KENYA TSETSE AND TRYPANOSOMIASIS ERADICATION COUNCIL (KENTTEC)

GENDER MAINSTREAMING POLICY

2018
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## Abbreviations and Acronyms

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tbody>
<tr>
<td>AIDS</td>
<td>Acquired Immune Deficiency Syndrome</td>
</tr>
<tr>
<td>CEDAW</td>
<td>Convention on the Elimination of all forms of Discrimination</td>
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<td>CEO</td>
<td>Chief Executive Officer</td>
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<td>GAD</td>
<td>Gender and Development</td>
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<td>GBV</td>
<td>Gender Based Violence</td>
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<tr>
<td>HRD</td>
<td>Human Resource Development</td>
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<tr>
<td>HIV</td>
<td>Human Immunodeficiency Virus</td>
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<tr>
<td>KENTTEC</td>
<td>Kenya Tsetse and Trypanosomiasis Eradication Campaign</td>
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<tr>
<td>MDGs</td>
<td>Millennium Development Goals</td>
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<td>NGO</td>
<td>Non-Governmental Organizations</td>
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<td>NPEP</td>
<td>National Poverty Eradication Plan</td>
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<tr>
<td>SGBV</td>
<td>Sexual and Gender Based Violence</td>
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<td>SOP</td>
<td>Standard Operating Procedures</td>
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<tr>
<td>UN</td>
<td>United Nations</td>
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<td>UNESCO</td>
<td>United Nations Educational, Scientific and Cultural Organization</td>
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<tr>
<td>WID</td>
<td>Women in Development</td>
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<tr>
<td>PRSP</td>
<td>Poverty Reduction Strategy Paper</td>
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<tr>
<td>PATTEC</td>
<td>Pan Africa Tsetse and Trypanosomiasis Eradication Campaign</td>
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<td>AU</td>
<td>African Union</td>
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<tr>
<td><strong>Definition of Terms</strong></td>
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<td>-------------------------</td>
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<tr>
<td><strong>Affirmative Action</strong></td>
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<td>Action taken on temporary bases in favor of a disadvantaged group so as to enhance equity.</td>
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<tr>
<td><strong>Empowerment</strong></td>
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<tr>
<td>A process through which men, women, boys and girls acquire knowledge, skills and attitudes to critically analyze their situations and appropriate action to improve their status or that of the marginalized groups in the society.</td>
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<tr>
<td><strong>Engender</strong></td>
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<tr>
<td>The process of ensuring that planning and programming is appreciative of and takes into account the gender differences and concerns.</td>
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<tr>
<td><strong>Gender</strong></td>
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<tr>
<td>This refers to the socially determined power relations, roles, responsibilities and entitlements for men and women, girls and boys.</td>
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<tr>
<td><strong>Gender Analysis</strong></td>
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<tr>
<td>The process of examining roles, responsibilities or any other aspects with regard to women and men, boys and girls, with a view to identifying gaps, raising concerns and addressing them; investigating identifying specific needs of girls and boys, women and men for policy and programme development and implementation.</td>
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<tr>
<td><strong>Gender Discrimination</strong></td>
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<tr>
<td>Refers to unequal or preferential treatment to individuals or groups based on their gender that results into reduced access or control of resources and opportunities.</td>
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<tr>
<td><strong>Gender Equality</strong></td>
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<tr>
<td>Refers to equal treatment of women and men, boys and girls so that they can enjoy the benefit of development including equal access to and control of opportunities and resources.</td>
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<tr>
<td><strong>Gender equity</strong></td>
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<tr>
<td>Refers to the practice of fairness and justice in the distribution of benefits, access to and control of resource, power, opportunities and services. It is essentially, the elimination of all forms of</td>
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discrimination based on gender.

**Gender Mainstreaming**
This is the consistent integration of gender concerns into the design, implementation, monitoring, and evaluation of policies, plans, programmes, activities and projects at all levels.

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

**Gender Responsiveness**
Refers to action taken to correct gender imbalances.

**Gender Roles**
These are socially assigned roles and responsibilities as opposed to biologically determined functions.

**Gender Sensitization**
The process of developing people’s awareness, knowledge and skills on gender issues.

**Gender Stereotyping**
The assignment of roles, tasks and responsibilities to men and women, boys and girls on the basis of pre-conceived prejudices.

**Gender Transformative Policy**
A policy that takes into account the needs of men, women, boys and girls. Women also seek to have the existing gender relations to be more equitable through the distribution of resources and responsibilities.

**Patriarchy**
It means “Rules of father: and refers to 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.

**Participation**
A general term used to refer to active involvement in enrolment, retention, progression, performance and transition.

**Provisions**
Refers to policy pronouncements on actions to be taken or the resources provided.

**Sex Disaggregated**
Classification of information on the basis of sex; that is male or female.
<table>
<thead>
<tr>
<th>Data</th>
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<tbody>
<tr>
<td>Gender-Based Violence</td>
<td>Refers to violence meted out to people belonging to a given gender.</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>Unwelcome acts of a sexual nature that cause discomfort to the targeted person. These include words, persistent request for sexual favor, gestures, touch, indecent dressing suggestions, coerced sexual intercourse or rape.</td>
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</table>
Chairman’s Statement

The Kenya Tsetse and Trypanosomiasis Eradication Council (KENTTEC) is a state corporation whose overall mandate is to coordinate the eradication of Tsetse Flies and Trypanosomiasis. The Council has its National office in Nairobi and five regional offices with an authorized staff establishment of 432 and an in-post of 34; nine female and twenty five male. This presents a practical case where gender mainstreaming should be applied.

The Council is cognizant of the need for gender mainstreaming as required by the various legislations and international conventions. This includes the National Commission on Gender and Development Act (2003), Sexual Offences Act, The National Policy on Gender and Development (2010), The 2010 Convention on the Elimination of all forms of Discrimination (CEDAW) report, the National Land Policy (2009), Equal Opportunities Bill (2007), as well as the two-thirds rule enshrined in the 2010 Constitution of Kenya and a Presidential Decree of 30% affirmative action on formal appointments to public posts.

This policy provides direction on how integrate gender issues during recruitment, promotion and engagement of casu als and interns. The policy also applies to engagement of external stakeholders.

The Board of the Council will support the management in the implementation of this gender mainstreaming policy.

Dr. David Wamamili Wanyonyi PhD.
Chairman, KENTTEC
Foreword

Gender issues are integral to the Council’s core mandate which is the coordination of Tsetse and Trypanosomiasis eradication in the Country. In Kenya a number of legislations seeking to provide a fair, equitable and equal opportunities for individuals of both genders as a measure to ensure a level playing field and economic empowerment for both genders have been enacted. Globally gender empowerment is a priority under the sustainable development goal number five.

The Kenya Tsetse and Trypanosomiasis Eradication Council (KENTTEC) is a State Corporation and therefore, it is party to all the legislations, International conventions and policies seeking to provide equitable and equal opportunities for both gender in all activities, functions and operations of the Council.

These legislations and policies include:- National Commission on Gender and Development Act (2003), Sexual Offences Act, The National Policy on Gender and Development (2010), The 2010 Convention on the Elimination of all forms of Discrimination (CEDAW) report, the National Land Policy (2009), Equal Opportunities Bill (2007), as well as the two-thirds rule enshrined in the 2010 Constitution of Kenya and a Presidential Decree of 30% affirmative action on formal appointments to public posts which are all efforts towards ‘leveling’ the playground, for both men and women.

These statutes, conventions and policies have largely informed the development of this policy document. The Council thus, pledges to abide by the Legal statutes, conventions and policies as it seeks to provide an equitable and equal playing ground for both gender both within the Council and by extension, the Agricultural sector in Kenya. As such, the Council has formulated the Gender Mainstreaming Policy Document to guide all the endeavors of the Council in all matters pertaining to gender mainstreaming including: - recruitment, promotion, training and capacity building among others.

Dr. PAMELA A. OLET PhD, MBS.
CHIEF EXECUTIVE OFFICER
1.0 Chapter One – Introduction
1.1 Background
The Kenya Tsetse and Trypanosomiasis Eradication Council (KENTTEC) was established by the government of Kenya through a gazette legal notice no. 77 of July 2012. It is the successor of the pan African tsetse and Trypanosomiasis Eradication Campaign (PATTEC) in Kenya PATTEC was formed following a Heads of states and government declaration in Lome, Togo in July 2000, AHG/Dec.156 (XXXVI) to free the African continent from the devastating effects of tsetse flies and Trypanosomiasis.

In Africa, thirty eight (38) countries including Kenya are infested with tsetse flies. Tsetse flies transmit a parasite which causes Trypanosomiasis to human and animals. These flies spread Nagana to animals & Sleeping Sickness to humans, both of which are fatal diseases.

In Kenya, tsetse flies infest approximately 138,000 Km2 of land affecting 38 out of the 47 Counties with approximately 11 million people at risk of infection. The T&T problem directly affects Agriculture, Public Health and Tourism. The economic loss attributed to tsetse flies and the diseases is estimated at over Kshs. 20 billion annually according to the strategy for T and T eradication in Kenya, 2011-2021.

According to the World Bank (2008) per capita indicator, Africa has 20 of the world’s poorest countries, which are heavily infested with tsetse flies and a high prevalence of Trypanosomiasis, this is why a Tsetse fly is called a poverty insect.

It is for the above reasons that His Excellency the President after a decision by the Cabinet created the Kenya Tsetse and Trypanosomiasis Eradication Council (KENTTEC) through a gazette legal notice no. 77 of July 2012 to sustain the gains and expand the work of PATTEC.

This code is intended to set out standards of conduct and ethical behavior for officers of KENTTEC.
Vision
An institution of excellence in creating a healthy, wealthy nation free of Tsetse and Trypanosomiasis (T&T).

Mission
To eradicate T&T in Kenya through efficient, effective, sustainable and environmentally sound technologies in collaboration with stakeholders.

Mandate
To coordinate Tsetse and Trypanosomiasis eradication activities in Kenya.

1.1.1 Objectives of the policy

The overall objective of this policy is to promote gender equity and equality in KENTTEC and in the entire tsetse sub-sector to contribute to the economic growth and sustainable development in Kenya.

1.1.2 Specific objectives

i. Mainstream gender at all levels, policies, programs and activities.

ii. Increase participation and ensure gender equality;

iii. Ensure that organizational work environments are gender responsive;

iv. Eliminate sexual harassment and gender based violence;

v. Empower employees on gender issues;

vi. Ensure that all stakeholders in Kenya Tsetse and Trypanosomiasis Eradication Council are gender responsive;

vii. Enhance performance for male and female employees;

viii. Establish and strengthen existing gender networks; and

ix. Facilitate budget allocation and resource mobilization to implement the policy.
2.0 Chapter two: Policy Statements

i. The Council will harmonize staffing levels in cognizance of gender equity, equality and diversity;

ii. The Council will institute Equal Opportunity Employment and institutionalize Affirmative Action so that the gender disparity gaps in all departments and at all levels are achieved and sustained.

iii. Kenya Tsetse and Trypanosomiasis Eradication Council will engender Performance Evaluation and Promotion Policy;

iv. KENTTEC will engender Training and Career Development in an equal and equitable manner for both genders whether locally or internationally.

2.1 Legislative and administrative requirements

The council's gender policy is in line with the following legal instruments:

i. The Constitution of Kenya 2010

ii. The Public Procurement and Disposal Act 2015

iii. Social Assistance Act 2013

iv. Convention on Elimination of all Forms of Discrimination against Women

v. Persons with Disabilities Act 2003

vi. National Policy on Older Persons and Aging 2009


2.2 Scope of Gender Policy

The gender policy provisions will apply to all activities and programmes at all levels in KENTTEC, the Board of Council, and Senior Management.

3.0 Chapter three: Situational analysis

Article 260 of the Constitution provides an elaborate definition for ‘marginalized communities’ and ‘marginalized groups’. However, most such people likely reside in the arid and semi-arid lands (ASALs), as well as in rural areas and urban informal settlements. They include children,
youth, older persons, People with Disabilities (PWDs) and women. Article 56 of the Constitution demands that the State should put in place affirmative action programmes to ensure that minorities and marginalized groups participate and are represented in governance and other spheres of life, are provided special opportunities in educational and economic fields, and are provided special opportunities for access to employment. The marginalized or minorities are in most cases affected by hunger and drought. The government has put in place mechanisms to avert food insecurity during crisis period but with mixed outcomes. There is need for sustainable solutions to avert extreme hunger at all times.

The Constitution sought to mitigate historical political marginalization and discrimination against women, People with Disabilities (PWDs), other Special Interest Groups (SIGs), and the minority communities. However, inadequate progress has been made since the Constitution was promulgated hence the need for policy measures for giving effect to the one-third-to-two-thirds gender principle provided for in the Constitution 2010.

3.1 Women
In Kenya women aged 18 years and above number about 16.7 million of the total population. While various milestones have been achieved in addressing the plight of women, some sections still face challenges that require the attention of the State. For instance, 16.4 per cent live in households that go without food at least once a week; about 0.5 per cent cannot afford one meal in a day while 89 per cent are not members of any health insurance scheme.

The KENTTEC has an authorized staff establishment of 432. The in-post staff is 34 out of which 9 are females and 25 males translating to a ratio of 1:3. Of all the six (6) senior officers of the Council, one (1) is female while five (5) are males. It is necessary to have a Gender Policy which provides a comprehensive framework of the principles and strategies to be pursued in order to maintain gender equity and equality. It also acknowledges on-going initiatives in bridging the gender gaps in employment and provision of services, and identifies special measures that the Council will take to address the identified issues on gender inequities and inequalities.
While the council has strived to progressively achieve the two thirds gender rule in the engagement and placement of its staff, a lot needs to be done in mainstreaming gender in its programmes with the affected communities. The council involves communities in the control of tsetse and trypanosomiasis in the country through training and capacity building but it is not clear to what extent that women have been involved.

3.2 Age

3.2.1 Youth
According to the Social Assistance Act 2013, an unemployed person qualifies for social assistance if they are classified as youth, have no source of income and their lack of a source of income is not due to negligence. The social assistance programmes targeting unemployed youth need to be strengthened in line with the provisions of the Social Protection Policy 2011. Currently the Government of Kenya has an internship programme that the Council needs to continue implementing. The council currently engages about 25 interns annually translating to 74 percent of the in-post. The outcome of involvement of tsetse affected communities by age is yet to be established.

3.2.2 Older persons
There are about 4.4 million older persons in Kenya. It is the responsibility of the State to ensure that older persons live a dignified life and receive reasonable care and assistance from their families, and State. However, majority of the older persons face unacceptable challenges in addition to their rights being violated. For instance, while only an average of 12.7 per cent receive a pension, and only about 5 per cent receive cash transfers, nearly 20 per cent of older persons live in households that sleep hungry at least once in 7 days. About 0.4 per cent live in households that cannot afford even a single meal in a day. Despite these economic realities, only 16.5 per cent are insured in as far as their health is concerned. The council needs to ensure integration of older people in all its programmes to enhance equity.

3.3 Persons with Disability
Like all the Special Interest Groups (SIGs), PWDs should be treated with dignity and accorded respect. They should enjoy all the rights accorded to the people of Kenya, such as the right to
education, food, shelter, life, etc. However, according to the 2016 NGEC survey on status of equality and inclusion in Kenya, nearly 46 per cent of PWDs cannot afford to eat three meals a day, while at least 9 per cent cannot afford a meal a day. The national budgetary allocation for People With Disability Cash Transfer (PWD-CT) is very small and only 8.7 per cent have ever received social assistance from the government. These could be as a result of the targeting, which only caters for People with Severe Disabilities (PWSD). The KENTTEC as a public institution reaches out for PWDs through its Procurement programme as per the Public Procurement and Disposal Act 2015.

In recognition of the importance of gender equity and equality in the country, the Council currently has a Gender Mainstreaming Committee that coordinates gender mainstreaming activities in the organization. The committee should be strengthened to ensure that economic and socio-cultural factors that impede youth, women and persons with disability from meaningful participation in the economic process are addressed.

4.0 Chapter four: Policy Guiding Principles

1. The policy affirms the right to equitable employment opportunities, retention and allocation of resources to male and female employees;
2. The policy shall pay special attention to employees with special needs and other minorities;
3. Affirmative Action will be used as a corrective measure for gender imbalances;
4. The Council will use gender mainstreaming to enhance attainment of gender equity and equality;
5. Equal participation of male and female employees in governance and management will be ensured;
6. Empowerment of male and female employees will be used as the main strategy for the achievement of gender equity and equality in the Council;
7. Transparency, accountability and good governance will be upheld within the organization;
8. Gender responsiveness and inclusiveness will be upheld;
9. Partnership and collaboration in the realization of gender equity and equality will be maintained and reinforced; and

10. Gender equity and equality will be enforced as a cross-cutting theme in all programs and activities.

5.0 Chapter Five: Council policy orientation

5.1 Policy on minorities and marginalized groups

The council shall put in place affirmative action programmes envisaged in Article 56 of the Kenya Constitution 2010 to ensure that minorities and marginalized groups are provided opportunities. In this regard the council will ensure:

- Equal opportunities in the delivery of its core mandate to the communities in tsetse infested areas for the betterment of livelihoods
- Special groups are accessing council procurement and jobs opportunities in the council. In addition, the council will develop and implement an internship policy in line with the Internship Policy and Guidelines for the Public Service and National Youth Employment Authority Act 2015.
- Implementation of the one-third to two-third gender equality and equity principle as per the Constitution of Kenya 2010 and in line with the Convention on Elimination of all Forms of Discrimination against Women
- Involvement of PWDs as per the council’s Disability mainstreaming policy, Persons with Disabilities Act 2003 and the Social Assistance Act 2013.

5.2 Policy on Gender Based Violence and Sexual Harassment

Equality of men and women shall be one of the guiding principle of KENTTEC. The council will always be committed to an equal, equitable and productive work environment and considers any form of verbal or physical harassment including sexual harassment unacceptable and punishable under the disciplinary process. In this regard:

i. The Council will mainstream policies that address Gender Based Violence (GBV) at all levels;
ii. Establish modalities in accordance to Sexual Offenses Act and Anti-FGM act and for dealing with Sexual and Gender-Based Violence (SGBV); and

iii. The council shall put in place programmes that are geared towards providing adequate and appropriate gender responsive infrastructure that will promote conducive working environment.

6.0 Chapter Six: Implementation of the Gender mainstreaming Policy

The implementation of the Council’s Gender Policy will be a collaborative effort at all levels of the Council’s organizational structure and will be spearheaded by the council's Gender Mainstreaming Committee.

6.1 Gender Mainstreaming Committee of the council

The council shall constitute a Gender Mainstreaming Committee whose role will be to coordinate gender mainstreaming initiatives in KENTTEC.

6.1.1 Terms of Reference for the Gender Mainstreaming Committee

i. Conduct gender analysis to assess the development impact of men and women and design strategies to mitigate the negative impact of development on the affected gender;

ii. Ensure that gender needs and concerns are integrated into the implementation plan and evaluate the effectiveness of the policies and programs;

iii. Coordinate the collection, analysis, and updating of relevant gender disaggregated data within the organization for development of HR Policies on gender based intervention programs;

iv. Develop Gender sensitive performance indicators to monitor the progress of Gender equality and women empowerment;

v. Identify gender capacity need and design appropriate gender-specific capacity building programs;

vi. Develops annual work plans for gender mainstreaming in line with Ken Tsetse and Trypanosomiasis Eradication Council/NGEC Strategy, policies and programs; and

vii. Prepare and implement the budget on gender programs.
6.1.2 Composition of the Gender Mainstreaming Committee
The Committee will be composed of the following;

i. Chairperson who will be a senior officer of the council

ii. Secretary

iii. Three Committee Members

7.0 Chapter Seven: Monitoring and Evaluation
Monitoring will be cardinal to the effective and efficient implementation of the KENTTEC Gender Policy. This entails the collection, analysis and use of the data and information to determine the progress of implementation.

There shall be periodic evaluation of programme processes with a view to using the findings for programme improvement and planning, and impact assessment will be an integral part of the design, development and implementation of the Policy.

Consequently, the council will institute gender-responsive monitoring and evaluation mechanisms encompassing identification of gender responsive indicators, training of implementing personnel on monitoring and evaluation concepts and procedures, conducting the monitoring and evaluation, and using the findings for planning interventions.

7.1 Review of Policy
The Kenya Tsetse and Trypanosomiasis Eradication Council's Gender Policy shall be reviewed periodically to take into account any emerging issues and trends of gender equity and equality.