



**EXPERIENCES OF FORMULATING
GENDER RESPONSIVE POLICIES: THE
CASE OF KYAMBOGO UNIVERSITY**

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**STANFORD UNIVERSITY, PALO ALTO,
CALIFORNIA USA**

**KEBIRUNGI HARRIET
KEBIRUNGIV@YAHOO.CO.UK**

STRUCTURE OF THE PRESENTATION

- Introduction
- Methodology
- Theoretical Approaches
- Outlook of KyU Draft Gender Policy
- Achievements and Challenges
- Conclusion



INTRODUCTION

- KyU – 5 public universities with seven faculties established in 2003.
- The devtpt of KyU GP has been inspired by international, regional and national commitments to gender equality
- Supported by Austrian Partnership Programme for Higher Education And Research for Development (APPEAR)



PRIORITY AREAS IN THE KYU DRAFT POLICY

- Understanding of & sensitivity to gender issues
- Gender Equity In Organizational Leadership and Management
- Gender Responsive and Inclusive Curricula
- Gender Responsive Research and Innovations
- Gender Responsive Planning and Budgeting
- Secure Environment For Students and Staff



THEORETICAL APPROACHES

Empowerment approach

- Recognizes “Power-Over”, “Power-To”, “Power-With” and “Power-From-Within” (Rowlands 1995)
- Understanding power structures and their importance for collective action that can organize and exert power to challenge gender hierarchies and improve women’s lives



- Participatory empowerment approach that emphasize social, cultural, political and economic transformation at all levels
- The approach ensures critical analysis of university core functions with an aim of achieving gender equality, improving performance and good governance.
- At institutional level, collective action is realized to establish and include individuals into power structures



- The importance of local knowledge encourages participation and partnership in order to empower the less privileged in the institutions majority of whom have the potential to challenge the status quo.
- At an individual level, it is a process of developing individual capacities through gaining education and skills in order to empower individuals to demand for a better quality of life (Amartya Sen. 1990,1995) including inclusion of women in political processes, resource distribution that may led to general empowerment



- The feminist approach on the multiple roles of women recognizing the practical and strategic gender needs (Moser 1993) She mentions three main roles of women which she refers to as the triple role of women. This concept includes Women's Reproductive Role, Women's Productive Role and Women's Community Managing Role.
- Any organization including universities should accept these three roles. The policy also recognized the triple role of men (single fathers or fathers with responsibility of dropping and picking children from school) although these might be outliers, may have an impact in future.



METHODOLOGY

- Partnership proposal writing in 2010 between WU, Austria and the School of Women and Gender Studies, Mak
- Support from APPEAR
- Gender awareness creation
- Scoping studies
- Situation analysis of gender at KyU
- KyU Gender Policy consultation paper developed and a multi-stage participatory consultation process started early 2013



- At the start of each session an overview of the GMP at KyU was presented by members of the project staff.
- Using the Consultation Paper, each group would brainstorm on a given thematic area and thereafter present their inputs in the plenary
- Facilitators were allocated to a particular group to facilitate free but guided brainstorming. Discussions on a more pressing gender issue ensued and a common ground arrived



- A KyU gender policy drafting team of 7 people was formed to develop the policy, 3 from Mak and 4 from KyU.
- The selection of the drafting team was based on expertise in policy formulation. Additionally, KyU staff on the team was intended to facilitate ownership and sustainability of the Gender Policy.



CHALLENGES

- Varying understanding of gender and GM. In order to bring all participants on board, facilitators had to make brief presentations those concepts. Although the approach further created awareness about the gender mainstreaming programme at KyU, there was so much to learn within a short time
- Expiration of Apear support in March 2014 might affect Development of gender policy implementation strategic plan- especially for the establishment of gender studies department and GM Unit.



Achievements

- Presentation of GP to stakeholders
- University top management
- Administration and establishment committee to Council

Way forward

- Review draft and present to Senate and Council for approval
- To generate an implementation strategic plan (with costs)



CONCLUSION

- University commitments , goals, implementation strategies, responsibility monitoring and evaluation and policy review made in the draft policy lead to demands for good governance and democracy
- These demands are seen as requiring institutional reform based on accountability, democracy and grassroots participation in governance, including recognition of the importance of “listening to and learning from men and women both in and outside decision making and governance structures

