

## **2020/21 PC Guidelines-Gender Mainstreaming**

Gender Mainstreaming - is the process of assessing the implications for women, men, boys and girls of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of all an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women, men, boys and girls benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality."

Implementation of this target will go a long way in ensuring that the Government promotes gender equality and empowerment of women as per the existing commitments in the Constitution of Kenya, the Third Medium Term Plan of Kenya Vision 2030 and numerous regional and international commitments on Gender Equality and empowerment of Women.

MDAs will be expected to undertake the following activities;

1. a) Set up and operationalize a Gender Management System by 31<sup>st</sup> December, 2020 (20%)
2. b) Mainstream Gender in MDAs workplace Policies, Plans and Programs (40%)
3. c) Undertake capacity building on Gender (30%)
4. d) Submit quarterly reports using the prescribed format to the State

Department for Gender with a copy to the National Gender and Equality Commission (10%)

The State Department for Gender in close collaboration with the National Gender and Equality Commission will analyze MDAs annual reports and issue certificate at the end of the Performance Contract Period

All support tools and information including the reporting format can be accessed via [www.psyg.go.ke](http://www.psyg.go.ke), [www.gender.go.ke](http://www.gender.go.ke) and [www.ngeckeny.org](http://www.ngeckeny.org).