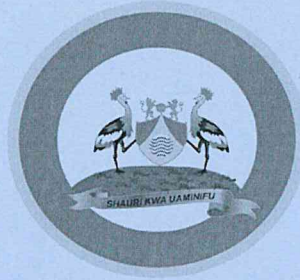


GOVERNMENT OF NAIROBI CITY COUNTY



Paper laid on 9th
June, 2026 by Hon.
Allan Maina wa
Munira

THE NAIROBI CITY COUNTY ASSEMBLY

OFFICE OF THE CLERK

THIRD ASSEMBLY
(FIFTH SESSION)



NCCA/TJ/PL/2026(68)

9TH JUNE 2026

PAPER LAID

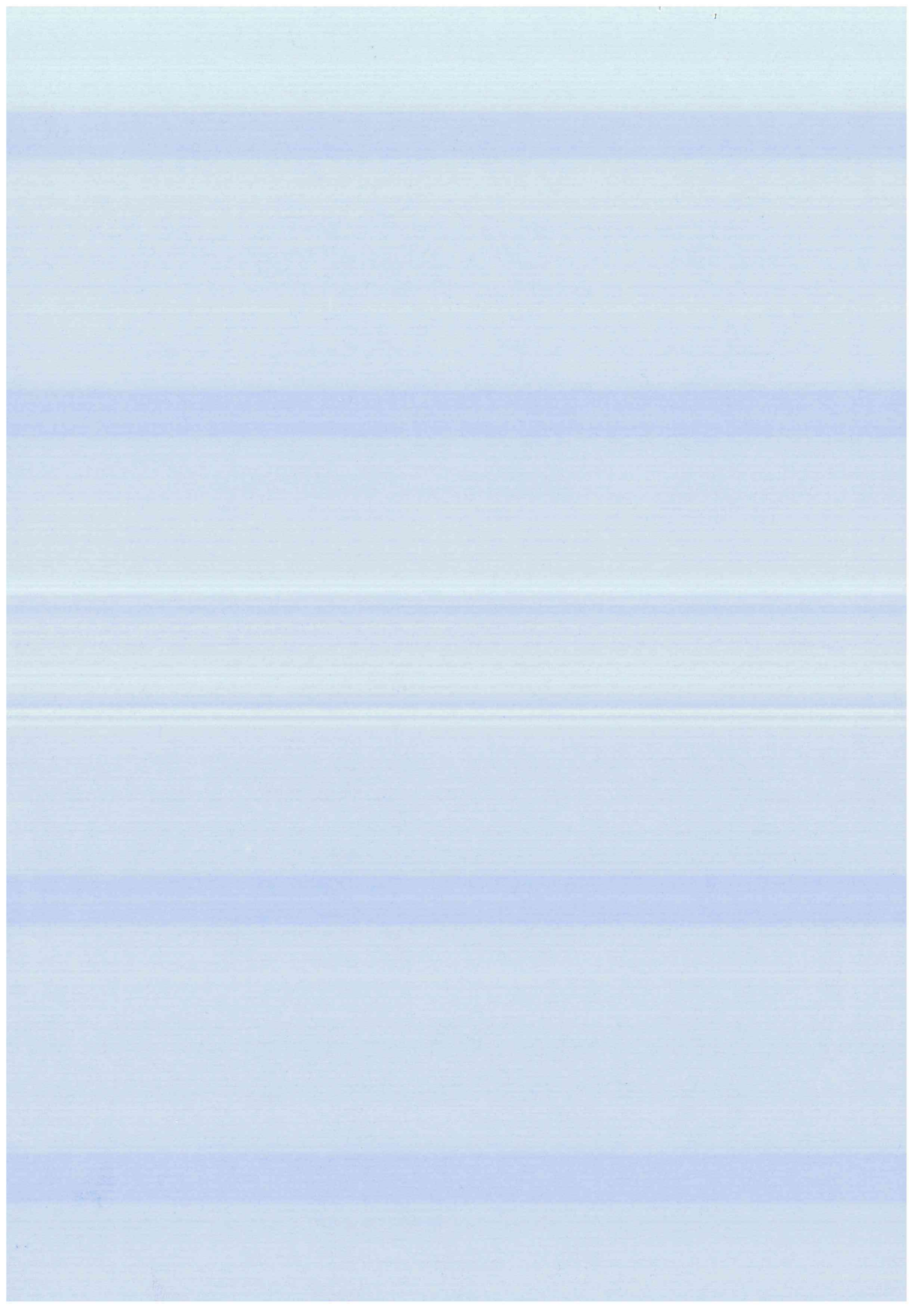
SUBJECT: REPORT OF COMMITTEE

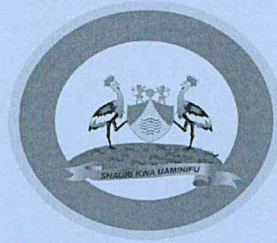
Pursuant to the provisions of Standing Order 151A(5) and 196 (6), I beg to lay the following Paper on the Table of the Assembly, today Tuesday, 9th June, 2026

- THE REPORT OF THE SECTORAL COMMITTEE ON LABOUR AND SOCIAL WELFARE ON THE CONSIDERATION OF THE SESSIONAL PAPER NO.1 OF 2025 ON THE NAIROBI CITY COUNTY GENDER MAINSTREAMING POLICY

(Chairperson, Sectoral Committee on Labour and Social Welfare)

Copies to:
The Speaker
The Clerk
Hansard Editor
Hansard Reporters
The Press

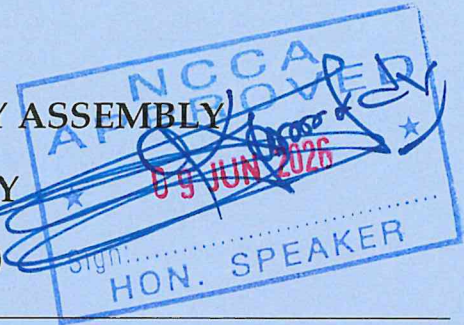




THE NAIROBI CITY COUNTY ASSEMBLY

THIRD ASSEMBLY

(FIFTH SESSION)




NOTICE OF MOTION

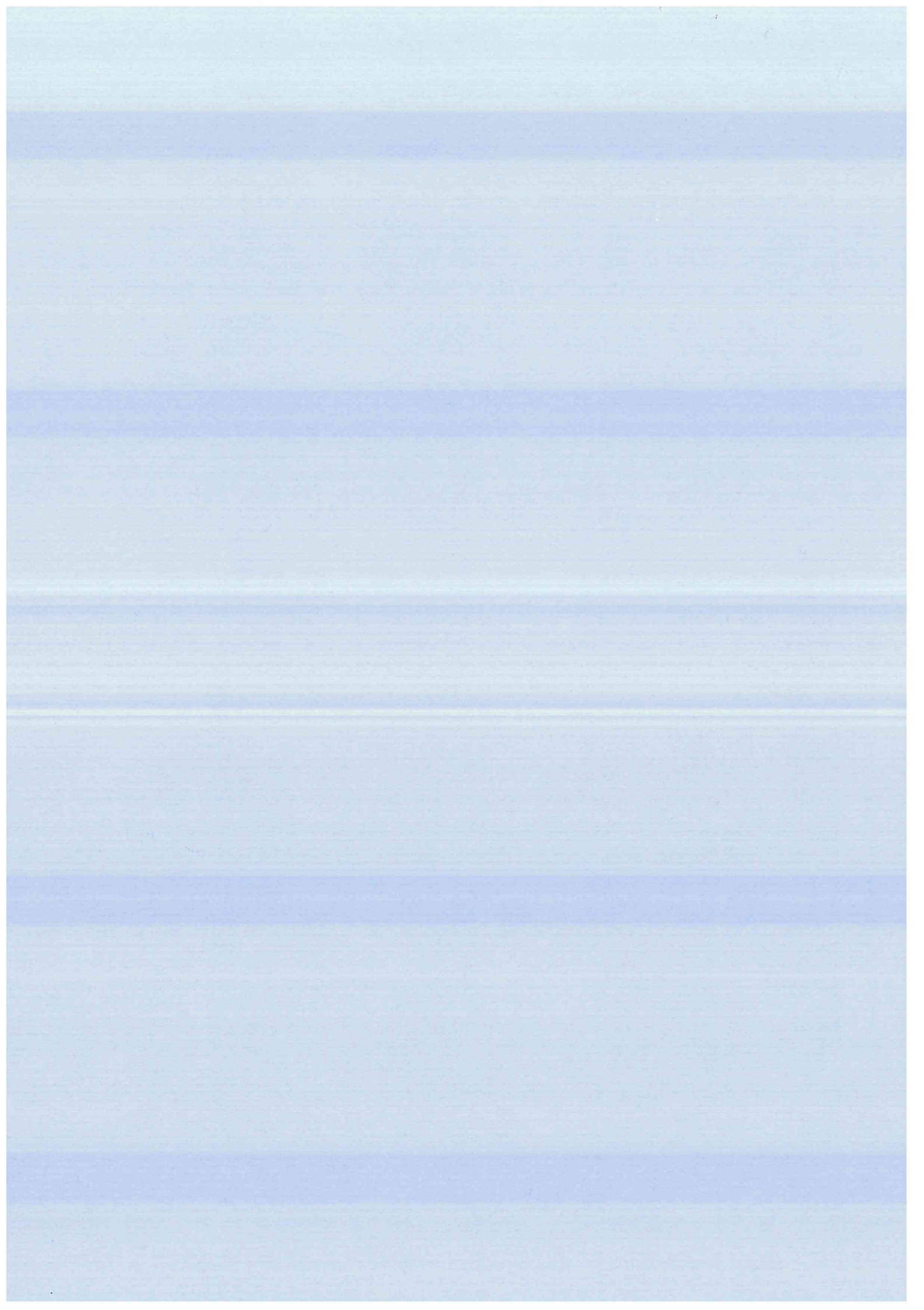
Subject: Adoption of Committee Report

Hon. Speaker, I beg to give notice of the following motion:-

- THAT, this Assembly adopts THE REPORT OF THE SECTORAL COMMITTEE ON LABOUR AND SOCIAL WELFARE ON THE CONSIDERATION OF THE SESSIONAL PAPER NO.1 OF 2025 ON THE NAIROBI CITY COUNTY GENDER MAINSTREAMING POLICY, laid on the Table of the Assembly today, Tuesday, 9th June, 2026.

(Chairperson, Sectoral Committee on Labour & Social Welfare)

Notice of Motion given by
Hon Allan Maina on 9th June, 2026




NAIROBI CITY COUNTY



NAIROBI CITY COUNTY ASSEMBLY
THIRD ASSEMBLY – FOURTH SESSION

REPORT OF THE SECTORAL
COMMITTEE ON LABOUR AND SOCIAL WELFARE

ON

*THE CONSIDERATION OF THE SESSIONAL PAPER NO. 1 OF 2025 ON THE NAIROBI
CITY COUNTY GENDER MAINSTREAMING POLICY*

Clerks Chambers
Nairobi City County Assembly
City Hall Buildings
Nairobi

APRIL, 2026

Contents

1.0. PREFACE.....	1
1.1. Committee Mandates.....	3
1.2. Functions of the Committee	3
1.3. Committee Membership.....	4
1.4. Background	5
1.5. Acknowledgement.....	7
2.0. INTRODUCTION	8
3.0 OVERVIEW OF THE SESSIONAL PAPER NO. 1 OF 2025 ON THE NAIROBI CITY COUNTY GENDER MAINSTREAMING POLICY.	11
4.1. SECTION 1 - POLICY GOAL, OBJECTIVES, VALUES, SCOPE & TARGET	11
4.1.1. Policy Goal.....	11
4.1.2. Objectives of the Policy.....	11
4.1.3. Principles / Values of the Policy.....	11
4.1.4. Policy Target and Scope.....	12
4.2. SECTION 2 - POLICY CONTEXT	12
4.2.1. Situational Analysis.....	12
4.2.2. Constitutional and Legislative Framework.....	13
4.2.3. International and Regional Frameworks.....	14
4.3. SECTION 3 - POLICY ISSUES AND POLICY AGENDA	14
4.4. SECTION 4 - POLICY PRIORITY AREAS	15
4.5. SECTION 5 - RIGHTS AND OBLIGATIONS OF STAKEHOLDERS	16
4.5.1. Rights of Women and Men	16
4.5.2. Obligations of the County Government	16
1. 4.6. SECTION 6 - MONITORING, EVALUATION AND LEARNING FRAMEWORK.....	17
5.0. CONSIDERATION OF MEMORANDA	18
2. 5.1. Stakeholders Views on the Proposed Gender Mainstreaming Policy.....	18
6.0. COMMITTEE OBSERVATIONS.....	21
7.0. COMMITTEE RECOMMENDATIONS	23

1.0. PREFACE

1.1. Committee Mandates

Mr. Speaker,

The Sectoral Committee on Labour and Social Welfare is one of the Sectoral Committees established under Standing Order 209. The Committee is mandated under the 3rd Schedule of the Standing Orders to “*investigate, inquire into and report on all matters related to labour, trade union relations, manpower or human resource planning; County Public Service; gender, youth and social welfare*”.

1.2. Functions of the Committee

Standing Order 209 (6) prescribes the functions of a Sectoral Committee which is as under listed; -

- a) *Investigate, inquire into, and report on all matters relating to the mandate, management, activities administration, operations and estimates of the assigned departments;*
- b) *study the programme and policy objectives of departments and the effectiveness of the implementation;*
- c) *study and review all county legislation referred to it;*
- d) *study, assess and analyze the relative success of the departments as measured by the results obtained as compared with their stated objectives;*
- e) *investigate and inquire into all matters relating to the assigned departments as they may deem necessary, and as may be referred to them by the County Assembly;*
- f) *to vet and report on all appointments where the Constitution or any law requires the County Assembly to approve, except those under Standing Order 196 (Committee on Appointments); and*
- g) *make reports and recommendations to the County Assembly as often as possible, including recommendation of proposed legislation.*

Mr. Speaker,

In executing its mandate, the Committee exercises an oversight role over the work and administration of the Public Service Management Sub-Sector (PSM), the County Public Service

Furthermore, in accordance with Section 185(4)(b) of the Constitution of Kenya, 2010, the County Assembly is vested with the authority to receive and approve plans and policies relating to the management and exploitation of County resources.

1.4. Background

Mr. Speaker,

The Sessional Paper No. 1 of 2025 on the Nairobi City County Gender Mainstreaming Policy was tabled on the floor of the Assembly on **Tuesday, 11th February, 2025**, for consideration and approval pursuant to Section 8(1)(e) of the County Governments Act, 2012.

Following its tabling, the Sessional Paper was committed to the Sectoral Committee on Labour and Social Welfare for consideration and subsequent report to the Assembly.

In compliance with the provisions of **Article 196(1)(b) of the Constitution of Kenya, 2010**, which requires County Assemblies to facilitate public participation and involvement in legislative and other business of the Assembly and its Committees, the Committee invited members of the public and stakeholders to submit views on the proposed Policy.

Accordingly, the Committee caused a public notice to be published in the local dailies, specifically the Standard Newspaper, on **Wednesday, 4th March, 2026**, inviting members of the public to submit written memoranda on the Sessional Paper. The notice further invited the public to attend a public participation forum scheduled to be held on **Thursday, 12th March, 2026**, at Charter Hall, City Hall Buildings. Members of the public were requested to submit their memoranda to the Committee on or before **Friday, 6th March, 2026**, to facilitate consideration of the same by the Committee.

Mr. Speaker,

During its 3rd Quarter Workshop, held from **28th February, to 2nd March, 2025**, the Committee Members were formally briefed by the Assembly Legal Counsel on the content and objectives of the Policy. It is important to note that, since then, the County Executive and the Committee have convened on several occasions to deliberate further on the provisions of this crucial Policy Document.

Mr. Speaker,

The principal objective of Sessional Paper No. 1 of 2025 on the Nairobi City County Gender Mainstreaming Policy is to provide a comprehensive policy framework for strengthening

gender responsiveness and promoting gender equality and equity across all functions, programmes, and institutional structures of Nairobi City County (NCC). The Policy further seeks to establish clear strategic direction, institutional mechanisms, and operational guidelines for the effective mainstreaming of gender considerations in County governance, planning, and service delivery.

The Policy is anchored on the recognition that gender equality is both a constitutional imperative and a critical driver of inclusive socio-economic development, institutional accountability, and sustainable governance. Through the integration of gender perspectives in County policies, programmes, and decision-making processes, the County Government seeks to address historical inequalities and structural barriers that have hindered equitable access to opportunities and resources among women, men, youth, persons with disabilities, and other marginalized groups.

Mr. Speaker,

Nairobi City County, as the Capital City and Economic Hub of the Republic of Kenya, hosts a diverse population whose contributions remain critical to the County's socio-economic development. Notwithstanding the progress made in governance and service delivery, gender disparities persist in access to opportunities, public resources, and decision-making processes. These disparities continue to undermine inclusive development and impede the realization of equitable and sustainable growth within the County.

In recognition of its constitutional mandate under the Constitution of Kenya, 2010, and in alignment with national, regional, and international development frameworks, including the Sustainable Development Goals (SDGs), the African Union Gender Policy, and Kenya Vision 2030, Nairobi City County acknowledges the necessity of institutionalizing gender equality and inclusivity across its governance and development frameworks.

It is against this backdrop that the Gender and Inclusivity Sub-Sector developed the Nairobi City County Gender Mainstreaming Policy to provide a structured framework for promoting gender equality, equity, and social inclusion in all County programmes and operations. The Policy was subsequently submitted to the County Assembly for consideration and approval.

Mr. Speaker,

The proposed Policy gives effect to the provisions of Articles 10, 27(8), 54(2), 100, and 177(1)(b) of the Constitution of Kenya, 2010, as well as the provisions of the Bill of Rights

under Chapter Four, which guarantee equality, human dignity, inclusivity, and freedom from discrimination on any ground, including sex.

Mr. Speaker,

Upon consideration of the Nairobi City County Gender Mainstreaming Policy, the Committee notes that gender mainstreaming is not only a constitutional and statutory obligation but also a critical governance and development imperative.

The Committee therefore observes that the Policy provides an important framework for guiding the integration of gender equality, equity, and inclusivity across County policies, programmes, institutional arrangements, and service delivery mechanisms.

Consequently, the Committee is satisfied that the Policy will serve as a key instrument for advancing gender-responsive governance within Nairobi City County, in line with the County's development vision of building "A CITY OF ORDER, DIGNITY, AND HOPE."

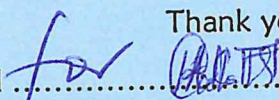
1.5. Acknowledgement

Mr. Speaker,

I am grateful to the Hon. Members of the Committee who dedicated their time and effort to scrutinize the Sessional Paper. Special thanks are extended to the Office of the Speaker, the Office of the Clerk, and the Committee Secretariat for their invaluable support.

The Committee further acknowledges the County Executive for its collaboration with various stakeholders in the development of this Policy.



On behalf of the Committee, I have the honor and pleasure to present this Report on the Consideration of Sessional Paper No. 1 of 2025 on the Nairobi City County Gender Mainstreaming Policy to this Assembly for adoption.

Thank you.
Signed 

Hon. Allan Gathuku Maina, MCA

(Chairperson)

Sectoral Committee on Labour and Social Welfare

Dated this  day of  2026

2.0. INTRODUCTION

Mr. Speaker,

1. The Sessional Paper No. 1 of 2025 on the Nairobi City County Gender Mainstreaming Policy was tabled before the County Assembly on **Tuesday, 11th February, 2025**, pursuant to the provisions of Section 8(1)(e) of the County Governments Act, 2012, for consideration and approval by the Assembly.
2. Subsequently, the Sessional Paper stood committed to the Sectoral Committee on Labour and Social Welfare, in accordance with the provisions of the Standing Orders, for consideration and reporting to the Assembly.
3. In compliance with the provisions of Article 196(1)(b) of the Constitution of Kenya, 2010, which requires County Assemblies to facilitate public participation and involvement in legislative and other business of the Assembly and its Committees, the Committee invited views and submissions from members of the public and relevant stakeholders on the proposed Policy.
4. Pursuant to the foregoing constitutional requirement, the Committee placed a Public Participation Notice in The Standard Newspaper on **Wednesday, 4th March, 2026**, inviting members of the public and stakeholders to submit written memoranda on the proposed Policy by **Friday, 6th March, 2026**.
5. The Committee further conducted a Public Participation Forum on **Thursday, 12th March, 2026**, at **Charter Hall, City Hall Buildings**, to provide an opportunity for members of the public, civil society organizations, and other interested stakeholders to present their views and submissions on the proposed Policy.
6. The views and memoranda received during the public participation exercise were duly considered by the Committee and informed the Committee's deliberations and recommendations to the Assembly.
7. The promotion of gender equality and women's empowerment has, over the years, received significant attention at the global, regional, and national levels, culminating in the adoption of various international and regional instruments aimed at safeguarding the rights of women and promoting inclusive governance.
8. Key among these instruments include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979), the Protocol to the African

Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol), the Solemn Declaration on Gender Equality in Africa (SDGEA), the SADC Protocol on Gender and Development, and the East African Community Gender Equality and Development Act.

9. Notwithstanding the adoption of these progressive frameworks, the realization of gender equality continues to face challenges arising from institutional limitations, weak implementation mechanisms, entrenched socio-cultural practices, and persistent gender-based violence, which continue to impede the effective participation of women in leadership and decision-making processes.
10. Moreover, the Nairobi City County Gender Audit (2021) revealed significant gaps in the integration of gender considerations within County policies, programmes, and institutional structures. In particular, the Audit observed that gender mainstreaming across County programmes remained inadequate, while Special Interest Groups (SIGs) had limited opportunities for meaningful engagement in governance and development processes.
11. However, the application of a gender-responsive approach entails the systematic consideration of the different needs, roles, responsibilities, and contributions of women, men, girls, and boys, with the objective of promoting equity, inclusivity, and equal participation in governance and development processes.
12. As such, the Nairobi City County Gender Mainstreaming Policy Framework is anchored on key national and international development frameworks, including the Constitution of Kenya, 2010, the Sustainable Development Goals (SDGs), and Kenya Vision 2030.
13. In particular, Articles 10 and 27 of the Constitution of Kenya, 2010 underscore the national values and principles of governance, including human dignity, equity, social justice, inclusiveness, equality, non-discrimination, and protection of marginalized groups, while also providing for affirmative action measures, including the two-thirds gender principle in public appointments and representation.
14. Furthermore, these constitutional provisions are further reinforced by a number of national legislative frameworks, including the Matrimonial Property Act, the Marriage

Act, the Land Acts, and other statutes addressing gender-based violence and the protection of vulnerable persons.

15. Collectively, these legal and policy frameworks are intended to advance the realization of a just, equitable, and inclusive society, in which both men and women are accorded equal opportunities and rights across political, social, and economic spheres.
16. The proposed Policy framework is also a response to the governance transformation brought about by devolution, which places responsibility upon County Governments to promote inclusive governance, equitable service delivery, and the participation of residents in County affairs.
17. The Policy therefore provides guidelines, institutional mechanisms, and practical tools to facilitate the effective integration of gender considerations in policy formulation, planning, budgeting, implementation, monitoring, and evaluation within Nairobi City County.
18. Particular emphasis is placed on the inclusion and empowerment of Special Interest Groups (SIGs), particularly women, with a view to ensuring that County governance processes are more accessible, responsive, and inclusive to vulnerable and marginalized populations.
19. The framework further seeks to enhance equitable access to opportunities, improved service delivery, and the non-discriminatory management of public affairs within the County Government.
20. The proposed Policy therefore seeks to strengthen inclusive governance, transparency, accountability, and citizen participation in the management of County affairs, thereby ensuring that all residents of Nairobi City County participate meaningfully in development processes and benefit equitably from County services.

4.0. OVERVIEW OF THE SESSIONAL PAPER NO. 1 OF 2025 ON THE NAIROBI CITY COUNTY GENDER MAINSTREAMING POLICY.

Mr. Speaker,

The Committee having scrutinized the policy established the following: -

4.1. SECTION 1 - POLICY GOAL, OBJECTIVES, VALUES, SCOPE & TARGET

4.1.1. Policy Goal

The overarching goal of the proposed Gender Mainstreaming Policy is to promote gender equality, equity and social inclusion in the governance, development planning and service delivery of Nairobi City County Government.

The policy aims to ensure that gender perspectives are systematically integrated into the formulation, implementation, monitoring and evaluation of county policies, programs and budgets.

4.1.2. Objectives of the Policy

The key objectives of the policy include –

- a) To establish guidelines and best practices for integrating gender considerations in County Integrated Development Plans and other development frameworks.
- b) To provide practical guidance for gender-responsive planning, programme implementation, monitoring and evaluation of development activities at the county level.
- c) To provide mechanisms for promoting equality and non-discrimination in the management and administration of County Government departments and directorates.
- d) To establish monitoring and evaluation mechanisms through which the County Government can periodically review development programs to ensure equitable citizen participation and access to benefits.
- e) To set obligations on the County Government regarding gender-responsive budgeting and financial commitments aimed at promoting gender equality.

4.1.3. Principles / Values of the Policy

The policy is anchored on key governance principles and values that guide its implementation. These include; -

- Justice.

- Integrity.
- Fairness.
- Equality.
- Diversity.
- Transparency and Accountability.
- Gender Equity.
- Socio-economic and political inclusion.

These principles align with the constitutional values and national governance standards aimed at ensuring inclusive development and equitable access to opportunities.

4.1.4. Policy Target and Scope

The policy targets all institutions, leaders and stakeholders involved in governance and development within Nairobi City County.

At the institutional level, the policy applies to; -

- County Executive Committee Members (CECs);
- Chief Officers (COs);
- Directorates and Departments within the County Government;
- Service management boards and technical working groups; and
- Sectoral committees of the County Assembly.

Additionally, the policy targets external stakeholders including; -

- Civil Society Organizations (CSOs);
- Community-Based Organizations (CBOs);
- Gender and human rights advocates;
- Public-Private Partnerships (PPPs); and
- Development partners and other public institutions.

The scope of the policy emphasizes the need to eliminate discrimination within the County Government, promote equal pay for equal work, prevent sexual harassment in the workplace and encourage equitable recruitment practices.

4.2. SECTION 2 - POLICY CONTEXT

4.2.1. Situational Analysis

The development of the Gender Mainstreaming Policy was informed by findings from a gender audit conducted within Nairobi City County Government. The audit assessed

institutional practices, governance structures and service delivery systems in order to identify gender gaps and challenges affecting equitable development.

The gender audit identified several critical issues affecting gender equality within the county, including; -

- Implementation challenges relating to the Two-Thirds Gender Rule in public institutions;
- Limited uptake of the 30% public procurement opportunities reserved for youth, women and persons with disabilities;
- Unequal access to economic resources and opportunities;
- Inadequate public participation among marginalized groups; and
- Weak institutional frameworks for mainstreaming gender considerations in development programs.

The situational analysis therefore underscores the need for institutional reforms and structured mechanisms for integrating gender perspectives in county governance and development processes.

4.2.2. Constitutional and Legislative Framework

The Gender Mainstreaming Policy is anchored on the Constitution of Kenya, 2010, which provides a comprehensive framework for promoting equality and non-discrimination.

Key constitutional provisions include; -

- Article 10, which outlines national values and principles of governance including equality, equity, inclusiveness and non-discrimination.
- Article 27(1), which guarantees equality before the law and equal protection and benefit of the law.
- Article 27(3), which provides that women and men have the right to equal treatment and equal opportunities in political, economic, cultural and social spheres.
- Article 27(6), which obligates the State to implement affirmative action measures to address historical disadvantages.
- Article 27(8), which requires that not more than two-thirds of members of elective or appointive bodies shall be of the same gender.

The policy also aligns with several national laws and policy frameworks including; -

- National Policy on Gender and Development (2019);

- Matrimonial Property Act (2013);
- Marriage Act (2014);
- Land Act and Land Registration Act;
- Sexual Offences Act (2006);
- Prohibition of Female Genital Mutilation Act (2011);
- Counter-Trafficking in Persons Act (2010); and
- Kenya Vision 2030.

These legal instruments collectively establish a framework for advancing gender equality and protecting the rights of women and marginalized groups.

4.2.3. International and Regional Frameworks

Kenya is a signatory to several international and regional treaties that promote gender equality and women's empowerment. These include; -

- Universal Declaration of Human Rights (UDHR);
 - International Covenant on Civil and Political Rights (ICCPR);
 - Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);
 - Beijing Declaration and Platform for Action;
 - African Charter on Democracy, Elections and Governance;
 - Protocol to the African Charter on the Rights of Women in Africa (Maputo Protocol);
- and
- Solemn Declaration on Gender Equality in Africa.

These instruments obligate the Government of Kenya to adopt policies and institutional frameworks aimed at advancing gender equality and social inclusion.

4.3. SECTION 3 - POLICY ISSUES AND POLICY AGENDA

The gender audit conducted by the County Government identified several key thematic areas requiring policy intervention.

These include; -

- a) Labour Force Participation and Gender Analysis of the County Workforce;
- b) Agriculture and Food Production in Urban and Peri-Urban Settings;
- c) Affirmative Action and Special Catalytic Funds;
- d) Trade and Market Development;

- e) Health Governance and Service Delivery;
- f) ECDE, Education and Youth Affairs; and
- g) Gender-Based Violence.

In response to these challenges, the policy proposes a comprehensive agenda aimed at strengthening gender-responsive governance within the county.

Key proposals include; -

- a) Addressing gender gaps in county policies, programs and development plans;
- b) Establishing monitoring systems to track gender mainstreaming progress;
- c) Strengthening institutional capacity through gender training programs;
- d) Transforming governance systems to deliver inclusive services;
- e) Promoting economic empowerment initiatives for youth and women;
- f) Strengthening public-private partnerships to support inclusive development;
- g) Implementing the two-thirds gender rule and affirmative action measures; and
- h) Developing gender-responsive planning and budgeting frameworks.

4.4. SECTION 4 - POLICY PRIORITY AREAS

In order to achieve the objectives of the Gender Mainstreaming Policy, the County Government proposes thirteen key policy priorities, namely; -

1. Policy Priority 1: Addressing Gender Gaps in County Policies, Programs and Plans;
2. Policy Priority 2: Strengthening Coordination & Political Support for Gender Equality;
3. Policy Priority 3: Promoting Gender Responsive Planning and Budgeting;
4. Policy Priority 4: Integrating Gender Considerations Across County Departments;
5. Policy Priority 5: Strengthening Gender Management Systems;
6. Policy Priority 6: Promoting the Sustainable Development Goals, particularly SDG 5;
7. Policy Priority 7: Preventing Gender-Based Violence and Harmful Cultural Practices;
8. Policy Priority 8: Promoting Non-Discrimination and Affirmative Action Initiatives;
9. Policy Priority 9: Enhancing Participation of Women in County Governance;
10. Policy Priority 10: Capacity Building and Gender Sensitization of Staff;
11. Policy Priority 11: Promoting Gender-Sensitive Working Conditions;
12. Policy Priority 12: Strengthening Partnerships with Stakeholders; and
13. Policy Priority 13: Developing Sector-Specific Gender Implementation Frameworks.

These priorities will guide the implementation of gender-responsive policies across key sectors including human resource management, health services, education, trade and markets, and prevention of gender-based violence.

4.5. SECTION 5 - RIGHTS AND OBLIGATIONS OF STAKEHOLDERS

4.5.1. Rights of Women and Men

The policy affirms that the rights of women and men are derived from the Bill of Rights under Chapter Four of the Constitution of Kenya. These rights include; -

- 1) Right to life;
- 2) Right to health;
- 3) Right to quality education;
- 4) Right to marry at the legal age of consent;
- 5) Freedom of expression, speech and association;
- 6) Right to employment and economic participation;
- 7) Right to adequate housing, food and basic services;
- 8) Protection from harmful cultural practices and exploitation;
- 9) Right to property ownership and secure land tenure; and
- 10) Right to participate in decision-making processes.

4.5.2. Obligations of the County Government

The County Government shall; -

- a) Serve as the lead agency responsible for implementation of the Gender Mainstreaming Policy.
- b) Create opportunities for participation of women and marginalized groups in governance processes.
- c) Provide capacity building and skills development opportunities for women and youth.
- d) Develop policies and legal frameworks to support gender equality initiatives.
- e) Ensure protection and promotion of women's rights.
- f) Facilitate access to economic empowerment programs including affirmative action funds.

The County Government also proposes to allocate approximately two percent (2%) of its annual budget towards gender equality and equity programmes.

Additionally, Civil Society Organizations and the private sector will contribute through research, advocacy, job creation and mentorship initiatives for women and youth.

4.6. SECTION 6 - MONITORING, EVALUATION AND LEARNING FRAMEWORK

The implementation of the Gender Mainstreaming Policy will be guided by a comprehensive Monitoring, Evaluation and Learning (MEL) framework to ensure effective tracking of progress and outcomes.

The responsibility for monitoring and evaluation will lie with the Gender Mainstreaming Committee and the relevant County Directorate responsible for gender affairs.

The MEL framework will utilize Gender Sensitive Indicators (GSIs) to measure progress.

Key indicators include; -

- a) Integration of gender considerations in county policies and programs;
- b) Establishment of gender mainstreaming systems across departments;
- c) Percentage of county budget allocated to gender programs;
- d) Number of gender training programs conducted;
- e) Number of staff trained on gender issues disaggregated by sex;
- f) Availability of gender-responsive recruitment guidelines;
- g) Availability of gender-responsive training manuals;
- h) Mechanisms for addressing discrimination and sexual harassment;
- i) Availability of sex-disaggregated data;
- j) Number of gender-related studies and surveys conducted; and
- k) Number of gender advocacy forums held.

The MEL framework will be supported by an annual gender mainstreaming work plan and regular progress reviews to ensure effective implementation.

5.0. CONSIDERATION OF MEMORANDA

In accordance with Article 196 of the Constitution of Kenya, Section 115 and Section 87 of the County Governments Act, 2012, the County Assembly invited stakeholders to submit written memoranda on the Nairobi City County Gender Mainstreaming Policy, 2025. The invitations were done on Thursday, 5th March, 2026, and be forwarded to the Office of the Clerk by Wednesday, 11th March, 2026.

The Committee received written memoranda from, among others, the following stakeholders;

- i) Tuvuli Organization;
- ii) Women Collective Kenya (WCK);
- iii) Center for Disability Rights Education & Advocacy (CREAD); and
- iv) International Transport Workers Federation (ITF).

The issues raised in the memoranda are hereto annexed to this report.

5.1. Stakeholders Views on the Proposed Gender Mainstreaming Policy.

5.1.1. Tuvuli Organization

Tuvuli Organization, a Nairobi-based community initiative, focuses on youth empowerment through creative arts, education, storytelling, and advocacy. The organization strongly supports the proposed Gender Mainstreaming Policy, viewing it as essential for promoting equality, inclusion, and protection of rights for women, men, youth, and vulnerable groups. However, they recommended as follows; -

- Active involvement of youth and creative groups in policy implementation.
- Use of storytelling, film, photography, and digital media for gender awareness.
- Strengthening grassroots programs on gender equality, positive masculinity, and GBV prevention.
- Collaboration with community-based organizations in implementation.
- Addressing the nexus between climate change, economic vulnerability, and gender inequality.

There is need to consider the proposal to ensure sustainability and inclusivity of the proposed policy, thereby addressing and mitigating overlapping vulnerabilities.

5.1.2. Women Collective Kenya (WCK)

Women Collective Kenya (WCK), a grassroots women's movement advocating for gender equality and social justice, emphasized the need for structured male engagement strategies to address systemic gender inequalities. They noted that existing gender policies often focus on women and girls, while excluding men or treating them as passive actors.

However, they recommended as follows; -

- Integration of **Male Allyship** as a central pillar in gender mainstreaming.
- Addressing harmful patriarchal norms through the **Transforming Patriarchal Masculinities (TPM)** framework.
- Promoting shared responsibility between men and women in achieving gender equality.

There is need to consider the proposal as they strengthen gender equality by embedding fairness through allies, frameworks, and shared responsibility.

5.1.3. Center for Disability Rights Education & Advocacy (CREAD)

CREAD, an organization dedicated to advancing the rights and inclusion of persons with disabilities, commended the County Government for developing a comprehensive policy aligned with constitutional values of equality, equity, and non-discrimination. They further applauded the participatory governance approach adopted.

However, they highlighted gaps in the recognition of special interest groups and recommended strengthening the policy by mainstreaming disability and aging issues across all sectors.

In this regard, they recommended as follows; -

- Explicitly address intersectional discrimination affecting women and girls with disabilities and older women.
- Incorporate **CRPD-aligned definitions** such as *reasonable accommodation* and *universal design*.
- Provide specific, measurable actions to ensure accessibility in County facilities, employment, digital services, and GBV response mechanisms.
- Ensure data collection disaggregated by sex, age, and disability for evidence-based planning.

- Facilitate structured consultations with organizations of persons with disabilities (OPDs) and groups representing older persons.

There is need to consider the proposal, as it enhances inclusivity.

5.1.4. International Transport Workers Federation (ITF)

The ITF highlighted the critical role of women in the transport sector, noting systemic barriers arising from male domination. They emphasized that addressing the needs of women in transport will enhance inclusivity, safety, and economic growth in Nairobi City County.

Key challenges they identified includes Sexual harassment and insecurity, Lack of safe sanitation facilities, Informal employment arrangements, Limited access to capital and training, and Limited inclusion of women transport workers in decision-making platforms.

However, they recommended as follows; -

- Development of gender-responsive transport policies.
- Provision of sanitation and childcare facilities at transport terminals.
- Improvement of security measures (e.g., CCTV, personnel, reporting systems).
- Establishment of harassment reporting mechanisms.
- Support for training and capacity building for women.
- Promotion of financial inclusion for women entrepreneurs.
- Collaboration with stakeholders (unions, SACCOs, associations).

There is need to consider the proposals, as they are aimed at enhancing safety and promoting greater participation in the transport sector.

6.0. COMMITTEE OBSERVATIONS

Mr. Speaker,

Having carefully considered the provisions of Sessional Paper No. 1 of 2025 on the Nairobi City County Gender Mainstreaming Policy, the submissions received from the County Executive, and the views presented by members of the public and stakeholders during the public participation process, the Committee observed as follows; -

1. THAT, the proposed Gender Mainstreaming Policy provides a comprehensive framework aimed at promoting gender equality, equity, and social inclusion within the governance structures, programmes, and service delivery mechanisms of Nairobi City County.
2. THAT, the Policy aligns with the provisions of the Constitution of Kenya, particularly the principles of equality, inclusivity, human dignity, and non-discrimination as enshrined under Articles 10 and 27, which obligate public institutions to promote equal opportunities and protect the rights of all persons.
3. THAT, the Policy provides strategic guidance for the integration of gender considerations in County planning, budgeting, programme implementation, and monitoring processes, thereby strengthening gender-responsive governance within the County Government.
4. THAT, the Policy seeks to address persistent gender disparities affecting access to socio economic opportunities, public resources, and decision-making platforms within Nairobi City County.
5. THAT, the Committee notes that effective implementation of the Policy will require strong institutional coordination across County departments, adequate budgetary allocation, and continuous monitoring and evaluation mechanisms.
6. THAT, the Committee further observes that sustained stakeholder engagement and public awareness will be critical in ensuring the successful implementation of gender mainstreaming initiatives across the County.
7. THAT, the Policy is consistent with Kenya's national, regional, and international commitments on gender equality, including the Sustainable Development Goals,

particularly Goal 5, which seeks to achieve gender equality and empower all women and girls.

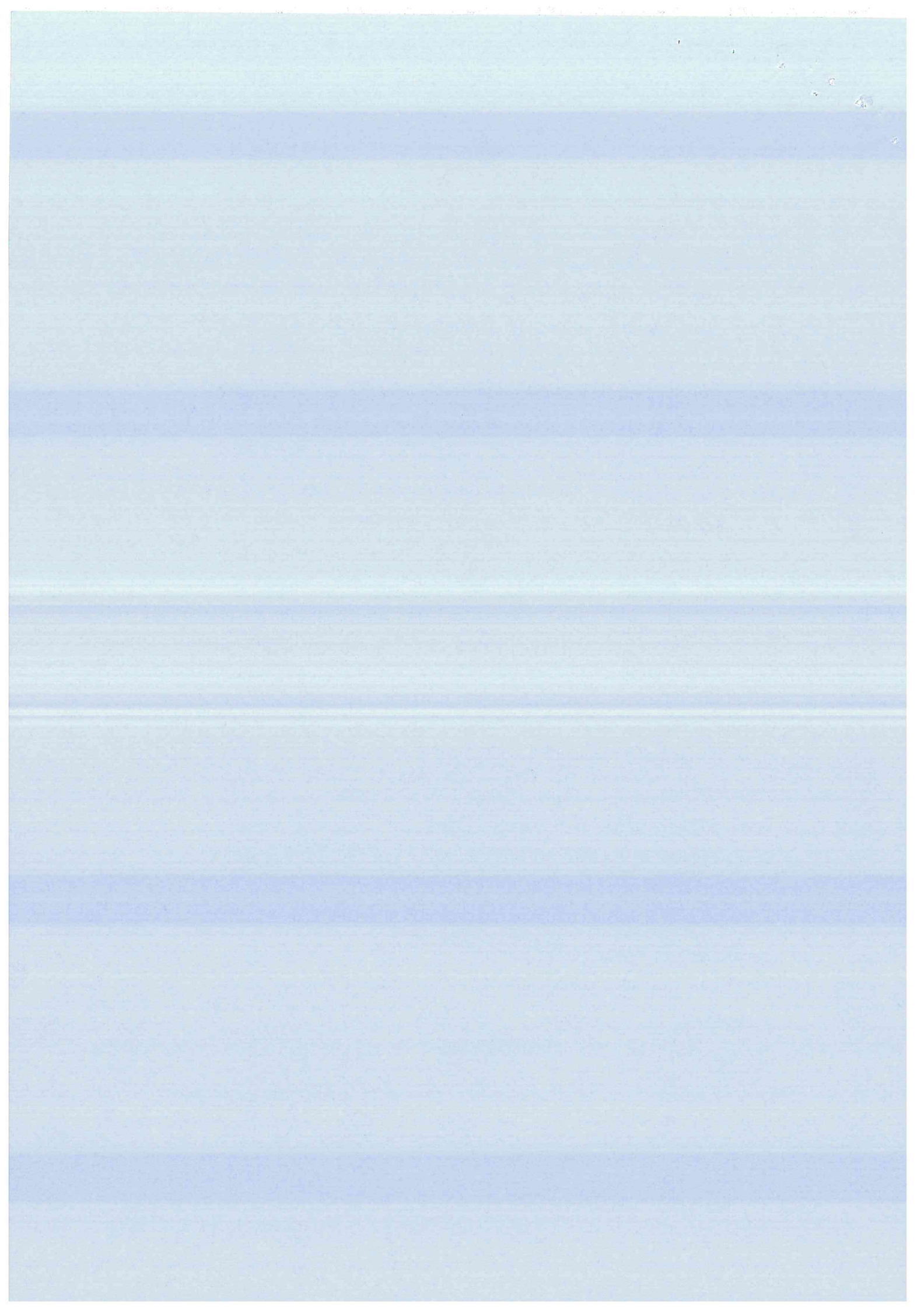
8. THAT, the Committee is satisfied that the proposed Policy provides an appropriate policy framework for institutionalizing gender equality and inclusivity across all sectors of the County Government.

7.0. COMMITTEE RECOMMENDATIONS

Mr. Speaker,

Having undertaken a comprehensive review of *Sessional Paper No. 1 of 2025* on the Nairobi City County Gender Mainstreaming Policy, and having considered the views of stakeholders and members of the public, the **Sectoral Committee on Labour and Social Welfare**, in accordance with **Section 8(1)(e) of the County Governments Act, 2012** and the provisions of **Standing Order 191(6)**, **RECOMMENDS** as follows; -

1. THAT, the Nairobi City County Gender Mainstreaming Policy, as contained in *Sessional Paper No. 1 of 2025*, be approved by the County Assembly;
2. THAT, upon approval of the Policy by the Assembly, the County Executive Committee Member responsible for Gender, Youth, and Social Services should ensure the effective implementation of the Policy across all County departments, agencies, and programmes;
3. THAT, the County Executive should establish clear institutional mechanisms for coordinating gender mainstreaming initiatives across all sectors of the County Government;
4. THAT, the County Executive should ensure the integration of gender-responsive planning and budgeting in all County development programmes and service delivery frameworks;
5. THAT, the County Executive should develop appropriate monitoring and evaluation mechanisms to track the progress and impact of the implementation of the Policy;
6. THAT, the County Executive should undertake sustained public awareness and stakeholder engagement initiatives to promote understanding and support for gender mainstreaming within Nairobi City County; and
7. THAT, the County Executive should submit periodic progress reports to the County Assembly Sectoral Committee on Labour and Social Welfare on the implementation status of the Gender Mainstreaming Policy.



MATRIX OF STAKEHOLDER COMMENTS AND COMMITTEE PROPOSED AMENDMENTS TO THE NAIROBI CITY
COUNTY GENDER MAINSTREAMING POLICY 2026

STAKEHOLDER	SECTION	PROPOSED AMENDMENT	RATIONALE	COMMITTEE CONCLUSION
1. Women in Real Estate (WIRE)	Definition of sexual harassment	Expand the definition to include verbal, non-verbal, physical and digital forms of sexual harassment. Align it with the definitions in the Sexual offences Act and the Employment Act	To ensure comprehensive definition that addresses modern forms of sexual harassment	Agreed
	Objectives	Include as an objective- Capacity building	To strengthen/sustainable implementation	This is already provided for in the policy
	Policy Values	Add to the list the following values; human rights and inclusivity	These align with rights based/governance frameworks	Agreed
	Role of NCC government	Add a requirement for mainstreaming reports and public disclosure of progress	Regular reporting enhances transparency, accountability and monitoring of gender commitments	Agreed

		Include clear accountability mechanisms and designate institutional structures responsible for implementation	Clear responsibility enforcement for ownership	institutional strengthens and	Agreed
	Legislative landscape	Include the Employment Act as one of the national laws	The Act reinforces gender equality in employment matters		Agreed
	Policy implementation	Clearly outline institutional structure, departmental roles budget allocation mechanism and timelines	A clear structure improves operationalization and coordination across departments		These have been provided for except for in the implementation matrix
	Monitoring and evaluation	Include key gender indicators directly in the policy text such as leadership representation, gender responsive budget allocation and service access indicators	Indicators monitoring remains central to policy implementation	ensure	Agreed
2. Tuvalu Organization	Implementation	The County should involve youth organizations and creative groups in Gender mainstreaming initiatives	To ensure young voices are represented in policy implementation		Agreed
		Storytelling, film, photography and digital media should be integrated into gender awareness campaigns	These will enable reaching a wider audience with the gender agenda		Agreed

		Strengthen community level programs that educate both men and women on gender equality , positive masculinity and prevention of gender based violence			Agreed
		Collaborate with grassroots organizations to implement gender focused programs, training and advocacy			Agreed
3. Women Collective Kenya (WCK)	Generally	For the policy to be fully effective it must explicitly include a strategy for engaging men and boys as allies through the lens of TPM-Transforming Patriarchal Masculinities.		Excluding men from gender mainstreaming efforts limits the potential of sustainable change because patriarchal norms are the root cause of gender inequality thus the need for adopting a male ally ship approach	Agreed
		The policy objectives and strategies should be revised to include a specific focus on engaging men and boys not just by involving them in existing programs but as part of transforming the patriarchal norms that drive inequality and discourage harmful masculinity			Agreed

		<p>The County to develop a mandatory training programme on male allyship and transforming masculinities for all County staff</p>	<p>To equip them to challenge harmful norms, create service environments that are welcoming and accessible to all genders and to identify and counter anti-gender narratives</p>	<p>Agreed</p>
		<p>The Policy should provide for the creation of community level initiatives that support men in their allyship journey by</p> <p>(a) Creating Ally circles/support groups as safe spaces for men to discuss and challenge masculinity and adopt new behavior;</p> <p>(b) Supporting Community action projects for male allies to promote gender equality</p> <p>(c) Developing campaigns that feature positive male role models that promote healthy equitable masculinity</p>		<p>Agreed</p>
		<p>The section on monitoring and evaluation be amended to include specific indicators</p>		<p>Agreed</p>

		<p>related to male engagement including:</p> <ul style="list-style-type: none"> (a) Number of county officers trained in TPM (b) Number of community based male allyship groups created and active (c) Changes in community perception of masculinity (d) Increased referrals to Sexual reproductive health rights and GBV services by men 		
<p>Public Participation Forum</p>		<p>The policy needs to address the issue of gender for women in the transport sector with most of them being forced out of the industry due to gender roles such as child bearing. The policy should outline clear action points to address these challenges</p>		<p>Agreed</p>

		Under situational analysis, the plight of unpaid care workers for PWDs must be addressed.	Women form the largest percentage of these care workers.	Agreed
		There is need for the policy to include Ward level gender focal/liason persons to reach communities beyond City Hall.		Agreed

MINUTES OF THE 9TH SITTING OF THE NAIROBI CITY COUNTY ASSEMBLY SECTORAL COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON THURSDAY 9TH APRIL, 2026 AT 11:00AM, IN COMMITTEE ROOM 9.

MEMBERS PRESENT

1. Hon. Allan Maina, MCA Chairperson
2. Hon. Patrick Karani, MCA Vice Chairperson
3. Hon. Joyce Kamau, MCA
4. Hon. Catherine Apiyo, MCA
5. Hon. Anthony Kimemia, MCA
6. Hon. Joyce Lugonzo, MCA
7. Hon. Benter Obiero, MCA
8. Hon. Paul Mathu, MCA
9. Hon. Evans Nyangicha, MCA
10. Hon. Peter Maina, MCA
11. Hon. Simon Maina, MCA
12. Hon. Cicilia Njathi, MCA
13. Hon. Farhiya Aden, MCA
14. Hon. Wanjiru Kariuki, MCA
15. Hon. Jane Muasya, MCA
16. Hon. Nancy Mwaura, MCA
17. Hon. Absalom Odhiambo, MCA
18. Hon. Jane Musangi, MCA
19. Hon. Paul Wachira, MCA
20. Hon. Agnes Njeri, MCA

MEMBERS ABSENT

1. Hon. Kennedy Odhiambo, MCA
2. Hon. Oscar Lore, MCA
3. Hon. Abass Khalif, MCA

SECRETARIATE

1. Mr. Abdi Mohamed – First Clerk Assistant

MIN. 09/SC – L&SW/APRIL/2026: PRELIMINARIES

The Chairperson called the meeting to order at 11.10 a.m. and begun with a word of prayer. He took Members through the agenda, which was read and adopted as proposed by Hon. Farhiya Daud, MCA, and seconded by Hon. Benter Obiero, MCA, as follows;

AGENDA

1. *Preliminaries (prayers & adoption of the agenda).*
2. *Adoption of the Committee report on the consideration of the Sessional Paper No. 1 of 2025 on the Nairobi City County Gender Mainstreaming Policy;*
3. *Any other business; and*
4. *Adjournment.*

MIN.10/SC – L&SW/APRIL/2026: ADOPTION OF THE COMMITTEE REPORT ON THE CONSIDERATION OF THE SESSIONAL PAPER NO. 1 OF 2025 ON THE NAIROBI CITY COUNTY GENDER MAINSTREAMING POLICY.

The Secretariat took Members through the Committee Report on the consideration of Sessional Paper No. 1 of 2025 on the Nairobi City County Gender Mainstreaming Policy, focusing particularly on the Committee's Observations and Recommendations, as follows;

Observations

1. THAT, the proposed Gender Mainstreaming Policy provides a comprehensive framework aimed at promoting gender equality, equity, and social inclusion within the governance structures, programmes, and service delivery mechanisms of Nairobi City County.
2. THAT, the Policy aligns with the provisions of the Constitution of Kenya, particularly the principles of equality, inclusivity, human dignity, and non-discrimination as enshrined under Articles 10 and 27, which obligate public institutions to promote equal opportunities and protect the rights of all persons.
3. THAT, the Policy provides strategic guidance for the integration of gender considerations in County planning, budgeting, programme implementation, and

monitoring processes, thereby strengthening gender-responsive governance within the County Government.

4. THAT, the Policy seeks to address persistent gender disparities affecting access to socio economic opportunities, public resources, and decision-making platforms within Nairobi City County.
5. THAT, the Committee notes that effective implementation of the Policy will require strong institutional coordination across County departments, adequate budgetary allocation, and continuous monitoring and evaluation mechanisms.
6. THAT, the Committee further observes that sustained stakeholder engagement and public awareness will be critical in ensuring the successful implementation of gender mainstreaming initiatives across the County.
7. THAT, the Policy is consistent with Kenya's national, regional, and international commitments on gender equality, including the Sustainable Development Goals, particularly Goal 5, which seeks to achieve gender equality and empower all women and girls.
8. THAT, the Committee is satisfied that the proposed Policy provides an appropriate policy framework for institutionalizing gender equality and inclusivity across all sectors of the County Government.

Recommendations

1. THAT, the Nairobi City County Gender Mainstreaming Policy, as contained in Sessional Paper No. 1 of 2025, be approved by the County Assembly;
2. THAT, upon approval of the Policy by the Assembly, the County Executive Committee Member responsible for Gender, Youth, and Social Services should ensure the effective implementation of the Policy across all County departments, agencies, and programmes;
3. THAT, the County Executive should establish clear institutional mechanisms for coordinating gender mainstreaming initiatives across all sectors of the County Government;

4. THAT, the County Executive should ensure the integration of gender-responsive planning and budgeting in all County development programmes and service delivery frameworks;
5. THAT, the County Executive should develop appropriate monitoring and evaluation mechanisms to track the progress and impact of the implementation of the Policy;
6. THAT, the County Executive should undertake sustained public awareness and stakeholder engagement initiatives to promote understanding and support for gender mainstreaming within Nairobi City County; and
7. THAT, the County Executive should submit periodic progress reports to the County Assembly Sectoral Committee on Labour and Social Welfare on the implementation status of the Gender Mainstreaming Policy.

However, the Committee adopted the said report on the consideration of the Sessional Paper No. 1 of 2025 on the Nairobi City County Gender Mainstreaming Policy, for tabling as proposed by Hon. Evans Nyangicha, MCA, and seconded by Hon. Agnes Njeri, MCA.

MIN. 019/SC – L&SW/APRIL/2026: ANY OTHER BUSINESS.

There was no any business.

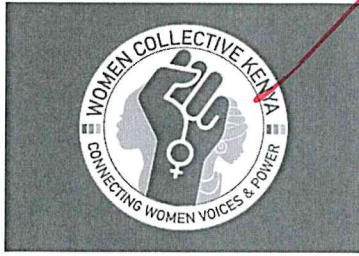
MIN. 020/SC – L&SW/APRIL/2026: ADJOURNMENT

There being no other business to consider, the Chairperson adjourned the meeting at 12.03pm. The next was scheduled to be held on Tuesday, 14th April, 2026 at 11:00 a.m. at Committee room 9.

CONFIRMED AS TRUE RECORDS OF PROCEEDING

CHAIRPERSON *fw* *Evans Nyangicha*

DATE *9/4/2026*



Del
Handy into
and process
CHGJ
20/3/2026



Policy Brief/Memorandum: Integrating Male Allyship into the Nairobi City County Gender Mainstreaming Policy

To: The Clerk, Nairobi City County Assembly

From: Women Collective Kenya (WCK)

Date: March 6th, 2026

Subject: Recommendations for the Inclusion of a Male Allyship Approach in the Nairobi City County Sessional Paper No. 1 of 2025 on Gender Mainstreaming

Ag PCAS
Advise the committee on current to consider this input
DK
11/3/2026

Executive Summary

This brief provides recommendations for the Nairobi City County Assembly to consider during public participation on the **Sessional Paper No. 1 of 2026 on the Gender Mainstreaming Policy**. It argues that for the policy to be fully effective, it must explicitly include a strategy for engaging men and boys as allies through the lens of Transforming Patriarchal Masculinities (TPM).

Current gender mainstreaming efforts, while valuable, often inadvertently exclude men or position them only as obstacles. This approach limits the potential for sustainable change. Evidence from Kenya and globally demonstrates that patriarchal norms are a root cause of gender inequality, negatively affecting women, men, and gender-diverse individuals. By formally adopting a male allyship approach, the County can address these root causes, foster shared ownership of gender equality, and improve outcomes across sectors like health, education, and economic development. This brief recommends that the policy be amended to include provisions for county-supported TPM training, institutionalizing allyship in county services, and funding targeted community programs.

About This Brief

This brief is submitted as part of the public participation process for the Nairobi City County Sessional Paper No.1 of 2026 on the Gender Mainstreaming Policy. Its purpose is to present a focused argument for the inclusion of male allyship as a deliberate and strategic component of

CA - Labour
TNA
CHGJ
PCAS
11/3/2026

the county's gender equality framework. The brief draws on the "Transforming Patriarchal Masculinities for Gender Justice" training manual developed by Women Collective Kenya (WCK) and other relevant research from Kenya.

Women Collective Kenya Profile

Women Collective Kenya (WCK) is a social movement of women living in marginalized areas in Kenya. It started as Bunge la Wamama Mashinani (Grassroots Women's Parliament) in 2008 in Mathare following the post-election violence of 2007/2008 in which women were extensively harassed, violated and sexually abused by organized criminal groupings and the police service. The situation in Mathare was a microcosm of women's plights all over the country and soon the movement spread to the low income areas of Nairobi, with a goal of reaching out to other major cities in Kenya. In 2002, Bunge La Wamama Mashinani was formally registered as Women Collective Kenya Community Based Organization (CBO). WCK creates platforms for grassroots women from urban informal settlements and rural areas to voice their experiences and struggles and to address economic, political and social issues and injustices and to amplify and connect women's voices—to agitate for transformational change.

Thematic Interventions

- Gender, Water and Climate Justice Programme – Promotes universal access to water for poor urban and rural communities and just climate action from a gender dimension
- Reproductive Health Justice Programme – Works with communities and duty bearers to ensure full SRHR for adolescents and women
- Eco-Village Initiative Programme – Promotes land and property rights for women and girls, the creation of a sustainable living space for identified women evictees and their families and capacity development and mentorship for young feminists
- Institutional strengthening and organizational development – Strengthening governance, operations, management, Monitoring and Evaluation, managing risk, developing human resources and financial sustainability and promotion of workplace and employee holistic wellness

THE MALE ALLYSHIP PROJECT

Women and girls in Nairobi's informal settlements face major sexual and reproductive health risks due to gender inequality, poverty, and limited opportunities, leading to problems such as abortion stigma, gender-based violence, unintended pregnancies, and unsafe abortions. To address this, WCK, in partnership with the Africa Center for Health Systems and Gender Justice (ACHSGJ) uses the **Transforming Patriarchal Masculinities (TPM)** approach to engage men, community leaders, and influencers in challenging patriarchal attitudes and promoting gender equality and support for sexual and reproductive health and rights (SRHR). The initiative has

already developed a network of male allies who advocate for women's rights and help reduce stigma in their communities. The program has expanded this work by strengthening male ally networks and introducing an economic inclusion project an eatery in Mathare to employ survivors of SRHR violations and generate funds for survivor support and community interventions, ultimately improving access to quality SRHR services for women and girls.

Key Message

For the Nairobi City County Gender Mainstreaming Policy to achieve its objectives, it must move beyond engaging men as passive supporters and instead commit to transforming the patriarchal systems that perpetuate inequality. This requires a structured approach to building male allyship, as outlined in the policy recommendations below.

Introduction and Background

Nairobi City County has committed to gender mainstreaming as a strategy for achieving equality between women, men, and other genders. The Sessional Paper No. 1 of 2025 aims to provide a comprehensive framework for this work across all county departments and services. This commitment aligns with Kenya's Constitution (2010), which guarantees the right to equality and freedom from discrimination (Article 27), and various national and international commitments to gender equality.

Historically, gender mainstreaming policies have focused primarily on women and girls. While this focus remains crucial to address historical disadvantages, a growing body of practice, including the work of Women Collective Kenya, shows that sustainable gender justice requires the active involvement of men and boys. This is not about diverting resources from women's empowerment but about addressing the root cause of inequality: patriarchal systems and norms.

Problem Statement: How the Lack of Male Involvement Hinders Gender Equity

Current approaches to gender mainstreaming, while well-intentioned, are often limited because they do not systematically address the role of men and patriarchal structures. This gap creates several challenges:

1. **Reinforces Resistance:** When men are not included in the solution, they may view gender equality initiatives as a threat to their identity and position. This can lead to active resistance, backlash, and a reinforcement of harmful norms.
2. **Leaves Patriarchal Systems Unchallenged:** Gender inequality is maintained by social norms, institutions, and systems that privilege men. Excluding men from the process

means these systems are never critically examined or transformed by those who uphold them.

3. **Misses Opportunities for Holistic Impact:** Men's own health and well-being are negatively impacted by rigid patriarchal norms. Issues like high rates of male suicide, substance abuse, and low utilization of health services are linked to expectations of men as providers who must be invulnerable. Engaging men in gender equality can also improve their own lives, creating a broader constituency for change.

Evidence from Kenya

Research and practice in Kenya provide a clear case for the male allyship approach.

- **Men as Gatekeepers to Health:** Studies on reproductive, maternal, and child health have long identified men as critical gatekeepers. Their lack of involvement or active opposition can limit women's access to family planning, antenatal care, and skilled birth attendance. The WCK manual highlights that early work with men focused on persuading them to allow women to access services, rather than transforming the norms that gave them this power.
- **Effectiveness of "Transforming Patriarchal Masculinities" (TPM):** Programmes using a TPM approach, such as those implemented by organizations like MenEngage Africa and referenced in the WCK manual, have shown positive results. These programmes work with men to critically reflect on masculine norms, understand the costs of patriarchy for themselves and others, and develop skills for equitable, non-violent relationships. Evidence from similar programmes in Africa, as documented by organizations like Tearfund and Sonke Gender Justice, demonstrates reductions in SGBV and more equitable decision-making in households.
- **Prevalence of Patriarchal Norms:** The Kenya Demographic and Health Survey (KDHS) consistently shows high levels of acceptance SGBV among both women and men, indicating deeply entrenched patriarchal beliefs about male control over women. These attitudes are a direct barrier to gender equality.
- **The Patriarchal Dividend and Its Costs:** The WCK manual explains the concept of the "patriarchal dividend". These are the benefits men receive from an unequal system. However, it also highlights the costs to men, such as poor health outcomes, emotional disconnection, and strained relationships. A male allyship approach can appeal to men by addressing these costs, framing gender equality as beneficial for everyone.

Policy Recommendations on Male Allyship

To strengthen the Sessional Paper No. 1 of 2026, the Nairobi City County Assembly should consider incorporating the following recommendations:

Recommendation 1: Amend the Policy to Explicitly Include "Transforming Patriarchal Masculinities" as a Core Pillar.

The policy's objectives and strategies should be revised to include a specific focus on engaging men and boys. This should be framed not just as "involving men" in existing programmes, but as transforming the patriarchal norms that drive inequality. The language should reflect the third-generation approach described in the WCK manual: a systemic effort to transform the social, economic, and political systems that produce harmful masculinities.

Recommendation 2: Mandate and Resource TPM Training for County Officers and Public Service Providers.

The County Government should develop and roll out a mandatory training programme on male allyship and transforming masculinities for all county staff, including officers in health, education, social services, and law enforcement. This training, adapted from resources like the WCK manual, would equip them to:

- Analyze how patriarchal systems operate within their own departments and the communities they serve.
- Demonstrate core allyship skills, including active listening and challenging harmful norms.
- Create service environments that are welcoming and accessible to all genders.
- Identify and counter anti-gender narratives.

Recommendation 3: Establish and Fund Community-Based Male Allyship Programs.

The policy should provide for the creation of community-level initiatives that support men in their allyship journey. This could include:

- **"Ally Circles" or support groups:** Safe spaces for men to discuss masculinity, challenge each other, and practice new behaviors, as suggested in the WCK manual's sustainability mechanisms.
- **Community action projects:** Micro-grants for groups of male allies to implement projects that promote gender equality in their neighborhoods, schools, or places of worship.
- **Public awareness campaigns:** Develop campaigns that feature positive male role models and promote healthy, equitable masculinities, using culturally resonant messages.

Recommendation 4: Integrate Male Allyship Indicators into the Policy's Monitoring and Evaluation Framework.

To track progress, the policy's M&E framework should include specific indicators related to male engagement. These could include:

- Number of county officers trained in TPM.
- Number of community-based male allyship groups formed and active.
- Changes in community perceptions of masculinity (measured through periodic surveys).
- Increased referrals to SRHR and GBV services by men.
- Qualitative data capturing stories of change from men and their families.

Conclusion

Integrating a male allyship approach, grounded in the principles of Transforming Patriarchal Masculinities, is not an alternative to women's empowerment but an essential complement to it. By adopting these recommendations, the Nairobi City County Assembly can ensure its Gender Mainstreaming Policy is more comprehensive, sustainable, and effective in creating a truly equitable society for all residents. This approach acknowledges that patriarchy harms everyone and that men have a vital role as partners in building a just future for Nairobi.

REFERENCES

1. **Women Collective Kenya (WCK). (2026).** *Training Manual: Transforming Patriarchal Masculinities for Gender Justice.* Nairobi: WCK.
2. **Kenya National Bureau of Statistics. (2022).** *Kenya Demographic and Health Survey 2022.* Nairobi: KNBS.
3. **MenEngage Africa. (2021).** *Regional Curriculum on Transforming Masculinities towards Gender Justice.* Johannesburg: Sonke Gender Justice.
4. **Tearfund. (2018).** *Transforming Masculinities: A Training Manual for Gender Champions.* London: Tearfund.
5. **Institute of Development Studies. (2022).** *Masculinities in Kenya: A National Study.* Brighton: IDS. **UN Women & UNFPA. (2024).** *Transforming Patriarchal Masculinities: Learning from Practice.* New York: UN Women.

6. **The Constitution of Kenya. (2010).** Government Printer, Nairobi.
7. **Heise, L. (1998).** "Violence against women: An integrated, ecological framework." *Violence against Women*.

For more information about this policy brief, please contact:



Ruth Mumbi

Executive Director

Women Collective Kenya (WCK)

Email : womencollectiveke@gmail.com

Tel: +254722354195



*1 Del
Hand note
and process*

0796 548144
020 2002959
P. O. Box 9378-00200
Nairobi, Kenya
info@wire.or.ke

The Clerk,
Nairobi County Assembly,
City Hall Building,
P.O. Box 45844-00100
Nairobi, Kenya



6th March, 2026

*11 APPEALS
Advise the committee on
how to consider this!
SK Johnson
DLS
11/3/2026*

Dear Sir/ Madam,

RE: WOMEN IN REAL ESTATE (WIRE) MEMORANDUM ON THE NAIROBI CITY COUNTY GENDER MAINSTREAMING POLICY

Women in Real Estate (WIRE) appreciates the opportunity to provide input on the Draft Nairobi City County Gender Mainstreaming Policy. We recommend the following amendments:

Clause	Current Provision	Proposed Amendment	Reason for Proposed Amendment
Definition of Sexual Harassment	Sexual harassment is defined as persistent unwelcome conduct of a sexual nature.	Expand the definition to include verbal, non-verbal, physical and digital forms of sexual harassment and align it with the Sexual Offences Act and Employment Act.	A comprehensive definition ensures the policy adequately addresses modern forms of harassment including online harassment.
Policy objectives	The objectives outline integration of gender into development plans and provision of monitoring mechanisms.	Include an objective on institutional capacity building and gender-responsive budgeting across county departments.	Capacity gaps often limit effective gender mainstreaming; capacity building strengthens sustainable implementation.
Policy values	Values include justice, integrity, fairness, equality, diversity, transparency and accountability.	Include human rights, participation and inclusivity as explicit policy values.	These principles align with rights-based governance frameworks and constitutional commitments.

*CA - Laboni
TWA
AKA*

Role of NCC Government in Promoting Gender Equality	The policy outlines NCC responsibilities such as gender-responsive planning, budgeting and gender data collection.	Add a requirement for annual gender mainstreaming reports and public disclosure of progress indicators.	Regular reporting enhances transparency, accountability and monitoring of gender commitments.
Overarching policy statements	NCC commits to finance, enforce and implement an enabling environment for gender equality and women empowerment.	Include clear accountability mechanisms and designate institutional structures responsible for implementation	Clear institutional responsibility strengthens enforcement and ownership.
Constitutional and Legislative Landscape	The section outlines constitutional provisions and national laws related to gender equality.	Include additional legislation such as the Employment Act (2007),	Including these laws reflects the full legal framework governing gender equality and economic empowerment.
Policy Implementation	Implementation is referenced through action plans and annexes	Clearly outline institutional implementation structure, departmental roles, budget allocation mechanisms and timelines.	Clear implementation structures improve operationalization and coordination across departments.
Monitoring, Evaluation and Learning	The policy references a MEL framework in the annex.	Include key gender indicators directly in the policy text such as leadership representation, gender-responsive budget allocation and service access indicators.	Embedding indicators ensures monitoring remains central to policy implementation.

WIRE remains committed to partnering with the Nairobi City County Government in promoting gender mainstreaming within the county.

Received
12/3/22
[Signature]

Tuvuli Organization
Email: info.tuvuli@gmail.com
Tel: +254713787977/+254729297794
Clay City, Nairobi



Contact Information

MEMORANDUM ON NAIROBI CITY COUNTY GENDER MAINSTREAMING POLICY

Submitted by: Tuvuli Organization

Date: 8th March 2026

Introduction

Tuvuli Organization is a community based organization based in Nairobi dedicated to empowering youth and communities through creative arts, education, storytelling, and advocacy. Our work focuses on gender equality, climate awareness, youth development, and community engagement through filmmaking, photography, and dialogue programs.

Position on Gender Mainstreaming

Tuvuli Organization strongly supports the implementation of the **Nairobi City County Gender Mainstreaming Policy** as a critical framework for promoting equality, inclusion, and protection of the rights of women, men, youth, and vulnerable groups across the county.

Gender mainstreaming ensures that gender perspectives are integrated into policies, programs, and development initiatives, helping address systemic inequalities and gender-based violence while promoting equal opportunities.

Key Recommendations

- 1. Youth Inclusion in Gender Policy Implementation**
Nairobi County should actively involve youth organizations and creative groups in gender mainstreaming initiatives to ensure young voices are represented in policy implementation.
- 2. Use of Creative Arts for Gender Awareness**
Storytelling, film, photography, and digital media should be integrated into gender awareness campaigns to reach wider audiences and influence social behavior change.
- 3. Community-Based Gender Education**
Strengthen community-level programs that educate both men and women on gender equality, positive masculinity, and prevention of gender-based violence.
- 4. Support for Grassroots Organizations**
The county government should collaborate with grassroots organizations such as Tuvuli Organization to implement gender-focused programs, training, and advocacy initiatives.
- 5. Integration of Climate and Gender Issues**
Gender policies should recognize the intersection between climate change, economic vulnerability, and gender inequality, ensuring inclusive solutions for women and youth.

Tuvuli Organization

Email: info.tuvuli@gmail.com

Tel: +254713787977/+254729297794

Clay City, Nairobi



Conclusion

Tuvuli Organization remains committed to supporting the Nairobi City County Government in advancing gender equality and inclusive development. Through partnerships, creative advocacy, and community engagement, we believe gender mainstreaming can transform communities and create a safer, more equitable society for all.

Submitted by:

Jairus Kinyanjui

Founder & CEO

Tuvuli Organization

Email: info.tuvuli@gmail.com



Received
on 12/18/26
Hah



Policy Brief/Memorandum: Integrating Male Allyship into the Nairobi City County Gender Mainstreaming Policy

To: The Clerk, Nairobi City County Assembly

From: Women Collective Kenya (WCK)

Date: March 6th, 2026

Subject: Recommendations for the Inclusion of a Male Allyship Approach in the Nairobi City County Sessional Paper No. 1 of 2025 on Gender Mainstreaming

Executive Summary

This brief provides recommendations for the Nairobi City County Assembly to consider during public participation on the **Sessional Paper No. 1 of 2026 on the Gender Mainstreaming Policy**. It argues that for the policy to be fully effective, it must explicitly include a strategy for engaging men and boys as allies through the lens of Transforming Patriarchal Masculinities (TPM).

Current gender mainstreaming efforts, while valuable, often inadvertently exclude men or position them only as obstacles. This approach limits the potential for sustainable change. Evidence from Kenya and globally demonstrates that patriarchal norms are a root cause of gender inequality, negatively affecting women, men, and gender-diverse individuals. By formally adopting a male allyship approach, the County can address these root causes, foster shared ownership of gender equality, and improve outcomes across sectors like health, education, and economic development. This brief recommends that the policy be amended to include provisions for county-supported TPM training, institutionalizing allyship in county services, and funding targeted community programs.

About This Brief

This brief is submitted as part of the public participation process for the Nairobi City County Sessional Paper No.1 of 2026 on the Gender Mainstreaming Policy. Its purpose is to present a focused argument for the inclusion of male allyship as a deliberate and strategic component of

the county's gender equality framework. The brief draws on the "Transforming Patriarchal Masculinities for Gender Justice" training manual developed by Women Collective Kenya (WCK) and other relevant research from Kenya.

Women Collective Kenya Profile

Women Collective Kenya (WCK) is a social movement of women living in marginalized areas in Kenya. It started as Bunge la Wamama Mashinani (Grassroots Women's Parliament) in 2008 in Mathare following the post-election violence of 2007/2008 in which women were extensively harassed, violated and sexually abused by organized criminal groupings and the police service. The situation in Mathare was a microcosm of women's plights all over the country and soon the movement spread to the low income areas of Nairobi, with a goal of reaching out to other major cities in Kenya. In 2002, Bunge La Wamama Mashinani was formally registered as Women Collective Kenya Community Based Organization (CBO). WCK creates platforms for grassroots women from urban informal settlements and rural areas to voice their experiences and struggles and to address economic, political and social issues and injustices and to amplify and connect women's voices—to agitate for transformational change.

Thematic Interventions

- Gender, Water and Climate Justice Programme – Promotes universal access to water for poor urban and rural communities and just climate action from a gender dimension
- Reproductive Health Justice Programme – Works with communities and duty bearers to ensure full SRHR for adolescents and women
- Eco-Village Initiative Programme – Promotes land and property rights for women and girls, the creation of a sustainable living space for identified women evictees and their families and capacity development and mentorship for young feminists
- Institutional strengthening and organizational development – Strengthening governance, operations, management, Monitoring and Evaluation, managing risk, developing human resources and financial sustainability and promotion of workplace and employee holistic wellness

THE MALE ALLYSHIP PROJECT

Women and girls in Nairobi's informal settlements face major sexual and reproductive health risks due to gender inequality, poverty, and limited opportunities, leading to problems such as abortion stigma, gender-based violence, unintended pregnancies, and unsafe abortions. To address this, WCK, in partnership with the Africa Center for Health Systems and Gender Justice (ACHSGJ) uses the **Transforming Patriarchal Masculinities (TPM)** approach to engage men, community leaders, and influencers in challenging patriarchal attitudes and promoting gender equality and support for sexual and reproductive health and rights (SRHR). The initiative has

already developed a network of male allies who advocate for women's rights and help reduce stigma in their communities. The program has expanded this work by strengthening male ally networks and introducing an economic inclusion project an eatery in Mathare to employ survivors of SRHR violations and generate funds for survivor support and community interventions, ultimately improving access to quality SRHR services for women and girls.

Key Message

For the Nairobi City County Gender Mainstreaming Policy to achieve its objectives, it must move beyond engaging men as passive supporters and instead commit to transforming the patriarchal systems that perpetuate inequality. This requires a structured approach to building male allyship, as outlined in the policy recommendations below.

Introduction and Background

Nairobi City County has committed to gender mainstreaming as a strategy for achieving equality between women, men, and other genders. The Sessional Paper No. 1 of 2025 aims to provide a comprehensive framework for this work across all county departments and services. This commitment aligns with Kenya's Constitution (2010), which guarantees the right to equality and freedom from discrimination (Article 27), and various national and international commitments to gender equality.

Historically, gender mainstreaming policies have focused primarily on women and girls. While this focus remains crucial to address historical disadvantages, a growing body of practice, including the work of Women Collective Kenya, shows that sustainable gender justice requires the active involvement of men and boys. This is not about diverting resources from women's empowerment but about addressing the root cause of inequality: patriarchal systems and norms.

Problem Statement: How the Lack of Male Involvement Hinders Gender Equity

Current approaches to gender mainstreaming, while well-intentioned, are often limited because they do not systematically address the role of men and patriarchal structures. This gap creates several challenges:

1. **Reinforces Resistance:** When men are not included in the solution, they may view gender equality initiatives as a threat to their identity and position. This can lead to active resistance, backlash, and a reinforcement of harmful norms.
2. **Leaves Patriarchal Systems Unchallenged:** Gender inequality is maintained by social norms, institutions, and systems that privilege men. Excluding men from the process

means these systems are never critically examined or transformed by those who uphold them.

3. **Misses Opportunities for Holistic Impact:** Men's own health and well-being are negatively impacted by rigid patriarchal norms. Issues like high rates of male suicide, substance abuse, and low utilization of health services are linked to expectations of men as providers who must be invulnerable. Engaging men in gender equality can also improve their own lives, creating a broader constituency for change.

Evidence from Kenya

Research and practice in Kenya provide a clear case for the male allyship approach.

- **Men as Gatekeepers to Health:** Studies on reproductive, maternal, and child health have long identified men as critical gatekeepers. Their lack of involvement or active opposition can limit women's access to family planning, antenatal care, and skilled birth attendance. The WCK manual highlights that early work with men focused on persuading them to allow women to access services, rather than transforming the norms that gave them this power.
- **Effectiveness of "Transforming Patriarchal Masculinities" (TPM):** Programmes using a TPM approach, such as those implemented by organizations like MenEngage Africa and referenced in the WCK manual, have shown positive results. These programmes work with men to critically reflect on masculine norms, understand the costs of patriarchy for themselves and others, and develop skills for equitable, non-violent relationships. Evidence from similar programmes in Africa, as documented by organizations like Tearfund and Sonke Gender Justice, demonstrates reductions in SGBV and more equitable decision-making in households.
- **Prevalence of Patriarchal Norms:** The Kenya Demographic and Health Survey (KDHS) consistently shows high levels of acceptance SGBV among both women and men, indicating deeply entrenched patriarchal beliefs about male control over women. These attitudes are a direct barrier to gender equality.
- **The Patriarchal Dividend and Its Costs:** The WCK manual explains the concept of the "patriarchal dividend". These are the benefits men receive from an unequal system. However, it also highlights the costs to men, such as poor health outcomes, emotional disconnection, and strained relationships. A male allyship approach can appeal to men by addressing these costs, framing gender equality as beneficial for everyone.

Policy Recommendations on Male Allyship

To strengthen the Sessional Paper No. 1 of 2026, the Nairobi City County Assembly should consider incorporating the following recommendations:

Recommendation 1: Amend the Policy to Explicitly Include "Transforming Patriarchal Masculinities" as a Core Pillar.

The policy's objectives and strategies should be revised to include a specific focus on engaging men and boys. This should be framed not just as "involving men" in existing programmes, but as transforming the patriarchal norms that drive inequality. The language should reflect the third-generation approach described in the WCK manual: a systemic effort to transform the social, economic, and political systems that produce harmful masculinities.

Recommendation 2: Mandate and Resource TPM Training for County Officers and Public Service Providers.

The County Government should develop and roll out a mandatory training programme on male allyship and transforming masculinities for all county staff, including officers in health, education, social services, and law enforcement. This training, adapted from resources like the WCK manual, would equip them to:

- Analyze how patriarchal systems operate within their own departments and the communities they serve.
- Demonstrate core allyship skills, including active listening and challenging harmful norms.
- Create service environments that are welcoming and accessible to all genders.
- Identify and counter anti-gender narratives.

Recommendation 3: Establish and Fund Community-Based Male Allyship Programs.

The policy should provide for the creation of community-level initiatives that support men in their allyship journey. This could include:

- **"Ally Circles" or support groups:** Safe spaces for men to discuss masculinity, challenge each other, and practice new behaviors, as suggested in the WCK manual's sustainability mechanisms.
- **Community action projects:** Micro-grants for groups of male allies to implement projects that promote gender equality in their neighborhoods, schools, or places of worship.
- **Public awareness campaigns:** Develop campaigns that feature positive male role models and promote healthy, equitable masculinities, using culturally resonant messages.

Recommendation 4: Integrate Male Allyship Indicators into the Policy's Monitoring and Evaluation Framework.

To track progress, the policy's M&E framework should include specific indicators related to male engagement. These could include:

- Number of county officers trained in TPM.
- Number of community-based male allyship groups formed and active.
- Changes in community perceptions of masculinity (measured through periodic surveys).
- Increased referrals to SRHR and GBV services by men.
- Qualitative data capturing stories of change from men and their families.

Conclusion

Integrating a male allyship approach, grounded in the principles of Transforming Patriarchal Masculinities, is not an alternative to women's empowerment but an essential complement to it. By adopting these recommendations, the Nairobi City County Assembly can ensure its Gender Mainstreaming Policy is more comprehensive, sustainable, and effective in creating a truly equitable society for all residents. This approach acknowledges that patriarchy harms everyone and that men have a vital role as partners in building a just future for Nairobi.

REFERENCES

1. **Women Collective Kenya (WCK). (2026).** *Training Manual: Transforming Patriarchal Masculinities for Gender Justice.* Nairobi: WCK.).
2. **Kenya National Bureau of Statistics. (2022).** *Kenya Demographic and Health Survey 2022.* Nairobi: KNBS.
3. **MenEngage Africa. (2021).** *Regional Curriculum on Transforming Masculinities towards Gender Justice.* Johannesburg: Sonke Gender Justice.
4. **Tearfund. (2018).** *Transforming Masculinities: A Training Manual for Gender Champions.* London: Tearfund.
5. **Institute of Development Studies. (2022).** *Masculinities in Kenya: A National Study.* Brighton: IDS. **UN Women & UNFPA. (2024).** *Transforming Patriarchal Masculinities: Learning from Practice.* New York: UN Women.

6. **The Constitution of Kenya. (2010).** Government Printer, Nairobi.
7. **Heise, L. (1998).** "Violence against women: An integrated, ecological framework." *Violence against Women*.

For more information about this policy brief, please contact:



Ruth Mumbi

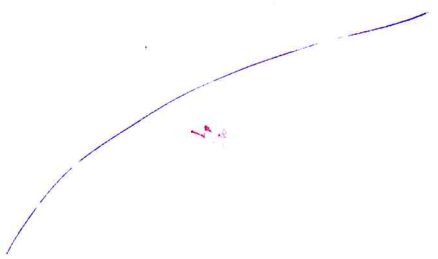
Executive Director

Women Collective Kenya (WCK)

Email : womencollectiveke@gmail.com

Tel: +254722354195

Handwritten scribbles and marks in the top right corner.



A small, faint red mark or stamp.