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KISII NATIONAL POLYTECHNIC

GENDER MAINSTREAMING POLICY

KNP/GMP/06

First edition 2016

Second edition 2020

CONTROLLED

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KISII NATIONAL POLYTECHNIC

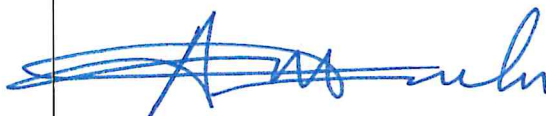
GENDER MAINSTREAMING POLICY

Policy No.
KNP/GMP/06

Principal's Signature

Date

**Approval by Governing Council
Chairman's Signature**



Date

6/5/2021

Responsible Office

GENDER MAINSTREAMING



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ACKNOWLEDGEMENT

The Kisii National Polytechnic Gender Committee (KNPGC) acknowledges all individuals and organizations that made this Gender Mainstreaming policy (GMP) a reality.

The Gender committee (GC) similarly appreciates the contributions of the office of the principal in supporting the committee by providing finances and unwavering strategic leadership in designing the policy format. Further, the committee is grateful to Kenya Education for Employment Program (KEFEP), a partner in Gender matters for their material content that was heavily borrowed in enriching the policy.

Finally, the committee is grateful to the KNP trainers for providing an enabling environment in time and space that made the committee assemble ideas that coalesced to this gender policy document.

STATEMENT OF PURPOSE

The purpose of this Gender Policy is to institutionalize The Kenya National Policy on Gender and Development (NPGD), 2000 into KNP day to day operations thus bringing down the Government policy on gender to our institution. It articulates the policy approach of gender mainstreaming and empowerment of women, spells out the strategies employed in order to practice gender equity and equality in all the KNP operations and activities. This policy is designed to provide a framework for the conceptualization, design, implementation, monitoring and evaluation of the Ministry's programmes. This policy shall be applied internally, by all KNP members, and externally with partners. The Kisii National Polytechnic's gender policy shall be applied with regard to students' admission and other related matters, teaching staff and recruitment of non-teaching staff. It shall also be used in allocation of tenders to suppliers and other external dealings regularly undertaken by KNP.

REFERENCES

- i. The procedures related to this policy document in its operationalization include but not limited to:
- ii. KNP GM Policy, 2018
- iii. National Gender and Equality commission Act 2011
- iv. Education and Training Sector Policy
- v. GBV Training manual
- vi. The Prohibition of Female Genital Mutilation Act of 2011
- vii. Kenya constitution 2010 (Bill of rights)
- viii. Education and Gender policy 2015
- ix. The public officer Ethics Act CAP. 183(21)
- x. TSC Act 2012
- xi. Code of regulations for civil Servants
- xii. Sexual offences Act 2006
- xiii. The children's Act 2001

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RELATED INFORMATION

Gender Analysis in Kenya's Technical and Vocational Education and Training Sector by CICan

TVET ACT

KNP GMP 2018

KNP Academic Policy, 2020

Public Sector Bi – annual Gender Mainstreaming Reporting tool

ACRONYMS

CICan	:	Colleges and Institutes Canada
CT	:	Cash Transfer
DPM	:	Directorate of Personnel Management
ERS	:	Economic Recovery Strategy
ICT	:	Information and communications technology
GC	:	Gender Committee
GMP	:	Gender Mainstreaming Policy
GMT	:	Gender Mainstreaming Target
GMIS	:	Gender Mainstreaming Information System
IEC	:	Information, Education, and Communication
KNPGC	:	KISII National Polytechnic Gender Committee
KNASP3	:	Kenya National Aids Programme 3
M&E	:	Monitoring and Evaluation
MPSY&GA	:	Ministry of Public Service, Youth and Gender Affairs
MTEF	:	Medium Term Expenditure Framework
NGOs	:	Non-Governmental Organizations
NPGD 2000	:	National Policy on Gender and Development 2000
PDGSD	:	Provincial Director for Gender and Social Development
PWDs	:	Persons with Disabilities
SAGAs	:	Semi-autonomous government agencies
BPFA	:	Beijing Platform for Action
UN	:	United Nations
MTP	:	Medium Term Plan
MDG	:	Millennium Development Goals
SMEs	:	Small and Micro Enterprises
NGP	:	National Gender Policy
KNP	:	Kisii National Polytechnic
TVET	:	Technical and Vocational and Entrepreneurship Training
NGEC	:	National Gender and Equality Commission
PSC	:	Public Service Commission

DEFINITION OF TERMS

Access	ability to utilize resources, benefits, information, and decision-making for example) is influenced by acceptable gender and the established gender division of labor.
Affirmative Action	A policy or programme of taking steps to increase the representation of certain designed groups seeking to redress discrimination or bias through active measures in education and employment. It is usually achieved through discrimination against other groups.
Empowerment	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.
Engender	The process of ensuring that planning and programming is appropriate for and takes into account the female and male differences and concerns.
Gender	This refers to the socially and culturally constructed differences between men and women; as distinct from sex which refers to their biological differences. The social constructs vary across cultures and time.
Gender analysis	This identifies analyzes and informs action. It addresses inequalities that arise from the different roles of men and women; the unequal power relations between them; and other contextual factors like: ethnicity, sexual orientation, employment, citizenship, etc.
Gender awareness	This is the understanding that there are socially determined differences between men and women based on learned behaviour, which affect ability to access and control resources.
Gender-Based violence	Refers to any act of violence that results in, or is likely to Violence result in physical, sexual or psychological harm or suffering to women, girls, boys and men 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	Refers to the 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.
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.
Gender indicator	An indicator is a measurement of change over time. It is also a signal of a change. The change may be measured in terms of quantity, quality and timeliness. A gender indicator is that which is sex-disaggregated, specific, logical, realistic, relevant, valid and sensitive.

Gender Mainstreaming	is the consistent integration of gender concerns into the design, implementation, monitoring, management and evaluation of policies, plans, programmes, activities and projects at all levels.
Sex disaggregated	Classification of information on the basis of sex; that is male data and female.
Sexual harassment	Unwanted acts of sexual nature that cause discomfort to the harassed. They include words, persistent request for sexual favours or dates, gestures, touching, uninvited sexual overtures, coerced sexual intercourse and rape.
Strategic interests	Refer to long term non-material needs. They focus on getting more choices, more options and more say.
Gender sensitivity	This is the ability to perceive existing gender differences, issues and equalities, and incorporate these into strategies and actions.
Gender stereotyping	The assigning of roles, tasks and responsibilities to a particular sex policy on the basis of pre-conceived prejudices.
Participation	A general term used to refer to enrolment, retention, progression, performance and transition.
Patriarchy	It means 'Rule of father' and refers to the current male dominated social relations, ownership and control of power at many levels in society. It is thought to be the root cause of the existing system of gender discrimination.
Power relations	Refers to capacity of individual or group to initiate action and determine outcomes which change existing social, political and economic systems and norms, to equalize gender relations.
Opportunity	Access, or lack thereof, to labour markets, employment opportunities and to productive resources;
Capabilities	Refer to access, or lack thereof, to human capital such as education and health.
Vulnerabilities	Refer to economic or environmental risks that people face, civil and domestic violence

1.0 INTRODUCTION

There has been a growing awareness in Kenya during the last three decades of a need to consider needs and aspirations of its people, women and men as well as boys and girls and to invalidate policies that create divisions and disadvantages based on gender. As demonstration of the awareness, Kenya has signed regional and international protocols on gender equality and women's empowerment a commitment that the Vision 2030, the Constitution of Kenya, and the mid-term plans such as the 2013-2017 plan reflect. The commitment is expected to penetrate the public sector and be monitored through performance contracts.

A major turning point for the women's movement in the country came in 1985 when Kenya hosted the International Women's Conference after which the government put in place structures and mechanisms such as the Women's Bureau which laid the foundation for improved gender equality and equity. Since 2000, the country has taken these seven important steps.

- a. The development of the National Gender Policy (NGP), November 2000, whose main objective is to facilitate the mainstreaming of the needs and concerns of the women and men in all areas of the development process in the country.
- b. The development of Sessional Paper No.5 of 2005 on Gender Equality and Development.
- c. The creation of the Ministry of Devolution and Planning in 2013 and the establishment of the Directorate of Gender in the ministry; the previous Ministry of Gender, Sports, Culture and Social Services were subsumed under the ministry.
- d. The establishment of the National Gender and Equality Commission in 2011, whose precursor was the National Commission on Gender and Development established in 2003.
- e. The development of the Gender Policy in Education, July 2007.
- f. The promulgation of the Constitution of Kenya, 2010, which provides for affirmative action and gender equality.
- g. The National Gender Policy, 2011.

The Ministry of Public Service, Youth and Gender Affairs was created on November 24th 2015. The fundamental goal of the ministry is in the management of the public services, youth empowerment and in advancing gender equality and the empowerment of women.

Gender equality is crucial for socio economic development as well as the attainment of the Millennium Development Goals (MDG). From an economic efficiency lens, the Ministry is well aware that where gender inequalities and control over resources are persistent, they undermine sustainable and inclusive development. The framework for expansion has been the Kenya Vision 2030 and the Medium Term Plan (MTP), which has focused on rapid growth with macroeconomic stability, rehabilitation and expansion of infrastructure, investment in human capital, strengthening institutions of governance and revitalizing productive sectors.

One of the key ways to mainstream gender in any organization is by formulating a Gender Policy. Kisii National polytechnic is formulating the gender policy in order to mainstream gender in all areas within the

institution. The Polytechnic is in the process of introducing programmes that will empower female students and other women in the institution so that they can be armed to improve their living standards in future.

Over the years, the role of Technical, Vocational and Entrepreneurship Training (TVET) in furnishing skills required to improve productivity, raise income levels and improve access to employment opportunities has been widely recognized. According to the Sessional Paper No. 14 of 2012 on Education, the philosophy for TVET is to provide skills that meet the needs of the workplace as well as self-employment while its vision is to provide skilled and globally competitive employable human resource. The tremendous advancements that have been witnessed in the last three decades have made the role of TVET more critical, this includes technological change, globalization process and amplified competition owing to trade liberalization calling for requirements of higher skills and productivity among workers in modern sector firms as well as Small and Medium Enterprises (SMEs).

The Polytechnic has, over the years, undertaken various reforms and is continuing to reform in accordance with the Polytechnic Transformation Framework, the Polytechnic's broad policy framework; a roadmap for the achievement of the Polytechnic's grand transformation to enable it to become more efficient and effective in service delivery to the public. KNP Gender Mainstreaming policy is in sync with the polytechnic Transformation Framework.

1.1 Historical Background

Kisii National Polytechnic was founded in 1971 as a Harambee Institute of Technology. It was registered in 1972 under the Education Act. CAP 212 of the laws of Kenya with the objective of providing technical education and training for youths. It was moved from St. Vincent Centre where it was initially housed, to the current site in 1980. The first buildings to be put up were Woodwork Technology and Mechanical Engineering workshops, Typing Pool, Hostels, Kitchen and Dining hall. The curriculum then was Secretarial and Building technology. The institute was elevated to a national polytechnic in May 2016 through Legal notice No. 93. Since then more courses have been introduced and currently Kisii National Polytechnic offers more than eighty-eight (88) courses in Certificate and Diploma levels.

Science and Technology (S&T) activities have been recognized in the institution since its inception as vital to social and economic development. There has been rapid expansion of Science and Technology since the enactment of Science and Technology Act CAP 250 of the laws of Kenya (1977).

KNP is managed by the Governing council and college administration comprising of the Principal, Deputy Principals, the Registrar, the Dean of Trainees, Heads of Departments and their Deputies. Day to day learning activities in the college is managed by the Departments.

1.2 Mandate

The mandate of Kisii National Polytechnic is to develop an institution with excellence in training scholarship entrepreneurship, research, consultancy, community service and products with emphasis on technology, its development, impact, and application within and outside Kenya.

1.3 Vision

To be the preferred training institution for technical and vocational skills development.

1.4 Mission

To develop highly qualified, globally competitive and innovative human resource by providing quality training, applied research & extension and entrepreneurship skills that are responsive to market demands.

1.5 Core Values

The Polytechnic operations are guided by the following core values:

- a) Excellence
- b) Innovativeness
- c) Teamwork
- d) Integrity
- e) Transparency

1.6 Policy Statement

The Polytechnic shall institutionalize gender mainstreaming to meet its constitutional and statutory requirements with regard to the needs of women and men.

1.7 Scope

The GM policy applies to staff at all levels (management, middle level, lower cadre staff), administration and the entire community surrounding KNP, students and any other stakeholders of the polytechnic, the policy covers gender quality in all aspects of polytechnic life such as gender balance in recruiting, training and promoting staff, developing gender-sensitive curriculums, and having a working and learning environment safe for all.

1.8 Goals and Objectives

The National Policy on gender and development provides a basis for the Government to underscore its commitment to advancing the status of women. The Government of Kenya is determined to address any existing imbalances through policy formulation and implementation taking into account different needs and

skills of men and women. Poverty reduction will provide the broad framework within which strategic actions to achieve gender equality will be taken and due account will be given to the critical areas of action for women's empowerment elaborated in the Dakar and Beijing Platform of Actions (PFAs).

The Ministry of Public Service, Youth and Gender Affairs will provide policy direction, implement and coordinate gender mainstreaming as a strategy for attaining gender equity and equality within all the other Ministries and public bodies. The department recognizes that inequitable gender relations cannot be addressed by focusing on women in isolation. The practical needs and strategic interests of both women and men have to be considered, as do the opportunities and constraints emanating from the local, national, regional and international context in which they live. This policy assures a minimum package for quality assurance in promoting gender equality work to support and guide the design, implementation, monitoring and evaluation processes within the Ministry, line ministries and state corporations.

KNP Gender Policy draws its objectives and policy framework from the above. The overall goal of the policy is to sustain a fair and just academic environment where men and women have equal opportunities, voice, rights and access to resources so that they can realize their potential and contribution in a community of scholars characterized by a culture of mutual respect.

1.9 Specific Objectives

1. To ensure the existence of the gender-responsive management and administration and equity in teaching and research programmes
2. To ensure that efficient and effective structures for implementing the policy are established.
3. To ensure gender sensitivity in the polytechnic dealings and interactions with its external stakeholders exists.
4. To work closely with the Government of Kenya and its partners to obtain the necessary resources for the implementation of the policy.

2.0 CONCEPTUAL FRAMEWORK AND STRATEGY

This policy elaborates the key concepts and approaches that underpin gender and development issues. The Ministry's interpretation of gender equality work recognizes that inequitable gender relations cannot be addressed by focusing on women in isolation and that men too can be prone to gender vulnerabilities. Mainstreaming includes gender-specific activities and affirmative action whenever women or men are in a particularly disadvantageous position. Therefore we conceptualize our strategic policy and programmatic priorities recognizing that gender-specific interventions can target women exclusively, men and women together or only men, to enable them to participate in and benefit equally from development efforts. These

are necessary temporary measures designed to combat the direct and indirect consequences of past discrimination. These measures are very applicable to Kisii National Polytechnic.

As a holistic and comprehensive strategy, gender mainstreaming also addresses the environment (corporate, office) in which policies and programmes are developed and implemented. Thus a policy to integrate gender concerns into programming must be accompanied by a strategy to ensure that staff and the working environment is gender-sensitive, guaranteeing equal opportunities and treatment of both men and women.

Any strategy or intervention on gender equality and women's empowerment must begin with an accurate analysis and understanding of the context, realities and experiences of women and men. Towards this end in the Plan of Action for the National Policy on Gender and Development (2000), specific thematic activities which have been identified and prioritized by KNP which include the need to:

- a) Identify, map out and prioritize gender issues in regard to students, teaching and non-teaching staff and other stakeholders
- b) To encourage male and female students to venture into female and male dominant courses respectively.
- c) To produce gender mainstream departmental reports regularly
- d) To begin woman empowerment through sensitization workshops in the institution.
- e) Profile gender issues in all

3.0 GUIDING PRINCIPLES

3.1 Decision-Making Organs

The polytechnic has made progress in appointing women to senior decision-making positions, but the overall optimum level of at least two-thirds has not yet been achieved. As a result, KNP will:

- a. Ensure that gender equity and equality in its organs and committees exists at all the levels,
- b. Ensure that the number of women in senior management positions increases until gender equality is achieved,
- c. Use affirmative action as a strategy to achieve gender parity for appointive and elective positions at all the levels, and
- d. Apply the principles of gender equality to leadership positions in polytechnic-sponsored student organizations

3.2 Working and Learning Environment

Kisii National Polytechnic wishes to provide staff and students with a safe, clean, and comfortable working and learning environment because, to perform well, they need to feel secure. Security is important especially to those of them who must work late, teach or attend evening classes, or reside in the hostels. KNP therefore will:

- i. Ensure that its buildings have an adequate, appropriate provision of male and female toilet facilities,
- ii. Ensure that its facilities such as office buildings, lecture halls, and libraries are clean and properly maintained,
- iii. Ensure that it has adequate accommodation and recreational facilities for male and female students,
- iv. Ensure that it has adequate office space for male and female academic and non-academic staff,
- v. Ensure that multi-storey buildings have working lifts,
- vi. Provide transport or duty houses, or both, for staff who must work at night, and
- vii. Strengthen security systems throughout the polytechnic.

3.3 Recruitment, training, and promotion

KNP will sustain an enabling and empowering working environment to recruit and retain qualified staff at all the levels. Given both the tendency to associate certain occupations and academic disciplines with either men or women, and the current male dominance in many positions, specific measures are needed to achieve gender balance in recruitment, training and promotion in the polytechnic, consequently, the polytechnic will:

- i. use a competitive recruitment promotion at all the levels in combination with a formative action strategy,
- ii. Ensure a gender-balanced pool of applicant for every position, and where the female are male candidate for a position are considered of equal merits; gender balance will be taken into account in the final decision
- iii. re-establishes training programmes for both academic and non-academic staff and ensure that men and women have equal opportunities to participate in the programmes,
- iv. use affirmation action to hire into position where one gender is under-represented,
- v. provide support in the form of scholarship, study leave and incentives to enable female academic staff members to complete postgraduate studies, and

- vi. ensure that men and women receive equal pay for equal or similar work or work for similar value.

Performance and career development is a task that *Kisii National Polytechnic* endeavors to apply with vigour to ensure that such opportunities are shared equally and that there is no gender discrimination.

3.4 Student admissions

The Kisii National Polytechnic will give consideration to gender balance in admission of students to various courses.

For courses that are either male or female dominant, the polytechnic is in the process of empowering students to venture into the formidable area.

4.0 GENDER BASED VIOLENCE

Gender-based harassment and violence, both physical and psychological, is prohibited in the polytechnic, which committed to putting into place measures designed to eliminate sexual harassment and forms of gender-based violence will

- i. Develop and enforce polytechnic rules aimed at protecting staff and students from sexual harassment in matters such as staff-student interaction, dressing, organization of dining and library facilities and use of gender-sensitive language,
- ii. Establish support centers and provide counseling services to promptly and effectively respond to and deal with cases of sexual harassment,
- iii. Ensure that all reports or records on allegation or complaints of sexual harassment are treated with confidentiality,
- iv. Enforce strictly rules designed to protect students from harassment or violence in the students hostels, especially the prohibition of cohabitation and regulations pertaining to visiting hours, and
- v. Treat rape and related sexual offences as provided for in the Sexual Offences Act as crimes which upon proof will lead to the automatic expulsion or dismissal; the polytechnic will report such an offence to the law-enforcement authorities.

5.0 INSTITUTIONAL FOCUS

This deals with the Ministry's role as an employer and its decision-making systems and practices. The components within the institution work towards the creation of an enabling environment for women and men (gender sensitive/responsive) in order to meet the specific gender needs of women and men. This component comprises of two main areas of concern:

1. An Enabling environment for the provision of gender sensitive services and meets the specific gender needs of women and men

The Ministry commits to identify all the barriers to equality between men and women and create a non-discriminatory environment in the institution and to adopt positive measures aimed at achieving equitable representation of women and men at all levels. Therefore, the Ministry shall develop and align its policies and programmes to reflect the needs and aspirations of a gender equal society as well as clearly articulate women's specificity issues. The Ministry will ensure that there is no discrimination in accessing resources, programmes, information and promotions. For instance by:

- i. Developing criteria and procedures that allows for fair distribution or allocation of resources and services and prevents unfair discrimination;
- ii. Provision of technical guidance to all Ministries regarding the effective integration and accountability for gender equality in national development;
- iii. to spearhead the commissioning of research and studies to inform priorities and interventions for gender fairness and justice;
- iv. ensuring that opportunities for development and empowerment are created and awarded equitably;
- v. creating a mechanism to ensure the auditing and ongoing monitoring and assessment of policies, programmes and procedures for gender-responsiveness;
- vi. developing and enforcing a sexual harassment and gender based violence policy to provide a safe work environment that protects and promotes the human dignity of all members of the staff;
- vii. ensuring that dispute resolution mechanisms are not merely available, but are also easily accessible and effective regardless of difference or disadvantage and responsive to the needs of all;
- viii. Endeavoring to provide facilities and provisions in recognition of gender specific needs e.g. crèche, toilets, breastfeeding place for mothers; and
- ix. Monitoring the implementation by Government of international and Regional instruments pertaining to gender equality and women's rights

KNP aims to focus on all the above gender needs to facilitate an enabling environment for gender mainstreaming. This will be achieved through collaboration with the Ministry of Public Services,

Youth and Gender Affairs, all other stakeholders and bodies bestowed with the responsibility of safeguarding and protecting the girl and boy children and vulnerable persons against GBV.

2. Gender skills, knowledge, and awareness building

The Ministry commits to transform its culture and practices by investing resources towards increasing awareness and understanding of gender and gendered types of oppression facing women and men and boys and girls. Kisii National Polytechnic in its part is committed to empowering these groups of people and enhance their capacities as well as capabilities of staff and students in line with the institutions mission and mandate. Strategies, plans, services and budgets for gender sensitive, non-discriminatory interventions that specifically target and promote gender equality are some of the tools to be applied by KNP.

6.0 POLICY IMPLEMENTATION FRAMEWORK

6.1 Introduction

The polytechnic shall implement this policy in accordance with the Constitution through this framework: The Ministry of Public Service, Youth and Gender Affairs in the performance of its functions shall:

- i. Have oversight of the implementation of the Policy;
- ii. Be guided by this Framework; and
- iii. Promote and facilitate the efficient and effective implementation of this Policy.

6.2 Responsibilities of KNP

The responsibilities of KNP shall be to:

- i. Facilitate the establishment of a Gender Mainstreaming Committee (GMC) to manage issues of gender in the Polytechnic;
- ii. Support programmes on gender mainstreaming by providing budgetary funds to carry out its activities.
- iii. Prepare and implement programmes for the continuing education and training of all employees of the Polytechnic;
- iv. Advise the national government on making budgetary provision on gender mainstreaming programs in the Polytechnic;

- v. Provide sufficient resources for the implementation of gender mainstreaming programmes;
- vi. Improve the working environment and sanitation facilities in consideration to the needs of men and women;
- vii. Monitor and evaluate gender mainstreaming programmes with a view of assessing progress on gender mainstreaming;
- viii. Review the Policy as and when necessary.

7.0 ESTABLISHMENT OF THE GENDER MAINSTREAMING COMMITTEE

There shall be an established Gender Mainstreaming Committee, whose functions and memberships is as under:

7.1 Membership of the Gender Mainstreaming Committee

The Committee shall comprise of at least five members and a maximum of nine members drawn as follows:

- i. The Chairperson;
- ii. One representative of the PSC Employees with Gender consideration;
- iii. One female KNP employee representative;
- iv. One representative from each of the core KNP Departments

7.2 Meetings of the Gender Mainstreaming Committee

The GMC shall meet at least twice every year and shall submit to the Principal and the quarterly reports of its proceedings and activities on or before the 15th of the reporting month.

7.3 Functions of the Gender Mainstreaming Committee

The functions of the GMC shall include but not limited to:

- i. Organize capacity building on gender mainstreaming related issues and have access to expert agencies;
- ii. Generate and disseminate information on gender mainstreaming;
- iii. Engage stakeholders in gender mainstreaming activities for the purposes of sharing information and strategies;
- iv. Liaise with the Ministry of Public Service, Youth and Gender Affairs National Council for Persons with Gender to harmonize the Polytechnic Policy with Gender issues;
- v. Establish and manage a gender resource centre;
- vi. Facilitate research on gender mainstreaming programmes;

- vii. Develop work plans and monetary budgets for gender mainstreaming programmes;
- viii. Conduct staff gender analysis to assess the impact on performance;
- ix. Undertake a baseline survey on gender and related issues on accessibility of infrastructure within the Polytechnic and recommend remedial actions to the governing council through the Principal;
- x. Formulate an internal gender mainstreaming policy based on the identified gaps;
- xi. Implement the internal gender strategy and policies; and
- xii. Draw up and implement a gender monitoring and evaluation programme;
- xiii. Submit the required quarterly reports to NGEC and TVET
- xiv. Develop Gender Management Information System (GMIS)

8.0 TENDERS FOR YOUTH AND WOMEN

To ensure the effective involvement of these groups of persons, The GC in consultation with the Principal and reference to the policy GMP shall proactively:

- i. Reserve provision of given goods and services to Youth, Women and during her advertisement for such services and goods. This shall be 30% of all required services and goods.
- ii. Make sure that these groups of persons are given tenders to supply these goods and services; and
- iii. Educate and sensitize men and women on the tendering processes and procedures and opportunities.
- iv. Provide industrial attachment to these groups from within and without the college.
- v. Utilize all available opportunities to articulate priority gender concerns and call for remedial action
- vi. Undertake a capacity needs assessment on gender and design and recommend their adoption in line with the constitutional requirements with all partners

9.0 RESEARCH, KNOWLEDGE BUILDING, AND INFORMATION SHARING

To develop research, and training programmes that contribute to the empowerment of women and the achievement of gender equality worldwide. Through alliance building with other Tivet institutions, KNP will:

- i. Undertake action-oriented research from a gender perspective that will have a concrete impact on policies, programmes and projects;
- ii. Create synergies for knowledge management and information exchange;

- iii. Strengthen the capacities of its staff, key stakeholders to integrate gender perspectives in policies, programmes and projects; and
- iv. Build a sustainable, transparent and efficient institution.

10.0 MONITORING AND EVALUATION

The polytechnic shall, in collaboration with Gender Mainstreaming Committee, put in place mechanisms and processes to facilitate a participatory process for information gathering, analysis, dissemination and feedback on the implementation of this policy.

11.0 COMMITMENT

KNP shall be committed to;

- a) Ensure gender equity and equality in recruiting, training and promoting staff;
- b) Increase female enrolment for courses offered; particularly male and female dominated courses with skewness in enrollment;
- c) Ensure that its curriculum is gender sensitive;
- d) Ensure that the working and learning environment is safe to the two genders;
- e) Present positive female role models mentors;
- f) Ensure that elections in students organizations are fair, peaceful and gender responsive; and
- g) Put in place measures to eliminate sexual harassment and forms of gender based violence.

12.0 ACCOUNTABILITY

KNP Principal will be responsible for the implementation of the policy and will facilitate any necessary reviews. The Governing Council will allocate funds for continuous implementation of the policy.

13.0 POLICY REVIEW

This policy will be reviewed periodically, but at least every five years to take account of emerging issues and trends. A dynamic gender action plan outlining how the commitment will be operationalized will be developed in the first year of the implementation of the policy.

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