



REPUBLIC OF KENYA

COUNTY GOVERNMENT OF MANDERA
MINISTRY OF SOCIAL DEVELOPMENT.



DEPARTMENT OF WOMEN EMPOWERMENT AND AFFIRMATIVE ACTION
P.O. BOX 18 – 70300, MANDERA

COUNTY GENDER TRAINING PLAN FOR FY 2025/2026

1. Introduction

This Gender Training Program Plan outlines the County Government of Mandera's roadmap for enhancing the capacity of gender officers, gender focal persons and other officers as identified by the County. In line with the Second Kenya Devolution Support Program II (KDSP II), the County recognizes the need to institutionalize gender-responsive governance and service delivery through continuous professional development. The training is also being conducted in compliance with the KDSP II minimum conditions.

2. Needs Assessment Summary

Limited understanding of gender analysis and planning, Inadequate skills in reporting on gender indicators, GBV case management, Monitoring and evaluation on Gender, GBV counseling, Report writing and presentation skills, Gender Tools, advocacy and lobbying skills, stakeholder mapping and project management, Data collection, digital literacy for data management, (Gender, and climate change, land governance, disaster response, gbv/sgbv, International and National frameworks, budgeting, Gender Policy Development).

3. Target Participants

County Gender Officers and Departmental Gender Focal Persons

4. Training Schedule and Budget Plan

Sn o.	Training Area	Officers Targete d	Timeline	Responsibl e Departme nt/Unit	Estimated Budget (KES)	Remarks
1	Gender knowledge and concepts	Gender Officers	Oct- Dec, 2025	Women Empowerm ent & Gender	750,000	Department al/other actors

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				Affirmative action		
2	Gender mainstreaming and Development	Gender Officers	Oct-Dec,2025	Women Empowerment & Affirmative action	910,000	Linked to KDSPII Workplan
3	GBV prevention and Response	Gender Officers	Jan-March,2026	Women Empowerment & Affirmative action	850,000	Departmental/other actors
4	Advocacy, Communication and community engagement	Gender Officers	Jan-March,2026	Women Empowerment & Affirmative action	650,000	Departmental/other actors
5	Training on Gender and Climate change	Gender Officers	April-June,2026	Women Empowerment & Affirmative action	950,000	Departmental/other actors
	TOTAL				4,110,000	

5. Monitoring and Evaluation

Sn o.	Monitoring activity	Indicators to track	Period of reporting	Responsible Department/Unit	Resources Required	Remarks
1.	Training on Gender knowledge and concepts	No. of officers trained	Quarterly	Women Empowerment & Affirmative action	750,000	Departmental/other actors
2.	Capacity building on Gender mainstreaming and Development	No. of officers capacity built	Quarterly	Women Empowerment & Affirmative action	910,000	Linked to KDSPII Workplan
3.	GBV prevention and Response Mechanism	No. of GBV sensitization done	Monthly	Women Empowerment & Affirmative action	850,000	Departmental/other actors

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4	Advocacy, Communication and community engagement on GBV	No. of talk shows and community engagement undertaken	Quarterly	Women Empowerment & Affirmative action	650,000	Departmental/other actors
5	Training on Gender and Climate change	No. of officers trained on gender and climate change	Quarterly	Women Empowerment & Affirmative action	950,000	Departmental/other actors

Prepared by : Ibrahim Billow-A.g Director Women Empowerment & Affirmative Action

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Date: 24 July 2025

Approved by: Farhiya Ali-Chief Officer Women Empowerment & Affirmative Action

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