



**THE NYERI NATIONAL
POLYTECHNIC**

**GENDER MAINSTREAMING
&
GENDER BASED VIOLENCE
POLICY**



Approved by the Full Council on this 23rd day of December, 2021

Signed:



**ANNE N. MWANGI
CHIEF PRINCIPAL/COUNCIL SECRETARY**



**FCS. RICHARD K. GIKUHI
CHAIRMAN OF THE COUNCIL**

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PREFACE

Chapter four of the Constitution of Kenya 2010 on the Bill of rights provides that every person is equal before the law and has the rights to equal protection and benefit of the law. Women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres. Both direct and indirect discrimination is forbidden. The Polytechnic is expected to take legislative and other measures, including affirmative action programmes and policies designed to redress any disadvantage suffered by individuals or groups because of past discrimination.

The Government's strategic objective in mainstreaming gender in public institutions, policies and programs demonstrates commitments to advance gender equality and empowerment of women as envisaged in the Constitution of Kenya and the Sustainable Development Goals (SDGs).The development of this policy is in part fulfillment of the constitutional requirements on gender mainstreaming.

The policy aims at raising the level of gender awareness, changing attitudes and inculcating engendered work culture among staff. The successful realization of the objectives of this policy will build an efficient and effective Polytechnic. The participation and support towards the implementation of this policy will go a long way in transforming the Polytechnic for self and national progress.

The Council recognizes that sustainable development cannot be achieved in an environment where gender based violence is a daily occurrence. A coordinated approach which involves stakeholders is paramount for the management of GenderBased Violence including provision of timely and efficient services to victims/survivors. This policy is therefore guided by the constitution of Kenya and the various Acts on GBV.

The Councilhas approved this Policy and shall ensure it is adopted, implemented and set budget allocation to support the gender mainstreaming activities. In addition, the Council shall receive quarterly reports on the effectiveness of the gender mainstreaming mechanisms within the Polytechnic

FCS. RICHARD K. GIKUI
CHAIRMAN OF THE COUNCIL

FOREWORD

The Constitution of Kenya 2010 enhances protection and enforcement of fundamental rights. It envisages gender equality and non-discrimination with Article 27 emphasizing on equality and freedom from discrimination. This principle applies to all sectors including TVET education. Article 10 on Values and Principles of Governance provides for fairness and justice in execution of public affairs, whereas, Article 19 provides for bills of rights and nondiscrimination.

In the education sector, the participation of women, youth and marginalized groups in nurturing and impacting TVET knowledge, skills and attitudes has been inadequate. The Polytechnic's initiative to produce a gender policy is intended to address the questions of access, participation and benefits by these groups. This policy will guide the integration of gender in all segments of the Polytechnic through gender analysis and planning. The policy is further intended to strengthen institutional capacities for gender mainstreaming as a basis for gender sensitive project formulation, implementation, and impact evaluation of all at the Polytechnic.

This policy is guided by the principles of non-discrimination and recognition of unique Polytechnic's needs of women, men and the underserved regions, among others. Implementation of this policy's objectives and recommendations will promote a gender sensitive institution and enhance inclusivity and participation of women, men and all the marginalized groups in the realization of the Polytechnic's mandate and in compliance with the Constitutional requirements on Gender mainstreaming.

In addition gender based violence (GBV) occurs across all socio-economic and cultural backgrounds, and in many societies across the world. GBV is a symptom of underlying gender inequalities and power imbalances that transcend the bounds of geography, race, culture, class, and religion, touching virtually every community. GBV is often condoned by customs and reinforced by institutions. In view of this, the Polytechnic has put in place guidelines on dealing with GBV and mechanisms to assist trainees and staff subjected to GBV outside the Polytechnic's boundaries.

This policy was developed through a participatory process involving officers from the Polytechnic and other stakeholders. The Council is acknowledged for their strategic support, goodwill, facilitation and invaluable contribution in the development of this policy.



ANNE N. MWANGI
CHIEF PRINCIPAL

ABBREVIATIONS AND ACRONYMS

AIDS	-	Acquired Immunodeficiency Syndrome
ASALs	-	Arid and Semi-Arid Lands
GBV	-	Gender Based Violence
HIV	-	Human Immunodeficiency Virus
NNP	-	Nyeri National Polytechnic
SDGs	-	Sustainable Development Goals
STEM	-	Science Technology Engineering Mathematics
TVET	-	Technical Vocational and Entrepreneurship Training
VCT	-	Voluntary Counselling and Testing
WHO	-	World Health Organization

OPERATIONAL DEFINITION OF TERMS

- a) **Affirmative action:** Refers to 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.
- b) **Gender Based Violence:** Refers to any form or act of violence that result in or is likely to result in physical, social or psychological harm or suffering to women, girls, men and boys on basis of gender.
- c) **Gender Biases:** Refers to attitudes held by people regarding the superiority or inferiority of gender.
- d) **Gender discrimination:** Refers to unequal or preferential treatment of individuals or groups on the basis of their gender that result in reduced access to or control of resources and opportunities.
- e) **Gender empowerment:** Is 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.
- f) **Gender equality:** Refers to the equal treatment of women and men, girls and boys to ensure that they enjoy the benefits of development including equal access to and control of resources.
- g) **Gender equity:** Refers to degree of fairness and justice in the distribution of benefits, access to and control of resources, responsibilities, power, opportunities and services.
- h) **Gender imbalance:** Refers to a situation where there is no gender parity.
- i) **Gender mainstreaming:** Is a strategy of making women and men's concerns and experiences 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.
- j) **Gender disparity:** Is the socio economic index usually designed to

- measure the relative access to education of males and females.
- k) Gender responsive: Refers to an action taken to correct gender imbalance.
 - l) Gender sensitization: Is the process of developing people's awareness, knowledge and skills on gender issues.
 - m) Gender: Is used to describe those characteristics of women and men which are socially constructed.
 - n) Sexual harassment: Refers to unwanted acts of a sexual nature that causes discomfort to the targeted person.

1.0 INTRODUCTION

1.1 Overview

The gender-mainstreaming concept aims at promoting equity and equality for all. Achieving gender equity and empowerment are prerequisites to improving the quality of life for all. More significantly, the demands allows the marginalized in the society to express their concerns and prepare themselves for an active role in the public arena.

The current national gender and development policy recognizes the need to focus on empowerment strategies that not only demonstrates understanding of the essential linkages between the reproductive and productive roles of women, but also recognizes the need to adopt equity as a goal and its achievement through the removal of any existing disparities between man and woman.

Gender mainstreaming is one of the priority areas that the polytechnic's strategic plan focuses on. The aspiration of the polytechnic 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.

GBV is based on socially ascribed (gender) differences between males and females. Gender can be seen as the allocation of roles, attitudes and values that are deemed by the community to be appropriate for each sex. GBV affects women, girls, men and boys; however, women have been found to be disproportionately affected by GBV. GBV has serious and far-reaching negative effects including physical injuries resulting in death or disfigurement, psychological trauma, infection with HIV/AIDS, unwanted pregnancies, social stigmatization and exclusion and economic deprivation among others. This policy will go a long way in assisting the polytechnic to sensitize all stakeholder on the importance of shunning all forms of GBV.

1.2 Policy Objectives

The overall goal of this policy is to promote gender equity and equality in all spheres of operation of the Nyeri national polytechnic. The general objective of the gender mainstreaming policy is to ensure equal opportunities for men and women, trainees in areas of enrolment, employment, governance, health, education, training, research and linkages at the polytechnic. This shall be done by:

- a) Mainstreaming gender in all operations and activities by encouraging participation of both men and women at the polytechnic;

- b) Deploying gender sensitization programmes geared towards changing cultural attitudes that undermine participation of women in development;
- c) Enhancing measures that guarantee equity and fairness in access to opportunities;
- d) Promotion of gender responsive research and dissemination of research findings;
- e) Ensuring that the work environment at NNP is gender-responsive;
- f) Eliminating sexual harassment and gender-based violence;
- g) Ensuring that all stakeholders are gender sensitive/responsive;
- h) Monitoring and reducing HIV/AIDS infection rate across genders;
- i) Establishing linkages, partnerships and collaborations in gender and education; and
- j) Providing gender responsive health services.

1.3 Provisions

The gender mainstreaming policy provisions shall apply to all activities and programmes in education, training and research at all levels of the polytechnic. It will incorporate issues of access, equity, retention, progression, transaction, relevance and quality. It will also apply to financing, governance and management of the Polytechnic.

1.4 Applicable Laws and Policies

- 1) Constitution of Kenya, 2010.
- 2) National gender and development commission, 2011.
- 3) Sexual offences Act, 2006.
- 4) Sexual offences (amendment) Act, 2011
- 5) Sexual offences regulations 2008
- 6) The penal code.
- 7) Criminal law (amendment) Act 2003
- 8) Current national gender and development policy
- 9) Employment Act, 2008
- 10) Economic recovery strategic paper, 2003 – 2007.
- 11) United Nations universal declaration of human rights, 1948.
- 12) Convention on the elimination of all forms of discrimination of human rights, 1979.
- 13) Applicable polytechnic policies and procedures.

2.0 GENDER MAINSTREAMING

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 the core of gender mainstreaming is ensuring that there is prevention of GBV and sexual harassment.

At the polytechnic, gender mainstreaming shall be concentrated in three broad (3) categories which are:

- a) Gender and education;
- b) Gender and governance; and
- c) Gender and the learning environment.

2.1 Gender and Education

Different studies have established that educating women not only empower women themselves, but the family and community as well. From this view-point every effort should be made to assist women access technical education. In spite of affirmative action low enrolment of female trainees is still a big challenge especially in STEM courses and low enrollment of male trainees especially in secretarial and hospitality courses.

2.1.1 Objectives

- a) To develop gender equity among trainees and staff in academic programmes.
- b) To ensure TVET education is accessible in the polytechnic to individuals from all communities.
- c) To advance expressions, concerns and participation of all in decision making.
- d) To promote participation of all in management of all units, departments and polytechnic programmes.
- e) To establish a clear procedure of reporting sexual harassment.
- f) To empower trainees to prevent their misuse for economic reasons.
- g) To support trainees with special needs to enable them achieve their goals

2.1.2 Principles

- 1) Guarantee a gender responsive teaching and learning environment to advance involvement and participation of all categories of people in the polytechnic.
- 2) Implement affirmative action in admissions of all trainees from marginalized areas.
- 3) Be gender-sensitive and improve on the appointment of administrative and managerial personnel of both genders in the polytechnic.

2.1.3 Strategies

- 1) Encourage affirmative action in enrolment of female trainees in STEM courses and male trainees in secretarial and hospitality courses.
- 2) Source scholarships for under-privileged trainees through bursaries and work study programmes.

- 3) Give priority to trainees from poor backgrounds during award of bursaries and work study opportunities to enable them complete their studies.
- 4) Organize seminars and consortia addressed by various successful female and male professionals to encourage female and male trainees to pursue all fields of study.

2.2 Gender and Governance

The polytechnic 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.

2.2.1 Objectives

- 1) To promote equity and equality amongst staff and trainees in the Polytechnic.
- 2) To ensure there no more than 2/3 of either gender in governance
- 3) To allow men and women express their concerns and prepare themselves for an active role in the governance of the Polytechnic.
- 4) To ensure equal representation of men and women in decision-making processes.

2.2.2 Principles

- 1) Ensure gender equality in the appointment of heads of departments, sections and committees.
- 2) Institute programmes aimed at capacity-building in gender competencies.
- 3) Improve responsiveness to governance, research and academics.

2.2.3 Strategies

- 1) Promote gender responsive activities in governance.
- 2) Strengthen the existing institutional structures.
- 3) Enable men and women to participate in governance in a supportive environment.
- 4) Monitor the implementation of all programs.

2.3 Gender and the Learning /Working Environment

- 1) The polytechnic undertakes to provide all stakeholders in NNP with a conducive working and learning environment by putting in place adequate, appropriate and gender responsive facilities.
- 2) The polytechnic shall be sensitive to the needs and concerns of males and females including persons with special needs.
- 3) The polytechnic shall build an open and better learning / working environment for girls and, men and women, where the well-being of all is safeguarded at all times.

2.3.1 Objectives

- 1) To enact measures to eradicate sexual harassment.
- 2) To put in place measures to eradicate drug and substance abuse.

- 3) To institute capacity building among staff and trainees.
- 4) To implement programmes that deal with gender-related issues among staff and trainees.
- 5) To develop tools to audit gender responsiveness within NNP environment.

2.3.2 Principles

- 1) Respect for all persons.
- 2) Empowerment of gender for a better working environment.
- 3) Ensure mechanisms that follow up on the needs of those with special needs.

2.3.3 Strategies

- 1) Organize training and development sessions for staff and trainees.
- 2) Encourage inter-departmental networking between women and men across NNP
- 3) Train and sensitize staff members and trainees to change attitudes and behavior patterns towards gender relations.
- 4) Encourage mentality change in the way staff and trainees relate to one another.
- 5) Enhance health and safety facilities to meet maximum work place standards.
- 6) Enact regulations to discourage drug and substance abuse.
- 7) Provide support services and institute disciplinary procedures to deter pornography, personal slur, repeated indecent propositions of sexual themes or jokes, and prejudicial treatment.
- 8) Encourage commitment to mainstreaming the promotion of gender equality in everyday work by both words and actions.
- 9) Periodically collect, analyze and disaggregate data on gender interactive relations and gender roles to inform remedial actions on equity and equality.
- 10) Encourage sharing of knowledge and experiences among trainees and staff members.

3.0 GENDER BASED VIOLENCE

3.1 Overview

Nyeri National Polytechnic is committed to eliminating gender-based violence (GBV). The polytechnic recognizes that any form of GBV is punishable under the Kenyan sexual offences Act of 2009. For this reason, the polytechnic shall have zero tolerance to GBV at all organizational levels, be it formal or informal and/or at an individual level. The polytechnic is committed to maintaining conducive working and learning environment, free from any forms of GBV.

The polytechnic shall put in place mechanisms for continually identifying, reaching out and addressing external GBV issues affecting trainees and staff. These GBV could be emanating from the family setup, cultural or societal believes and values. The polytechnic shall offer assistance to the GBV victims including compassionate leave, counseling services and legal redress.

3.2 Objectives

- 1) To prevent cases of GBV at the polytechnic.
- 2) To provide disciplinary procedures and reprieve for the aggrieved.
- 3) To provide prompt, effective and consistent, sensitive and fair guidelines for handling cases of GBV at NNP.
- 4) To ensure safety and security of all members of NNP community who are vulnerable to GBV.
- 5) To support research on GBV to ensure better understanding of the nature and extent of the vice and develop preventive and responsive strategies and policies.
- 6) To enact detailed procedures for reporting and documenting cases of GBV.
- 7) To ensure strict confidentiality in handling cases of GBV in order to protect the victim's dignity,
- 8) To ensure effective dissemination of this Policy to all NNP fraternity.

3.3 Principles

- 1) Respect for human dignity.
- 2) Gender equity and equality.
- 3) Zero tolerance to GBV.
- 4) Equal access to relevant and factual information and education.
- 5) Every person has the right to privacy and confidentiality regarding GBV.
- 6) Equal participation of male and female persons in the implementation of this policy.

3.4 Strategies

- 1) Enhance better understanding and appreciation of GBV and sexual harassment throughout the NNP community with the aim of preventing occurrence of the same.
- 2) Sensitize NNP community on what constitutes GBV.
- 3) Create awareness on the reporting procedure for victims of GBV including circumstantial evidence.
- 4) Promote a progressive public debate on GBV both within and outside the Polytechnic so as to uphold fundamental human rights.
- 5) Promote harmony among different categories of staff and trainees at NNP.
- 6) Mainstream gender in formal and co-curricular activities to create understanding, appreciation and respect for human dignity.
- 7) Enhance capacity among members of the polytechnic community and the managers to support implementation of this policy.
- 8) Provide rapid response and support services for GBV victims.

3.5 Reporting GBV

The gender and disability mainstreaming committee shall put into place a mechanism in which GBV can be reported. The mechanism shall involve the following:

3.5.1 Formal Complaints

- 1) The complainant shall write a formal letter addressed to the chair of the committee clearly describing the form of GBV suffered.
- 2) The details of the complaint shall include the offender, the time and place in which the GBV took place.
- 3) Upon receiving the complaint, the committee chair shall in a period not exceeding three months (90 days) conduct an investigations and make a report and recommendations to the chief principal on the appropriate action to be taken against the offender.
- 4) The action to be taken shall be subjected to the laid down Polytechnic policies, procedures and the Laws of Kenya.
- 5) The details of the complainant shall not be revealed at any given time without the consent of the complainant.
- 6) At all times the investigations shall be conducted fully, impartially and in a timely manner.

3.5.2 Informal Complaints

- 1) The complainant may seek an appointment with chair of gender and disability mainstreaming committee to discuss a complaint on GBV.

- 2) During the session, the chair shall ensure that the discussions are recorded for purposes of investigating the complaint.
- 3) The chair, in a period not exceeding six months (180 days), shall ensure investigations are conducted and a report and recommendations made to the committee on the appropriate action to be taken against the offender.
- 4) The action to be taken shall be subjected to the laid down polytechnic procedures, policies and the laws of Kenya.
- 5) The details of the complainant shall not be revealed at any given time without the consent of the complainant.
- 6) At all times the investigations shall be conducted fully, impartially and in a timely manner.
- 7) The polytechnic shall ensure that victims of GBV are offered counseling services and psycho-social support.

3.5.3 Anonymous Complaints

- 1) The gender and disability mainstreaming committee shall create an online and offline reporting system to serve complainants who wish to remain anonymous.
- 2) Upon receiving such complaints, the committee shall in a period not exceeding six months (180 days) conduct an investigation and make a report and recommendations to the chief principal on the appropriate action to be taken against the offender.
- 3) The action to be taken shall be subjected to the laid down polytechnic procedures, policies and the laws of Kenya.

4.0 GENDER AND HIV/AIDS

4.1 Overview

The polytechnic is alive to the reality of HIV/AIDS. There is a need to develop measures aimed at assisting both the infected and affected trainees and staff members. Effective prevention measures include:

- a) Abstinence from sexual contact;
- b) Being faithful to one partner;
- c) Correct and consistent use of condoms;
- d) Use of properly sterilized or disposable cutting/piercing instruments;
- e) Ante-natal clinic counseling and testing for would-be mothers and fathers; and
- f) VCT services for polytechnic community to enable persons to ascertain their HIV status.

The polytechnic will also endeavor to address social factors that increase HIV transmission including:

- a) Stigma and denial;
- b) Cultural stereotypes;
- c) Poverty;
- d) Alcohol and drug abuse;
- e) Promiscuity; and
- f) Sexual GBV.

4.2 Objective

To prevent and control HIV/AIDS infection rate and provide supportive services for trainees and staff members already infected and affected.

4.3 Principles

- 1) Empower women and men, trainees to make responsible sexual decisions.
- 2) Sensitize trainees and staff on the basic facts of HIV/AIDS prevention.
- 3) Provide support for those infected and affected.
- 4) Make male and female condoms accessible to the polytechnic staff & trainees.
- 5) Empower staff and trainees with knowledge and skills on HIV/AIDS prevention.

4.4 Strategies

- 1) Discuss openly HIV/AIDS and sexuality issues with staff and trainees.
- 2) Advocate for positive behavior change in HIV/AIDS prevention.
- 3) Develop appropriate HIV/AIDS prevention materials for use by the polytechnic community.
- 4) Build capacity of trainees and staff in life skills with special focus on HIV/AIDS.
- 5) Conduct gender-related HIV/AIDS research and disseminate findings.

5.0 GENDER RESPONSIVE HEALTH SERVICES

5.1 Overview

The polytechnic recognizes that gender issues are central to the provision of quality health in general, and sexual and reproductive health, in particular, throughout the life cycle of an individual. This is because gender has important consequences on the health of all individuals as it affects the broader context of people's lives. In terms of gender, young girls and women have more health needs than young men and men due to their reproductive and ascribed gender roles. The unique reproductive health issues for women compared to men include the biological differences such as menstruation, pregnancy, childbearing, breast-feeding and menopause.

The sexual reproductive health complications have led to loss of lives of many women. Men too have reproductive health issues that need to be taken care of in a gender-responsive way. Issues of sex and sexuality, particularly in making decisions on when to have sex, how, with whom and under what circumstances, are in most cultures a male domain. Fear of abandonment drives young girls and women to have sex even when they know they may get pregnant or contract sexually transmitted infections, including HIV/AIDS. To these young men and women, the issue of multiple partners may lead to sexually transmitted infections and other issues of sexuality that require gender-responsive attention.

5.2 Objective

To provide gender-responsive and quality health services for the polytechnic trainees and staff.

5.3 Principles

- 1) Avail health services including personnel that will cater for sexual and reproductive health needs of female and male trainees and staff.
- 2) Review the existing health procedures to make them gender-responsive.
- 3) Build capacity for health providers in gender responsiveness.
- 4) Establish mechanisms to monitor the delivery of gender-responsive health services.
- 5) Ensure continuous gender mainstreaming in the polytechnic.

5.4 Strategies

- 1) Demonstrate commitment to gender responsiveness by creating an enabling and supportive environment for mainstreaming gender in health care delivery systems.
- 2) Undertake gender analysis of the existing health guidelines to identify gender gaps and put in place mechanisms to address the gaps.

- 3) Enhance capacity to address gender issues in health provision.
- 4) Strengthen the existing institutional structures, process and develop new ones for gender mainstreaming in health provision.
- 5) Mainstream gender in the polytechnic to ensure gender responsiveness in all its programmes and activities.
- 6) Establish a plan to monitor implementation of gender-responsive and quality health services in the polytechnic.

6.0 GENDER AND LINKAGES

6.1 Overview

Institutional gender mainstreaming cannot be achieved in isolation. It is important for the Polytechnic to establish networks and linkages with like-minded actors, intellectuals, policy makers and practitioners in the implementation of this gender policy. There is need to focus and expand the strategies involved to meet the challenges related to gender mainstreaming that continue to emerge globally.

In an effort to mainstream gender in programmes and activities, the polytechnic will continue to collaborate with the local community, through outreach programmes. Networking with the communities will seek to involve workshops and seminars on identified themes where the members of the community, staff and trainees will share experiences and learn from one another through highly participatory gender responsive methodologies.

The linkages shall be established through gender-responsive training, teaching, research, advisory and consultancies.

6.2 Objectives

- 1) To identify gender-related areas of focus for local community outreach programmes.
- 2) To identify and develop new collaborative networks in gender main streaming programmes at various levels nationally, regionally and internationally.
- 3) To introduce gender-mainstreaming programmes in the existing linkages and networks at various levels nationally, regionally and internationally.

1.3 Principle

Recognizing that gender issues are global, the polytechnic will endeavor to establish networks and linkages in gender mainstreaming at all levels, locally, nationally and internationally.

6.4 Strategies

- 1) Increase joint tailor-made gender responsive programmes and exchange programmes at all levels; locally, nationally, regionally and internationally.
- 2) Enhance network in gender-related programmes at all levels.
- 3) Promote gender-responsive activities in community outreach programmes.

7.0 GENDER IN RELATION TO MARGINALIZED GROUPS

7.1 Overview

Trainees belonging to marginalized and vulnerable groups are mainly from ASALs, informal settlements, orphans, disabled and displaced groups. Trainees living with disabilities face challenges related to mobility and access to teaching and learning resources. Other social problems emanate from ethnicity and racism.

In light of these socio-economic and political factors, there is low enrolment and high gender disparities of trainees from these groups in learning institutions. Among the marginalized and vulnerable groups, girls' and women's education is not a priority, owing to the traditional roles of providing labour in households to subsidize the insufficient resources and incomes of their families. The polytechnic gender mainstreaming policy aims at increasing participation and attainment of gender equity by vulnerable and marginalized groups. Furthermore, the policy seeks to increase access, retention, transition and performance among these groups at the Polytechnic

7.2 Objectives

- 1) To increase access, retention, transition and performance among trainees and staff from marginalized and vulnerable groups at the polytechnic.
- 2) To develop modalities for reducing abject poverty and other forms of helplessness.
- 3) To increase participation, gender equity and equality in the polytechnic by members from the vulnerable and marginalized groups.

7.3 Strategies

- 1) Sensitize the wider NNP fraternity on the special needs of staff members and trainees living with disabilities.
- 2) Carry out needs assessment among these groups as a base to establish appropriate mechanisms to address their general problems.
- 3) Develop modalities and strategies for resource provision for learners affected by abject poverty and other forms of discrimination.
- 4) Initiate programmes to allow all trainees in the identified marginalized and vulnerable groups to be attached to the existing mentoring/counseling programmes at the polytechnic.
- 5) Develop an integrative framework for trainees in marginalized groups to enroll at the Polytechnic.
- 6) Seek funding from development partners and well-wishers to meet the resource-needs of trainees from marginalized and vulnerable groups.

8.0 POLICY IMPLEMENTATION

Implementation of this policy document will be overseen by the gender and disability mainstreaming committee at the polytechnic. The committee shall be responsible for gender mainstreaming at the Polytechnic through periodic sensitization of staff and trainees.

9.0 POLICY REVIEW


This policy will be reviewed after every three (3) years with a mid-term review to accommodate emerging issues or from time to time as need may arise.



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