic objectives.
- **Chapter 5: Monitoring, Evaluation, Accountability and Learning:** Establishes processes for tracking progress, measuring impact, ensuring responsible execution, and adapting based on learnings.
- **Appendices:** Proposed G7 Structure, the G7 Counties demographics data and the Implementation Matrix

¹ Annex 2

The background features a large, light yellow curved shape on the right side. On the left, there are several overlapping purple geometric shapes, including a large triangle and a smaller triangle, creating a layered effect.

CHAPTER

1

Background and Context

1.0. Background

Kenya has made strides in promoting gender equality and empowerment of women and girls. The promulgation of the Constitution of Kenya, 2010 ushered in a new era promoting equality and freedom from discrimination. The Constitution provides that every person is equal before the law and has the right to equal protection and benefits of the law. Women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural, and social sphere as contained in Articles 27 (1) (2) (3). Discrimination, both overt and covert, based on the grounds including race, sex, pregnancy, marital status, health status, ethnic or social origin, colour, age, disability, religion, conscience, belief, culture, dress, language, and birth, is prohibited in law by dint of the Constitution. To give full realization of the rights guaranteed under the Article 27, the State is expected to take legislative and other measures including affirmative action programmes and policies designed to redress any disadvantage suffered by individuals or groups because of past discrimination per Article 27(6). In addition, the State shall take legislative and other measures to implement the principle that not more than two-thirds of members of elective or appointive positions shall be of the same gender as per Article 27(8).

The introduction of affirmative action quotas and inclusion of the not more than two-thirds gender principle in the Constitution has seen the steady increase of women in elective positions since 2013. The tables below (Table 1-3) demonstrate how women have performed in political representation since independence in Kenya.

Table 1: Women's Representation in National Assembly

Parliament	Term	Constituencies (Total)	Women (Elected)	Nominated Members (Total)	Nominated Members (Women)
1 st Parliament	1963 – 1969	158	0	12	0
2 nd Parliament	1969 – 1974	158	1	12	1
3 rd Parliament	1974 – 1979	158	4	12	2
4 th Parliament	1979 – 1983	158	5	12	1
5 th Parliament	1983 – 1988	158	2	12	4
6 th Parliament	1988 – 1992	188	2	12	0
7 th Parliament	1992 – 1997	188	6	12	1
8 th Parliament	1997 – 2002	210	4	12	5
9 th Parliament	2002 – 2007	210	10	12	8
10 th Parliament	2008 – 2013	210	16	12	6
11 th Parliament	2013–2017	290	16	12	5
12 th Parliament	2017–2022	290	23	12	6
13 th Parliament	2022–2027	290	28	12	6

Table 2: Women Representation in the Senate since 2013

Senate	Term	Counties	Elected Women	Total Nominated Women
11th Parliament	2013–2017	47	0	18
12th Parliament	2017–2022	47	3	18
13th Parliament	2022–2027	47	3	18

Table 3: Women Representation at County Level since 2013

Year	2013	2017	2022
	<i>Elected</i>	<i>Elected</i>	<i>Elected</i>
Governor	0	3	7
Deputy Governor	9	7	8
Member of the County Assembly	82	96	115

From the above tabulations, the number of women in elective positions has impressively increased at National and County Level, albeit very slowly. At the County Assemblies level, in 2017, there were 96 elected women against 1,334 men and in 2022, election, the number increased to 114.

1.1. Women entry into Gubernatorial Positions

The first election under CoK, 2010, held in March 2013, did not get any Woman Governor elected. However, there were 9 women Deputy Governors elected, as running mates to the male Governors. These were:

1. H.E. **Ruth Odinga** of Kisumu County;
2. H.E. **Adelina Mwau** of Makueni County;
3. H.E. **Peninah Malonza** of Kitui County;
4. H.E. **Dorothy Ndit Muchungu** of Embu;
5. H.E. **Evalyne Aruasa** of Narok County;
6. The late H.E. **Susan Kikwai** of Kericho County;
7. H.E. **Mary Ndiga Kibuka** of Taita Taveta County;
8. H.E. **Fatuma Achani** of Kwale County; and
9. H.E. **Hazel Katana** of Mombasa County.

To leverage on their numbers and to form common agenda, the first 9 Deputy Governors formed and registered the **Kenya Network for Women Governors & Women Deputy Governors (KENWOG)**. This was in anticipation that in the near future, Women Governors would be elected. KENWOG was registered as an Association with the Registrar of Societies on 23rd May 2013.

The primary objectives of KENWOG included advancing gender equality, empowerment of women and girls, and advocating for gender responsive elections of Governors. Other objectives were capacity building, networking, sharing of experiences and empowering women leaders in the Executive, Public Service Boards and the Legislative arm in the County Governments. KENWOG, in drawing their gender agenda, identified strategic actions and aligned them with the then COG strategic plan. This was to respond to the new emerging issues on gender equality and gender mainstreaming globally and regionally guided by Goal 5 of the Sustainable Development Goals adopted in 2015.

In 2017, for the first time 3 pioneer Women Governors were elected, namely: -

1. H.E. **Anne Waiguru** in Kirinyaga County;
2. H.E. **Charity Ngilu** in Kitui County; and
3. The late H.E. **Joyce Laboso** in Bomet County.

The number of elected Deputy Governors dropped from 9 to 7 in 2017. There were 4 women deputy governors re-elected and 3 new ones. 3 others were nominated to office within the term. The Women Deputy Governors in this term were:-

1. H.E. **Fatuma Achani** (Kwale);
2. H.E. **Adelina Mwau** (Makueni);
3. H.E. **Evalyne Aruasa** (Narok);
4. The late H.E. **Susan Kikwai** (Kericho);
5. H.E. **Cecilia Mbuthia** (Nyandarua);
6. H.E. **Yulita Mitei** (Nandi);
7. H.E. **Mjala Mlagui** (Taita Taveta);
8. H.E. Dr. **Caroline Wanjiru Karugu** (Nyeri);
9. H.E. Dr. **Joyce Wanjiku Ngugi** (Kiambu County); and
10. H.E. **Ann Kananu Mwenda** (Nairobi City) who served as the Nairobi City Governor.

In the General Election of 2022, seven (7) Women Governors were elected marking a turning point in the County Government governance and by extension the decision-making processes including at the Council of Governors. The election of the seven Women Governors increased the opportunities of elected female County Heads to being member and chairs of committees within the Council of Governors. This culminated in the election of H.E Anne Waiguru, EGH, as the first female Chair of CoG in 2022.

- | | |
|------------------------------------|------------------|
| 1. H.E. Anne Waiguru, EGH | Kirinyaga County |
| 2. H.E. Cecily Mbarire, EGH | Embu County |
| 3. H.E. Wavinya Ndeti, EGH | Machakos County |
| 4. H.E. Gladys Wanga, EGH | Homa Bay County |

- | | |
|----------------------------------|---------------|
| 5. H.E. Susan Kihika, EGH | Nakuru County |
| 6. H.E. Fatuma Achani | Kwale County |
| 7. H.E. Kawira Mwangaza | Meru County |

Currently, there are 8 Women Deputy Governors elected as listed below:

- | | |
|---|------------------------|
| 1. H.E Janepher Mbatiany | Bungoma County |
| 2. H.E Prof. Grace Cheserek | Elgeyo Marakwet County |
| 3. H.E Dr. Yulita C. Mitei Cheruiyot | Nandi County |
| 4. H.E Rosemary Njeri Kirika | Kiambu County |
| 5. H.E Flora Mbetsa Chibule | Kilifi County |
| 6. H.E Lucy Mulili | Makueni County |
| 7. H.E Philomena Bineah | Trans Nzoia County |
| 8. H.E Christine Saru Kilalo | Taita Taveta County |

The increase in the representation of women in gubernatorial positions raises great lessons to be learnt and influence the ascension of other women to similar positions. Importantly, the journey of some of the elected female Governors and Deputy Governors indicates the potential of using grounding done in previous engagement in elective politics to propel women into gubernatorial positions. Two (2) of the G7 were previously elected as Women Representatives (Meru and Homa Bay), one was a former Senator and County Assembly Speaker (Nakuru), two previously served as elected Members of the National Assembly (Embu and Machakos), and one served as a Deputy Governor for two terms (Kwale). One retained her gubernatorial seat (Kirinyaga) having previously served as a Cabinet Secretary in Charge of Devolution. The G7 lived experience in leadership serves as a point of reference in how influence and power can influence ascension to the gubernatorial position, in turn shattering the glass ceiling.

1.2. Development Context: International, Regional and National Perspectives

1.2.1. Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) 2030, are a universal and transformative roadmap to address the structural causes of discrimination and inequality, including by focusing on those most at risk of being left behind. It calls for the removal of all legal, social, and economic barriers to women's empowerment. Further, it stresses the need for women and girls to enjoy equal access to quality education, economic resources, and political participation as well as equal opportunities with men and boys for employment, leadership, and decision-making at all levels. Thus, the SDGs are important delivery points for Women Governors. They provide targets and indicators which the G7 should align their programmatic intervention to, towards meeting the goals, with a gender lens.



Figure 2: Sustainable Development Goals

1.2.2. Africa Agenda 2063

Agenda 2063 envisages a non-sexist Africa, an Africa where girls and boys can reach their full potential, where men and women contribute equally to the development of their societies. Aspiration 6 of Africa Agenda 2063 envisions an

Africa whose development is people driven, relying on the potential of the African People, particularly its women and youth and well-cared-for children. Agenda 2063 promotes attainment of full gender parity with women occupying 50% of elected offices at state, regional and local bodies, and 50% of managerial positions in government and private sector. Women Governors need to be champions of Africa Agenda 2063 on gender equality in Kenya. The G7 Caucus will seek collaboration through Women Leaders Networks which aim to enhance the leadership of women in the transformation of Africa, in line with Africa Agenda 2063 and the SDGs.

1.2.3. Kenya Vision 2030

The Vision 2030 is Kenya's long-term development blueprint which aims to create a globally competitive and prosperous country that will provide a high quality of life for all its citizens. It aspires to transform Kenya into a newly industrialized middle-income country by 2030. The economic pillar targets to maintain a sustained economic growth of 10% per annum over the next 15 years. Additionally, it targets to achieve a just and cohesive society enjoying equitable social development in a clean and secure environment. The political pillar targets to achieve issue-based, people-centred, result oriented, accountable, democratic governance and a society of equal treatment.

The Vision 2030 Medium Term Plan IV (2023-2027) seeks to have gender equality and economic empowerment as its flagship project. The MTP IV in its social pillar seeks to have gender equality and inclusion realized as cross-cutting measures to all the development agendas. The G7 strategy will be implemented in the duration of Vision 2030 thus will draw from the vision pillars.

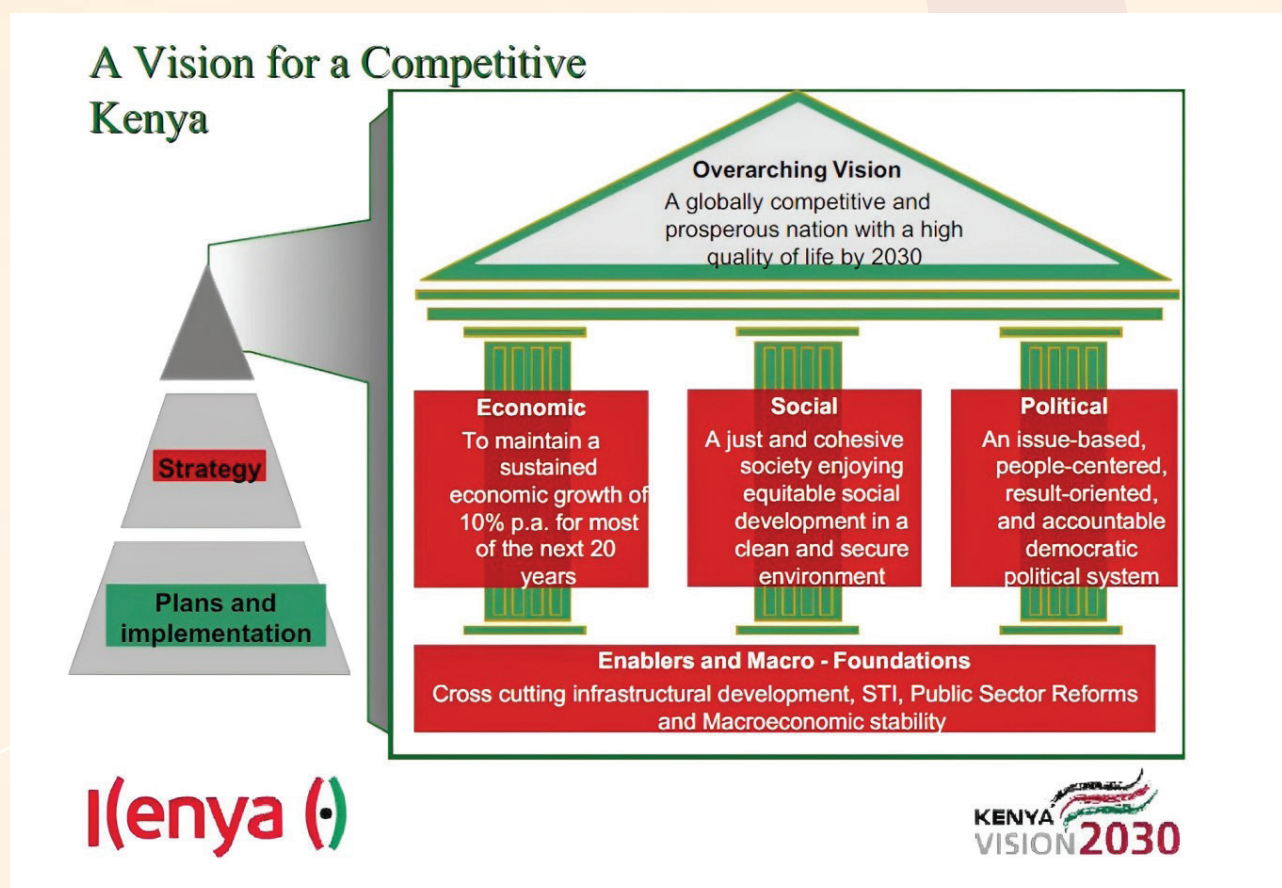


Figure 3: Vision 2030 Pillars

Source: Vision 2030 Delivery Board

1.2.4. Bottom-Up Economic Transformation Agenda (BETA)

To promote the Bottom-Up Economic Transformation Agenda, the Government of Kenya is implementing policies and structural reforms and promoting investment in five priorities that are expected to have the highest impact at the bottom of the economy. These are:

1. Agricultural Transformation and Inclusive Growth;
2. Transforming the Micro, Small, and Medium Enterprise (MSMEs) Economy;
3. Housing and Settlement;
4. Healthcare; and
5. Digital Superhighway and Creative Economy.

To make these five core BETA pillars feasible, the Government is implementing strategic interventions under the following key enablers: Infrastructure; Manufacturing; Blue Economy; the Services Economy, Environment and Climate Change; Education and Training; Women Agenda; Youth Empowerment and Development Agenda; Social Protection; Sports, Culture and Arts; and Good Governance.

The five priorities of BETA will drive the county functions that Women-led Counties are expected to deliver.

1.3. Relevant Legislation and Policies

Table 4: International Treaties/Commitments and Legal and Policy Frameworks to Bolster the G 7 Strategy

Treaty/Commitments-Legal and Policy Framework	Linkage with G7
International/Regional commitments promoting gender equality	
Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)	The Convention provides for equality and non-discrimination. It is entrenched in CoK 2010 under Article 27. Kenya is expected to address the gaps and challenges in the implementation of CEDAW and provide information to the committee in compliance with the reporting guidelines. Kenya reports on its implementation every year during the UN CSW.
International Conference on Population and Development (ICPD 1994)	ICPD Cairo 1994 calls for advancing gender equality and equity and the empowerment of women, the elimination of all forms of violence against women, and ensuring women's ability to control their own fertility. Kenya has put in place various policy and strategic frameworks to address the issues of maternal health and sexual and reproductive health espoused in ICPD. Kenya is implementing the General Equality Gender Commitments.
UN Security Council Resolution 1325	United Nations Security Council Resolution (UNSCR) 1325 on women peace and security calls for the inclusion of women in conflict prevention, resolution, and peace building. The Kenya National Action Plan (KNAP) was developed to operationalize the UNSCR 1325, and it focuses on four thematic areas: participation and promotion, prevention, protection, relief, and recovery. The G7 must be active to ensure community engagement in its implementation. Women must be included in peace committees, at County and Sub County Level.
Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol)	<p>The protocol is a human rights instrument that envisages the social, economic, and political participation of women in Africa. Women Governors have a role to play in ensuring the implementation of the Maputo Protocol.</p> <p>The G7 should engage with the reporting led by the State Departments on Gender and Affirmative Action and ensure all-inclusive reporting as well as dissemination of the Concluding observations.</p>
The East African Community Treaty of 1999	The Treaty envisions the mainstreaming of gender in all endeavours and enhancing the participation of women in cultural, social, political, economic, and technological development. The G7 should engage with the implementation frameworks of the EAC including the EALA processes on legislative frameworks promoting gender equality.

Treaty/Commitments-Legal and Policy Framework	Linkage with G7
Kenya Frameworks	
Constitution of Kenya 2010 (CoK, 2010)	This is the comprehensive and all-encompassing supreme law that establishes the normative and legal framework for the realization of gender equality in Kenya. In addition to the affirmative action measures contemplated in Article 6, the state shall take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender. The G7 will be guided by the constitutional framework.
Sessional Paper No. 02 of 2019 on National Policy on Gender and Development (The 2019 National Gender and Development Policy)	The goal of the policy is to “achieve gender equality and women’s empowerment in national development so as to enhance participation of women and men, boys and girls, vulnerable and marginalized groups for the attainment of sustainable development.” The policy sets legislative and administrative measures to address the existing gaps in the realization of gender equality and women’s empowerment. The G7 will be expected to domesticate and implement the gender policies in their counties.
Women Economic Empowerment Strategy by the State Department for Gender (SDFG), 2020- 2025	The goal of this WEE strategy is to provide guidance and strategic direction to the State Department for Gender on how best to support women economic empowerment. The G7 will be expected to domesticate the WEE policy and implement Women Economic Empowerment Programmes.
County Integrated Development Plans (CIDPs)	County Integrated Development Plans (CIDPs) are anchored under the County Government Act of 2012 Section 104. CIDPs are 5-year plans with clear programmes, objectives and targets developed after public participation. CIDPs take into consideration the review of the implementation of the previous CIDP as well as incorporating the governors’ manifesto. The G7 have a role to play in ensuring the integration of gender and diversity in their CIDPs and ADPs.
Annual Development Plans (ADPs)	The County Governments implement their CIDPs through their Annual Development Plans (ADPs) that set out the county’s annual development priorities for the forthcoming year. ADPs are based on implementation progress and experience captured in Quarterly Progress Reports (QPRs), the Annual Progress Report (APR) and State of County Address. The G7 shall oversee the implementation of their ADPs with budgeting and resource mobilization for their priorities and reporting on their achievements.

1.4. The Intervention: Delivering on the Promise of Devolution

The CoK 2010 marked a major turning point for Kenya. Recognizing the limitations of centralization, it ushered in a new era of devolution, creating 47 counties. The primary objective was to devolve power, resources, and representation down to the local level.

As outlined in Article 174, devolution is expected to lead to:

- More accountable and inclusive local governments;
- Better services for all Kenyans;
- Increased citizen participation in decision-making;
- Empowerment of minorities and marginalized communities;
- More equitable development across the country.

Article 175 provides for the principles of devolved government:

- county governments shall be based on democratic principles and the separation of powers;
- county governments shall have reliable sources of revenue to enable them to govern and deliver services effectively; and
- no more than two-thirds of the members of representative bodies in each county government shall be of the same gender.

Beyond devolution, the Constitution enshrines a comprehensive Bill of Rights. Article 43 provides for the fulfillment of socio-economic rights, guaranteeing access to healthcare, clean and safe water, food, social security, education, and housing with reasonable standards of sanitation, laying the foundation for a society where every individual can thrive. Women-led Counties will be expected to act as models in delivering and implementing the transformative Constitution.

1.5. The Rationale for the G7 Strategy

1. In Kenya, patriarchy, social, cultural, and religious influences have resulted in few women ascending to leadership roles. Lack of economic resources is a big obstacle to women's participation in politics. Political parties and coalitions are patriarchal and male-dominated entities. According to the Center for Multi-Party Democracy Kenya, political influence is characterized by the following tiers mainly occupied by men:

• **Tier I:** Political figures with national influence and appeal: H.E. the President of the Republic of Kenya, H.E. the Former Prime Minister, H.E. the Former President of the Republic of Kenya

• **Tier II:** Political Party Leaders and Regional Kingpins

• **Tier III:** Parliamentary Leadership

• **Tier IV:** Notable Elected Members and Governors

Figure 4: Political Tiers in Kenya

Women Governors are desirous of playing politics at Tier I or II in terms of political influence and have to come together under the G7 Caucus to achieve this mission. This Strategy is designed to create a powerful, respected and high-profile Caucus of Women Governors in Kenya.

2. To empower and support the seven Women Governors in demonstrating transformative leadership, fostering efficient and strategic governance within the devolved structures. The aim is to facilitate the retention, re-election, and transition of women Governors. Through enhanced and co-ordinated delivery of the devolution and women agenda, the Women-led Counties will **re-affirm Kenyans' commitment and support of devolution**, the most transformative aspect of the Cok. The strategy will maximize economic development, delivery of SDGs and harness the impact and devolution experience in Women-led Counties.
3. The G7 Members are poised to exemplify transformative women leadership in Kenya, serving as catalysts for the increased election of women into leadership roles. The strategy is designed to safeguard against regression in women's electoral representation, emphasizing the pivotal slogan '**G7 to G16**' as the rallying cry for elevating more women to gubernatorial positions. This concerted effort aligns with the imperative of fulfilling the not more than two-thirds gender principle for the 47 County Governors positions.

The Women Governors Caucus, anchored under the auspices of the Council of Governors, will establish its distinct identity through registration, branding, logo creation, procedural development, and operationalization, all geared towards expanding the representation of Women Governors in Kenya.

1.6. Strategy Objectives

The overall objective of the strategy of the G7 is to enhance the Women Governors political influence and leadership at the national and county level. This strategy aims to empower the G7 to deliver on the promise of devolution. This involves demonstrating efficient and strategic governance within the devolved structures, with the overarching goal of facilitating their retention, re-election, and transition to national politics. The strategy encompasses the following objectives: -

- i. Provide goals and objectives of G7 strategy under the prescribed period running between 2024 and 2027.
- ii. Develop strategies, activities and timelines to align with the mandate of the County Governors.
- iii. Assess internal and external realities, and recommend a functional and effective structure for implementing the proposed strategies and activities.
- iv. Provide a balance between economic development programmes and political strategies.
- v. Develop a four-year costed strategy for G7.
- vi. Develop framework for resource mobilization, communication, and monitoring & evaluation plans.

1.7. Approach and Methodology

1.7.1 Consultative Sessions and Literature Review

This Strategy is informed by data collected using mixed and complementary methods, including reviewing relevant literature, interviews with key informants and Focus Group Discussions (FGDs) in several counties, and convening round table discussions workshops. Key informants from national level and FGD participants were drawn from Kwale, Machakos, Kirinyaga, Embu, Meru, Nakuru and Homa Bay Counties. The respondents discussed emerging issues, including the impeachment motion against the Meru Governor. The grassroots women leaders shared valuable perspectives on women governors' leadership and expressed their support in realizing the visions of their respective counties.

The COG convened various consultative forums for information gathering. The discussions identified the issues below.

1.7.1.1 Socio-Economic Development Challenges

- While there are national level initiatives on gender and development, counties lack a harmonized and coordinated approach.
- There is limited inclusive planning, inadequate budgeting for gender integration and inclusion for women and girls.
- Ineffective Gender Responsive Budgeting.
- Limited exposure to gender mainstreaming tools, inadequate development of gender plans and comprehensive policies and monitoring tools for measuring progress.
- Limited understanding of Affirmative Action which is misunderstood to mean preference for women and girls that is discriminatory for boys and men.
- Despite the ongoing fatigue surrounding the women's agenda, gender parity has yet to be realized.
- Uncoordinated women economic empowerment initiatives.
- Lack of policy and legislative anchorage of Affirmative Action at county Level.

1.7.1.2 Sector Specific Socio-Economic Challenges

The table below presents the sector specific challenges:

Table 5: Sector Specific Challenges

Sector	Key Challenges
Health	<p>Maternal and Child Health:</p> <ul style="list-style-type: none"> High maternal mortality rates, particularly in rural areas. Limited access to skilled birth attendants and quality antenatal care. Malnutrition among children under five. <p>Sexual and Reproductive Health (SRH):</p> <ul style="list-style-type: none"> Unmet need for family planning services. High adolescent pregnancy rates. Inadequate coverage of SRH by NHIF <p>Gender-Based Violence (GBV):</p> <ul style="list-style-type: none"> Underreporting and inadequate support services for survivors. Social stigma and cultural norms that perpetuate violence. <p>Teenage Pregnancies:</p> <ul style="list-style-type: none"> Lack of comprehensive sexuality education. Limited access to youth-friendly health services. Inadequate support for the return to school policy for teenage mothers. <p>Low coverage levels of health insurance</p>
Agriculture	<p>Food Security:</p> <ul style="list-style-type: none"> Climate change impacting agricultural productivity. Dependence on food imports thus vulnerable to price fluctuations. Inefficient food distribution systems leading to post-harvest losses and food waste. <p>Agro-based Processing:</p> <ul style="list-style-type: none"> Limited value addition of agricultural products, leading to low income for farmers. Lack of access to technology, finance, and markets for small-scale farmers and processors. <p>Value Chains:</p> <ul style="list-style-type: none"> Fragmented value chains with limited integration between different actors. Unfair bargaining power for producers, leading to low profits. <p>County Aggregation and Industrial (CAIPs):</p> <ul style="list-style-type: none"> Inadequate infrastructure and support systems for promoting County Aggregation and Industrial Parks. Inadequate farming inputs to maximize production.
Trade	<p>Women Economic Empowerment:</p> <ul style="list-style-type: none"> Gender gap in access to finance, markets, and resources. <p>Youth Economic Empowerment:</p> <ul style="list-style-type: none"> High unemployment rates among youth. Lack of skills and entrepreneurship training opportunities. <p>Business Growth:</p> <ul style="list-style-type: none"> Limited access to finance and markets for small and medium-sized enterprises (MSMEs) particularly Women-Owned Small and Medium Enterprises (WSMEs). Unfavourable business environment <p>Inadequate mapping of tourism and blue economy resources</p> <p>Limited access to technology and financial services.</p>

Sector	Key Challenges
Environment and Climate Change	<ul style="list-style-type: none"> ▪ Scarcity of water resources which affects women and girls ▪ Lack of access to clean and affordable energy sources. ▪ 'Gender-blind' energy policies that fail to address the impact of climate change on women and girls. ▪ Waste Management: Increasing generation of waste and inadequate waste disposal systems, leading to pollution and environmental health hazards. ▪ Greening & Tree Planting: Deforestation and land degradation contributing to climate change effects and loss of biodiversity. ▪ Resilient Infrastructure: That can withstand the impacts of population growth, climate change, floods, droughts, and extreme weather events.
Education	<ul style="list-style-type: none"> ▪ Lack of access to quality education for all, particularly in rural areas and for marginalized groups. ▪ Inadequate access to quality ECDE programs crucial for early learning and development. ▪ Skills mismatch between the education system and labour market needs. ▪ Poorly run and managed Vocational Training Centres (VTCs) that do not attract the intended youth for skills development ▪ Limited access to scholarships and bursaries for students from disadvantaged backgrounds.
Social Protection	<ul style="list-style-type: none"> ▪ Lack of comprehensive social protection systems: Many vulnerable groups, such as children, youth, people with disabilities, and the elderly, lack access to adequate social protection. ▪ Inadequate social safety nets: Existing social safety nets may not be effective in reaching the most vulnerable or providing sufficient support. ▪ Sustainability of social protection programs: Ensuring the long-term financial sustainability of social protection programs is a challenge. ▪ Lack of targeted interventions for the boy child to curb alcohol, drugs and gambling.

1.7.1.3 Politics and Development Challenges

- Women leaders are faced with the challenge of undertaking development initiatives as espoused in their manifestos while fulfilling political expectations.
- Lack of clarity on the complementary roles for first spouses.
- The roles and space for Deputy Governors is not well articulated.
- Women political leaders continue facing the threat of impeachment.

1.7.1.4 Good Governance, Accountability and Access to Justice Challenges

- Difficulties in striking a balance between ensuring efficient resource allocation and addressing diverse development priorities and social needs.
- Corruption and financial mismanagement.
- Lack of an accessible, all-inclusive, people-centred public participation model.
- Inadequate adoption of evidence-based decision making through use of data and statistics.
- Difficulties of accessing justice, for instance, widows' succession cases.

1.7.1.5 *Mainstreaming gender and affirmative action interventions*

- Counties lack the ability and capacity to collect gender statistics and data disaggregated by sex, age, ability, socio-economic status and other variables.
- Political leaders lack the mechanism to track and monitor how their key transformative initiatives are contributing to social change and growth.
- Lack of adequate governance structures, resources and capacity building for County GDUs, M&E, Planning & Statistics Units and Communication Units.
- Lack of a coordinated approach to collaboration and partnerships between various stakeholders, including government agencies, development partners, civil society organizations, the private sector, Parliament, and the Judiciary.

To inform the strategy development and consultations were informed by secondary data and statistics on key demographics from the G7 Counties found as **Appendix 2**.



CHAPTER 2

Situational Analysis

2.0. Introduction

This chapter presents the situational analysis. It covers the constraints and opportunities analysis, Political Economic Social Technological Legal and Environment (PESTLE) analysis and stakeholder analysis, which provide a platform on which strategies are identified and key results areas developed.

2.1. Constraints and Opportunities Analysis

An analysis of constraints and opportunities was undertaken. The findings are in the table.

Table 6: Constraints and Opportunities Analysis

Constraints	Opportunities
<ol style="list-style-type: none">1. The Two-Thirds Gender Rule framework is not in place. However, recommendations to Parliament have been made by the National Dialogue Committee (NADCO) and the Multi-Sectoral Working Group on the two thirds gender principle.2. Lack of clarity on the complementary roles for the first spouses.3. Limited programmes targeting the boy child and the elderly4. Impeachment proceedings against Governors e.g. the Meru County Assembly grievances against the Governor based on patriarchy.5. Kenya's electoral system does not favour women candidates for competitive seats.6. Increased cases of Gender-based Violence including continued practice of harmful cultural practices e.g. Female Genital Mutilation.7. Ineffective relations with women organizations and associations e.g. Women MCAs, KEWOPA, KEWOSA.8. Hostile MCAs.9. PFM and EACC challenges and lack of balanced budgets10. Limited gender statistics and data available are not disaggregated.11. Weak branding for the Women Governors.12. Political parties competing interests.13. Lack of co-ordination among the G7	<ol style="list-style-type: none">1. 7 Women Governors Elected in 2022.2. 8 Deputy Governors elected in 2022.3. Building on KENWOG experience.4. Constitution of Kenya, 2010.5. Bi-Partisan Unity of Purpose to create the G7 Caucus.6. Grass root women support.7. COG and its structures giving good anchorage.8. Strong partners and allies e.g. Oxfam, UN Women.9. Existing Structures for Gender Agenda at the Counties, i.e.; gender issues in CIDP, ADP, Annual Budgets, Departments, Funds etc.10. Further devolution and decentralization e.g. Ward Based Programmes.11. Male Champions - The President, Former PM, Former VP, Male Governors, MPs etc.12. Development Partners, willing to support the interventions.13. Ongoing Projects and Partnerships – By CSOs and Development Partners.14. National Gender Policy & Strategy on Women Economic Empowerment.

2.2. PESTLE Analysis

Political, Economic, Social, Technological, Environmental and Legal (PESTEL) analysis was also undertaken. It provides an opportunity for better understanding of the operating environment and appreciate the factors that could either support or impede the realisation of the vision and mission in the period of the strategy. The table below presents the findings.

Table 7: PESTLE Analysis

Factor	Issue
Political	<ul style="list-style-type: none"> ▪ The Caucus will operate in a multiparty context. ▪ Despite the constitutional provision on devolution, political parties remain highly centralized and concentrated in Nairobi. ▪ The emerging phenomenon of alliances, and coalition political parties have not fully embraced inclusion of women. ▪ Voter apathy and corruption leading to low numbers of elected women. ▪ As the governors' position is elective, it is critical for the G7 Caucus to prepare adequately for the 2027 elections using technology to inform, political mobilisation, campaigns and vote protection.
Economic	<ul style="list-style-type: none"> ▪ Six years to the end of Vision 2030, deep inequalities, governance challenges and a trust deficit abound in an increasingly divided country. ▪ Prevalent poverty levels shift citizen expectations on Governors. ▪ High inflation rates have adversely impacted economic growth and increased the cost of living. ▪ Kenya's huge debt burden has ring-fenced most funds in the government budget for debt repayments, thus reducing available resources available for development programmes. ▪ While allocation to county governments has increased over the years it is not commensurate to the devolved functions. The resource envelope available to counties coupled with delayed remittances has made service delivery difficult. ▪ The Bottom-Up Economic Transformation Agenda merges well with the G7 Socio-Economic Development Pillar and its key result areas.
Socio-Cultural	<ul style="list-style-type: none"> ▪ Entrenched patriarchy hugely undermines women leadership. ▪ There is need to innovate political engagement for inclusion of women, special interest groups such as persons with disabilities (PWDs), young women and other marginalised groups. ▪ Youth and gender have formed central issues in political organisation.
Technological	<ul style="list-style-type: none"> ▪ Increased online platforms such as social media being used for political mobilization and organization. ▪ Social media has been misused for misinformation and cyber bullying. ▪ Women politicians should adopt use of technology for their campaigns and vote protection. ▪ Technology can catalyse and facilitate meaningful participation in civic and political affairs as it presents opportunity for exploring innovative ways for young people's involvement. ▪ Technology for instance GIS Labs is a critical tool for evidence-based decision making. ▪ Technology and automation of revenue collection is now possible.
Legal	<ul style="list-style-type: none"> ▪ The Constitution of Kenya 2010 and devolution laws particularly the County Governments Act created a well-structured and effective legal framework for devolution. ▪ COG has documented the Devolution in Kenya which showcases the impact that devolution is beginning to have on the lives and livelihoods of Kenyans, as well as great plans and the future of devolution¹. ▪ There are many court decisions in various aspects of devolution that now shape the jurisprudence. The Senate and the courts have been good protectors of devolution and county governments.
Environment	<ul style="list-style-type: none"> ▪ The effects of climate change and destruction of the environment are now felt across the country with weather patterns moving from drought to floods. There is need to adopt climate resilience and adaptation measures in the women-led counties. ▪ Though women are disproportionately affected by effects of Climate Change they are not involved in Climate Change adaptation measures

The identified factors will affect the operating environment and shape the Caucuses' strategic direction thus need to formulate responsive and proactive strategies.

2.3. Stakeholder Analysis

A mapping of key stakeholders has been undertaken to assess their interest, influence, and potential impact on the strategy.

Table 8: Stakeholder Analysis

No.	Stakeholder	Role	Expectation of the Stakeholder	Expectation of G7
1.	Council of Governors	To lead the implementation of the objects of devolution and be accountable towards promoting social and economic development and to promote and protect the interests of minorities and marginalized communities.	G7 will use the CoG as the implementation base for the strategy.	To support the G 7 implementation framework towards its success.
2	State Department for Gender and Affirmative Action (SDGAA)	Mainstreaming Gender and Affirmative Action. Gender policy management. Special programmes for women empowerment.	To revive the implementation and review of the Intergovernmental Consultative Framework for gender sector signed by the CS responsible for gender and the Chairperson of CoG.	Established a platform to foster collaboration in promoting gender equity and equality in line with the Inter-Governmental Framework.
3.	The National Gender and Equality Commission	Accountability towards realization of Gender equality. Conduct audits on the status of special interest groups. Promotion of gender equality.	To work with G7, champion for gender equality, with greater focus towards achieving gender equality and affirmative action.	To work with NGECE to continuously undertake audits towards fostering G7 agenda on gender equality and empowerment of women and girls.
4.	County Departments in charge of Gender	Formulation and development of county specific policies, strategies and frameworks that are gender responsive. Inclusion of gender and inclusion in the CIDPs. Develop county gender policies.	Collaboration and involvement. Relevant information and technical backstopping on policy issues and legal frameworks. Systems development and strengthening.	Develop county gender policies and allocate necessary resources for implementation. Compliance to policy guidelines and legal provisions. Information and data sharing.
5.	All county governments	Inclusion of gender in the CIDPs and Annual Development Plans. Formulation and development of county specific policies and frameworks that are gender responsive. Develop county gender policies. Embrace Gender Responsive Budgeting and allocate resources towards implementation of the strategy.	Collaboration and involvement. All Governors will be required to be sensitized about the G 7 Strategy	Goodwill, participation, and feedback. County Governments will develop county gender policies and allocate necessary resources for implementation. Compliance to policy guidelines and legal provisions. Provide guidance towards implementation.

No.	Stakeholder	Role	Expectation of the Stakeholder	Expectation of G7
6.	Line ministries/ Departments (MDAs)	To provide Information and data sharing required for programming. Mainstreaming gender in sector plans and programmes.	To provide technical support to implementation process for related priority areas identified.	To provide technical support on gender mainstreaming.
7.	Parliament	Passing of policies and legislation on devolution, gender equality, affirmative action and women agenda. Develop framework to implement the not more than two-thirds gender principle. Approval of budget toward gender responsive programming and reporting.	Formulation of related gender equality bills for enactment by Parliament to support the implementation framework.	Enact the proposed Gender Equality and Affirmative Action Bill under Article 100 of the Constitution. Develop a framework towards implementation of the not more than two-thirds gender principle.
8.	Local communities	Participate in implementation of activities and programmes and provide feedback.	Sensitization and awareness creation on gender issues.	Participate in implementation of activities and programmes and provide feedback in processes
9.	Kenya National Bureau of Statistics (KNBS)	Provide technical assistance and gather relevant gender statistics and sex disaggregated data. Collection and analysis of gender responsive data.	Timely extraction of gender statistics for input in the Economic Survey, KDHS and other statistical abstracts.	Provide technical assistance and relevant gender responsive data. Collection and analysis of data with a gender lens.
10.	Development partners	Technical and financial support.	Accountability and transparency in utilization of funds and resources. Efficient and effective delivery of programmes. Provide a conducive environment for collaboration and partnership.	Provide women-led counties with development and programme support. Support implementation of programmes. Technical and financial support. Supporting capacity building initiatives. Monitoring and Evaluation (M&E).

No.	Stakeholder	Role	Expectation of the Stakeholder	Expectation of G7
11.	Academic and Research Institutions	<p>Conduct research on gender issues.</p> <p>Publish and dissemination of research findings in an accessible format.</p> <p>Provide technical support.</p>	Provision of information on gender research areas.	<p>Conduct research on gender issues.</p> <p>Publishing and dissemination of research findings in an accessible format.</p> <p>Provide technical support through collaborations and partnership.</p>
12.	The Media	<p>Advocating for gender mainstreaming and reduction of GBV/FGM.</p> <p>Overcoming gender bias and stereotypes.</p> <p>Engage in public communication campaigns.</p> <p>Keeping the public informed through town Hall sessions on Gender inclusions</p>	Network and support the implementation.	Highlight key Partnership and support financially and materially.
12.	Private Sector	<p>Work towards promoting gender equality and empowerment of women and girls.</p> <p>Leveraging private sector support to gender programmes</p>	To understand the strategy and have collaboration.	Support implementation of the strategy.
13	CSOs NGOs/ FBOs & Women's Rights Organizations	<p>Undertake programmes to support promotion of gender equality and empowerment of women.</p> <p>Roll out Grassroot mobilization programme</p>	To partner with G7 towards implementation of the designed prioritized activities.	Collaboration and support.
14.	Political leaders and political parties	<p>Promote gender equality in party primaries.</p> <p>Encourage political participation of women.</p> <p>Provide opportunities for women to actively participate in politics.</p>	Sensitization and awareness on the G7 strategy.	<p>Political goodwill and leadership from party leaders and the party officials.</p> <p>Provide platform for more women to have the opportunity to vie for competitive seats.</p>

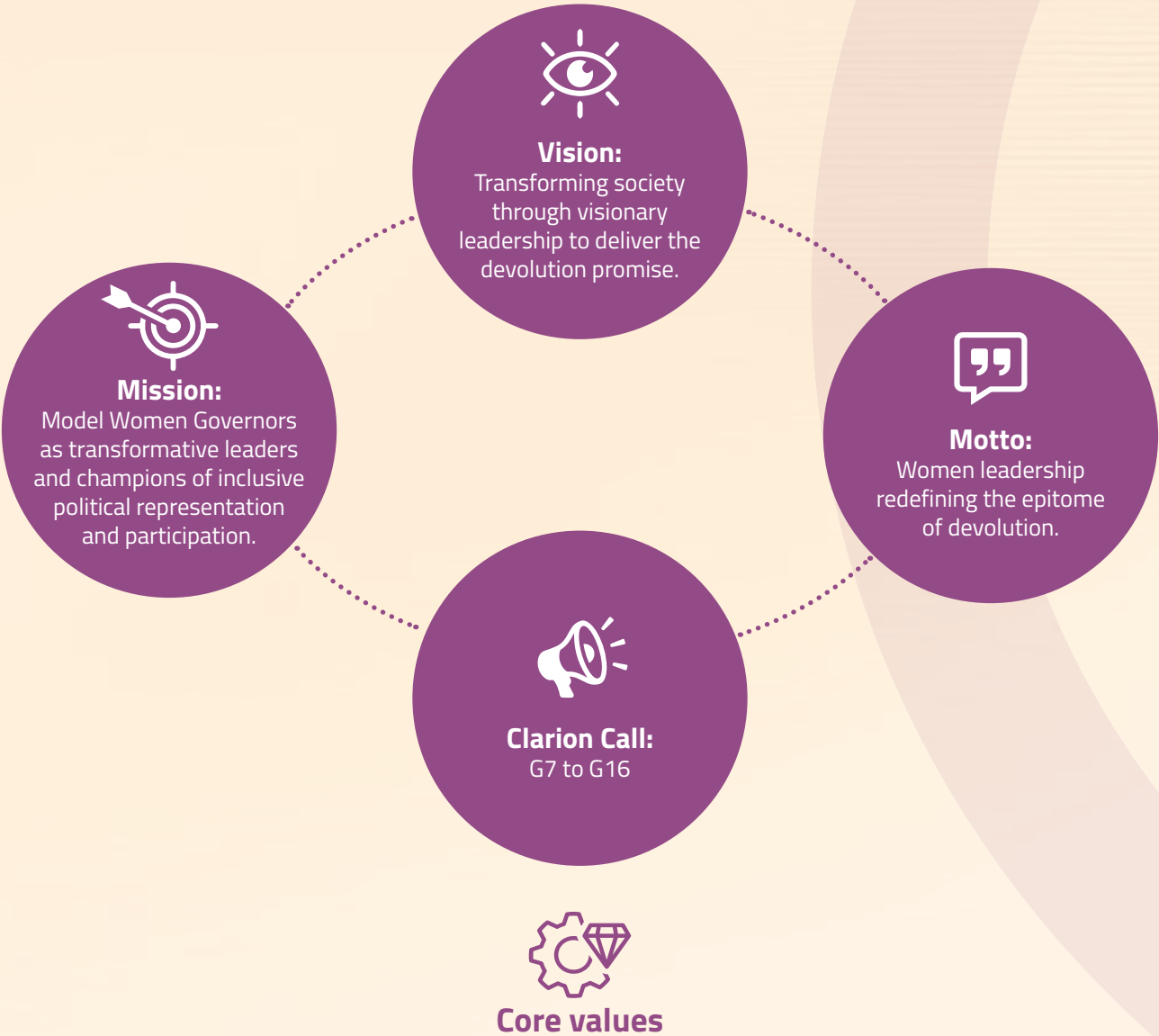


CHAPTER

3

Strategic
Direction

3.1. The Vision, Mission, and Core Values



Core value	What the G7 will do
Collaboration	Implement joint initiatives, share information, and foster cooperation.
Partnership	Foster knowledge and resource exchange.
Integrity	Uphold transparency and accountability.
Equity and Inclusion	Ensure diversity, fairness and inclusivity.
Equality	Realize opportunities in representation and participation in decision making for all.
Innovation	Harness the power of technology embedded on extensive research and development.
Professionalism	Adhere to best practices, foster learning and adaptation and uphold mentorship.

3.2. Goal, Objectives, Key Result Areas

The Overall Goal: **Increased power and influence for Women Governors to deliver on the promises of devolution.**

Table 10: Strategic Issues, Goals, and Key Result Areas

Strategic Issues	Goals	KRAs	Pillars
<ul style="list-style-type: none"> Limited capacity to mainstream gender and affirmative action. 	<ul style="list-style-type: none"> Increase gender responsiveness to reduce gender disparities in all spheres. 	<ul style="list-style-type: none"> KRA 1: Strategic Leadership in Gender Mainstreaming 	<ul style="list-style-type: none"> Pillar 1: Socio-Economic Development
<ul style="list-style-type: none"> Inadequate Budgets to implement the Socio-Economic Development Agenda. 	<ul style="list-style-type: none"> Strengthen Budget making processes through adopting Gender Responsive Budgeting. 	<ul style="list-style-type: none"> KRA 2: Gender Responsive Planning and Budgeting 	
<ul style="list-style-type: none"> Low response mechanism to combat prevalence of Gender Based Violence (GBV) and harmful cultural practices including Female Genital Mutilation (FGM). 	<ul style="list-style-type: none"> Reduce prevalence of GBV and elimination of FGM and other harmful cultural practices. 	<ul style="list-style-type: none"> KRA 3: Gender Based Violence 	
<ul style="list-style-type: none"> Limited resources to address the rights of vulnerable groups within the society. 	<ul style="list-style-type: none"> Enhance opportunities and capacity for vulnerable groups to participate and benefit from county development interventions. 	<ul style="list-style-type: none"> KRA 4: Empowerment of Vulnerable Groups 	
<ul style="list-style-type: none"> Limited engagement and participation in international and regional reporting 	<ul style="list-style-type: none"> Enhance international and regional engagement through targeted capacity development 	<ul style="list-style-type: none"> KRA 5: Compliance with international and regional reporting 	
<ul style="list-style-type: none"> Limited capacity to offer good governance with integrity and accountability towards promoting access to justice. 	<ul style="list-style-type: none"> Promote people-centred approaches to improved service delivery including facilitating communities to access justice. 	<ul style="list-style-type: none"> KRA 6: Accountability and Access to Justice 	<ul style="list-style-type: none"> Pillar 2: Good Governance, Accountability and Access to Justice
<ul style="list-style-type: none"> Structural barriers that limit women's participation and representation in politics and development and other leadership positions. 	<ul style="list-style-type: none"> Enhance women's political and public leadership across all dimensions by balancing politics and development. 	<ul style="list-style-type: none"> KRA 7: Political leadership and representation in decision making in all sectors. 	<ul style="list-style-type: none"> Pillar 3: Political Strategy
<ul style="list-style-type: none"> Poor policy, research, and knowledge management. 	<ul style="list-style-type: none"> Enhance gender responsive evidence-based policies and gender responsive data for decision making. 	<ul style="list-style-type: none"> KRA 8: Gender Responsive Statistics and Data for reporting. 	<ul style="list-style-type: none"> Pillar 4: Institutional Strengthening
<ul style="list-style-type: none"> Weak institutional capacity development 	<ul style="list-style-type: none"> Enhance capacity to effectively deliver coordination of the G7. 	<ul style="list-style-type: none"> KRA 9: G7 Organizational Capacity 	

3.2.1. Strategic Objectives, and strategies

The session presents strategic objectives and identified strategies to be undertaken to achieve the Strategic Goals of the strategy for G7.

Table 11: Strategic Objectives and Strategies

KRA	Strategic Objectives	Strategies
KRA 1: Strategic Leadership in Gender Mainstreaming	<ul style="list-style-type: none"> Promote gender mainstreaming in all counties related programmes and activities. 	<ul style="list-style-type: none"> i. Develop guidelines for mainstreaming gender in all county programmes. ii. Collaboration and partnerships with CSOs and Private Sector for gender mainstreaming in social and economic sphere. iii. Enhance inter-county peer-to-peer learning to showcase innovations on gender mainstreaming
KRA 2: Gender Responsive Planning and Budgeting	<ul style="list-style-type: none"> Adopt legal and policy frameworks to enable County GRB to promote gender equity and equality through budget allocations in support of gender mainstreaming in all county sector programmes. 	<ul style="list-style-type: none"> i. Develop policy and legal framework for planning and budgeting to provide for Gender Responsive Budgeting. ii. Capacity Building on GRB for actors to enable passage of gender responsive budget estimates. (Women MCAs, CECS etc). iii. Develop County Gender Sector Action Plans to mainstream gender and affirmative action in all programmes.
KRA 3: Gender Based Violence	<ul style="list-style-type: none"> To promote sensitization and awareness-raising programmes targeting communities to respond to GBV and eliminate enhance access to justice, safety, and protection for survivors of GBV including FGM. 	<ul style="list-style-type: none"> i. Strengthen coordination of all stakeholders to respond to and prevent GBV. ii. Support the operationalization of Gender Based Violence Recovery Centres in all level 5 hospitals.
KRA 4: Empowerment of Vulnerable Groups	<ul style="list-style-type: none"> To advance special programmes for empowerment of women and other vulnerable groups. 	<ul style="list-style-type: none"> i. Strengthen county policy and legislative framework to facilitate financial inclusion and empowerment of women and persons with disabilities and marginalized groups (AGPO). ii. Promote affirmative action programmes through partnership with various service providers. iii. Promote small scale entrepreneurship and skill development.

KRA	Strategic Objectives	Strategies
KRA 5: Compliance with international and regional Reporting	<ul style="list-style-type: none"> To enhance and domesticate international reporting and commitments to the community level. 	<ol style="list-style-type: none"> Advocate for the implementation of international and regional commitments through commemoration of various select international women and men's days. Engage in periodic reporting at international and regional level (i.e., Commission on Status of Women, CEDAW, Maputo protocol, UN General Assembly Special Session (UNGASS) on SDG's reporting, Reporting on United Nations Convention on Person with Disabilities, Forum on Aging and engage in periodic reporting, United Nations Framework Convention on Climate Change (UNFCCC) Conference of Parties (COP), World water forum etc.
KRA 6: Accountability and Access to Justice	<ul style="list-style-type: none"> To promote accountability and transformative service delivery and interventions in county leadership towards excellent services ensuring inclusivity and diversity is appreciated. 	<ol style="list-style-type: none"> Engage on citizen hearings to promote accountability. Promote access to justice through Alternative Dispute Resolution (ADR).
KRA 7: Political Leadership and representation in Decision Making in all sectors.	<ul style="list-style-type: none"> To promote women's active participation and representation leadership, political and in public service. 	<ol style="list-style-type: none"> Develop programme for women's participation in the 2027 elections. Enhance political position of Women Governors. Design and implement mentorship programmes targeting county women leaders including Executive and County Assembly women members through their caucuses. Enhance intergovernmental relations and collaboration at National and County level through county chapters to provide training and support to women MCAs and grassroots leaders, and avail opportunities to network and share lessons.
KRA 8: Gender Responsive Statistics and Data for Reporting	<ul style="list-style-type: none"> To enhance collection, collation, and dissemination of gender data. 	<ol style="list-style-type: none"> Enhance county capacity to develop and use gender statistics/sex disaggregated data. Strengthen collaboration on gender responsive research in partnership with KNBS. Enhance county knowledge management.

KRA	Strategic Objectives	Strategies
KRA 9: Institutional Capacity	<ul style="list-style-type: none"> ▪ To promote institutional visibility and strengthening of G 7 to deliver on this strategy. 	<ul style="list-style-type: none"> i. Enhance and dedicate human and financial resources at COG to deliver on the strategy. ii. Create a functional gender unit in every county and equip it with human and financial resources. iii. Enhance corporate image of G7 at county and national level. iv. Enhance resource mobilization for G7 at county and national Level v. Enhance transformative service delivery, monitoring, evaluation, reporting, communicating for results, branding, and media engagement. vi. Enhance communication of the G7 strategy.



CHAPTER 4

Strategy Implementation and Coordination

4.0. Introduction

In operation, the proposed strategies will be implemented through four pillars, namely:

- i. Pillar 1: Socio-Economic Development;
- ii. Pillar 2: Good Governance, Accountability and Access to Justice;
- iii. Pillar 3: Political Strategy; and
- iv. Pillar 4: Institutional Strengthening.

The four pillars are explained briefly, and proposed activities are defined in the implementation matrix annexed (**Appendix 1**).

4.1. Pillar 1: Socio-Economic Development

This pillar emphasizes on the critical role of comprehensive, disaggregated cross-sector data on gender and service delivery. This will be arrived at through a holistic approach that will drive the development and implementation of gender-just plans, budgets, and policies at both the National and County levels. The G 7 focus of the pillar will vary from county to county with focus including the following: -

- i. Health: Improve maternal and child health, expand access to sexual and reproductive health services, and combat gender-based violence.
- ii. Agriculture: Enhance food security, promote climate-smart farming, and increase women's participation in agro-processing.
- iii. Trade & Business: Support women entrepreneurs with financing, training, and market access, and advocate for equal economic opportunities.
- iv. Youth Empowerment through ICT: Invest in skills development initiatives in ICT.
- v. Climate Action: Promote renewable energy, sustainable water management, waste reduction, greening and tree planting strategies.
- vi. Social Protection: Ensure vulnerable groups, including children, people with disabilities, elderly, and widows, have access to essential support.

4.2. Pillar 2: Good Governance, Accountability and Access to Justice

This pillar recognizes that good governance is the cornerstone of progress. It rests on the pillars of transparency, participation, and fairness, as enshrined in the CoK. Strengthening these principles create a foundation for robust accountability for the Women Governors.

The following areas will be of key consideration for G 7:

- **Accountability for Women Governors** which entails responsiveness to the public through, PFM legal frameworks, and empowered citizens through public participation. Women Governors must be held accountable for their actions, ensuring effective leadership that serves the community.
- **Empowering Participation:** Good governance fosters increased participation for everyone, including women. By removing barriers and ensuring equal representation, we can harness the full potential of all citizens.
- **Building a Just Society:** Strengthening collaboration with the Judiciary and other like-minded partners on access to justice. This is crucial for building a society where justice prevails, and everyone has a voice. Access to justice especially for vulnerable groups, is crucial. Clear legal systems must be in place through collaboration with the Judiciary and Civil Society Organizations to enable everyone to defend their rights and seek redress.

4.3. Pillar 3: Political Strategy

The voice of the Women Governors needs to be amplified to empower women leaders in other non-women led counties.

Women need to adequately participate and be equally represented in all areas of decision-making, at all levels, and participate with impact. At its cusp the political strategy is:

Equal Representation, Impactful Participation:

- **Eliminating barriers:** Addressing both formal and informal hurdles that hinder women's participation in decision-making at all levels of devolution.

- **Equal representation:** Ensuring women hold their rightful space in all areas of decision-making, from county assemblies to leadership positions.
- **Impactful participation:** Equipping women leaders with the tools and resources needed to make a difference in their communities.

Reframing the Narrative:

- **Beyond the statistics:** Moving beyond the fact that only 7 out of 47 Governors are women and highlighting the transformative potential of women leadership in devolution.
- **Celebrating women's stories:** Highlighting the successes and challenges faced by women leaders, weaving their narratives into the core of the devolution story.

This pillar recognizes that true change is not about descriptive representation but substantive representation. It is about creating an environment where women can not only participate but also have their voices heard, their needs addressed, and their leadership recognized as pivotal to shaping the future of devolution in Kenya.

4.4. Pillar 4: Institutional Strengthening

For the G7 Caucus to fulfil its mandate, investing in capacity building at the Council of Governors' level and County level is crucial. This means strengthening skills and resources at the institutional, organizational, and individual staffing levels.

The COG Gender Committee, which will provide technical support, plays a significant role in achieving this. By fortifying its functional capacity, the Committee can effectively support activities like:

- **Policy advocacy:** Championing relevant issues and influencing policy decisions.
- **Public relations and strategic communication:** Engaging with the public and amplifying the Governors' voices.
- **Gender mainstreaming:** Integrating gender considerations into all activities and programs at the Council and County levels.
- **Monitoring, evaluation, accountability, and learning:** Tracking progress, ensuring transparency, and fostering continuous improvement.
- **Evidence-based research for decision-making:** Utilizing data to guide effective strategies.
- **Strategic partnerships and resource mobilization:** Securing collaborations and funding to advance the Caucus's goals.

Through supporting this pillar, the G7 will have the tools and resources needed to make a lasting impact and a more equitable and empowered future for women and girls across Kenya.

4.5. Coordination Mechanism

The achievement of the objectives of this strategy will rely on a robust coordination mechanism guided by the principles of Article 174 and 175 of the Constitution. The greater responsibility of the coordination mechanism lies in the assigned functions of the National and County Governments per the Fourth Schedule. Importantly, the coordination of the implementation of the strategy recognizes the intra and inter dependence of roles of the National and County Governments in achieving the objectives of the strategy. Thus, the need to harness and create sustainable synergies to promote and support women's participation and representation at both levels.

Therefore, the coordination of this strategy will ensure effective planning, efficient utilization of resources and shared responsibilities based on institutional competence. In this regard, the civil society organizations, development partners and other stakeholders will continue support women empowerment interventions with a focus on high impact and sustainable interventions.

4.5.1 Role of the Council of Governors/ the 7 Women Governors

1. Approve establishment of the Women Governors Caucus.
2. Receive Strategy implementation progress reports.
3. Provide Policy and Legislative Direction.

4.5.2 Role of the County Implementation Teams

1. Ensure integration of Gender Responsive Budgeting in County Budget cycles.
2. Communication and branding of the Female Governors.
3. Establish civic education programmes for women leadership.
4. Develop systems for monitoring and evaluation of the implementation of the strategy within the County.
5. Mobilize resources for County level implementation of the strategy.

4.5.3 Role of the COG Gender Committee

1. Coordinate the Implementation of the Strategy.
2. Mobilize resources for the Strategy Implementation.
3. Convene stakeholders' forums.
4. Harvesting and dissemination of lessons learnt

4.6. Risk Management

Implementation of this strategy is prone to various risks among them: strategic, financial, operational, and technological.

Strategic Risks

1. Strategy activities being resisted due to conflicting political, social, and economic interests.
2. Misconception due to lack of information on gender equality and women economic empowerment
3. Weak monitoring and evaluation
4. Shortage of highly technical expertise.

Financial Risks

1. Resource shortfalls
2. Interrupted flow of donor funds.

Operational Risks

1. Failure to meet the expectations of external and internal stakeholder.
2. Replication and duplication or interventions by various actors.

Technological Risks

1. Inadequate adoption of technological advancements.

Organizational Risks

1. Lack of complementarities in service delivery.

Political Risks

1. Unstable political environment

The Women Governors Caucus will institute the following measures to mitigate against effects of the identified risks:

1. Undertake appropriate consultations and consensus building with key stakeholders including their roles and expectations at National and County levels.
2. Enhance intergovernmental and interdepartmental collaboration and coordination.
3. Utilize the data collection findings to inform evidence-based interventions.
4. Enhance M&E and transformative service delivery interventions for early detection of any formative risk.
5. Undertake regular training of the Women Governors Caucus on emerging issues
6. Partner with stakeholders to mobilize resources, increase internal revenue and foster efficient utilization of resources.

4.7. Strategy Implementation Assumptions

In implementing the Strategy, it is assumed that there will be:

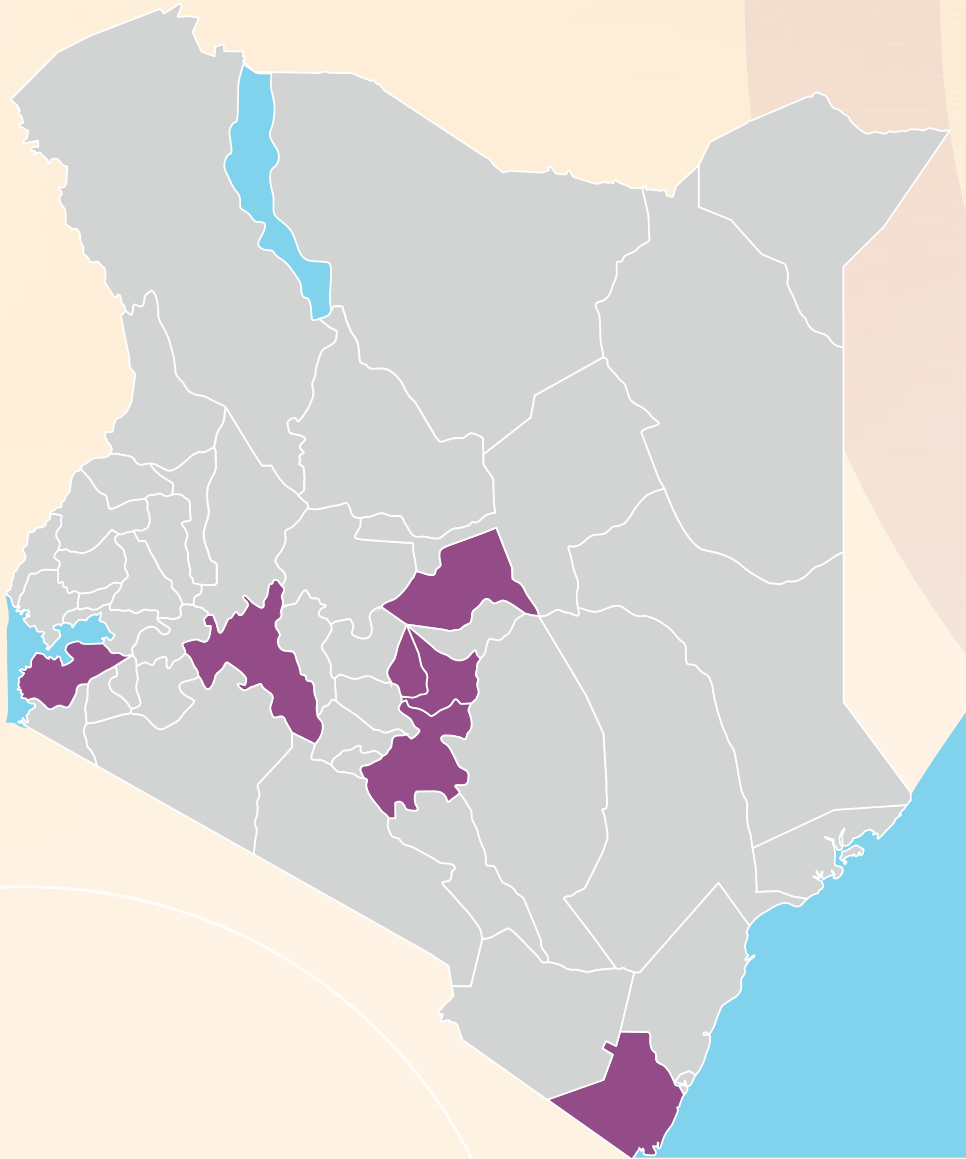
1. No adverse changes in the legal framework governing the CoG's Mandate and the registration process of the caucus.
2. Social and political stability in the country.
3. Support from County Governments and other stakeholders in implementing the plan.
4. Adequate funding to implement the strategy.
5. Election of more Women Governors and Deputy Governors in subsequent General Elections.

4.8. Resource Requirements and Mobilization

The implementation of the strategy is dependent on financial and technical resources based on the implementation matrix and annual resource projections. Thus, the need for the establishment of an Advisory Council to guide on the methodology for resource mobilization for the strategy.

Importantly, this will call for the development of a separate resource mobilization and partnerships framework to inform resource requirements at National and County levels for effective delivery of the Strategy. The framework will provide methodologies for prudent resource management, transparency, and accountability.

**THE STRATEGY FOR THE 7 WOMEN GOVERNORS
UNDER THE KENYA COUNCIL OF GOVERNORS (COG)
G7 STRATEGY 2024 – 2027
G7 to G16**



Women-Led Counties Transforming
Leadership in Kenya

CHAPTER

5

Monitoring, Evaluation, Accountability and Learning

5.0. Introduction

Monitoring, evaluation, accountability, and learning will form a critical component for the successful implementation of this Strategy. It will examine the link between the priorities, outputs, outcomes and impacts over the strategy period. It will provide the necessary feedback and enable the Women Governors Caucus leadership in evidence-based decision making.

5.1. Monitoring, Evaluation, Accountability and Learning Framework

The G7 strategy will be embedded in the committee structure of the Council of Governors and implemented through the Gender Committee. The CEO – Council of Governors, through the Director Committees will provide leadership in ensuring effective monitoring and evaluation of the plan and anchorage on other COG initiatives. The committee in charge of gender will provide day-to-day coordination in ensuring that the plan is implemented effectively and double up as the technical arm for the 7 Women Governors Caucus with the support from the COG and proposed Advisory Council. The Committee will oversee the implementation and tracking of the strategy at all levels in the CoG as indicated below:

Kenya Council of Governors -Women Governors Caucus

1. Approve resource mobilization and allocation strategies.
2. Receive Annual M&E reports and provide feedback.
3. Provide policy and legislative direction.

The Advisory Council, COG Management, committee in charge of Gender and Planning, Monitoring and KM Department

1. Provide oversight and direction in the implementation of the strategic plan.
2. Submit progress reports to the Executive.
3. Oversee performance reviews, audits, and implementation of performance guidelines.
4. Create awareness on the Strategy.
5. Support departments and create synergies with committees in annual implementation plan.
6. Develop a resource mobilization strategy, implementation plan and M&E tools, collect and collate data.
7. Oversee the mid-term and end-term evaluation of the strategy.

COG and County Employees and other stakeholders

1. Implement strategic activities.
2. Develop progress reports.
3. Provide information.
4. Provide and receive feedback.
5. Implementation of various development programmes/flagship projects.

Further, to ensure that there is a clear way of measuring performance, the Council of Governors will institute a performance management plan that shows the performance reporting framework on the set indicators and annual targets. This will ensure that all commitments made in this plan are translated to service delivery to beneficiaries through performance contracting and annual work planning. The annual work plans will be the basis for the execution of this Strategy.

5.2. Linking MEAL to Performance Management and Transformative Service Delivery

Monitoring, Evaluation, Accountability and Learning will be an integral part of Cog's performance management plan. The strategy implementation will embrace the performance management concept that entails setting up standards and targets, measuring actual performance against set targets, reporting the results, and learning from the M&E results.

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CHAPTER 6

Appendices

APPENDIX 1: IMPLEMENTATION MATRIX 1

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
Pillar 1: Socio-Economic Development														
KRA 1: Strategic Leadership in Gender Mainstreaming														
<i>Strategic Objective: Promote gender mainstreaming in all County related Programmes and activities</i>														
1.1 Develop guidelines for mainstreaming gender in all county programmes.	1.1.1. Develop 10-year Blueprints for the 7 Women-Led Counties reflecting the Governors vision (responsive to health, education, water and sanitation, agriculture, environment and climate change and trade interventions)	Blueprints prints developed	Number of blueprints developed	1	1				2,000	2,000				COG
	1.1.2. Capacity building of various cadres of County Officers (Planners, Finance Officers, Gender Officers) to integrated gender into plans (CIPDs and ADPs), policies and programs (health, education, water and sanitation, agriculture, environment and climate change and trade)	Enhanced gender mainstreaming at County Level	Number of Training Forums for County Officers	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	COG
1.2 Collaboration and partnerships with CSOs and Private Sector for gender mainstreaming in social and economic sphere														
Health														
Maternal and Child Health	1.1.1 Seek collaboration with M-Mama project that provides emergency transport for pregnant and postpartum women	Collaboration with M-Mama Initiated	M-Mama Project initiated Maternal mortality and morbidity reduced	1	1				-					COG, M-mama project

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
	1.1.2 Establish lactation and day care centres in market places	Lactation and Day Care Centres Established	Number of lactation and day care centres Exclusive breastfeeding rates for infants under 6 months.	50 (Kwale-4 Machakos-8 Embu-5 Kirinyaga-5 Meru-9 Nakuru-11 Homa Bay-8)	12	12	12	14	48,000	12,000	12,000	12,000	12,000	COG/CG-Gender
Sexual and Reproductive Health (SRH) Services:	1.2.3 Establish youth friendly SRH Centres at County Level Health Centres.	SRH services enhanced at County Level Health Centres	Number of County Level health centres with youth friendly SRH services	1	1				2,000	2,000				COG/CG-Gender.
	1.2.4 Provide free, sufficient and quality sanitary towels in collaboration with the national government to reduce the number of girls missing school during their menstrual cycle	Harmonized coordination of sanitary programme	Number of girls benefitting from the sanitary towels programme						-					CG/COG/Ministry of Education/NGAAF
Provide Health care for the indigents through putting the vulnerable households under social health scheme	1.2.5 Facilitate support for health insurance for 100,000 households in the 4 years thus 25,000 per year with 50% of the households being female headed through NHIF registration drives	Enhanced health coverage	Number of households covered	4 100,000 households	1	1	1	1	4,000	1,000	1,000	1,000	1,000	COG/CG/Ministry of Health
Promote agro processing through value addition	1.2.6 Capacity building and market linkages to operationalize County Aggregation and Industrial Parks	Market Linkages provided through CAIPs	CAIPs established and operationalized	1					-					COG/CG/Ministry of Trade and Industrialization
Agriculture	1.2.7 Promote distribution of inputs, extension services and capacity building sessions	Gender responsive inputs provided	Distribution of inputs undertaken	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	COG/CG/Ministry of Agriculture

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
Trade	1.2.8 Training on access to financing, training, and market opportunities for women entrepreneurs and SMEs including communal enterprises that provide accessible finances (Special funds for women).	Women Groups Empowered	No of trainings undertaken	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	COG/CG/Ministry of Trade and Industrialization
	1.2.9 Establish Sub-County based Women Economic Empowerment Service Points and Centres	Sub-County based Women Economic Empowerment Service Points and Centres established	No. of Sub-County based Women Economic Empowerment Service Points and Centres established	50	12	12	12	14	48,000	12,000	12,000	12,000	12,000	COG/CG-Trade
				(Kwale-4 Machakos-8 Embu-5 Kirinyaga-5 Meru-9 Nakuru-11 Homa Bay-8)										
		Increased Proportion of businesses accessing affordable credit												
		Increased Percentage of women owning or managing businesses, proportion of women in the labour force.												
Energy	1.2.10 Establish One Stop County Business Centres/County Biashara Centres	One Stop County Business Centres Established (Biashara Centre)	Number of County Biashara Centres linked to E-Citizen	1					1,000	1,000				COG/CG-Trade/Ministry of ICT
	1.2.11 Develop and implement gender responsive energy plans and policies	Develop Gender responsive Energy Plans	Gender Responsive Energy Plans Developed	1		1			1,000	1,000				
	1.2.12 Provide clean energy for cooking and lighting in households	Adoption of alternative energy sources for cooking and lighting	Clean energy programmes initiated Enhanced share of renewable energy mix	1	1				-					COG/CG
Urban	1.2.13 Develop Gender Responsive Urban Plans and Strategies	Adopt ion and implement local disaster risk reduction strategies in Urban Planning	Gender Responsive Urban Plans and Strategies Developed	1	1				2,000	2,000				COG/CG-Urban Planning

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
Environment and Climate Change	1.2.14 Develop partnerships of environment and climate change to tap into potential opportunities for climate change adaptation and mitigation including tourism and blue economy resources.	Environment and climate change partnerships developed through round tables	Environment and Climate change programmes initiated	1	1				2,000	2,000				COG/CG
	1.2.15 Promote Community Based Greening Initiatives	Community Based Greening Initiatives established	Community Based Greening programmes initiated	1	1				-					COG/CG
Youth empowerment opportunities	1.2.16 Develop County level youth policies to enhance skills, and empowerment. (Performing arts, ICT, and digital skills, etc.)	All-inclusive Youth Policy	County level youth policies developed aligned with national youth policies.	1	1				2,000	2,000				COG/CG
			Number of young people participating in skilled and/or entrepreneurial activities related to performing arts, ICT, and digital skills.											
	1.2.17 Provide youth and Waste Management and Water and Sanitation Projects	Youth Empowerment Enhanced	Number of young people participating in skilled and/or entrepreneurial activities related to waste management and WASH											
	1.2.18 Collaboration to avail opportunities for youth in ICT centres	Number of ICT centres established	Youths benefiting from ICT access											
Education Scholarships, and Bursary Support	1.2.19 Facilitate the Enhance skills development programmes in VTCs and provide start up kits	Number of VTCs graduates provided with start-up kits	VTCs enrolment rate	4	1	1	1		16,000	4,000	4,000	4,000	4,000	CG/COG
	1.2.20 Undertake school feeding programme at ECDE level	Enhanced nutrition Increased ECDE enrolment rate	Youth unemployment rate Number of pupils benefiting from school feeding ECDEs enrolment rate	4	1	1	1		16,000	4,000	4,000	4,000	4,000	CG/COG

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
	1.2.21 Partnerships to provide targeted scholarships and bursary support for low-income students and marginalized groups.	Education bursaries and scholarship quotas for vulnerable groups	Number of students from vulnerable groups benefiting from bursaries											
Social Protection:	1.2.22 Develop County policy and implementation framework.	County Policy and Legislation developed	Proportion of individuals and HHs covered by social assistance programs	4	1	1	1		8,000	2000	2000	2000	2000	
			County Social Protection Policy											
	1.2.23 Undertake community sensitization forums on Social Protection	Community Awareness Forums Held	Proportion of individuals and households accessing social assistance support	4	1	1	1		8,000	2000	2000	2000	2000	COG/CG/Social Protection Secretariat
			Harmonised framework between National and County governments on social protection											
1.3 Promote inter-county learning missions to show case innovations on gender mainstreaming	1.3.1 Support peer learning of critical units for delivery at County Level to tell the Devolution Story: Gender Governors Delivery Units (GDUs), M&E Units, Planning and Budget Units, Communications, Public relations & Branding and Governors Press Units (GPUs)	Annual Peer Learning Forums Organized	Learnings documented and updated on Maarifa Centre	4	1	1	1		8,000	2,000	2,000	2,000	2,000	COG-Maarifa Centre
Sub Total									180,000	54,000	42,000	42,000	42,000	
KRA 2: Gender Responsive Planning and Budgeting														
<i>Strategic Objective: Adopt legal and policy frameworks to enable County GRB to promote gender equity and equality through budget allocations in support of gender mainstreaming in all county sector programmes.</i>														
2.1 Develop policy and legal framework for planning and budgeting to provide for Gender Responsive Budgeting.	2.1.1 Develop an all-inclusive Gender Policy	County Gender Policies developed	Number of Gender policies developed and adopted	1					2,000					COG-Gender
2.2 Capacity Building on GRB for actors to enable passage of gender responsive budget estimates. (Women MCAs, CECS etc)	2.2.1 Annual capacity building forums held for CECs, MCAs to understand GRB within the Annual Planning and budgeting cycle	Enhanced knowledge on GRB	Number of forums held	4	1	1	1	1	28,000	7000	7000	7000	7000	COG

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
2.3 Develop County Gender Sector Action plans to mainstream gender and affirmative action in all programmes	Develop Gender Responsive Plans in health, education, water and sanitation, agriculture, environment and climate change and trade	Gender responsive budgets and plans	Number of County Level Gender Responsive Plans and Budgets	4	1	1	1	1	28,000	7,000	7,000	7,000	7,000	COG
Sub Total									58,000	14,000	14,000	14,000	14,000	
KRA 3: Gender Based Violence														
<i>Strategic objective: To promote sensitization and awareness raising programmes targeting communities to respond to GBV and eliminate enhance access to justice, safety, and protection for survivors of GBV including FGM.</i>														
3.1 Promote innovative approaches to respond and prevent GBV and practice of harmful cultural practices	3.1.1 Undertake Community awareness forums on harmful cultural practices	Community awareness forums on harmful cultural practices undertaken	FGM prevalence rate reduced to below 15%	28 (7*4)	7	7	7	7	28,000	7,000	7,000	7,000	7,000	CG/COG
	3.1.2 Hold accountability forums to address the new emerging issuers is GBV i.e., Femicide.	Enhanced accountability forums undertaken	Community awareness forums undertaken	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	
	3.1.3 Engage men and boys in targeted programmes to end GBV and harmful cultural practices.	Awareness session for men and boys held	Number of accountability forums	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	
	3.1.4 Establish and set aside youth friendly service GBV response desks in County Health Centres	Youth friendly GBV response desks established	Unintended adolescent childbearing prevalence	28 (7*4)					28,000	7,000	7,000	7,000	7,000	CG/COG
	3.1.5 Undertake youth awareness forums using edutainment approach	Youth Awareness Forums Undertaken	Teenage pregnancy rates (reduced to below 15%)	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	
	3.1.6 Provide Psychosocial Support for teenage mothers through collaboration with Community Health Promoters	Psychosocial Support for teenage mothers provided	Number of Psychosocial sessions held	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	
	i. 3.1.7 Undertake community awareness sessions on teenage pregnancies and return to school policy	Community Awareness sessions held	Number of Community Awareness sessions	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	CG, COG
	ii. 3.1.8 Engage parents from regions mostly affected by FGM, child marriage, GBV, HIV infections, alcohol and drug abuse other harmful traditional practices which are triggers to teenage pregnancies	Parents Awareness sessions held	Number of Community Awareness sessions	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	CG, COG

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
	iii. 3.1.9 Support children and utilize resource persons such as alumni, influencers including celebrities to engage leaders both at national and county level, to discuss matters that include teenage pregnancies and adolescent health	Children/teenage "edutainment" sessions held	Number of Community Awareness sessions	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	CG, COG
3.2 Gender Based Violence Recovery Centres in all level 5 hospitals	3.2.1 Establishment and operationalization of Gender Based Violence Recovery Centre (GBVRC)	Gender Based Violence Recovery Centre (GBVRC) established	Number of GBVRC centres established	1					7,000	7,000				
Sub Total									91,000	28,000	21,000	21,000	21,000	
KRA 4: Empowerment of Vulnerable Groups														
<i>Strategic Objective: To advance special programmes for empowerment of women and other vulnerable groups.</i>														
4.1 Strengthen County Policy and Legislative Framework to facilitate financial inclusion and empowerment of women and persons with disabilities and marginalized groups (AGPO)	4.1.1 County Women Economic Empowerment Policy and Legislation developed	County Women Economic Empowerment Policy and Legislation	Number of policies and legislation developed	1				1	2,000	2,000				COG/CG
	4.1.2 Establish Women Economic Empowerment Funds	Women Economic Empowerment Funds	Number of County Level Women Economic Empowerment Funds	1					8,000	2,000	2,000	2,000	2,000	County Department in charge of Gender/ County Attorney
			Resource allocation to Women Economic Empowerment Funds											
4.2 Promote affirmative action programmes through Partnership with various service providers.	4.2.1 Support women Groups and women led cooperatives empowerment initiatives through income generating activities and priority access to AGPO	Women led SMEs supported	Number of County Level Women SMEs forums held	28	7	7	7	7	28,000	7,000	7,000	7,000	7,000	COG
4.3 Promote Small Scale Entrepreneurship and Skill's development.	4.3.1 Open forums with Cooperatives and Business Associations to enhance Value Chain Development	Promote membership of Women Groups, Cooperatives, and leading Business Membership Organizations	Business Membership Associations Member Open Forums held	28	7	7	7	7	28,000	7,000	7,000	7,000	7,000	COG

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
	4.3.2 Capacity building forums to inform preferential consideration for youth, Women-Owned Small and Medium Enterprises (WSMEs), and PLWD-run enterprises	Enhanced capacity building	Rate of Access to preferential opportunities	28	7	7	7	7	28,000	7,000	7,000	7,000	7,000	COG
Sub Total									94,000	25,000	23,000	23,000	23,000	
KRA 5: Compliance with international and Regional Reporting														
<i>Strategic Objective: To enhance and domesticate international reporting and commitments to the community level</i>														
5.1 Advocate for the implementation of international and Regional Commitments through commemoration of various select international women and men's days.	5.1.1 Facilitation of participants for a County level Baraza	Select International women and men's days commemorated	Resolutions developed	4	1	1	1	1	8,000	2,000	2,000	2,000	2,000	COG, CG
5.2 Engage in periodic reporting at international and regional level (i.e., Commission on Status of Women, CEDAW, Maputo protocol, UN General Assembly Special Session (UNGASS) on SDG's reporting, Reporting on United Nations Convention on Person with Disabilities, Forum on Aging and engage in periodic reporting, United Nations Framework Convention on Climate Change (UNFCCC) Conference of Parties (COP) etc.	5.2.1 Facilitate County governments participation in regional and international forums e.g. CSW, COP	County governments participation in regional and international forums.	Partnerships and networks established	8	2	2	2	2	8,000	2,000	2,000	2,000	2,000	COG, CG
	5.2.2 Develop County Level Voluntary Sub National Reports developed	County Level VSR	VSR Report	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	COG, CG
Sub Total									20,000	5,000	5,000	5,000	5,000	
Pillar 2: Good Governance, Accountability and Access to Justice														

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
KPA 6: Accountability and Access to Justice														
<i>Strategic Objective: To promote accountability and transformative service delivery and interventions in county leadership towards excellent services ensuring inclusivity and diversity is appreciated.</i>														
6.1 Engage on Citizen Hearings to promote Accountability.	6.1.1 Organize citizen open days through a decentralized public participation model to ensure active participation of citizens in decision-making processes and hold leaders accountable to their needs.	Develop and implement a public participation model	All-inclusive public participation model implemented	4					4,000	1,000	1,000	1,000	1,000	CG, COG
	6.1.2 Promote transparency and open communication between government, civil society, and the private sector through accountability hearings	Promote social accountability programmes by CSOs & CBOs	Social Audit reports undertaken	28 (7*4)					28,000	7,000	7,000	7,000	7,000	CG, COG
	6.1.3 Undertake revenue automation to combat corruption and financial mismanagement	Establish revenue automation mechanisms	Revenue Automation Feasibility Study	1					2,000	2,000				COG, CG
	6.1.4 Strengthen County audit committees	Establish strong audit committees	Number of Strengthened County Audit Committees	28 (7*4)					28,000	7,000	7,000	7,000	7,000	COG, CG
6.2 Promote access to justice through partnership and facilitate community engagements in virtual hearings for SIGs (Virtual Courts)	6.2.1 Citizen and Public Engagements Promote Alternative Dispute Resolution Mechanisms in collaboration with the Judiciary and CSOs.	Collaborate with EACC and CSOs to undertake capacity building on transparency and accountability	Number of Counties undertaking transparency and Accountability commitments	28 (7*4)					28,000	7,000	7,000	7,000	7,000	COG, CG
Sub Total									94,000	24,000	22,000	22,000	22,000	
Pillar 3: Political Strategy														
KPA 7: Political Leadership and representation in Decision Making in all sectors.														
<i>Strategic Objective: To Promote women active participation and representation leadership, political and in public service</i>														
a. Develop Programme for Women participation in 2027 in Elections	i. Develop an electable list to inform identifying and cultivating early talent, providing training in public speaking, strategizing about publicity, building fundraising networks, and deepening policy understanding.	Research to develop and "electable list" undertaken	Extensive Mapping of key women leaders across 47 Counties	1	1				5,000			5,000		CG
7.2 Enhance political position of Women Governors	7.2.1 Engage political parties and other duty bearers to facilitate women participation and representation at National and County Level.	Political Parties and Duty Bearers Forums held	Number of Political held to inform the parties to adhere to gender quotas	4	1	1	1	1	8,000	2,000	2,000	2,000	2,000	COG, Partners

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
	7.2.2 Recruit and equip Community Level Development to support Governors Delivery Units in tracking of Governors priority programmes	Well Established Governors Delivery Units (GDUs) with ward level community development champions	Undertake Quarterly Ward Level Development Forums	16	4	4	4	4	16,000	4,000	4,000	4,000	4,000	CG-GDUs
	7.2.3 Capacity trainings on digitalisations for enhanced political visibility	County Level Technology Interventions established	Number of County Level Services Digitized for visibility	7					20,000	5,000	5,000	5,000	5,000	CG-GDUs
7.3 Design and implement mentorship programmes targeting County women leaders including Executive and County Assembly women members through their caucuses.	7.3.1 Develop leadership, mentorship, and handholding programmes for aspiring women leaders at National and County Level.	Mentorship programme developed	Number of mentees						8,000	2,000	2,000	2,000	2,000	COG, CG
	Organize a Women Leaders Annual Devolution Convention	Resolutions of Women Leaders Annual Devolution Convention implemented	Number of resolutions tracked for implementation	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	COG
7.4 Enhance intergovernmental relations and collaboration at National and County level through County Chapters to provide training and support to women MCAs and grassroots leaders, and avail opportunities to network and share lessons.														
	7.4.1 Enrol the 7 Women Governors to Amujee or similar Initiative and have assigned coaches	Link Women Governors Participation in Amujee Initiative and other similar initiatives	7 Women Governors benefit from Regional and International Mentorship	-					-					

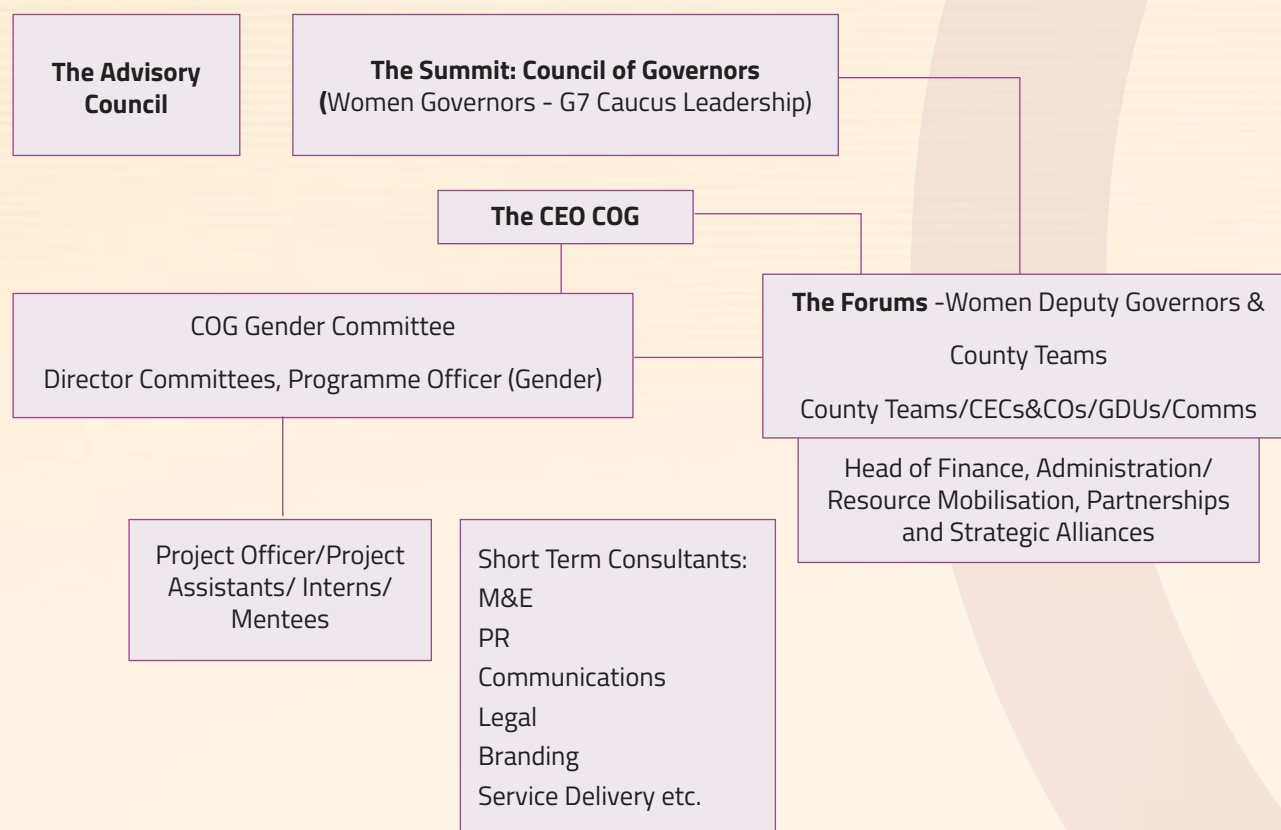
Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
	7.4.2 Collaborate with AMUJAE initiative (the flagship programme of the Ellen Johnson Sirleaf), Africa Women Leaders initiative among others for regional learning.	Annual Learning Sessions facilitated	Number of Women Leaders benefitting from learning sessions						8,000	2,000	2,000	2,000	2,000	
	7.4.3 Organize Quarterly round tables with County Level Women MCAS women MCAs and grassroots leaders.	Quarterly round tables Organized	Number of round tables organized						8,000	2,000	2,000	2,000	2,000	
	7.4.4 Organize Bi-Annual round tables with MCAS, KEWOPA, KEWOSA, the Executive (Women CSs and PSSs) and Judiciary (The C, DCJ and Women Judges)	Biannual round tables organized	Number of round tables organized											
Sub Total									77,000	18,000	18,000	23,000	18,000	
Pillar 4: Institutional Strengthening														
KRA 8: Gender Responsive Statistics and Data for Reporting														
<i>Strategic Objective: To enhance collection, collation, and dissemination of gender data</i>														
8.1 Enhance County capacity to develop and use gender statistics/sex disaggregated data.	8.1.1 Capacity building undertaken for County Statistical Units, M&E Units and Governors Delivery Units	Strengthened adoption of data-based evidence	Number of Capacity building sessions held	1		1			1,000		1,000			COG/CG/KNBS/ State Department of Planning
8.2 Strengthen collaboration on gender responsive research in partnership with KNBS	8.2.1 Develop County Statistical Abstract score cards to communicate the impact of Women Governors transformative service delivery.	Facilitate the development of County Statistical Abstracts	County Statistical Abstracts Developed and adapted to knowledge products	1		1			1,000		1,000			COG/CG/KNBS/ State Department of Planning
8.3 Enhance County knowledge Management.	8.3.1 Capacity building undertaken for County Level knowledge management champions	Strengthened Capacity for knowledge management	Number of Capacity Building Forums Held	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	COG-Maarifa Centre
Sub Total			Number of County innovations shared through Maarifa Centre						6,000	1,000	3,000	1,000	1,000	

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
KRA 9: Institutional Capacity														
<i>Strategic Objective: To promote institutional visibility and strengthening of G 7 to deliver on this strategy</i>														
9.1 Enhance and dedicate human and financial resources at COG to deliver on the strategy	9.1.1 Enhance capacity for women governors' leadership through support to self-branding, emotional intelligence, work-life balance, regional leadership & awards	Support Women Governors positioning, self-branding, coaching sessions on emotional intelligence, work-life balance sessions.	Women Governors Biannual Sessions	8	2	2	2	2	8,000	2000	2000	2000	2000	COG-Gender
	9.1.2 Establish a panel of advisors/experts at the CoG to support G7 in policy and legislative development, review, and implementation, service delivery, gender mainstreaming, monitoring and evaluation etc	Technical expertise provided	Number of technical advisors/experts	4	4	4	4	4	-	-	-	-	-	COG
	9.1.3 Support to Gender Committee Technical Staff, Senior Programme Officer, Programme Officer, Programme Assistant, Interns, Mentees etc..	COG Gender Committee Strengthened	Number of technical staff	3	3	3	3	3	-	-	-	-	-	COG
9.2 Create and equip a functional gender unit in every county and equip it with human and financial resources	9.2.1 Capacity building for County Gender Departments	Strengthened County level capacity for Gender	Number of capacity building sessions held	4	1	1	1	1	4,000	1,000	1,000	1,000	1,000	COG
9.3 Enhance corporate image of G7 at County and National level	9.3.1 Create a branding strategy to propel meritus Women Governors to National level.	Branding Undertaken for 7 Women Governors	7 Women Governors with enhanced influence						35,000	35,000				
	9.3.2 Facilitate side events at international learning and exchange forums e.g. ORU FOGAR, NRG4SD, The Commonwealth Women in Local Government Network etc	International learning and exchange forums side events undertaken	Number of side events undertaken	1	1	1	1	1	8,000	2000	2000	2000	2000	COG/CG

Strategy	Key Activities	Expected Output	Output Indicator	Target For 4 years	Y1	Y2	Y3	Y4	Budget ('000)	Y1	Y2	Y3	Y4	Responsible
9.4 Enhance resource mobilization for G7 at County and National Level	9.4.1 Develop G7 County Level Resource Mobilisation Strategies to include raising resources and partnering with the County Diaspora in and out of the Country.	Resource Mobilization Strategy Developed	Resource Mobilization Strategy						2000	2,000				COG, CG
	9.4.2 Convene County Level development partners, private sector, and diaspora round tables/forums.	County Level development partners, private sector and diaspora round tables/forums held	Number of round tables/forums						4,000	1,000	1,000	1,000	1,000	
	9.4.3 Define Partnerships and build strategic alliances with like-minded organizations to undertake programme level support, recruit short term consultants etc	Partnerships established	Number of MOUs signed	4										
9.5 Enhance transformative service delivery, monitoring, evaluation, reporting, communicating for results, branding, and media engagement	9.5.1 Enhance capacity-building, data collection, M & E through GIS Labs	Enhanced capacity for data collection, M&E and GIS County GIS mapping reports County Score cards developed	Number of County Score Cards											
9.6 Enhance communication of the G7 strategy	9.6.1 Develop G7 Communication Strategy	Communication Strategy Developed	Number of Strategies Developed	1	1				2000		2,000			COG-Communications
Sub Total									63,000	43,000	8,000	6,000	6,000	
Grand Total									667,000					

APPENDIX 2: PROPOSED G7 STRUCTURE

The Proposed Structure for the Women Governors Caucus is presented below: -



Notes for the Structure:-

1. **The Advisory Council (7 Pax)** – Comprised of Topmost Women in Leadership in Kenya – The Chief Justice (CJ); Deputy Speaker (DS); UNON Director General (DG); Emeritus Women Governors; Corporate Trail blazers; KEWOPA Chair & Vice Chairs (Senate and National Assembly); Seconded Representatives from: Women in Law, Women in Media, Women in Business/Women in Manufacturing etc.
2. **The Summit** – The Women Governors and G7 Caucus Leadership anchored under the Council of Governors; Chair/Vice/Sec/Treasurer.¹
3. **The CEO COG** – Provides overall strategic leadership and serves as the Summit Secretary.
4. **The Forums** – One for the 8 Women Deputy Governors and another one County Teams - CECs/COs/Directors/ GDUs, M & E, Budget & Planning and GIS Units/Communications and Governor Press Units.
5. **Gender Committee**– Director Committees with Programme Officer in charge of Gender supported by Project Officers, Project Assistants, Mentees and Short-Term Consultants/Subject Matter Experts bearing different skills; Economics & Public Finance Management/Politics & Law, ICT, Monitoring and Evaluation (M&E); Public Relations, Communication & Branding.
6. **Head of Finance, Administration/Head of Partnerships and Resource Mobilisation** – to raise resources for implementation; plug into existing programmes e.g. Kenya Devolution Programme; World Bank Funds; Africa Development Bank; Bilateral Partners e.g. USAID

¹ Reference: <https://africa.unwomen.org/en/where-we-are/eastern-and-southern-africa/liaison-office-to-au-and-uneca/african-women-leaders-network-awln#:~:text=The%20AWLN%20initiative%20is%20primarily,Chairperson%2C%20and%20HE%20Amina%20J.>

APPENDIX 3: G7 COUNTIES DEMOGRAPHICS DATA

	Kirinyaga	Homabay	Embu	Nakuru	Machakos	Kwale	Meru
Population							
General – Total	610,411	1,131,950	608,599	2,162,202	1,421,932	866,820	1,545,714
Females	308,369	592,367	304,367	1,084,835	711,191	441,681	777,975
Males	302,011	539,560	304,208	1,077,272	710,707	425,121	767,698
Intersex	31	23	24	95	34	18	41
Land Area (Sq. Km)	1,478.3	3,152.5	2,820.7	7,462.4	6,042.7	8,267.1	7,006.3
Pop density	413	359	216	290	235	105	221
Persons with Disability Total	18,875	42,181	23,816	33,933	31,701	12,152	49,815
Males	7,279	17,050	9,681	14,498	13,477	5,722	21,819
Females	11,594	25,130	14,133	19,428	18,223	6,430	27,994
Education							
% of people 3yrs and above who have never been to school/ learning	8.6 % of females' vs 4.5 % of males	10.9 % of females' vs 7.1 % of males	10.4 % of females' vs 6.7 % of males	8.4 % of females' vs 6.4 % of males	7.9 % of females' vs 5.2 % of males	29.1% of females' vs 19.7% of males	15.7 % of females' vs 12.9 % of males
% of residents with secondary level of education or above.	28	17	25	28	27	10	18
% of residents with primary level of education only	59	63	60	55	58	51	62
WASH							
% of Conventional Households using Open/ Bush defecation as main mode of human waste disposal	0.2	10.2	0.7	0.8	0.9	31.7	1.4
% of residents use improved sanitation	83	42	65	76	61	47	78
% of residents that use improved sources of water (protected spring, protected well, borehole, piped into dwelling, piped and rainwater collection).	53	28	49	60	37	31	59
Top 2 dominant sources of drinking water and their percentages	30.0 % - Piped to yard/ Plot 27.8 % - Stream/ River	20.8 % - Stream/ River 16.3 % - Dam/ Lake	28.6% - Piped to yard/ Plot 20.7% - Piped into dwelling	18.1% - Piped to yard/ Plot 13.4 % - Rain/ Harvested water	23.2 % - Borehole/ Tube well 16.8 % - Water vendor	18.3% - Public tap/ Standpipe 17.2 % - Pond	24.6 %– Piped water 21.5 %– River/ Stream

	Kirinyaga	Homabay	Embu	Nakuru	Machakos	Kwale	Meru
Land Ownership							
% House ownership with Woman's name is on title deed	15.3	7.7	11.2	9.8	8.8	7.3	8.2
Violence							
% Women (15–49) who have experienced physical violence since age 15	39.6	53.5	40.3	34.5	25.7	13.1	35.8
% Women who often experienced physical violence in the last 12 months	1.2	6.9	5.6	2.9	2.8	3.0	4.9
% Women aged 15–49 who have ever experienced sexual violence	12.9	23.1	21.5	13.8	6.3	4.3	16.0
% Women who experienced sexual violence in the 12 months	3.2	10.8	13	3.6	3.0	3.3	8.2
MNCH data							
% Pregnant women receiving antenatal care from a skilled provider	100.0	95.1	100.0	97.7	98.0	99.3	99.2
% Deliveries by a skilled provider	96.2	91.2	96.3	93.4	95.3	89.3	90.9
% Teenage Pregnancy (15–19)	7.3	23.2	14.4	17.3	11.3	14.8	23.6
% Children aged 12–23 months - vaccinated (according to national schedule)	70.9	52.6	75.6	69.2	70.8	50.1	57.9
% Children aged 24–35 months - Fully vaccinated (according to national schedule)	43.8	28.5	52.6	57.6	60.9	39.3	49.1
% of children severely Stunted	1.9	2.3	5.3	5.3	3.8	6.9	4.6
% of Children severely underweight	0.0	1.0	2.6	2.1	1.0	2.8	1.0
% of children severely wasted	0.0	0.0	1.6	0.9	0.0	1.1	0.0
% of households with at least one ITN	57.3	89.2	40.1	27.5	55.9	74.0	36.2
% of Children under age 5 in all households who slept under an ITN1 night before survey	66.4	69.6	58.2	22.9	64.7	66.4	45.7
% of Pregnant women aged 15–49 in all households who slept under an ITN night before survey	No data	64.2	No data	50.6	54.8	60.1	No data

	Kirinyaga	Homabay	Embu	Nakuru	Machakos	Kwale	Meru
% of Women with knowledge about HIV prevention	65.0	58.4	49.4	54.3	68.1	63.4	41.1
% of Women who were tested for HIV in the last 12 months and received the results of the last test	48.8	66.3	39.0	42.7	46.2	38.5	38.8

Source KDHS 2022, KPHC 2019 and SID (The Society for International Development) website - <http://inequalities.sidint.net>

(Footnotes)

¹ Devolution in Kenya: A journey from centralised to devolved governance under the Constitution of Kenya, 2010.

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