

THE CO-OPERATIVE UNIVERSITY OF KENYA

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GENDER POLICY

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FOREWORD

The Co-operative University of Kenya Gender Policy is consistent with the Government's efforts of spurring economic growth and Vision 2030 in full harnessing of human resource. The Policy provides a basis for the University to underscore its commitment to addressing any existing imbalances by taking into account the different needs and skills of both men and women. The University recognizes the value of every individual and is keen to create an environment that respects the diversity of staff and students and the realization of each person's potential. The declining economic performance, poverty and erosion of cultural values have also resulted in increased incidences of gender-based crime and violence against men and women. Since independence, national and sectorial policies have held different impacts on Kenyan population and more often than not have overlooked gender concerns. This Gender Policy provides stipulations to guide gender responsive planning, operations and practices within CUK. It sets out strategies for integration of gender perspectives in the workplace and the challenges of realizing the various objectives. Gender mainstreaming is one of the priority areas that the Strategic Plan (2019-2022) of The Co-operative University of Kenya (CUK) focuses on. The aspiration of CUK is to achieve gender equity, equality and inclusiveness, because the under-representation of women means that they are rarely part of the decision-making process. It is therefore envisaged that this Policy will provide a framework for advancement of both men and women for greater efficiency in resource allocation and utilization for empowerment of all. The commitment covers broad areas of Gender and Education, Gender and Governance, Gender and the Work environment, Gender and research, Gender Responsive Health Services and Gender and Linkages. This Policy and its implementation will be subjected to monitoring and review to gauge the degree of satisfaction of both the staff and students of CUK. Once the policy is approved, the UMB shall ensure it is adopted, implemented and set budget allocation to support the gender mainstreaming activities.



PROF. KAMAU NGAMAU
VICE CHANCELLOR

LIST OF ABBREVIATIONS

AIDS	-	Acquired Immune Deficiency Syndrome
CUK	-	Co-operative University of Kenya
FPA	-	Finance Planning & Administration
GAD	-	Gender and Development
GBV	-	Gender based Violence
HIV	-	Human Immunodeficiency Virus
HR	-	Human Resource
WHO	-	World Health Organization

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DEFINITION OF TERMS

Affirmative action	A policy or programme of taking steps to increase the representation of certain designated groups seeking to redress discrimination or bias through active measures in education and employment. It is usually achieved through discrimination against other groups.
Curriculum	Refers to the content of an education programme.
Empowerment	A process through which men and women, 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	Refers to the socially/culturally determined power relations, roles, responsibilities and entitlements for men and women. The social constructs vary between cultures as well as over time.
Gender analysis	The process of examining roles, responsibilities or any other situations with regard to women and men, with a view to identifying gaps, raising concerns and addressing them; investigating and identifying specific needs of women and men for policy and programme development and implementation.
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 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, so that they can enjoy the benefits of development including Policy on Gender 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 Mainstreaming	The consistent integration of gender concerns into the design, implementation, monitoring and evaluation of policies, plans, programmes, activities and projects at all levels.
Gender responsive	Refers to action taken to correct gender imbalances.
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.
Participation	A general term used to refer to enrolment, retention, progression, performance and transition in the education system.
Provisions	Refers to policy pronouncements on action to be taken.
Sexual	Unwanted acts of a sexual nature that cause discomfort to the harassed.

Harassment

They include words, persistent request for sexual favours or dates, gestures, touching, uninvited sexual overtures, coerced sexual intercourse and rape

1.1 CUK Vision Statement

A leading University in Co-operative Training, Education, Research and Innovation.

1.2 CUK Mission Statement

To provide education, training, research and consultancy in order to produce leaders and human capital in the fields of co-operatives, community development, rural transformation, business, applied sciences, information and communication technology for Development.

1.3 CUK Motto

Quality Co-operative training

1.4 CUK Core Values

- i. **Co-operation:** The University will ensure teamwork through synergy to achieve its objectives.
- ii. **Equity:** In discharging its mandate the University will ensure that all its stakeholders are treated with fairness and justice.
- iii. **Integrity:** Uphold strong ethical and moral principles in all decisions and actions.
- iv. **Professionalism:** Ensure and maintain high standards in the discharge of responsibilities and delivery of services.
- v. **Accountability:** Demonstrate and take responsibility for all decisions and actions.
- vi. **Creativity and Innovation:** Encourage generation and nurturing of new ideas to inventions.

1.5 Broad Objective

To develop a globally competitive Co-operative University that is excellent in education, training, research, innovation and outreach.

1.6 Philosophy of CUK

The Co-operative University of Kenya is founded on the philosophy of:-

- i. Producing leaders and managers with capacity to solve co-operative related problems and issues as guided by the universal co-operative principles, values and ethics;
- ii. Providing high quality and relevant academic and professional training to society;
- iii. Providing the most adaptable and suitable means to improve the social, moral economic and professional status of an individual being and the whole society;

- iv. Linking education, knowledge, faith and reason for better human interaction and societal harmony.

1.7 The Mandate of CUK

CUK is a public institution that provides education and training with emphasis on Co-operative development. It provides consultancy and research services to the Co-operative sector and related economies. Specifically, CUK is mandated to execute the following functions: -

- i. To advance learning and knowledge through teaching, research and consultancy on all matters relating to cooperative development, community development, rural transformation, business studies, information and communication technology at national and international level;
- ii. To provide directly, or in collaboration with other institutions of higher learning, facilities for University education (including vocational, professional and scientific education), the integration of teaching, research and effective application of knowledge and skills to the life, work and welfare of the citizens of Kenya;
- iii. To participate in the discovery, transmission and preservation and enhancement of knowledge and to stimulate the intellectual participation of students in the economic, social cultural, scientific and technological development of Kenya;
- iv. To provide and advance University education and training to appropriately qualified candidates, leading to the conferment of degrees and award of diplomas and certificates and such other qualifications as the Council and the Senate shall from time to time determine;
- v. To conduct examinations for such academic awards as may be provided in the Statutes pertaining to the University;
- vi. To examine and make proposals for new faculties, schools, institutes, departments, resource and research centers, degree courses and subjects of study;
- vii. To play a leading role in the development and expansion of the opportunities for higher education and research in agribusiness, Co-operatives and associative economy;
- viii. To develop as an institution of excellence in teaching, training, scholarship, entrepreneurship, innovation, research and consultancy services;
- ix. To participate in commercial ventures and other activities to the benefit of the institution, the community and stakeholders;
- x. To offer Co-operative education, research and training for various categories of personnel of the Co-operative movement, government Officers and general public

to serve as a Centre of academic excellence in the Co-operative movement in the region;

- xi. To develop and provide educational, cultural, professional, technical and vocational services to the community and in particular foster corporate social responsibility;
- xii. To provide programmes, products and services in ways that reflects the principles of equity and social justice;
- xiii. To facilitate student mobility between different programmes at different training institutions, universities and industry; and
- xiv. To foster the general welfare of all staff and students.

2.0 PREAMBLE

It is critical that a gender perspective is incorporated and institutionalized in the operations of Kenyan Universities. Gender mainstreaming is a global strategy for achieving gender equality, which is a key driver of achieving sustainable economic development. Gender mainstreaming is also essential for securing human rights and social justice for both men and women.

The Co-operative University of Kenya has taken cognizance that gender-mainstreaming needs to be complemented with inputs designed to address specific gaps faced in the promotion of gender equality.

Vision 2030 envisages a nation where women and men enjoy high quality of life and equity: It aims at empowering people with special needs, mainstreaming gender and enhancing support to orphans so as to reduce dependency in all aspects of the society. Within the framework of Vision 2030, The Co-operative University of Kenya is committed to the principle of equity and equality. In this regard, every member of the University will be accorded equal and fair treatment irrespective of their colour, religion, age, race, ethnicity, gender, place of origin, physical disability, political affiliation or ideology. The Constitution of Kenya reiterates this principle by affirming that women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres.

In view of the above, The Co-operative University of Kenya believes that excellence will be achieved through recognizing the value of every individual. Our aim is to create an environment that respects the diversity of staff and students and enables them to achieve their full potential, to contribute fully and to derive maximum benefits and enjoyment from their involvement in the life of the University.

The Policy seeks to narrow the gender gaps within CUK and support greater equality between men and women. This is through ensuring equal opportunities for men and women in areas of enrolment, employment, governance, health, education, training, research and linkages at The Co-operative University of Kenya.

This Policy is guided by five principles namely; gender responsiveness and non-discrimination, alignment and accountability to commitments, transparency, participation and inclusion. It is further grounded on the objectives of formalizing commitments to gender mainstreaming, strengthening capacities for gender mainstreaming and integrating gender in planning, budgeting and operations.

The policy will guide the University staff and students engaged or linked to programmes within it. Every Department, School, Senate and the entire community should have an agenda on affirmative action and gender responsive activities which will assist in continuous assessment of activities during the initial stages of the Gender Policy implementation. It should also act as a linkage for liaison and networking for synergy within the University and with other institutions.

2.1 Policy Goal

The overall goal of this policy is to promote gender equity and equality in all spheres of operations of The Co-operative University of Kenya.

2.2 Policy Objectives

The general objective of the Gender Policy is to ensure equal opportunities for men and women in areas of enrolment, employment, governance, health, education, training, research and linkages at CUK. This shall be done by;

- i) Participatory approach in the implementation of the various activities. Students shall be trained to provide peer training while efforts shall be made to ensure under-representation of either gender on various committees which relate to the work of the University is redressed. Individuals who have influence are utilized in activities such as seminar presentations or officiating various functions related to gender main streaming.
- ii) Ensure that curriculum design, development and implementation, and material development are gender-responsive.
- iii) Increase participation of vulnerable and marginalized groups from a gender perspective.
- iv) Enhancing measures that guarantee equity and fairness in access to opportunities.
- v) Review of the existing CUK policies to ensure gender compliance. This will ensure that the work environment in CUK is gender-responsive.
- vi) Eliminating sexual harassment and gender based violence.
- vii) Ensuring that all stakeholders are gender sensitive/responsive.
- viii) Monitoring and reducing HIV/AIDS infection rate across genders.
- ix) Collaboration and networking to build synergies and utilize available expertise within and outside the University.
- x) Providing gender responsive health services.

2.3 Guiding Principles

- i) The Gender Policy gives the mandate to address gender inequalities whether these exist in favor of men or women.
- ii) The Policy affirms the right to equitable, quality education for all, women and men.
- iii) The Policy shall pay special attention to the needs of women.
- iv) Affirmative action will be used as a corrective measure for gender imbalances where applicable.
- v) Gender mainstreaming will be used by all stakeholders to enhance attainment of gender equity and equality.
- vi) Equal participation of women and men especially in governance and management will be ensured.
- vii) Empowerment of women and men shall be used as the central strategy for the achievement of gender equity and equality in education.
- viii) Transparency, accountability and good governance shall be upheld.
- ix) Gender responsiveness and inclusiveness shall be upheld.
- x) Partnership and collaboration in the realization of gender equity and equality shall be maintained and reinforced.
- xi) Gender equity and equality shall be enforced as a cross-cutting theme in all programmes and activities.
- xii) The University will strive to be an equal opportunity institution where all persons will be accorded equal regard. The University will provide equal chances of access to benefits, student admission, staff-recruitment and promotions.
- xiii) The University will strive to enhance interpersonal relations among staff and students in order to achieve a common goal. The key values that the University will strive to promote include integrity, honesty, tolerance and mutual respect.
- xiv) Democratization will be enhanced through inclusive participation in decision-making and management. The principles of responsibility, accountability and academic freedom will be enhanced at all levels.

2.4 Scope

The Gender Policy provisions will apply to all activities and programmes in education, training and research at all levels of CUK. It will apply to issues of access, equity, retention, progression, transaction, relevance and quality. It will also apply to financing, governance and management of CUK.

2.5 Applicable laws and Policies

The Constitution of Kenya and other relevant legislation will be applied in fighting GBV in all sections of the University. Such applicable legislations are:

- i) Constitution of Kenya, 2010.
- ii) National Gender and Development Act.
- iii) Sexual Offences Act.
- iv) The Penal Code.
- v) National Gender and Development Policy, 2000.
- vi) Gender Equality and Development Sessional Paper No. 5 of 2005.
- vii) Poverty Reduction Strategies Paper, 2001 – 2004.
- viii) Economic Recovery Strategic Paper, 2003 – 2007.
- ix) United Nations Universal Declaration of Human Rights, 1948.
- x) Convention on the Elimination of all Forms of Discrimination of Human Rights, 1979.
- xi) Applicable CUK Policies and Procedures.

3.0 Policy Provisions

Gender mainstreaming is a strategy put in place to ensure that women and men's concerns and experiences form part of an integral dimension in the design, implementation, monitoring and evaluation of policies, programmes, actions and projects at all levels in the social, economic and political spheres.

At CUK, gender mainstreaming shall be concentrated in six (6) broad categories which are:

- i. Gender and Education;
- ii. Gender and Governance;
- iii. Gender and the Learning Environment
- iv. Gender and research
- v. Gender Responsive Health Services
- vi. Establishment of Linkages

3.1 Gender and Education

Education is a vital tool for individual, community and national development. Access and quality of education has a positive impact on the growth of individual earnings, which reduces poverty and income inequalities. It is also instrumental in the improvement of health, good governance and quality of life for individuals and families.

The policy shall;

- i) Promote gender equity among students and staff in academic programmes.
- ii) Empower the students from all communities to access university education.

- iii) Promote both women's and men's expression and participation in decision making, problem solving and management in all units, departments and University programmes

Principles

- (i) Guarantee a gender responsive teaching and learning environment to advance involvement and participation of all categories of people in the University.
- (ii) Be gender-sensitive and improve on the appointment of administrative and managerial personnel of both genders in the University.

Strategies

- i) Source scholarships for under-privileged students through bursaries and work study programmes.
- ii) Give priority to students from poor backgrounds during award of bursaries and work study opportunities to enable them complete their studies.
- iii) Organize seminars addressed by various successful female and male professionals to encourage female and male students to pursue all fields of study

3.2 Gender and Governance

CUK is an equal opportunity employer who has succeeded in appointing women to top decision-making positions in a bid to realize the two-thirds gender rule. To sustain this, the University will set out the following:

- i) To promote equity and equality amongst staff and students in the University.
- ii) To balance women and men participation in governance.
- iii) To allow men and women to express their concerns and prepare themselves for active roles in the governance of the University.
- iv) To ensure equal representation of men and women in decision-making processes.

Strategies

- i) Ensure gender equality in the appointment of Heads of Departments, Committees and Sections, Deans, Directors of Boards and Faculties.
- ii) Institute programmes aimed at capacity-building in gender competencies.
- iii) Improve responsiveness to Governance, Research and Academics.
- iv) The incorporation of gender analysis in the work of the HR department to examine the differences in the relationships between women and men and their roles. This analysis will include identification of ways to overcome constraints so that improved governance outcomes for women and men can be achieved.
- v) Securing top decision makers' commitment and support for gender mainstreaming.
- vi) Enhancing stakeholders' sensitization and capacity building to support women and men in leadership.

- vii) Using affirmative action as a strategy to enhance gender equity and equality in recruitment, training, development and promotion, particularly in appointments of Heads of Sections and Committees
- viii) Mainstreaming gender in key committees at the University
- ix) Ensuring gender balance in leadership in the University students' organizations
- x) Establishing support structures for all male and female staff through mentoring programmes.
- xi) Instituting monitoring and evaluation mechanisms for progress and impact assessment.

3.3 Gender and the Learning /Working Environment

The University undertakes to provide all stakeholders in CUK with a conducive working and learning environment by putting in place adequate, appropriate and gender responsive facilities. There is a need to be sensitive to the needs and concerns of males and females including persons with special needs. This Policy aims at building an open and better learning / working environment for men and women, where the well-being of all is safeguarded at all times

The policy shall;

- i) Enact measures to eradicate sexual harassment.
- ii) Enact measures to eradicate drug and substance abuse.
- iii) Institute mechanisms to build the capacity of staff and students.
- iv) Develop programmes to deal with gender-related issues among staff and students.
- v) Develop tools to audit gender responsiveness within CUK environment.

Strategies

- i) Organize training and development activities.
- ii) Encourage interschool networking between women and men across the entire University.
- iii) Encourage convening of monthly or fortnightly meetings with visiting local speakers.
- iv) Train and sensitize members of staff and students in order to transform behaviour and attitude patterns pertaining to gender relations.
- v) Encourage mental changes (mental habits) in the way staff and students see and relate to one another at different levels.
- vi) Meet maximum workplace standards under health and safety facilities.
- vii) Put in place policies, which discourage drug and substance abuse, especially of alcohol and cigarettes. Protect both male and female staff and students from smoking, drugs and alcohol abuse, provide for support services and disciplinary procedures on smoking, drugs and alcohol.

- viii) Encourage commitment to mainstreaming the promotion of gender equality in everyday work. This commitment must be in deeds as well as in words. Gender equality matters must always be seen as being everybody's task and focus of attention, but must not be thought of as a separate area of responsibility by certain individuals within the institution.
- ix) Discussion of gender equality and its promotion in all activities will be a fundamental theme. Positive attitudes and knowledge will be required at all levels and times.
- x) Gender equality should be the common objective for everybody. Sharing knowledge and experiences freely and openly among staff members and students.
- xi) Institute monitoring and evaluation mechanisms for progress and impact assessment.

3.4 Gender and Research

Generation of knowledge through research is one of the core businesses of a University. Training and development of human resource in universities is mainly promoted through research skills that lead to production of research papers and publications. As in other areas, female members of staff are in the minority in the universities and, therefore, when it comes to research, they are also in the minority. Further, gender issues are diverse and have not been researched extensively. There is, therefore, a need to support female members of staff to carry out research by developing gender responsive tools to make research outcomes gender responsive. This will be done by;

1. Encouraging members of staff to undertake research and conduct gender responsive research to inform gender equity and equality interventions.
2. Encouraging gender responsive research to generate knowledge that will guide addressing gender issues in development.

Strategies

1. Organize gender awareness and sensitization training for the Council and Senate members to make them recognize gender inequalities and the need to implement an affirmative action in research.
2. Male and female members of staff be helped to develop their research skills.
3. Train and encourage staff to conduct gender responsive action research to enhance development of interventions to close the gender gaps in the University.
4. Set up a team of researchers to vet research proposals for all members of staff.

3.6 Gender Responsive Health Services

Health is the state of complete physical, social, spiritual and mental well-being and not merely the absence of infirmity (WHO). Gender on the other hand has important consequences on the health of all individuals as it affects the broader context of peoples' lives. In terms of gender, women have more health needs than men due to their reproductive and ascribed gender roles. Biological differences between females and males such as menstruation, unwanted pregnancy, child bearing, breast feeding, and menopause create unique reproductive health issues for women compared to men. The sexual reproductive health complications have led to loss of the lives of many women, sometimes because these have not been considered important in the provision of health. Men too have reproductive health problems that need to be taken care of in a gender responsive way.

The policy shall provide gender responsive and quality health service for CUK students and staff.

Strategies

1. Demonstrate commitment to gender responsiveness by creating an enabling and supportive environment for mainstreaming gender in health care delivery systems.
2. Develop and mount training programmes to enhance capacity to address gender issues in health provision.
3. Put in place a plan to monitor the implementation of gender responsive and quality health services
4. Mainstream gender in the Schools/faculties to ensure gender responsiveness in all academic programmes and activities.

3.6 Establishment of Linkages

Institutional gender main streaming cannot be achieved in isolation. It will be important for CUK to establish networks and linkages with like-minded actors, intellectuals, policy makers and practitioners in the implementation of the Gender Policy. CUK will collaborate with the local community, through outreach programmes. The networking with the communities will seek to involve workshops and seminars on identified themes where the members of the communities, the staff and students will share experiences and learn from one another through highly participatory gender responsive methodologies.

Objectives

1. Identify relevant gender related themes and areas of focus for local community outreach programmes. Identify and develop new collaborative networks in gender main streaming programmes at various levels, nationally, regionally and internationally.

2. Introduce gender-main streaming programmes in the existing linkages and networks at various levels nationally, regionally and internationally.

Strategies

1. Increased joint tailor-made gender responsive programmes and short courses in exchange programmes at all levels, local community, nationally, regionally and internationally.
2. Expanded network in gender related programmes at all levels.
3. Increase gender responsive activities in community outreach programmes.

4.1 Implementation of the policy

Effective implementation of the Gender Policy at CUK will be achieved through the FPA division in collaboration with all University Campuses, Directorates, Institutes and departments,.

5.0 Monitoring and Evaluation

Monitoring will be key to the effective and efficient implementation of the Gender Policy in the University. This entails collection, analysis and use of data and information to determine the progress of implementation. Additionally, periodic evaluation of programme processes with a view to using the findings for programme improvement and planning, impact assessment will be an integral part of the design, development and implementation of the Policy. Consequently, gender responsive monitoring and evaluation mechanisms will be established. Activities in this area will include identification of gender responsive indicators and targets, training of implementing personnel on monitoring and evaluation concepts and procedures, conducting the monitoring and evaluation, and using the findings for planning interventions.

6.0 Communication of the Policy


This policy shall be communicated to all departments and sections of the university through staff meetings. Communication will be done through the University website, print documentation and workshops

7.0 Review of Policy

The Gender Policy will be reviewed after every three (3) years to take into account emerging issues and trends.

8.0 Effective Date

The policy will become effective on the date it will be signed by the Vice Chancellor.

SIGNED  DATE 1/01/2022

PROF. KAMAU NGAMAU
VICE CHANCELLOR