VIHIGA MUNICIPALITY GENDER MAINSTREAMING INCLUSION FRAMEWORK

The organization has developed a Gender Needs Assessment Framework.

It merges two major theoretical models;

1. The Gender Integration Framework- it guides Vihiga Municipality on how to mainstream gender throughout their operations and programs.
2. Gender Equality Wheel- it tracks the impact of gender mainstreaming in communities.

GENDER INTEGRATION FRAMEWORK

Gender integration framework enables an organization to systematically analyze and address the status of gender equality in all aspects of its operations and programs.

It provides areas of strength and achievement, innovation policies and practices and continuing challenges as foundation of gender action plan.

It has four dimensions;

1. Political commitment

Shows that the top level of leadership actively supports gender integration.

Gives staff time and resources needed, policies and procedures.

2. Technical capacity

Helps Municipality to have changing organizational procedures and building individual skills.

3. Accountability

It encourages and reinforces new behaviors and practices among its staff.

Requires building responsibility for gender integration into job descriptions, work plans and performance assessments of the staff.

4. Organizational culture

It deals with Municipal informal norms and embedded attitudes.

STEPS IN GENDER MAINSTREAMING

Gender assessment covers the organization itself and its programs.

Step one

The diagnosis can be conducted in a two-step approach

a. Use of questionnaires

Questions to answer

What is your understanding of gender analysis?

What is your understanding of gender equality in the work place?

What is your understanding on gender mainstreaming?

Do you think it is important to mainstream gender analysis in Municipality? If so why?

b. Focus groups

Organization dimension	Mission/mandate/policies/actions	Organizational characteristics structure	Human resource expertise
Technical dimension	Formulation of policy and its plans, strategies, approaches and monitoring and evaluation systems.	Positioning of municipal staff and allocation of tasks and responsibilities.	Identify number of staff, requirement conditions of working and allocating job descriptions, appraisal signing of performance contract, capacity building and trainings.
Political dimension	Policy influence. It shows how Municipal management staff and community members influence policy and running of the Municipality.	Decision making. The Municipal allows formal and informal decision making. Public participation allows for management and resolution of conflicts.	Room for innovation. Initiate motivation programs to staff such as rewards, career possibilities and incentives for effective service delivery.
Cultural dimension	The Municipal understands the norms and values underlying in running of the organization. Symbols, rituals and traditions in the organization and community as a whole. Behaviors of the Municipal staff. Social and economic standards.	Shows working relationship between the Municipality and the community. Involvement of staff and community in programs and activities. Understand the norms and values underlying the arrangements.	Shows how the staff feel and think about their work place. Creation of conducive working environment. It shows how staff stereotype other staff. The extent on which staff members identify themselves with the culture of the organization.

Step two

Action planning.

The Municipal senior management team or gender mainstreaming committee shall analyze the outcomes of the questionnaires and focus groups.

Step three

The Municipal uses the aspect of recognize resistance and monitor to adjust during implementation.

Step four

The assessment of the process shall be conducted at a specific process that are determined during the design stage.

At this stage the Municipality shall bear this questions in mind;

Should the process continue?

What is the price and (for whom) if we do not continue?

How to continue?

GENDER EQUITY WHEEL

It provides a framework to categorize the outcomes and impact of gender mainstreaming on women, men, families and communities for a diverse range of projects.
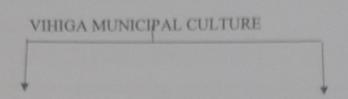
It has four stages of the progress towards gender equality.

1. Engagement- enables women to be involved fully in programs without isolation.
2. Empowerment- brings in new ideas, knowledge, skills and resources that enable to build self confidence in women and men.
3. Enhancement- refers to the application of new ideas, knowledge and skills to enhance the lives of families and community members and provide household and community gains.
4. Emergence into the sphere- it moves women and men into the public stage and to social and political actions that transforms their cultural and political environment.

The organization is based on using the three major catalysts for successful gender mainstreaming;

- Participatory approach- it builds strong organizational ownership.
- Action plan- it is based on where an organization is and where it wants to go rather than imposing a particular direction.
- Involvement of senior management.

STRUCTURE OF GENDER EQUALITY WHEEL

VIHIGA MUNICIPAL CULTURE

EMERGENCE

- Movement of women and men
  into public stage transformation
  of cultural and political environment

ENGAGEMENT

Involment of women in program to come
out of isolation

ENHANCEMENT

Application of new idea, skills to enhance

Lives and community gains

EMPOWERMENT

Builds self confidence in women and

men

POLITICAL

Formation of policies

Action plans and operation strategies

Budget.

Monitoring and evaluation system.

Project proposals.

TECHNICAL CAPACITY

Organisation has the technical personnel

Has a changing Organisation procedures

and building individual skills.