



**JARAMOGI OGINGA UNIVERSITY OF  
SCIENCE AND TECHNOLOGY**

**GENDER MAINSTREAMING POLICY**

2022

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Gender Mainstreaming Policy

**Policy** Gender Policy

**Policy Theme** Elimination of all forms of gender disparities in education, training and research in relation to access, enrolment, retention, completion, performance, transition, equality and outcome within JOOUST community

**Policy Contact:** DIRECTOR, SPECIAL SERVICES

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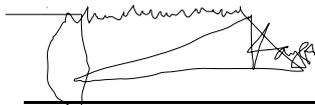
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Prof. Stephen G. Agong', PHD, FAAS**



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**Ag. Chairman of Council  
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## **PREAMBLE**

Gender Policy provides a public concept of assessing the different implications for women and men of all planned policy actions, including legislation and programmes, in all areas and levels of organizational structures. Mainstreaming gender essentially offers a pluralistic approach that values the diversity among both women and men. The concept of gender mainstreaming was first proposed at the 1985 Third World Conference on Women in Nairobi. Gender mainstreaming featured in 1995 at the Fourth World Conference on Women in Beijing and was cited in the conference proceedings as the Beijing Platform for Action. The idea has been developed in the United Nations development community.

Mainstreaming a gender perspective is a strategy for making everybody's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that all benefit equally, regardless of gender orientation, so as to inhibit perpetuating inequality.

This policy is designed to mainstream gender in education, training and research in relation to access, enrolment, retention, completion, performance, transition, equality and outcome within JOOUST community. JOOUST has taken the initiative to pursue gender inclusive approach in all its strategic plans in order to eliminate all forms of discrimination through development of this policy. The primary objective of the policy is to change attitudes and influence behavior of staff and students to individually and collectively take responsibility for the prevention of the vices within the University. The policy addresses three main areas: (1) effective working learning gender mechanisms (2) an investigative and monitoring process; and (3) a record-keeping system. It gives guidelines to both staff and students to enable them understand sexual discrimination and harassment and to take preventative measures against the vice.

**ACKNOWLEDGEMENT**

This document was developed by the Directorate of Special Services with the support of staff, students and other stake holders. We take cognizance of the input of experts in Gender Mainstreaming issues from the State Department of Gender (SDG) and National Gender and Equality Commission (NGEC).

## **ACRONYMS AND ABBREVIATIONS**

<b>AIDS</b>	:	Acquired Immune Deficiency Syndrome
<b>JOOUST</b>	:	Jaramogi Oginga Odinga University of Science and Technology
<b>DSS</b>	:	Directorate of Special Services
<b>HIV</b>	:	Human Immunodeficiency Virus
<b>WHO</b>	:	World Health Organization
<b>SGD</b>		Sustainable Development Goals
<b>CEDAW</b>	:	Convention on the Elimination of All Forms of Discrimination against Women
<b>ASK</b>		Agricultural Society of Kenya
<b>SDG</b>		State Department of Gender
<b>NGEC</b>		National Gender and Equality Commission

## GLOSSARY OF TERMS AND CONCEPTS

**Affirmative Action:** -A policy or programme of taking steps to increase the representation of certain designated groups seeking redress discrimination or bias through active measures in education and employment it is usually attained through discrimination against other groups.

**Engender:** -Processes of ensuring that planning and programming is appropriate for and takes into account the female and male differences and concerns.

**Empower:** -A process through which men, women, boys and girls acquire knowledge, skills and attitudes to critically analyze their situation and take appropriate action to change the status quo of the underprivileged and other marginalized groups in society.

**Gender:** Gender is used to describe those characteristics of men and women which are socially constructed, while sex refers to those which are biologically determined. It refers to the roles, privileges, resources, responsibilities that society assigns a person because they are born male or female.

**Gender Roles:** Clusters of socially or culturally defined or learned expectations about how male and female members of society behave in specific situations. Gender roles are usually based on stereotypical beliefs that males and females possess distinct, mutually exclusive physical and psychological traits which determine their behaviour and characteristics.

**Gender analysis:** - Process of examining roles responsibilities or any situation with regard to women and men, boys and girls; with a view to identify gaps, raise concerns and address them investigating and identifying specific needs of girls and boys, women and men for policy and programme development and implementation.

**Gender-Based Violence:** It is an umbrella term for any harm that is perpetrated against a person's will as a result of gender-power inequalities that exist among males and females. It refers to any violent action inflicted on the victim primarily because of his/her gender. It is manifested in various forms including physical, psychological and sexual. The commonest forms of gender-based violence include: bullying, physical abuse, ill-treatment, shouting, domestic violence, threats, name-calling, stalking, isolation and actual or threatened physical harm and suggestive gestures.

**Gender competencies:** - Skills and knowledge to perceive and analyze things from a gender perspective.

**Gender discrimination:** -Refers to unequal treatment of individuals or groups on the bias of their gender those results in reduced access to /control of opportunities.

**Gender equality:** -Refers to equal treatment of women and men; girls and boys so that they can enjoy the benefits of development including equal access to and control of opportunities and resources; the concept that all human beings, both men and women, are free to develop their

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personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices.

**Gender equity:** Means fairness of treatment for women and men, according to their respective needs and justice in the distribution of benefits, access to and control of resources, responsibilities, power, opportunities and services.

**Gender Mainstreaming:** Taking account of gender equity concerns in all Policy, Programme, administrative and financial activities, and in Organisational procedures, thereby contributing to a profound Organisational transformation. Thus, ensuring elimination of inequality based on gender as well as discrimination based on race or class inclusive provision of opportunities. It is the process of ensuring justice in the distribution of benefits, access to and control of resources, responsibilities, power, opportunities and services across gender.

**Gender parity:** -A numerical concept refers to equal numbers of girls and women, boys and men relative to their respective numbers in population.

**Gender Responsive:** - Refers to action take to correct Gender Imbalances.

**Gender sensitization:** - The process of developing peoples' awareness, understanding to gender issues.

**Gender stereotypes:** - The uncritical beliefs and judgements about a person because of his/her Gender but which is often not true.

**Gender Sex harassment:** - Unwanted acts of sexual nature that cause discomfort to the harassed; inclusive of words, persistent requests for sexual favours or dates or gestures, touches

**Practical Gender Needs:** Relate to responsibilities and tasks associated with traditional gender roles or to immediate perceived necessity. Generally, involve issues of access or condition (the material circumstances in which men and women live). Responding to practical needs can improve quality of life, but does not challenge gender division or men's and women's position in society.

**Gender Sensitivity:** Gender sensitivity is the translation of gender awareness into practices that result in changes in the perceptions, plans and activities of institutions and organizations. A gender sensitive institution not only has the awareness, but also demands gender responsiveness that includes acting on gender issues

**Sex:** - refers to the biological and physical differences between males and females as determined by nature. These differences are generally universal and unchanging i.e. It is inherent in creation and non-negotiable even though some people go for anatomical plastic and surgical operations to change their sexes.

**Sexual Abuse:** It refers to the misuse of sex, unlawful, forceful sexual contact or intercourse. It includes acts such as rape, incest, fondling and indecent exposure.

**Sexual Assault:** It refers to a wide range of forms of non-consensual sexual conduct, ranging from sexual coercion, attempted rape, date-rape, sexual aggression and sexual abuse. At the core of sexual assault is power and misuse of authority, which may include threats of harm or use of actual physical force.

**Sexuality:** This refers to social processes by which society/individuals create, organize, express and direct sexual desires. It is a form of power and manifestation of gender inequality. Sexuality is a key factor in power relations and one of the ways society uses to sustain gender hierarchy.

**Feminism:** A belief that men and women are equal and they should be valued equally and have equal rights.

**Patriarchy:** A hierarchical system controlled by men; in which culturally men control political and economic structures.

**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.

**Sexual Harassment:** It refers to unwelcome advances, requests for sexual favours or other verbal or physical conduct of sexual nature by way of words, acts, gestures or comments that would embarrass, humiliate, intimidate, demean or compromise a person at whom such advances, requests or conduct are directed and the imposition of sexual requirements in the context of a relationship of unequal power.

**Strategic Gender Interests:** Concerns the positions of women and men in relation to each other in a given society, linked to the gender division of labour and may involve decision making power or control over resources.

## **FOREWARD**

Gender mainstreaming is a recent phenomenal. The term gender is cross cutting. The implementation of a policy in gender requires the corporation and commitment of all employees, students and other stakeholders. Jaramogi Oginga Odinga University of Science and Technology (JOUST). The University is committed to mainstreaming gender hence will integrate gender of in all areas of operation. Mainstreaming gender is important to ensure gender equality, increase access to resources and opportunities for male and females and to increase overall productivity of the institution amongst others. The University commits to the promotion of gender equality where all stakeholders enjoy equal opportunities, human rights and non-discrimination in all spheres of the University. This commitment is demonstrated by the establishment of the Directorate of Special Services that will spearhead policy articulation of pertinent issues related to gender equality in the University.

**Prof. Stephen G. Agong', PHD, FAAS**  
**Vice Chancellor**

## **1.0 CHAPTER ONE: INTRODUCTION**

### **1.1 Policy Overview**

Gender inequality persists in every institution of higher learning in Kenya, JOOUST included. In almost all schools/faculties women's representation is lower than that of men. Male staff dominate the top-level positions and decision making organs. This has practically created a culture of exclusion. The gender inequalities that are present in JOOUST are a reflection of the broader national, regional and international perspective.

JOOUST is committed to redress the existing gender imbalances by institutionalising gender mainstreaming at all levels of its operations such as human resource management, student admission, retention and completion of studies, teaching and learning, governance and management, research and scholarship, community outreach and extension and provision of services. Moreover, JOOUST has committed herself to address gender disparities in her strategic Plan

The establishment of the Directorate of Special Services (DSS) which includes Gender mainstreaming manifests the management's commitment to mainstreaming gender as a pluralistic approach that values the diversity among women and men who come to learn, work or interact with JOOUST formally and informally. Consonant with Sustainable Development Goals (SDGs), the policy will reinforce the implementation of rights-based education for all stakeholders as key factor for facilitating development. Consistent with the JOOUST statutes, this Gender Policy will continuously identify and nurture leadership in the changing societal attitudes towards gender parity. The gender policy ensures that all functional structures of JOOUST have a fair chance to participate and access equitable balance of opportunities for male and females in all functional areas including students' affairs.

The JOOUST Gender Policy shall be the vital tool for the integration of gender into unit and management structures, programmes and functions. This Policy provides the framework to guide the gender mainstreaming process; the regulations for the integration and enforcement; as well as the actors to track the progress of the implementation and ensure compliance. This policy is to empower planning units to mainstream gender in plans, budgets and Monitoring and Evaluation

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tools for greater impact towards gender equality and mutual accountability. The JOOUST Gender Policy establishes a non-gender discrimination environment for all male and female members of JOOUST community which shall nurture and harvest institutional and individual potentials.

### **1.2 Scope**

Gender policy provisions shall apply to all activities and programmes in education, training, research at all levels. It shall emphasize issues of access, equity, retention, progression, transformation, transition, relevance and equality.

### **1.3 Policy statement**

This Gender Policy is a statement of JOOUST's commitment to taking positive steps in gender planning for the institution's sustenance, the promotion of gender justices, the management and prevention of gender violence, discrimination and injustice. This Policy is an evidence that JOOUST is committed to making human, financial capacity and resources available to support the quest for gender justice.

### **1.4 Guiding principles**

This policy is guided by the following principles

#### **1.4.1 Dignity of persons**

The dignity and integrity of every human being is regarded with utmost respect. Sexual harassment, sexist behavior and sexist language constitute violations of the dignity of a human being.

#### **1.4.2 Affirmative action**

Affirmative action may be used to correct gender imbalances in all the areas of the policy intervention

#### **1.4.3 Confidentiality**

All information relating to staff or students' involvement in a situation relating to gender based violence, to the extent possible, shall be kept confidential and shall not be made part of any staff or student's personal file.

#### **1.4.4 Impartiality**

All cases of gender-based violence presented and/ or reported and analyzed will be given equal and fair hearing regardless of the one who has reported.

#### **1.4.5 Inclusiveness**

Promoting an environment in which all kinds of persons are valued for their contributions and same equal opportunities for advancement

#### **1.4.6 Gender analysis**

Gender analysis will be part and parcel off all the university policies, programs and projects

### **1.5 RATIONALE**

Subject to the Act and Statutes governing JOOUST, and in line with the current development paradigms, spelt out under the United Nations Sustainable Development Goals (SDG), the policy enforces the government of Kenya's commitment to eliminate all forms of discrimination on the basis of gender within JOOUST. The policy further reinforces statements in Sessional Papers and Development plans such as the Economic Employment Creation document 2003-2007. The policy seeks to promote gender equality and equity under Article 27 as part of strategic direction towards the Vision 2030.

### **1.6 POLICY FRAMEWORK**

This policy is guided by the following policy and legal framework:

- The Constitution of Kenya 2010
- Employment and: Labour Relations Act, 2004
- The National Policy on Gender and Development 2019
- JOOUST Human Resource Policy- and Procedure Manual 2017
- Sustainable Development Goals
- JOUUST Rules and Regulations Governing the Organization, Conduct and Discipline of Students, 2013
- Vision 2030
- JOOUST Strategic Plan 2021-2026

### **1.7 POLICY OBJECTIVES**

The general objective of gender policy is to establish mechanisms and measures to eliminate all forms of gender disparities in education, training and research in relation to access, enrolment,

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retention, completion, performance, transition, equality and outcome among, students', teaching and non-teaching staff and other stakeholders.

This policy shall guide the university to achieve the following

- Mainstream a gender equality perspective in all operations and activities of JOOUST through increased participation of women in JOOUST governance and management
- Promote the visibility of the gender vulnerable and marginalized groups
- Encourage gender inclusive participation and performance science and technology based disciplines in JOOUST.
- Reduce gender-based exclusion in opportunities for learning, training, research, governance by strengthening upward mobility for all members of JOOUST community.
- Promote gender responsive networking and capacity building through associations and clubs in study environment
- Ensuring a gender responsive work and study environment where there is respect and appreciation of each and every stakeholder
- Apply the 1/3 gender rule representation in all University structures and operations

## **2.0 CHAPTER TWO: GENDER MAINSTREAMING INTERVENTION AREAS**

### **2.1 Human Resource Management**

JOOUST is committed to the promotion of social fairness in all matters affecting students and staff, including persons with special needs, and to the treatment of all students and staff with respect, courtesy and dignity. The students and staff are entitled to freedom and protection from all forms of discrimination on the basis of gender. In this regard, the university does not condone any form of sexual harassment and gender based violence such as rape, or attempted rape. Staff and students are guaranteed a clean, comfortable, safe and secure environment for teaching and learning, working and recreation and respect for individual's privacy and dignity

### **2.2 Students Admission retention and completion of studies**

Enrolment of post and undergraduate female students is lower than that of males in JOOUST. The university strives to improve female enrolment by taking affirmative action and completion rates in order to strike a balance between male and female student enrollment. There is need to curb student's drop-out rates due to indiscipline, substance and drug abuse, poor academic performance. This can be achieved through counseling and other forms of support. Such actions will promote high retention and completion rates for both males and females.

### **2.3 Teaching and learning**

Despite the emphasis on education as human right, statistical representation across all local universities show that there is disparity in representation in terms of regional dispersion and in terms of gender. Low enrolment of girls and women remains a challenge in university education despite affirmative action that admits girls to public universities at one point lower. To fulfill its mandate and mission, JOOUST has established academic departments that develop programmes which entail acquisition of appropriate knowledge, information and skills. The completion of such programmes leads to the award of certificates which enables students to compete effectively in the market. In view of the above, JOOUST commits to conduct teaching and learning processes and facilities of the highest standard and that she will be gender responsive, ensuring that both female and male students and staff have equal teaching and learning opportunities

### **2.4 Governance and management**

The governance structure of JOOUST consist of the Chancellor, University Council, the Management Board, the Senate, the Deans, Directors, Chairperson of Departments, and Heads of

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Sections. The University governance organs undertake various tasks within their respective mandates and they engage in policy planning and formulation. The university commits to incorporate a gender perspective in all its operations thereby creating an enabling environment that promotes the participation of both men and women in university planning, policy formulation, implementation, monitoring and evaluation.

### **2.5 Research and scholarship**

JOOUST is a research institution and commits to adopt a gender responsive research environment to promote equity, equality and empowerment. Mainstreaming gender in research shall tap into the dynamic talents of all stakeholders for greater synergetic efforts.

### **2.6 Community outreach and extension**

Part of the mandate of the university is to offer advisory and consultancy services. The University carries out numerous outreach activities, such as tree planting and general environmental conservation, field attachment and teaching practice, field day demonstration and Agricultural Society of Kenya (ASK) shows and alumni contribution to society. JOOUST commits to mainstream gender in all its outreach activities.

### **2.7 Provision of services**

JOOUST commits to put in place measures to ensure that all service providers comply with the Gender Mainstreaming Policy.

## **3.0 CHAPTER THREE: POLICY IMPLEMENTATION**

### **3.1 Implementation guidelines**

The Directorate of Special Services shall oversee the implementation of this policy by:

- i. Monitoring and evaluation implementation of the policy
- ii. Collecting and analyzing sex disaggregated and other relevant data to guide in planning and programming.
- iii. Sensitizing employees on gender mainstreaming and on prevention of gender based violence.
- iv. Reviewing and advising on all University policies and procedures that may impact on gender equality and equity.

The University shall appoint a focal person to address gender based violence issues within the University.

In the event of an incidence of gender-based violence, the normal staff disciplinary action shall be followed.

## **3.2 Persons responsible for implementation**

### **3.2.1 The University management**

- i. Is responsible for ensuring that the institution fulfills its responsibilities in promoting gender equality and eliminating discrimination.
- ii. Will receive an annual progress report on the monitoring and implementation of the policy to ensure it is being operationalized.
- iii. Will monitor progress on the implementation of the policy.

### **3.2.2 Deans and Directors**

Deans and Directors shall provide support to the process of gender mainstreaming and ensure that heads of departments and coordinators take a proactive role in gender mainstreaming in all teaching and learning activities.

### **3.2.3 Employees**

The academic and administrative staff at JOOUST shall adhere to the mandate of this gender policy.

### **3.2.4 Students**

- i. Uphold the policy by refraining from behaviors that exhibit gender biasness
- ii. Participate in training and sensitization sessions organized on gender mainstreaming.
- iii. Maintain a conducive environment for either gender in the learning/training environment and workplaces.
- iv. Participate in gender mainstreaming baseline survey

### **3.2.5 Special Services Board**

- i. Define and develop indicators, monitor and assure accountability for implementation of the strategy in all schools and departments.
- ii. Identify and disseminate information on good practice to measure impact of integrating gender into policies.
- iii. Ensure existence of identifiable benchmarks directed at promoting equality of opportunity including impact assessment and publication of outcomes on gender enhancing programmes.
- iv. Ensure full implementation of the strategy and forward quarterly and yearly progress reports to the University management.
- v. Formulate guidelines on gender mainstreaming
- vi. Review the policy periodically
- vii. Carry out a survey on gender representation in all departments
- viii. Sensitize and create awareness on gender issues
- ix. Plan and budget for gender mainstreaming programmes
- x. Play advisory role to the management on gender issues.
- xi. Ensure that the policy on sexual harassment is developed and put in place.

### 3.2.6 Other stake holders

Other University stakeholders such as service providers shall benefit from gender policy through relating to gender responsive students, staff and JOOUST graduates.

## 4.0 CHAPTER FOUR: MONITORING AND EVALUATION

Regular and timely monitoring of the operationalization of the JOOUST Gender Policy and associated implementation strategies shall be conducted by the Directorate of Special Services. The Directorate shall review progress on the implementation of gender equality and equity activities annually and submit, reports to the University Management for consideration. The reports shall then be forwarded to University Senate and University Council for consideration through the offices of the DVC PAF and Vice Chancellor respectively. The Directorate of \special Services shall annually produce gender disaggregated data that supports the implementation and monitoring of the JOOUST Gender Policy. In executing its mandate, **Directorate of Special Services** shall monitor both staff and students to evaluate the degree of satisfaction with the services provided as a result of the JOOUST Gender Policy.

## 5.0 CHAPTER FIVE: POLICY REVIEW

The JOOUST Gender Mainstreaming Policy shall be reviewed every five years from the date of commencement or earlier depending on the prevailing needs. All users and other interested parties intending to benefit from the implementation of this Policy will be encouraged to forward all proposed revisions to the Directorate Special Service for consideration to review/revise/amend.