

NEMA GENDER POLICY

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NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)

Introduction

The National Environment Management Authority (NEMA) is the Principal instrument of the Government in the implementation of all policies relating to the environment. The Environment and Coordination Act (EMCA) of 1999 that created NEMA was enacted against a backdrop of deteriorating state of Kenya's environment as well as increasing social and economic inequality and their negative impact on the environment.

The objective and purpose for which NEMA was established is to exercise general supervision and coordination of all matters relating to the environment. In this endeavour, NEMA strives to be a world-class environmental body that ensures a clean and healthy environment for all and at the same time promoting sustainable development in all the sectors.

Vision

To be a world class environmental Authority that ensures a clean and healthy environment for all.

Mission

Safeguard and enhance the quality of the environment through coordination, research, facilitation and enforcement while encouraging responsible individual, corporate and collective participation towards sustainable development.

Core values

Team work

Partnership building

Efficiency

Accountability and transparency

Excellence

Creativity and innovation

Courage of conviction

FOREWARD

Kenya is a signatory to a number of International Treaties, Conventions, Declarations and Resolutions obligating her to ensure a just and democratic society towards sustainable development. Some of these international instruments from a gender perspective include; the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1981; Millennium Development Goals (MDGs)' particularly Goal No 1 & 3 (eradication of poverty, Gender Equality and women's Empowerment); Protocol to the African charter on human and people's rights on the Rights of Women in Africa-2003; and the AU Solemn Declaration on Gender Equality in Africa-2004 among others. At the national level, the country is committed towards ensuring sustainable development as spelt out in article 10 (d) of the Constitution of Kenya 2010. Article 21 (3) records that "*all state organs and public officers have the duty to address the needs of vulnerable groups within the society, including women, older members of the society, persons with disability, children, youth, members of minority or marginalized communities, and members of a particular ethnic and religious or cultural communities*" while article 27 has over-emphasized the need for gender equality and non-discrimination.

The link between gender and environment is clear in the social pillar of Vision 2030 that envisions "A just and cohesive society enjoying equitable social development in a clean and secure environment". The national blue print therefore recognizes that no society can gain the social cohesion predicted by Vision 2030 if significant sections of the population live in abject poverty or are under-represented and/or marginalized. Specific strategies have been put in place by the government to increase the participation of women in all economic, social and political decision-making processes. The National Environment Management Authority (NEMA) charged with all matters related to environmental protection and management including policy implementation, has demonstrated this strong link /nexus between poverty, gender and environmental management in the State of Environment (SoE) Report 2010. The Gender Policy

therefore sets the pace for anchoring various policies, programmes and plans that the Authority shall develop and implement.

The policy is intended to guide environmental management planning and coordination, human resource development, research and education as well as public participation by ensuring that all these aspects aimed at managing in a sustainable way the environment and natural resources are gender-sensitive and that the knowledge, experience and skills of both men and women are integrated into the planning and implementation processes.

“What we know is that globally, women tend to live in a more sustainable way than men, leave smaller ecological footprint and cause less climate change”
(Johnsson-Latham, 2007:2)

Dr. Ayub Macharia

Ag. Director General

ACKNOWLEDGEMENT

The National Environment Management Authority's (NEMA) Gender Policy has been developed by the collective efforts of the Gender Committee with technical support from Gender Sensitive Initiatives (GSI) Consultants. It was prepared through a rigorous consultative process with both internal and external stakeholders that resulted from a baseline study report of the analysis of the gendered-perspectives of the Authority's policies, plans and operations both at the field and Head Quarters in Nairobi. The analysis of the study identified the lack (what is not there), the gaps (that which is not enough) and the mismatches (that which is not right) and it is the results of this analysis that informed the development of a Gender policy for the Authority.

Much appreciation goes to the Gender Committee members and NEMA staff for creating time, providing both technical and non-technical inputs in terms of knowledge and experiences throughout the entire process of developing the policy.

The Members of the Gender Committee were: Ms. Esther Chege (Deputy Director HR, Chair), Mr Benard Opaa (Wetlands Officer); Mr. Erastus Gitonga (Senior Legal Officer); Ms. Mary Chemas (Senior HR and Administrative Officer); Ms. Vicky Ocharo (Human Resource Officer); Mr. Wekesa Emmanuel (Senior Administrative Officer); Ms. Hildegard Wambayi (Principal Education and Awareness Officer); and Ms. Anastasia Muiti (Senior Environmental Information Officer, Secretary).

We are also grateful for the support accorded to the committee by NEMA Management, particularly the Ag Director General and Danish Natural Resource Management Programme (NRMP) for providing the much needed financial support toward this noble task.

CHAIRPERSON, GENDER NEMA COMMITTEE

DEFINATION OF TERMS

Affirmative Action: action taken on a temporary basis in favour of a disadvantaged group to enhance equity

Development: a process by which the members of society increase their personal and institutional capacities to mobilize and manage resources to produce sustainable improvements in their quality of life. It should be borne in mind that, as a process, development can take many paths and that the path(s) to development is often determined by past legacies, the vision of the society, the availability of resources, and the perceived approach for their use.

Empowerment: achieving control over one's life through expanded choices. Empowerment encompasses self-sufficiency and self-confidence and is inherently linked to knowledge and voice. Empowerment is a function of individual initiative, which is facilitated by institutional change.

Engender: ensuring that planning and programming is appreciative of, and takes into account gender differences and concerns

Gender: the social roles, responsibilities, behaviors, attitudes and identities deemed particular to men and women, and boys and girls, as a consequence of social, cultural and historical factors, as opposed to biological differences which are termed sex. Gender within a development context provides the tools to analyze the situation of men and women (often comparatively), their socio-economic status, needs, and constraints. It allows planners and policy-makers to identify approaches necessary to promote the equitable development of men and women, and boys and girls.

Gender Analysis: The analysis of the gender division of labor, the identification of the needs and priorities of women and men, the identification of existing opportunities and constraints to the achievement of development objectives, and the choice of an intervention strategy to address these

Gender Aware Policies seek to transform existing gender relations, where necessary, to build a more equitable society.

These policies may be redistributive and/ or transformative, and involve altering the balance of power between men and women, and addressing both their practical gender needs and strategic gender interests.

Gender-aware: Recognition of the differences in the interests, needs and roles of women and men in society and, how this results in differences in power, status and privilege. Gender awareness also signifies the ability to identify problems arising from gender inequity and discrimination.

Gender Blindness or Neutrality: the inability to perceive that there are different gender- based expectations and responsibilities and, consequently, the failure to realize that policies, programmes and projects impact differently on women and men.

Gender Concerns/Issues arise where an instance of gender inequality is recognized as unjust. Paying women less than men for similar jobs, for example, is a gender concern and would need to be taken into account in labour legislation and practice. Other examples of gender-specific issues are violence against women, and discrimination against men in family planning services.

Gender Discrimination: unequal or preferential treatment of individuals or groups based on their gender that result in reduced access to or control of resources and opportunities

Gender Equality: means that women and men enjoy the same status and have equal conditions for realizing their full human rights and potential to contribute to political, economic, social and cultural development, locally, nationally and internationally, and to benefit from the results. Sameness of treatment and opportunity does not necessarily ensure equality in outcomes. Thus gender equality must be accompanied by equity (fairness).

Gender Equity is the process of being fair to women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity leads to equality.

Gender Mainstreaming may be conceptualized in two different ways: (a) on the one hand it is a strategy for integrating gender issues into the existing development policies, programmes and activities of government; (b) On the other hand, mainstreaming also means agenda setting that implies transformation of the existing development agenda using a gendered perspective. These two concepts are not exclusive and actually work best in combination to ensure equity and equality of outcomes.

Gender Parity: a numerical concept referring to equal number of girls and women, boys and men relative to their respective numbers in the population

Gender Responsive Budget (GRB): refers to the analysis of the impact of the actual government expenditure and revenue on women and girls as compared to men and boys. It helps governments decide how policies need to be adjustable and where resources need to be reallocated to address poverty and gender inequalities. It entails identifying and reflecting needed interventions to address gender gaps in sector and local government policies, plans and budgets. GRB also aims to analyze the gender-differentiated impact of revenue-raising policies and the allocation of domestic resources and Official Development Assistance.

Gender Sensitivity refers to an awareness of, openness and responsiveness to the issues relating to the (social) relations between women and men, within specific societies and contexts. It also reflects an ability to apply gender analysis to areas of work and life where it is applicable.

Practical Gender Needs relate to those emanating from the actual condition women and men experience due to differential gender roles and responsibilities ascribed to them by society. Often women's practical gender needs are related to roles as mothers, home makers, wives, and community managers. The relative position of women to men and in society is not necessarily changed when practical gender needs such as providing more adequate child care opportunities for single female heads of households are met.

Sex Disaggregated Data: the collection, collation and analysis of information on the basis of sex, e.g., data on the status and socio-economic roles of different groups of men and women, including employment status, job classification, income and sectors, and educational attainment of boys and girls.

Strategic Gender Needs/Interests: consider the measures required to overcome gender inequality in society. Such needs vary according to the economic, political, social and cultural context. The right to vote and to be recognized in public life raised the position of women in the society relative to men, and the right to equal pay for work of equal value is likely to have similar results.

ACRONYMS

| | |
|-------------|---|
| GMC | Gender Mainstreaming Committee |
| GRB | Gender Responsive Budgeting |
| IEC | Information, Education and Communication |
| NEMA | National Environment Management Authority |
| OVI | Objectively Verifiable Indicators |
| SGBV | Sexual & Gender Based Violence |

CHAPTER ONE

1.1 BACKGROUND

National Environment Management Authority (NEMA) requires a gender policy to meet part of the organizational mandate. The policy framework has been developed taking cognizance of the principle of participation and inclusion of different genders at all levels. These include men, women, boys and girls who constitute the society within which natural resources are found. In developing the gender Policy, the Authority conducted a gender audit and baseline survey.

The findings of the baseline survey identified the needs, concerns and experiences of both men and women from the level of idea formation through planning, implementation, monitoring and evaluation of programmes. It also became clear that gender mainstreaming has to be institutionalized beyond projects and programmes to include systems, structures and to ensure that NEMA partners and stakeholders recognize and understand the role of gender sensitivity and responsiveness in planning and program implementation in environmental and natural resources management. The ultimate goal is to achieve gender equity.

1.2 RATIONALE FOR THE POLICY

The link between gender and environment is clear in the social pillar of vision 2030 that envisages a just and cohesive society enjoying equitable social development in a clean and secure environment. It recognizes that no society can gain the social cohesion if significant sections of the population live in abject poverty or are underrepresented or marginalized. The government has put mechanisms in place to increase the participation of all gender groups in economic, social and political decision-making processes. NEMA's strategic plan recognizes the need to engender all its policies, Plans and projects.

1.3 GUIDING PRINCIPLES

The principles that guide this policy are in accordance with International Conventions National laws, policies, guidelines and regulations on gender equality.

1.4 GOAL

The overall goal of this policy is to guide policy, programmes and plans related to sustainable environmental and natural resources management to be gender sensitive.

1.5 OBJECTIVES

The general objective of this policy is to establish mechanisms and measures for eliminating gender disparities in all NEMA operations, staff welfare and environmental governance.

Specifically the policy aims at;

1. Engender the Authority's environmental related policies, plans and programmes
2. Promote gender equity in environmental governance and management.
3. Ensure that institutional work environment is gender sensitive and responsive
4. Eliminate sexual harassment and Gender Based Violence (GBV) at the workplace
5. Increase participation of vulnerable and marginalized groups in environmental and natural resource management and planning.

1.6 SCOPE

The policy covers the gender concerns, issues and needs of NEMA as an organization and her partners/stakeholders towards ensuring gender-sensitive and responsive service delivery.

1.7 INSTITUTIONAL FRAMEWORK.

The NEMA Board of Management and the Senior Management are responsible and accountable for implementing this policy and development of appropriate gender sensitive programmes, plans, policies and regulations. They shall also take immediate and appropriate corrective action when provisions of this policy are violated.

1.7.1 Role of the Board of Management

The Board of Management will;

- Provide policy direction
- Allocate adequate resource to support gender related programmes

1.7.2 Role of Director General and Management

The role of Director General and Management will be to;

- Appoint and provide support to NEMA Gender Mainstreaming Committee
- Train Gender Committee to build their capacity
- Develop, implement and review NEMA gender policy
- Monitor and evaluate the policy implementation
- Strengthen commitment at all levels of management
- Show leadership as part of the national campaign to address gender concerns.
- Mobilise and allocate resources
- Include gender concerns in the organization's strategic plan.

1.7.3 Role of NEMA Gender Mainstreaming Committee

The role of the committee will be among others to;

- Ensure that the gender workplace policy is implemented
- Ensure gender concerns and needs are addressed
- Mainstreaming of gender policy

- Make proposals for resource mobilization to enhance gender policy is implemented
- Collect sex-disaggregated data and present results to management to guide planning.
- Ensure all NEMA programmes, plans, policies are engendered
- Develop operational guidelines and prepare action plans for gender mainstreaming
- Liaise with government agencies that are mandated with gender mainstreaming at the workplace.

- **1.7.4 Role of NEMA Employees**

- Assist in identifying gender concerns, needs and issues that need to be addressed
- Seek to be enlightened on gender issues
- Participate in activities that promote a discrimination free environment
- Ensure that the activities he or she spearheads are gender sensitive.

CHAPTER TWO

2.0 POLICY PROVISIONS

2.1 GENDER & ENVIRONMENTAL MANAGEMENT

There are a number of intricate relationships between gender and the environment. The nexuses between the socioeconomic status, poverty and gender on the one hand and environment on the other are emerging research and policy fields. Natural resource utilization and management follow specific gender patterns. Women and men are differently affected by environmental degradation and disasters.

Tackling these disparities is vital to the attainment of Vision 2030 because ultimately, improving Kenyans' welfare without compromising the country's environment must be addressed by targeted pro-poor, pro-marginalized, gender equity and equality and environmentally sustainable initiatives.

2.1.1 Policy objective

To improve capacity towards gender mainstreaming in the Authority's Policies, Programmes and Plans.

2.1.2 Policy statements

NEMA shall:

1. Develop capacity for gender mainstreaming for efficient service delivery and environmental management
2. Strengthen the Gender Committee with the sole responsibility of steering gender mainstreaming in the Authority
3. Adopt gender responsive budgeting (GRB) and programming
4. Allocate adequate financial and technical resources for gender mainstreaming

2.1.3 Strategies

1. Continuously equip the Gender committee with skills and knowledge on gender mainstreaming
2. Increase the capacity of the gender committee to carry out resource mobilization for gender mainstreaming programmes and initiatives
3. Promote liaison between Management and Gender committee into generating gender sensitive and responsive recommendations and action plans
4. Coordinate, support and monitor gender mainstreaming

2.2 GENDER AND ENVIRONMENTAL GOVERNANCE

NEMA is the principal instrument of government charged with the implementation of all policies relating to the environment (EMCA, 1999). The implementation of environmental management initiatives is multi-sectoral in Kenya. This poses a huge challenge in ensuring sustainable coordination and inclusion of different gender groups in environmental governance. It is therefore imperative that environmental management and governance take cognizance of the gendered differences between men and women, boys and girls.

2.2.1 Policy objective

To promote gender equity in environmental management and governance

2.2.2 Policy Statement

NEMA shall:

1. Ensure equity and equality in appointments of heads of departments and committees
2. Ensure that all staff exercise good governance in line with NEMA mandate when conducting NEMA business
3. Ensure that NEMA maintains mutual collaboration with all relevant stakeholders

2.2.3 Strategies

1. Developing effective tools for integrating gender into governance through governance indicators, audits, institutional and governance reviews

2. Engendering environmental management /leadership structures at regional and national levels.
3. Adopt affirmative action in recruitment, training, development, promotions, deployments and other human resource management functions.
4. Institute monitoring and evaluation mechanisms for environmental management progress and impact assessment from a gender perspective

2.3 GENDER AND DIVERSITY: THE EMPOWERMENT OF MARGINALIZED STAKEHOLDERS

Environmental degradation aggravates poverty in a number of ways. Disadvantaged sections of society are forced to occupy marginal lands or hazardous urban neighborhoods and are exposed to much higher levels of pollution than the average Kenyan. Environmental degradation disproportionately impacts the health and general well-being of the poor and exacerbates their vulnerability to natural disasters because they already live in extreme deprivation and only possess a limited scale/scope of coping mechanisms.

There is therefore need to identify and promote the implementation of empowerment initiatives to reduce vulnerability of the marginalized segments of the society in a bid to sustainably manage the environment, particularly in the face of climate change and variability.

2.3.1 Policy objective

To increase the participation of vulnerable and marginalized groups in environmental and natural resource management.

2.3.2 Policy Statements

NEMA shall:

1. Ensure gender and disability sensitive infrastructure (assistive devices)
2. Promote sustainable livelihood programmes and initiatives towards reducing Vulnerability

2.3.3 Strategies

1. Work towards exceeding a third (1/3) representation of either gender at different cadres as per Article 27 of the Constitution of Kenya 2010.
2. Work towards meeting and exceeding the 5% representation of government threshold for persons with disability
3. Design and develop environmentally sound socio-economic and empowerment programmes for marginalized segments of the society.
4. Institute more family-sensitive personnel policies that make placement attractive to both male and female employees
5. Institute measures that will streamline internship programmes (such as code of conduct, tenure, stipend etc)

2.4 GENDER AND WORK ENVIRONMENT IN NEMA

Currently, NEMA operates field offices located at the Provincial, District levels while the Head quarter is located in Nairobi. However, most of the field offices are accommodated by other sectoral ministries and departments, thereby jeopardizing the regulation of such sectors. In addition, field staff experience challenges of inadequate working tools and infrastructure. The available infrastructure is neither gender sensitive nor disability friendly. At the Headquarters, deliberate positive efforts have been put in place to make structures disability friendly. It is on this background that the Authority intends to establish structures and infrastructural support that accommodates both men and women.

2.4.1 Policy objective

To create an open gender-sensitive working environment.

2.4.1 Policy statements

NEMA shall:

1. Ensure that staffs are well informed about their working environment, rights and responsibilities

2. Endeavour to provide a safe, healthy and conducive working environment for both internal and external customers.
3. Inculcate gender awareness in all staff to facilitate integration of acceptable environmental management strategies without disrupting community social fabrics

2.4.1 Strategies

1. Mobilizing resources from internal and external sources for gender-sensitive infrastructural development.
2. Integrate gender and diversity issues into the induction curriculum
3. Providing additional physical resources for the field staff including transport, and amenable office space with appropriate convenience facilities that are sensitive to staff and stakeholder practical gender needs
4. Work towards owning its own premises that will provide adequate space and gender sensitive facilities for staff and stakeholders

2.5 SEXUAL AND GENDER BASED VIOLENCE (SGBV)

Gender Based Violence, is a proximate determinant of health, and well-being of a nation. In Kenya, 39 percent of women have experienced some form of gender based violence since they were 15 years old (GoK 2010d). However, it is important to note that violence against men is a common problem, though not documented. This is due to socio-cultural constructs that men are the ‘stronger’ sex. The main perpetrators are spouses, teachers, and close relatives. The prolonged treatment for physical and emotional trauma imposes additional demands on the already limited woman’s resources or those of the national healthcare system. Yet less personal and public finances are channeled to the productive sectors of the economy and to instituting measures to stem environmental catastrophies.

On the other hand, environmental crisis such as floods that result in the displacement of people aggravate gender violence because the inadequate resources and access to basic services create hopelessness in victims. The Authority takes seriously issues of SGBV at the work place be it at the Headquarters or field operations and programmes.

2.5.1 Policy objective

To ensure that employees treat each other with respect and dignity without engaging in relationships that may be construed by the general public to be immoral and not sexually harass other officers either covertly or overtly.

2.5.2 Policy Statements

NEMA officers shall

1. Carry out their duties with respect, promote human rights and freedoms of other officers without discriminating on the basis of race, tribe, gender, disability, age, health status, social status or culture.
2. Not be members of organizations that promote or practice discrimination on the basis of gender, race, culture, religion, health status, age, tribe or disability.
3. Create a working and service provision environment free of gender based violence for all employees, interns and stakeholders
4. Make provisions to ensure fair and just treatment of all employees, interns and stakeholders from their entry to exit of the organization

2.5.3 Strategies

1. Demystify to all staff members across the different levels of the organization their entitlements in recruitment, employment, promotion, deployment/transfers, staff appraisals, staff development, retirement and the disciplinary and redress processes
2. Disseminate and make available the current Human Resources Policies and Procedures Manual to all staff members for continuous reference concerning their entitlements and responsibilities.
3. Carry out continuous awareness and raise consciousness on Gender Based Violence and related emerging issues in the workplace, society and the connectivity to environmental management.
4. Address all GBV-related complaints in the most humane, effective and efficient manner possible
5. Develop methodologies and tools for monitoring aspects of Gender Based Violence at the work place

6. Sensitize stakeholders of their entitlements in service provision, collaboration and partnerships in line with the service charter

2.6 GENDER RESPONSIVE SERVICE DELIVERY

The current international and national concern for the environment is positive. However, there is growing demand for NEMA services against a weak resource base. At the community, stakeholders are innovating strategies to manage the environment at their level. NEMA acknowledges that for effective service delivery in environmental management, it must work together with like-minded organizations as well as the men, women, boys and girls from the communities they work in. It requires functional infrastructure across board with efficient interactive information flow and a solid resource base to support the planned and required action. It is envisaged that this policy will bridge this gap by putting in place measures towards gendered service delivery to both internal and external customers.

2.6.1 Policy objective

To promote gender-sensitive collaborations and partnerships in service delivery

2.6.2 Policy statements

NEMA shall:

1. Create collaborative partnerships that bring into the organization much needed resource support, raise NEMA's profile and efficiency.
2. Encourage and support gendered community participation and consultation for sustainable environmental management
3. Encourage gender sensitive service delivery to all its customers.

2.6.3 Strategies

1. Create an inventory of potential collaborators and partners at national and local level
2. Mapping hot spots of greatest environmental impact (positive or negative) from a gender perspective.
3. Indentify and nurture innovation in positive community driven initiatives for environmental management.

4. In collaboration with lead agencies, Scale up awareness among communities on the importance of gender mainstreaming in sustainable environmental management.
5. Deliberately involve and ensure active participation of men, women, boys and girls in identifying their environmental issues and concerns and assigning rightful value and respect to their environment.
6. Develop methodologies for monitoring and evaluating impact of participation of men, women, boys and girls in environmental management.
7. Document best practices from a gender perspective, the promising initiatives for national consumption and informing future interventions and activities

2.7 GENDER, HIV & AIDS and ENVIRONMENT

HIV & AIDS affect women and men differently due to their biological, socio-cultural and economic circumstances. Women and girls are vulnerable to HIV infection as they perform gender roles of taking care of sick relatives and particularly if they are not taught how to protect themselves. GBV such as rape, incest, coerced sex further compounds their situation. NEMA is not left behind in terms of the effects of HIV & AIDS pandemic. Both staff and partners are infected and/or affected by the disease, thereby reducing their productive capacity and quality of work. This therefore increases their dependency on natural resource with subsequent over-exploitation of such resources.

2.7.1 POLICY OBJECTIVE:

1. To create a safe, gender-responsive and friendly environment for staff to prevent and control HIV infection rates and for the infected, to offer care and support.
2. Raise awareness to staff and partners on the intricate linkages between HIV & AIDS and the environment.

2.7.2 Policy Statements:

Enhance the implementation of the existing NEMA HIV & AIDS work

place policy

2.7.3 Strategies:

1. Develop and disseminate appropriate gender-sensitive Information, Education and Communication (IEC) materials
2. Empower members of staff to protect themselves from SGBV
3. Undertake periodic monitoring of the gendered impacts of the pandemic on the environment

CHAPTER 3

3.0 POLICY IMPLEMENTATION

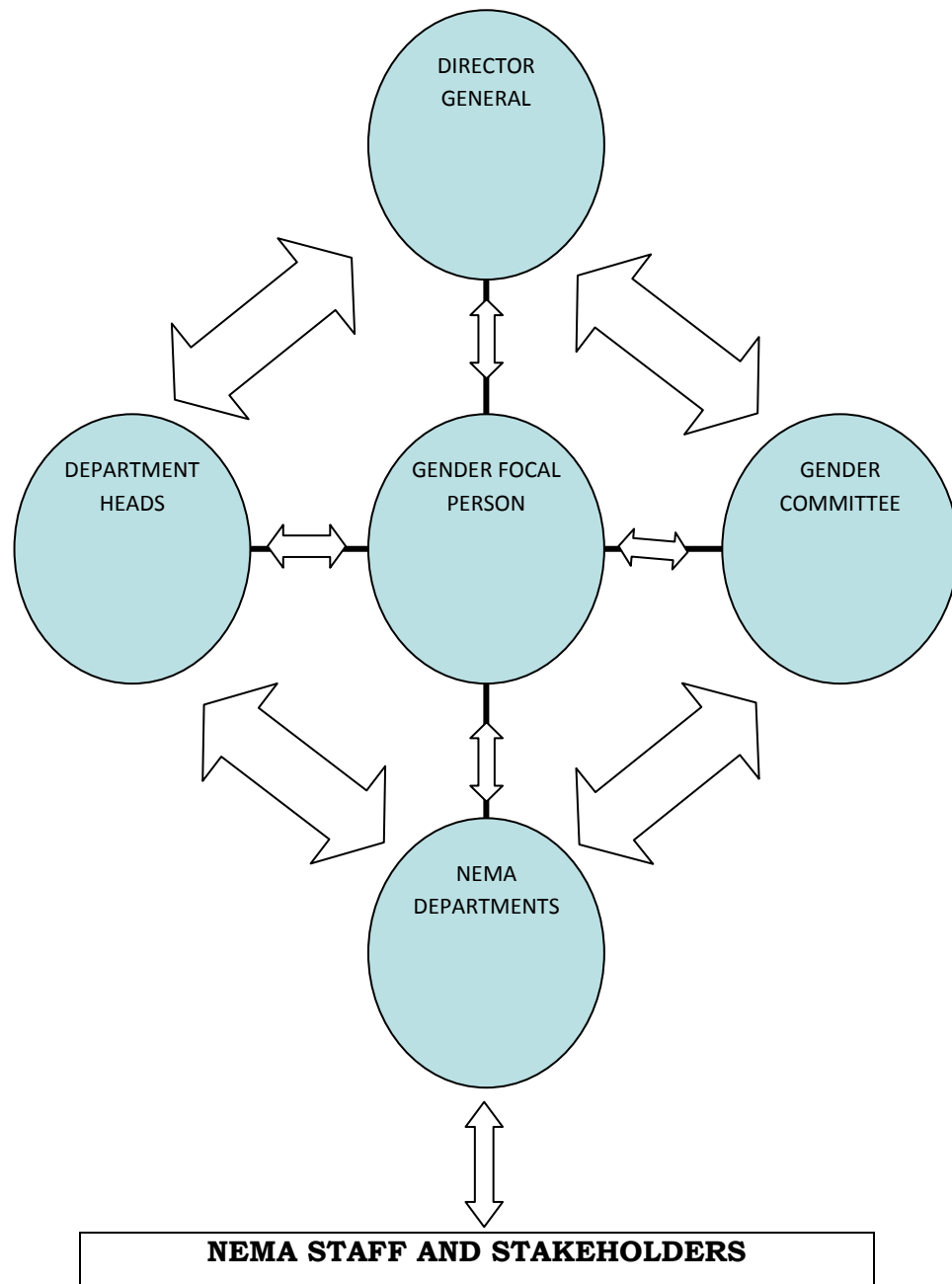
The ultimate goal of the policy is to ensure that NEMA is a gender sensitive organisation that ensures that men, women, girls and boys are given equal opportunity to progress in a very competitive world. The overall successful implementation of this policy lies with depends on co-ordinated effort of NEMA Board of management, senior management and the entire NEMA fraternity.

3.1 MONITORING AND EVALUATION

Impact monitoring and evaluation using participatory approach is important in ascertaining whether the anticipated outcomes and impacts are achieved. NEMA therefore shall put in place a clear M and E framework including a plan to provide track of the impacts, opportunities, and challenges of the actions spelt out in this policy. It is envisaged the various policy areas contained in this policy shall be monitored upon the development of Objectively Verifiable Indicators (OVIs) at different levels, both at the outcome and impacts level. The gender committee shall be mandated to undertake periodic monitoring and tracking the implementation of the policy in line with the Authority's strategic plan and Vision 2030.

3.2

PROPOSED GENDER MAINSTREAMING STRUCTURE



REFERENCES:

1. NEMA strategic plan 2010-2013
2. Environmental Management Coordination Act, (EMCA), 1999
3. Government of Kenya Gender Policy
4. Constitution of Kenya 2010