



MAASAI MARA UNIVERSITY

POLICY TITLE

GENDER MAINSTREAMING

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1.0 INTRODUCTION

This policy provides a framework for fostering gender equality in Maasai Mara University.

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 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. PURPOSE

The purpose of this policy is to identify gender needs and concerns, develop strategies and guidelines for gender mainstreaming, develop collaboration with stakeholders and enhance partnerships for gender mainstreaming, identify both public and private partnerships to support gender mainstreaming programs and promote the gender rights of students and staff in the university

1.2 VISION, MISSION AND CORE VALUES OF MAASAI MARA UNIVERSITY

1.2.1 VISION OF MAASAI MARA UNIVERSITY

To be a world class university committed to academic excellence for development.

1.2.2 MISSION STATEMENT

To provide Quality University education through innovative teaching, research and consultancy services for development.

1.2.3 CORE VALUES

1. *Teamwork*: To adopt a participatory approach in discharging the mandate of the University.
2. *Professionalism*: To maintain high standards of professionalism in executing the business of the University.
3. *Creativity and Innovativeness*: To utilize the latest, up-to-date and most appropriate technology in achieving the university's objective,
4. *Transparency and Accountability*: To uphold clarity and simplicity in all endeavors of the University.
5. *Excellence*: To uphold and practice outstanding and quality performance within the University.
6. *Equity and Social Justice*: To uphold equal treatment to all and practice fair judgment in all matters of the University

1.3 DEFINITION OF TERMS

Affirmative action A policy or programme of taking steps to increase the representation of a designated group/s seeking to redress discrimination or bias through active measures in education and employment.

Date rape Refers to coerced sexual intercourse during a mutually agreed upon meeting.

Gender This is used to describe those characteristics of women and men, which are socially constructed.

Gender based violence Refers to any form of act of violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, girls, men and boys on the basis of gender.

Gender discrimination Refers to unequal or preferential treatment of individuals or groups on the basis of their gender that results in reduced access to or control of resources and opportunities

Gender equality This is the absence of discrimination on the basis of a person's sex in opportunities, in allocation of resources and benefits, or in access to services. It refers to the equal treatment of women and men, 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 practice of fairness and justice in the distribution of benefits, access to and control of resources, responsibilities, power, opportunities and services. It is essentially the elimination of all forms of discrimination based on gender.

Gender Imbalance Refers to a situation where there is no gender parity

Gender mainstreaming This is a strategy for making women and men concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies, programmes, activities and projects at all levels in the social, economic and political spheres.

Gender parity This is a numerical concept referring to equal number of girls and women, boys and men relative to their respective numbers in the population.

Gender roles Socially assigned roles and responsibilities as opposed to biologically determined functions.

Gender sensitization The process of developing people's awareness, knowledge and skills on gender issues.

Gender stereotyping The assigning of roles, tasks and responsibilities to a particular sex on the basis of pre-conceived prejudices.

Sex refers to the biological and physiological characteristics of males and females, which are biologically determined by nature. People are born female or male but learn to be girls and boys who grow into men and women.

Sex disaggregated data Classification of information on the basis of sex; that is male and female.

Sexual harassment Unwanted acts of a sexual nature that cause discomfort to the targeted person. They include words, persistent request for sexual favours or dates, gestures, touching, uninvited sexual overtures, coerced sexual intercourse and rape.

1.4 LIST OF ACRONYMS AND ABBREVIATIONS

MMU - MAASAI MARA UNIVERSITY

NGEC - NATIONAL GENDER AND EQUALITY COMMISSION.

GBV - GENDER BASED VIOLENCE

VCT - VOLUNTARY COUNSELING AND TESTING

AIDS - ACQUIRED IMMUNO-DEFICIENCY SYNDROME

1.5 RATIONALE OF THE POLICY

This policy seeks to guide the institution towards ensuring a safe work and learning environment which is free from all forms of discrimination for staff and students.

1.6 SCOPE OF THE GENDER MAINSTREAMING POLICY

This Policy is in 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.

1.7 OBJECTIVES

The University shall:

- i) provide an environment that enhances dignity of both genders of mutual respect, free from discrimination, harassment, intimidation, retaliation, and humiliation.
- ii) Ensure the involvement of the minority gender at any point in time in University- 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 are gender sensitive and aimed at bringing out the best in both men and women.
- iv) 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.

2.0 GENDER MAINSTREAMING INTERVENTION AREAS

The University identifies the following areas: human resource management, students admissions, teaching and learning, research and scholarships, community outreach and extension, and provision of services for gender mainstreaming interventions.

2.1. Human Resources Management

- i) No person will deny a person of either gender access to opportunities for suitable employment in Maasai Mara University.
- 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 shall facilitate access to medical facilities for students and staff of either gender.
- iv) The University shall reserve ONE THIRD (1/3) of all positions in employment for either gender.
- v) The University shall enhance gender balance in recruitment, training and development of its staff to various positions in the University.
- vi) The University shall ensure that institutional work environments are gender responsive.

2.2. Students' Admission, Retention and Completion of Studies

The University shall 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 shall address any gender disparities in the teaching and learning research and consultancy in the University 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 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 has a Collective Social Responsibility to the society. To ensure equal participation by either gender, the University 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.

3.0 MONITORING AND EVALUATION

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

Quarterly reports are sent to the national council for persons with disability

4.0 POLICY REVIEW

This policy will be reviewed from time to time as need arises

5.0 Annex 1. POLICY GUIDELINES/ PROCEDURES

1.1. The Chief Executive Officer shall:

- 3.2.1. Constitute the Gender Mainstreaming Committee
- 3.2.2. Facilitate implementation of the Policy and creation of partnerships
- 3.2.3 Establish Gender Mainstreaming Department.

1.2. 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 MMU 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 gender 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.

5.1 POLICY IMPEMENTATION

The policy will be implemented by the management.

5.2 GOVERNANCE AND RESPONSIBILITIES

The management shall have the responsibility of ensuring that this policy is effectively implemented.

5.3 IMPEMENTATION DEPARTMENT

The department of gender and disability mainstreaming shall implement this policy.

5.4 APPROVAL

This policy shall be approved by the University council.