KIBABII UNIVERSITY COLLEGE

(A Constituent College of Masinde Muliro University of Science and Technology)

GENDER MAINSTREAMING POLICY

June, 2014

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FOREWORD

Kibabii University College (KIBUCO) was established via Legal Notice No. 115 of August 2011 as a constituent college of Masinde Muliro University of Science and Technology. Kibabii University College is committed to the promotion of gender equality where all stakeholders enjoy equal opportunities, human rights and non-discrimination in all spheres of University life. This commitment is demonstrated by the establishment of the Gender Mainstreaming Committee (GMC) which will spearhead policy articulation of pertinent issues related to gender equality in the University College. Further, in the Five Year University Strategic Plan: 2013-2018, Gender Mainstreaming was ranked among the strategic priorities of Kibabii University College.

Prof. Isaac Ipara Odeo

Principal

BACKGROUND OF KIBABII UNIVERSITY COLLEGE

Kibabii University College was founded in 2011 and bestowed with the following Mandates as spelled in the Legal Notice No. 115 of August 2011:

i) The University College shall engage in the discovery of new knowledge and skills for addressing the scientific, socio-economic and technological concerns nationally, regionally and internationally.
ii) To produce graduates equipped with new knowledge, skills, attitudes and values critical to the posterity of human beings and society.
iii) To undertake research innovation and extension aimed at generating new knowledge, skills and strategies that shall drive sustainable development and wealth creation for the benefit of the community.
iv) To establish and maintain infrastructure and services
v) To advance the intellectual and human resource capacity through training and team-building.
vi) To Publicize University College programmes, activities and promote its public image.

Philosophy

Kibabii University College 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

Knowledge for Development

Values

- Productivity
- Professionalism
- Excellence
- Accountability
- Transparency
- Equity
- Integrity
- Academic freedom
- Social responsibility
- Innovation

DEFINITION OF OPERATIONAL TERMS

- **Affirmative Action**: A policy or program of taking steps to increase the representation of certain designated groups in all areas of life in institutions. It seeks to redress past discrimination or bias through active measures.
- **Curriculum**: Refers to the content of an Education and Training Program.
- **Engender**: The Process of ensuring that Planning and Programming is appreciative of and takes into account gender differences and concerns.
- **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 results in reduced access to/ or control of resources and opportunities.
- **Gender Equality:** Refers to the equal treatment of men and women, boys and girls so that they can 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, 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, they are constructed.
- **Gender Mainstreaming:** The consistent integration of gender concerns into the design, implementation, monitoring, and evaluation of policies, plans programs activities and projects at all levels.
- **Gender based violence:** Any harmful act whether is sexual psychological or physical that is perpetrated against a person and is simply bases on differences between male and females(Gender)
- **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 take to correct Gender Imbalances.
- **Gender stereotypes:** The uncritical beliefs and judgments about a person because of his/her gender but which is often not true.
- **Feminism:** A belief that men and women are equal and they should be valued equally and have equal rights.
- **Matriarchy:** A hierarchical system controlled by women; in which culturally women control political and economic structures. However few societies have been organized in this manner.
- **Patriarchy:** A hierarchical system controlled by men; in which culturally men control political and economic structures.
- **Sex:** Describes the biological differences between men and women which are universal and determined at birth.
- **Sexism:** The subordinate 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 advance, requests for sexual favors or unwanted physical, verbal or non- verbal conduct of sexual nature.

CHAPTER ONE

1.0 INTRODUCTION

The Gender Mainstreaming Policy provides a framework for fostering gender equality in the workplace.
Gender 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. It is also about roles and responsibilities for men and women, boys and girls as perceived by the different communities. It is further reflected by gender differences in the choices made, access and control of resources, power relations and participation
The policy considers equality as a development goal rather than focus on either gender as a target. Achievement of this goal requires the university college to examine all its policies, programmes and projects for their impact on either gender with a view of achieving a gender equitable work environment.

1.1 Vision
Nurture a Gender Responsive University College.

1.2 Mission
Embracing Gender Responsive approaches in generation, preservation and dissemination of knowledge.

1.3 Rationale
The workplace is recognized as a relevant context in which gender injustice can take place if not checked. A participatory and inclusive approach aimed at confronting common challenges is the better way of achieving gender mainstreaming.

Kibabii University College recognizes the need to consider the needs of both genders while undertaking the university programmes. This can only be achieved through a framework which outlines strategies and guidelines for gender initiatives within the University.

The policy on gender mainstreaming will aim at guiding the institution towards ensuring a safe work and learning environment which is free from all forms of discrimination for staff and students.
1.

1.4 Objectives of the Gender Mainstreaming Policy
The University College will endeavor to:

i) To ensure that staff, students and other stakeholders, live and work in an environment of mutual respect, free from discrimination, harassment, intimidation, retaliation, and humiliation, thereby enhancing the dignity of both genders.
ii) To ensure the involvement of the minority gender at any point in time in University College- wide decision making process as a way of carrying everybody along and ensuring that decisions are collectively owned and defended.

iii) Ensure that all research, training, teaching and learning and development activities in the University College are gender sensitive and aimed at bringing out the best in both men and women.

iv) To ensure that entry requirements into the university and related admission and recruitment and service delivery process for both students and staff reflect gender equity and are transparent and non-discriminatory respectively

v) To evolve a teaching and research culture that is gender sensitive and promotes non-discriminatory practices and procedures in all aspects of university including admissions, employment and service delivery

vi) To institutionalize the gender desegregations of all university data at the various points of generation and the periodic analysis of such data.

vii) To ensure development and implementation of Gender Responsive policies, programs and plans in the university college.

viii) Continually strengthen the capacity of all stakeholders in handling of those handling gender issues so as to improve the level of satisfaction with services rendered.

ix) To develop a knowledge base that provides a broader understanding of Gender issues, perspectives by initiating training and research programmers in the University College.

x) To establish and strengthen linkages with the government and other stakeholders to promote coordinated approach to gender mainstreaming in the university college in particular and society in general.

xi) To ensure compliance with national and international obligations in Gender mainstreaming Monitoring, Evaluation and Reporting for the effective implementation of the policy.

1.5 Scope of the Gender Mainstreaming Policy

This Policy is line with global and national trends. This Policy shall address issues of access, equity, retention, transition, relevance and quality of service to persons of either gender. Application and implementation in relation to financing, management, coordination and governance of people of either gender at all levels is covered within this Policy.

1.6 Guiding Principles

This Policy is guided by the following principles:

(a) Gender analysis will be part of all the university college's policies, programmes and projects.

(b) The dignity and integrity of every human being must be regarded with utmost respect.

(c) Sustainable development is possible if based on equal partnership and mutual respect between women and men.

(d) Affirmative action may be used to correct gender imbalances.

CHAPTER TWO

2.0 GENDER MAINSTREAMING INTERVENTION AREAS

2.1. Human Resources Management

i) No person will deny a person of either gender access to opportunities for suitable employment in Kibabii University College.

ii) A qualified employee of either gender shall be subject to the same terms and conditions of employment and the same compensation, privileges, benefits, fringe benefits, incentives or allowances as any qualified employees.

iii) The University College will facilitate access to medical facilities for students and staff of either gender.

iv) The University College will endeavour to reserve thirty percent (30%) of all positions in employment for either gender.

v) The University College will endeavour to enhance gender balance in recruitment, training and development of its staff to various positions in the University College.

vi) The University College will endeavour to ensure that institutional work environments are gender responsive.

2.2. Students' Admission, Retention and Completion of Studies

The University College will strive to achieve a gender balance in students' enrolment and completion rates in order to strike a balance in male and female population by ensuring gender sensitive approach is applied.

To meet this objective, the university shall:

i. Provide mentoring and enabling environment for enhancing quality academic performance for both male and female.
ii. Adopt affirmative action in administration (if necessary)

2.3. Teaching and Learning

The University College shall address any gender disparities in the teaching and learning research and consultancy in the university college by:

i. Identifying gender related factors that hamper effective teaching and learning processes and provide remedies with a view to achieving gender parity.
ii. Ensuring a safe and friendly environment for teaching and learning which is responsive to the needs of both females and males.

2.4. Research and Scholarship

The University College shall identify all the barriers to equality between women and men in research and scholarship and strive to achieve equitable representation in distribution of scholarships, access to research funds and participation in research projects by:

i. Ensuring that research funds and donor information are deliberately accessible to all staff and students.
ii. Promoting and support the participation of male and female staff and students in research projects.

2.5. Community Outreach and Extension

The University College has a Collective Social Responsibility to the society. To ensure equal participation by either gender, the University College shall:

i. Offer professional knowledge and services to community members of both genders.
ii. Market the university as gender sensitive center of excellence.
iii. Involve the Gender office in community outreach and extension work.

2.6 Provision of Services

The University College will put measures in place to ensure that all service providers comply with the Gender Mainstreaming Policy.

CHAPTER THREE

3.0 POLICY IMPLEMENTATION FRAMEWORK

3.1. Requirements

i) Implementation of the stipulated commitments will be overseen by Gender Mainstreaming Committee, appointed by the Principal.

ii) Department of Gender mainstreaming be put in place.

iii) Effective implementation shall require a detailed financing strategy; management and coordination of structures; information and communication; monitoring and evaluation frameworks; contextual interpretation, review and amendment of the policy to align with changing trends and emerging issues.

The University Council

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

i) Responsible for ensuring that the institution fulfils its responsibilities for promoting gender equality and eliminating discrimination.

ii) The University College Council will receive an annual progress report on the monitoring and implementation of the Policy to enable its members to ensure that the policy is being operationalized.

iii) The University College Council will further monitor progress on the implementation of the Policy. Council discharges this responsibility through the management structures of the University.

3.2. The Principal shall:

3.2.1. Be the custodian of this Policy

3.2.2. Constitute the Gender Mainstreaming Committee

3.2.3. Facilitate implementation of the Policy and creation of partnerships

3.2.4 Establish Gender Mainstreaming Department.

3.3. Deputy Principals

3.3.1 The Deputy Principals take responsibility for activities of strategic importance to the University, for example: The research agenda, health and safety, teaching and learning, human resources, support and information services, planning and budgeting, estates strategy, etc.

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

3.4. Deans/Directors, Head of Departments/Sections

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

This involves:

i. Putting the policy and its strategies and procedures into practice;

ii. making sure all staff is aware of their responsibilities, and receives support and training in carrying these out; and

iii. Taking action against staff or students who discriminate on grounds of gender**.**

3.6. 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

iii) Participate in gender mainstreaming baseline survey

3.7. 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 p Policy.

3.8. The Gender Mainstreaming Committee shall:

i) Formulate guidelines on gender mainstreaming

ii) Review the Policy periodically

iii) Carry out a survey on gender representation at KIBUCO departments

iv) Sensitize and create awareness on gender issues

v) Plan and budget for gender Mainstreaming programmes

vi) Play advisory role to the Management on gender issues

vii) Consider Mainstreaming of Disability Policy.

vii) Monitor and evaluate gender programmes and activities

vii) Develop a manual to operationalize the Policy.

ix) Ensure that the Policy on Sexual Harassment is developed and put in place.

CHAPTER FOUR

4.0 MONITORING AND EVALUATION

i) The monitoring and evaluation of gender mainstreaming programmes will be conducted by the KIBUCO Gender Mainstreaming Committee to ensure efficient and effective implementation of the policy.

ii) Performance monitoring and evaluation tools will be developed to include gender responsive indicators.

iii) The Committee will further ensure that data relating to gender in the University College is updated annually.

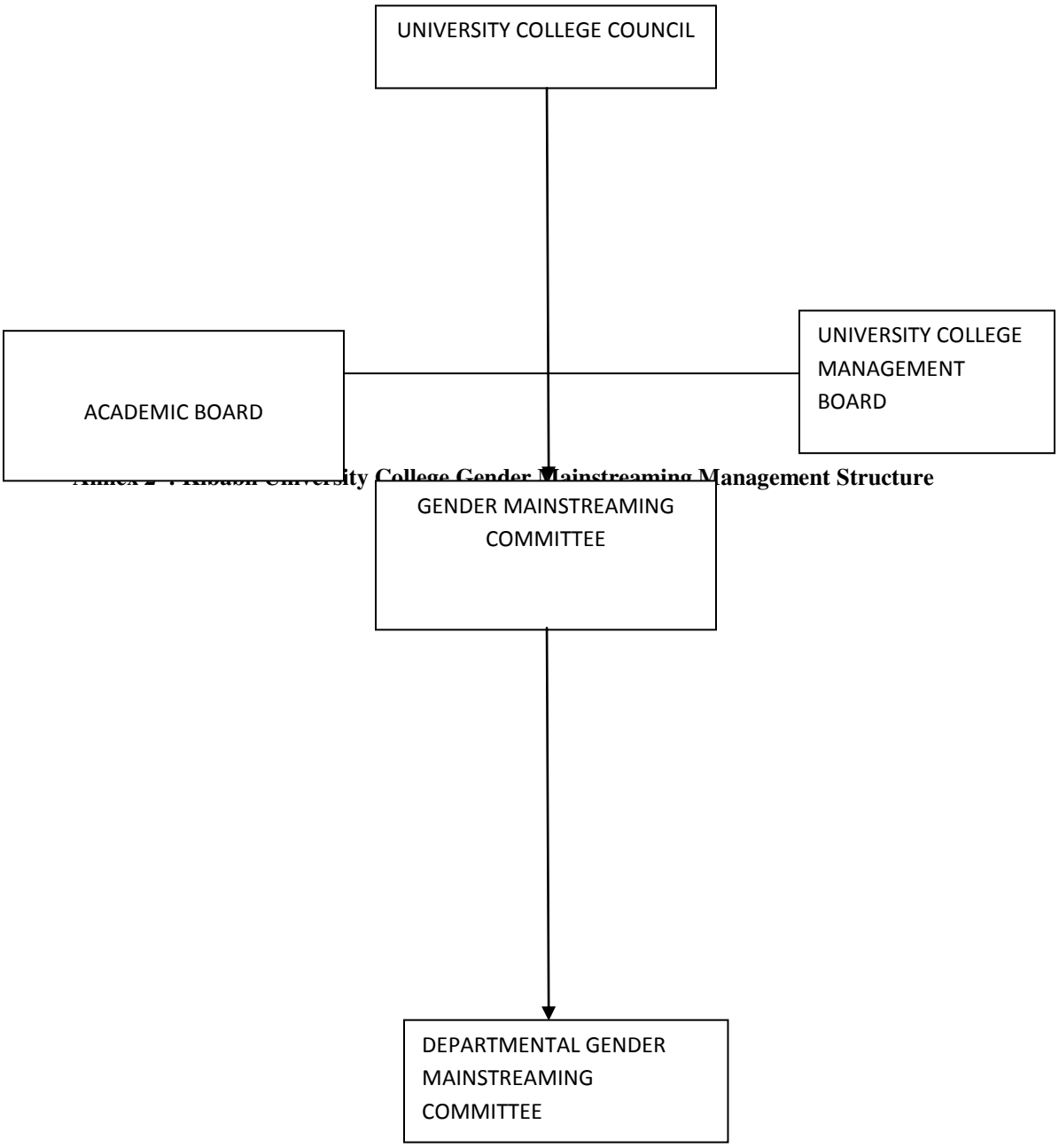
iv) The Committee will also monitor both staff and students to evaluate the degree of satisfaction with the services provided to either gender and then strive to implement the recommendations made in the assessments.

V) Breach of the Policy will be handled in accordance with the University College rules and regulations.

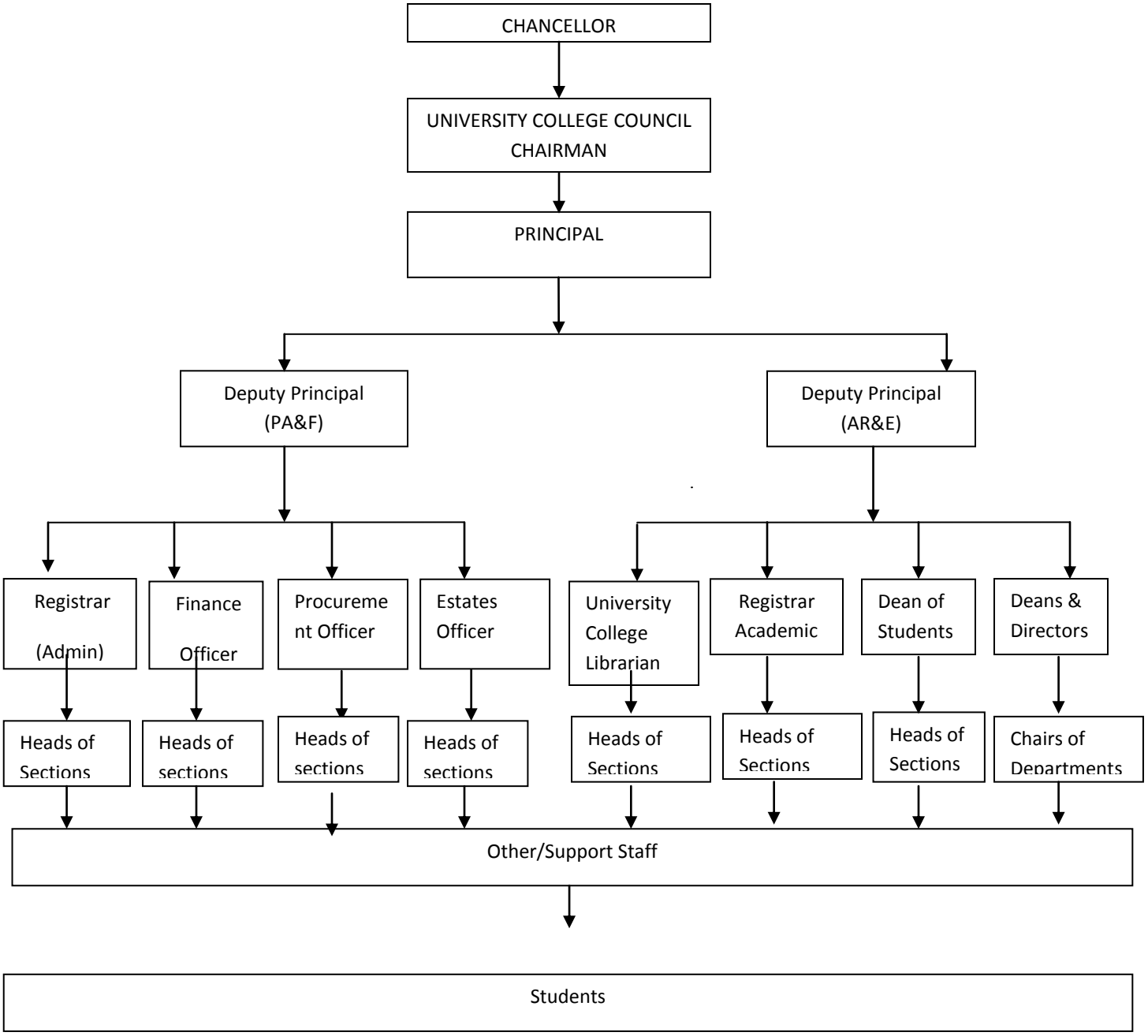
4.1 Policy Review

This Policy will be reviewed in consultation with the University College Council.

Annex 1 : Kibabii University College Gender Mainstreaming Organogram



Annex 2 : Kibabii University College Gender Mainstreaming Management Structure



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1. National gender and development policy, Ministry of gender, sports, culture and social sciences, November 2000.

2. Jomo Kenyatta university of Agriculture and technology gender university, 2009.
3. KEFRI Gender Mainstreaming Policy, October 2013.

Substantive Members of GMC Committee:

1.	Dr. Lucy Chikamai	Chairperson
2.	Dr. Rispa Wepukhulu	Member
3.	Mr. David Butali	Member
4.	Mr. Kevin Mutua	Member
5.	Ms. Susan Okonji	Member
6.	Ms. Evelyne Wanzetse	Secretariat

Academic Board Ad- Hoc Committee Members

1)	Dr. L. Chikamai	-	Chairperson
2)	Prof. S. Aywa	-	Member
3)	Dr. Y. K. Ayodo	-	Member
4)	Dr. S. N. Mutsotso	-	Member
5)	Dr. R.N. Wepukhulu	-	Member
6)	Mr. K. Mutua	-	Member
7)	Mr. C. Lusweti	-	Member
8)	Mr. N. K. Rop	-	Member
9)	Mr. P. Anselimo	-	Member
10)	Mr. J. Maloba	-	Member
11)	Mr. D. Chebon	-	Member