


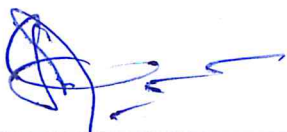
KIBABII UNIVERSITY

GENDER MAINSTREAMING POLICY

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ISSUE FOR USE ON:	MAIN TITLE: GENDER MAINSTREAMING POLICY	REF: KIBU/ASA/POL/001

GENDER MAINSTREAMING POLICY

Approved by: Prof. Donald N. Siamba Management Representative	Sign: 	Date: 19/01/2023
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TABLE OF CONTENTS

FOREWORD	iv
DEFINITION OF TERMS	vi
ABBREVIATIONS AND ACRONYMS	viii
UNIVERSITY MANDATE	ix
1.0 INTRODUCTION	1
1.1 Purpose of the Policy	1
1.3 Rationale of the Policy.....	2
1.4 Scope of the Policy.....	3
1.5 Guiding Principles	4
2 POLICY IMPLEMENTATION FRAMEWORK.....	4
2.1 Legal framework.....	4
2.2 Management structure.....	5
2.2.5 Gender Mainstreaming Committee	6
2.3 Administrative Structure	6
3 MONITORING, EVALUATION, REPORTING AND LEARNING	9
4.0 POLICY REVIEW	10
5.0 COMMENCEMENT.....	10
6.0 References	11



FOREWORD

Kibabii University Gender Mainstreaming Policy seeks to promote equity and equality between men and women at Kibabii University by: addressing gender issues in planning, implementation, monitoring and evaluation as well as learning of the university programmes; the provision of equitable opportunities in research and extension; contributing to the achievement of equal opportunities as well as the availing of a conducive working and learning environment and a level playing ground for both genders.

Through this Policy, Kibabii University therefore commits to ensuring gender equity and equality by addressing any identifiable challenges and emerging issues now and in the future. The responsibility for the implementation of the Policy lies with the entire Kibabii University fraternity and it is thus believed the University can even gain even if part of the benefits envisaged therein are realized.



Prof. Isaac Ipara Odeo

Vice Chancellor



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ACKNOWLEDGMENT

Kibabii University through the Institute of Gender and Development Studies (IGDS) has reviewed its Gender Mainstreaming Policy and it is therefore my wish to express our appreciation to the Gender Mainstreaming Committee and IGDS Board for their active participation and commitment in ensuring that the Policy is duly reviewed in time.

I also wish to acknowledge and appreciate the invaluable contributions and pertinent advice from all the committees of Senate. Above all, it is my wish to sincerely thank the Vice Chancellor, Prof. Isaac Ipara Odeo for his visionary leadership and guidance especially so in this matter of general and particular importance.

Prof. Eng. Kirimi Henry Kiriamiti

Deputy Vice Chancellor (Academics and Students Affairs)



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DEFINITION OF TERMS

Affirmative Action:	A set of procedures designed to increase the representation of certain designated groups in all areas of life in institutions. It seeks to redress past discriminations or biases through proactive measures.
Culture Silence:	The term relates to a matter which is known to exist, but by tacit societal unspoken consensus is not talked about or acknowledged. Such including but not limited to sexual harassment and corruption.
Engender:	The Process of ensuring that Planning and Programming is appreciative of and takes into account gender differences and concerns.
Equal Opportunities:	Absence of discrimination at the workplace based on origin, race, color, age, gender, sex, national origin, religion, disability or genetic information.
Feminism:	A belief that men and women are equal and should therefore be valued equally and have equal rights. It is about respecting diverse women's experiences, identities, knowledge and strengths, and striving to empower all women to realize their full rights.
Gender:	Social and cultural constructs based on sex. It is a term used to identify social, cultural and psychological features that identify one as a man, woman, boy or girl. It is the shaping of thinking, attitude and values of women, men, girls and boys.
Gender Discrimination:	Refers to unequal treatment of individuals or groups of people on the basis of their gender that result in a reduced access to or control of resources and opportunities.
Gender Equality:	Refers to the equal treatment of men and women, boys and girls so as to enjoy the benefits of development including equal access to and control of opportunities and resources.
Gender Equity:	Refers to the practices of fairness and justice in the distribution of benefits, as well as the access to and control of resources, responsibilities, power and opportunities.



Gender Identity:	The conscious and unconscious thoughts and emotions of individuals as a gendered being. Gender identities are not fixed, but are constructed.
Gender Mainstreaming:	The consistent integration of gender concerns into the design, implementation, monitoring, evaluation, reporting and learning of policies, programs, projects, plans and related activities at all levels.
Gender Based Violence:	Any harmful act whether sexual, psychological or physical that is perpetrated against a person and is simply based on differences between male and females.
Gender Focal Point:	The center of action concerning issues that are gender related.
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 Responsiveness:	Refers to action taken to correct gender imbalances.
Gender Stereotypes:	The uncritical beliefs and judgments about a person because of his/her gender, which is often not true.
Marginalized Groups:	A term used to assert rights of peoples who have been discriminated against, either socially or by law, these including but not limited to women, the disabled and the poor.
Sex:	Describes the biological differences between men and women which are universal and determined at birth.
Sexism:	The subordination of one's sex based on the assumed superiority of the other sex.
Sex Disaggregated Data:	Data that is collected and presented separately on men and women.
Sexual Harassment:	Unwelcome acts, sexual advances, requests for sexual favors or unwanted physical, verbal or non-verbal conduct of sexual nature.



ABBREVIATIONS AND ACRONYMS

DVC (ASA)	-	Deputy Vice Chancellor (Academic and Student Affairs)
IGDS	-	Institute of Gender and Development Studies
KIBU	-	Kibabii University
KNAP	-	Kenya National Action Plan
NGEC	-	National Gender and Equality Commission
NPGAD	-	National Policy on Gender and Development
SDGs	-	Sustainable Development Goals
SGBV	-	Sexual and Gender Based Violence
STEM	-	Science Technology Engineering and Mathematics
SOKU	-	Student Organization Kibabii University



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UNIVERSITY MANDATE

Kibabii University was awarded a Charter on 14th November, 2015. The University endeavours to achieve quality education and training by mainstreaming gender issues in its academic and non-academic programmes, innovation, research and extension, community service, and management practices.

Philosophy

Kibabii University embodies the view that Science, Technology and Innovation are critical for sustainable utilization of material and human resources for the posterity of the universe.

Vision

To be a global and dynamic University of excellence in Science, Technology and Innovation.

Mission

To achieve excellence in generation, transmission and enhancement of new knowledge in Science, Technology and Innovation through quality Teaching, Research, Training, Scholarship, Consultancy and Outreach programmes.

Motto

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Core Values

Kibabii University is anchored on six (6) Core Values, whose acronym is EASIIA.

The six (6) core values are:

- i. Excellence;
- ii. Accountability and transparency;
- iii. Social Responsibility;
- iv. Innovation;
- v. Integrity; and
- vi. Academic Freedom.



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1.0 INTRODUCTION

The gender mainstreaming journey began at Kibabii University (KIBU) way back in 2014, through the establishment of a Gender Mainstreaming Committee that led to the development of a Gender Mainstreaming Policy in the same year. The need to align to the reviewed National Policy on Gender and Development Guidelines, 2019 led to the establishment of the Directorate for the Institute of Gender & Development Studies (IGDS) in the year 2019, and this allowed for the expansion of the gender mainstreaming docket at Kibabii University.

In search for efficiency and effectiveness, as well as alignment to the National Policy on Gender and Development, 2019; the gender mainstreaming docket at Kibabii University was restructured to include both a Gender Mainstreaming Committee consisting of staff representing various university departments and a Gender Board that is mandated with the oversight of all the gender issues and activities in the University. The two arms of service are both housed at the IGDS.

The Vision of the IGDS is to nurture a gender responsive culture in the University and its environs. The IGDS's Mission is to advocate for and promote gender equality and women empowerment through enhanced participation of women and men, boys and girls, as well as the vulnerable and marginalized groups of the society for sustainable development.

The overall mandate of IGDS is to develop policies, strategic plans and procedures, and to ensure efficiency and effectiveness of its operations.

The Gender Mainstreaming initiatives at Kibabii University will be duly guided by University Core Values.

The Policy cascades the National Agenda for Gender Equality to the Kibabii University level and outlines the roadmap to the realization of the national ideals at the institution. It anchors the key areas of the Policy on the overarching principles, legal framework and, implementation as well as monitoring, evaluation, reporting and learning structures.

1.1 Purpose of the Policy

The KIBU Gender Mainstreaming Policy provides a framework for fostering gender equality and empowerment in the Workplace. The Policy will give direction on gender differences in the choices made, as well as in the access and control of resources, power relations and equal



participation in University programs and projects with a view to achieve a gender equitable work environment.

1.2 Objectives of the Policy

The overall objective of the Gender Mainstreaming Policy is to establish ways to eliminate gender disparities, prejudices and discrimination in all the core functions at Kibabii University. The specific objectives shall include:-

- i. To develop and implement gender responsive policies, programs and plans that encourage women's leadership and foster gender parity for a safe working environment free from any form of gender discrimination, harassment, intimidation, retaliation, and humiliation;
- ii. To ensure that all research, training, learning and development activities in the University are gender sensitive and geared towards providing equal opportunities for both men and women;
- iii. To institutionalize gender desegregation of all University data at the various points of generation and the periodic analysis of such data;
- iv. Ensure effective and efficient service provision by strengthening the capacity of all stakeholders handling gender issues;
- v. To develop multi-disciplinary coordination of a knowledge base that provides for a broader understanding of gender issues and an appreciation of line perspectives by initiating related consultancies, collaborations, linkages, training and research programs in the University;
- vi. To establish internal monitoring, evaluation, reporting and learning systems that ensure compliance with National and International obligations as well as engages sustainability in the implementation of the Policy;
- vii. To establish and develop curricular and training programs on gender issues at all levels.

1.3 Rationale of the Policy

Despite the existence of a progressive Constitution that promotes gender equality and women empowerment, gender inequality remains a key issue of concern in Kenya. The patriarchal social order supported by statutory, religious and customary laws and practices; and the line administrative and procedural mechanisms for accessing rights have continued to hamper the goal of attaining gender equality and women empowerment. Progressive provisions in law



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have also still not delivered gender equality in practice and thus raising the need to develop a Policy that addresses the variety of manifestations of gender discrimination and inequality (NPGAD, 2019).

The review of the National Policy on Gender and Development (NPGAD,2000),and the consequent development of the current National Policy on Gender and Development (NPGAD,2019) is a clear indication of the need to review and align the KIBU Gender Mainstreaming Policy (2014) to the NPGAD, (2019) and Sustainable Development Goal (SDG 5).The NPGAD, 2019 voices the need to adjust the existing Policy implementation strategies to ensure that the outcomes of the implementation measures keep up with the gender expectations of equality and non-discrimination of all forms.

A situational analysis at Kibabii University reveals the existence of gender disparities among staff and students. As such, the absence of an updated Policy document leads to gender-insensitive practices and approaches at the University as is so evidenced in the hiring of teaching and non-teaching staff without regard to the glaring gender disparities. Unequal representation of women in key administrative and higher academic positions at KIBU is thus an issue of necessary action. The gender disparities are also evident in key committees of Senate and Council.

The disparities in the admission into various programmes of the University as well as in the progression and completion of studies are so - influenced by factors such as cultural gender roles and poverty. The said thus limiting further education especially so of the girl child by way of, for example their irrational attitudes toward certain subjects; their unplanned pregnancies resulting in student mothers with added responsibilities and imbalanced power relations. The said therefore impacts negatively on the academic performance of either gender. The gender disparity situation is further reflected in the composition of the executive arm of the students' governing body.

In view of the above, this Policy is envisioned as a bold roadmap that will guide and accelerate impactful strategies aimed at achieving gender parity and empowerment of both genders at Kibabii University.

1.4 Scope of the Policy

The Policy shall cover staff, students and clients of Kibabii University and her provisions shall therefore be applied alongside the relevant existing University policies.



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1.5 Guiding Principles

This Policy in recognition of differences, diversities and inequalities among women, men, boys and girls is guided by the following principles most of which are derived from and is appreciative of the supremacy of the Constitution of Kenya 2010. The said principles are the:

- i. Sharing and devolution of power;
- ii. Equality, equity and non-discrimination of the citizenry ;
- iii. Recognition of differences, diversities and inequalities among women and men;
- iv. Respect for the rule of law;
- v. The inseparability of public and private spheres of life;
- vi. Public participation, consultation and co-operation;
- vii. Transparency and accountability of the citizenry;
- viii. Sustainable development and inclusive growth of the Nation and,
- ix. Protection, inclusion and integration of the marginalized and special interest groups in the country.

2.0 POLICY IMPLEMENTATION FRAMEWORK

2.1 Legal framework

The KIBU Gender Mainstreaming Policy will strive to strengthen normative, legal, institutional and administrative frameworks for gender equality at all levels. Through this Policy, Kibabii University affirms its commitment and resolve to address legal institutional and administrative issues to so facilitate the achievement of equality for both genders. The Policy will be anchored on the following laws, guidelines, standards and regulations:-

- i. The Constitution of Kenya, 2010.
- ii. The Children's Act, 2001
- iii. The Sexual Offences Act, 2007
- iv. Employment Act, 2007
- v. The Employment (Amendment) Act, 2021
- vi. National Policy on Gender and Development (NPGAD, 2019)
- vii. Sustainable Development Goals (SDGs)
- viii. Kenya National Action Plan on UNSCR 1325 (KNAP II, 2020-2024)
- ix. Universities Act ,2014



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2.2 Administrative structure

The Administrative Structure for the implementation of the Gender Mainstreaming Policy is shown in Figure 2.1 below.

2.2.1 The University Council

The Kibabii University Council, as the employer, supreme governing body and the ultimate financial accounting authority of the University is responsible for:

- i. Ensuring that the institution fulfills its responsibilities for promoting gender equality and eliminating discrimination;
- ii. The receipt of an annual progress report on the monitoring and implementation of the Policy to enable its members ensure that the Policy is being duly operationalized; and.
- iii. The monitoring and evaluation as well as reporting on the progress and learning on the implementation of the Policy. The Council discharges this responsibility through the management structures of Kibabii University.

2.2.2 Senate

The Senate will be responsible for monitoring and evaluation as well as reporting on the implementation of the Policy.

2.2.3 Deans Committee

On behalf of the Senate, the Deans' committee shall vet and approve the IGDS programmes and activities in accordance with the Policy.

2.2.4 IGDS Board.

IGDS Board shall ensure the following:

- i. Consideration and making recommendations to the Senate on all matters relating to planning and formulating annual and other estimates of expenditure in the Institute;
- ii. Formulation of the development of strategic plan of the Institute;
- iii. Consideration and making of due recommendations to Senate regarding development plans for the Institute; and
- iv. Provision of oversight and advice the Director, IGDS Board on matters relating to the efficient and effective operations of the Institute.



2.2.5 Gender Mainstreaming Committee

- i. Formulation of guidelines on gender mainstreaming;
- ii. Periodical review the Policy;
- iii. Carrying out a survey on gender representation at KIBU departments;
- iv. Sensitization and creation of awareness on gender issues;
- v. Planning and budgeting for gender Mainstreaming programmes;
- vi. Provision of advisory role to the Management on gender issues;
- vii. Monitoring, evaluation, reporting and learning on gender programs and activities;
- viii. Development of a manual for the operationalization of the Policy; and
- ix. Development and emplacement of the Policy on Sexual Harassment.

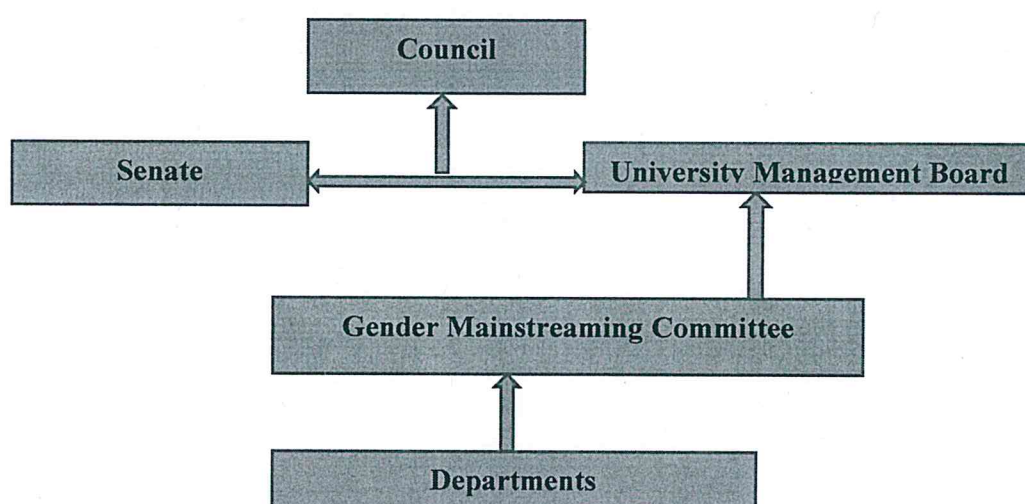


Figure 2.1: Administrative structure for the implementation of the Gender Mainstreaming Policy.

2.3 Management Structure

The Management structure for the implementation of the Gender Mainstreaming Policy is as shown in Figure 2.2 below.

2.3.1 Chairman Council

The Chairman of Council shall ensure that the University fulfills its responsibilities in the management and monitoring of the progress on the implementation of this Policy.



2.3.2 The Vice Chancellor (VC):

The VC shall:

- i. Be the custodian of this Policy;
- ii. Constitute the Gender Mainstreaming Committee;
- iii. Facilitate the implementation of the Policy and creation of partnerships; and
- iv. Establish the Institute of Gender and Development Studies.

2.3.3 Deputy Vice Chancellors

All the Deputy Vice Chancellors take responsibility for activities of strategic importance to the University, this including: the research agenda, health and safety, teaching and learning, human resources, support and information services, planning and budgeting, and estates strategy.

In each of their respective portfolios, the University Officers and Managers shall be duty-bound to incorporate gender equality priorities and implementation strategies.

2.3.4 Deans/Directors, Head of Departments/Sections

The above-mentioned stakeholders are responsible for the implementation of the Gender Mainstreaming Policy within their areas of responsibility.

These involve:

- i. The implementation of the Policy and its strategies as well as its procedures;
- ii. Ensuring that all members of Kibabii University staff are aware of their responsibilities; through support and training in carrying out their mandates; and
- iii. Taking disciplinary action against staff or students who practice gender discrimination on campus.

2.3.5 The Employees and Students shall:

- i. Participate in training sessions organized on gender mainstreaming;
- ii. Maintain a conducive environment for either gender in the training areas and workplaces; and
- iii. Participate in gender mainstreaming baseline survey

2.3.6 Partners and Service providers

All partners, associates, contractors, professional, statutory and accredited bodies, and those who provide services to the University are responsible for complying with the Gender Mainstreaming Policy.



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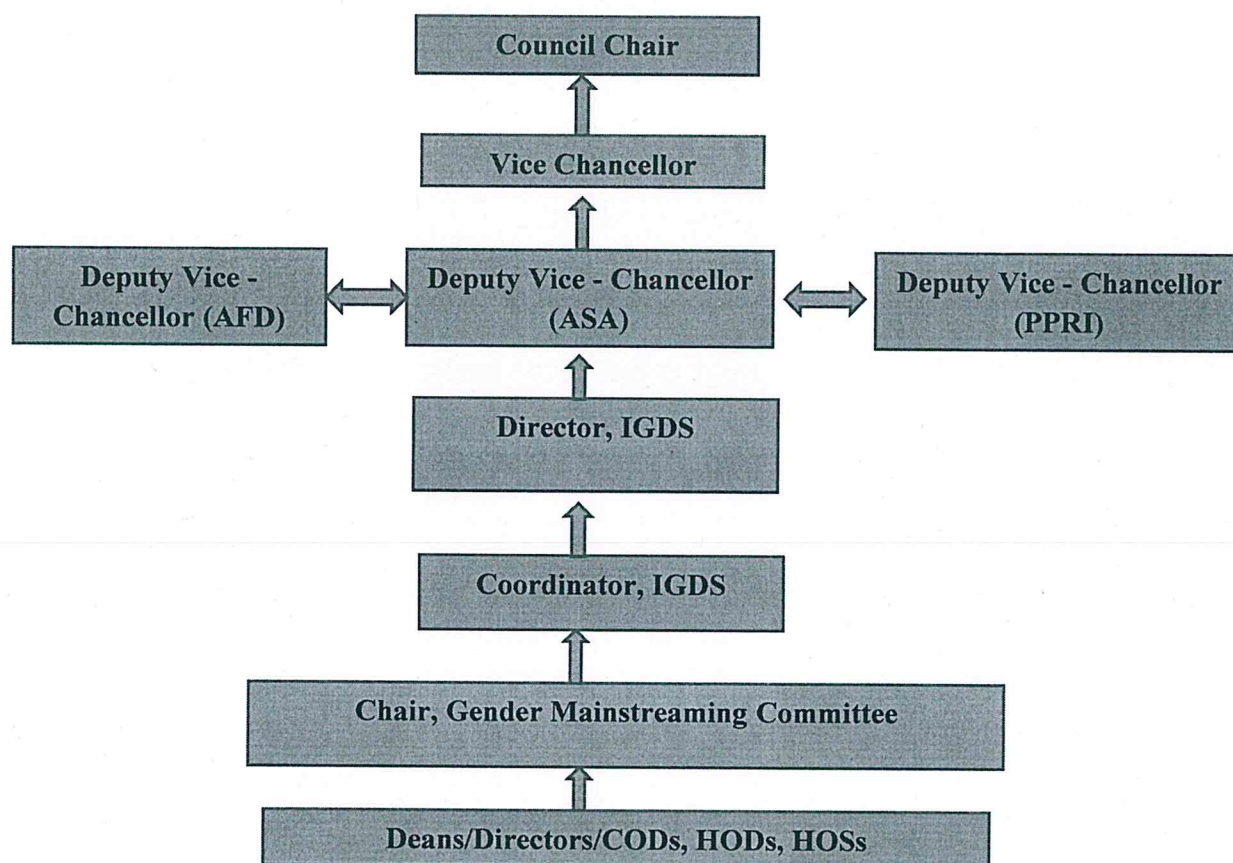


Figure 2.2. Management Structure for the implementation of the Gender Mainstreaming Policy

3.0 MONITORING, EVALUATION, REPORTING AND LEARNING

3.1 Monitoring

IGDS shall monitor its activities through the generation, analysis and use of data to determine the progress of implementation. In addition to the said, the gender mainstreaming impact assessment shall be carried out regularly through the IGDS Board. The said shall entail the identification of performance indicators and targets, training members of the Board and affiliates, and using of the findings to design intervention activities and to inform future Policy revisions.

3.2 Evaluation

The implementation of this Policy will be evaluated using the format prescribed by IGDS and shall be done as follows:

- i. The evaluation will be carried out using relevance, efficiency, effectiveness, sustainability and impact measures; and
- ii. Through a logical framework designed for each strategic objective and showing the expected outputs, activities, monitoring and evaluation tasks, means of verification, the action centers, time frame and the resource requirements in the implementation of the Policy.

3.3 Reporting

IGDS shall:

- i. Produce quarterly and annual progress reports in a consultative manner;
- ii. Facilitate timely reporting, decision- making and direction on progress of implementation at both levels of University and Government.
- iii. Initiate and harmonize reporting on equality.

3.4 Learning

Data from Annual baseline surveys and incident reports on gender mainstreaming among employees and students in the University will be analyzed and information used to make decisions.



4.0 POLICY REVIEW

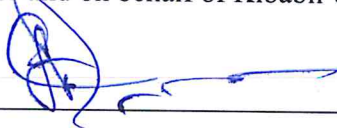
This Policy will be reviewed after every three (3) years or as need arises.

5.0 COMMENCEMENT

The Policy shall be effective upon approval by the University Council.

Approved this 10TH Day of DECEMBER, 2022

Signed for and on behalf of Kibabii University Council



Prof. Isaac Ipara Odeo

VICE CHANCELLOR OF KIBABII UNIVERSITY

Signed for and on behalf of Kibabii University



Dr. Ernest Mwangi Njoroge

CHAIRPERSON OF UNIVERSITY COUNCIL



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6.0 References

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3. Moi University Gender Policy(2010)
4. Kibabii University Strategic Plan 2020-2022
5. Kibabii University Statutes 2020
6. Republic of Kenya (2007), Gender Policy in Education, Ministry of Education
7. Universities Act (Amendment), 2012.
8. Kibabii University Charter, 2015
9. The Children Act, 2022
10. Sexual Harassment and Gender Based Violence Policy



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