

GENDER & DISABILITY

MAINSTREAMING AWARDS & GALA DINNER



EVENT ORGANIZED BY
Gender & Disability Development Centre
Nairobi, KENYA



INTERCONTINENTAL

N A I R O B I

Friday 15th December

THEME: Celebrating Diversity and Inclusion Indicators
in our Sustainable Development Goals



SONYSUGAR
Simply The Sweetest

South Nyanza Sugar Company Limited is a state Corporation under the Ministry of Agriculture, Livestock and Fisheries. The primary Mandate of the Company is to increase National sugar Production, reduce dependence on sugar imports, create employment opportunities, and enhance Regional and National development goals as articulated in the Vision 2030.

- Vision.

To be the leading manufacturer of sugar and associated products in Africa.

- Mission.

To manufacture high quality sugar and associated products.

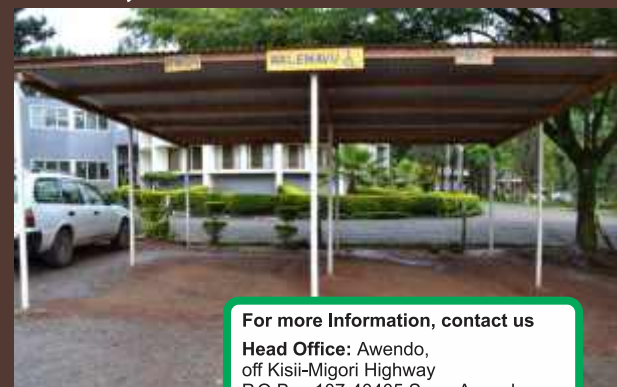
- Core Values.

To accomplish and realize the above Mission and Vision, SonySugar embraces the following Core Values:



IMPLEMENTATION OF GENDER & DISABILITY MAINSTREAMING ACTIVITIES AT SONY SUGAR

- Annual Work Plan in place
- Construction of ramps at the Guest House, Sales Office, Agriculture Office, factory Canteen, Security Office, Factory Main Office, Training Centre, Medical Centre.
- Construction of car park designated for People living with disabilities (PWDs)
- Policy on Gender Mainstreaming in place.
- Policy on Disability Mainstreaming in place.
- Work place policy on Gender Based Violence developed and being implemented.
- Committee for Gender and Disability in place and operational
- Quarterly meetings held and actions implemented
- Modification of houses to suit PWDs on recommendation of Medical Doctor.
- Continuous training and sensitization on issues touching on gender and disability.
- Submission of quarterly reports.
- Tax rebate for PWDs and extension of retirement age to 65 for PWDs.
- Sex disaggregated available female at 20% of total workplace
- Recruitment policy that encourages PWDs to apply and giving equal opportunity to both males & females.
- Implementation of 30% procurement to women, youth and PWDs.
- Purchase of user friendly furniture to female officers especially at the Training Centre and work places.
- Allocating tenders worth Millions to youth, women and pwards in 2016/2017



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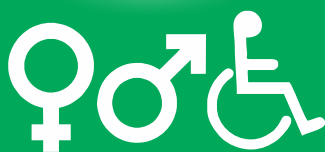
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CHIEF AWARDS CONVENER REMARKS 2016



Mr. Richard Simiyu

*GDDC Executive Director and
Chief Awards Convener
GDMA 2015*



GDMA 2016

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Cover Photo: Eng Mundinia DG KenHA, Ms Jane Odhiambo MD Sony Sugar
Commissioner Chivusia KNCHR, Mr Mwarania MD Kenya Re Issuing
and award to NHIF Staff as the Overall Winners of 2015 GDMA at Hilton Hotel

Magazine Designed At Abriels Advanced Graphic Studios (www.abriels.com)

The diversity awards chief guest, present keynote speakers, Vice Chancellors, Senior Representatives from the Government Ministries, and the Private Sector, the media, other invited guests, ladies and gentlemen. The Gender and Disability Development Centre welcomes you all to this 5th annual diversity awards, we are celebrating our achievements that I believe have played key roles towards national development. We are gathered to celebrate "the adoption of gender and disability mainstreaming policies at the work place".

Today we celebrate the corporate, individuals and indeed the focal persons and groups that are ensuring that women and men of able bodies and those with disabilities are harmoniously working towards achieving the nation's blueprint and are enjoying the benefits of their work at the work places and environments within their jurisdiction. We celebrate the institutions that have ensured strategies and actions towards achieving the constitutional rights of women and Persons with Disabilities; we recognize the achieved affirmative actions; the gender and disability mainstreaming policies that you have put in place, the accessibility adjustments so done in your respective and more so the scanty efforts noted towards implementation of ICTs and Assistive Technologies for Persons with Disabilities. All these were confirmed from the survey we carried to your institutions as one of the criterion for selecting the winners today.

Ladies and gentlemen, we reiterate with confidence that without veto goodwill from the senior management, participation and involvement of the entire organization staff, it is difficult to expedite the organizational cultural change perspectives towards opposite gender and persons with disabilities ability in development functions. The Centre applauds the Government of Kenya mainstreaming strategy through its sector reforms arm (the Performance Contracting) that has made it possible to fast-track mainstreaming by constant review of the indicators, we celebrate with continue to celebrate the Ministry of Devolution and Planning, Directorate of gender, The National Gender and Equality Commission, The Council for Persons with Disabilities and Kenyatta University who have collaborated and supported our mainstreaming programs in Kenya.

I welcome you all to this year's 5th Gender And Disability Mainstreaming Awards 2016.

Chairman- GDDC

INDIVIDUAL REMARKS



Madam Zeinab Hussein

Principal Secretary, State Department of Gender Affairs in the Ministry of Public Service Youth and Gender Affairs

Zeinab Hussein; Principal Secretary, State Department of Gender Affairs in the Ministry of Public Service Youth and Gender Affairs. Madam Hussein has made tremendous efforts in formation of the first ever fully-fledged department of gender in the Government of Kenya. she has spearheaded the formation of the following institutional development programs at the ministry:

- Put down well elaborated structures
 - Formation of formidable personnel in the department
 - Established well funded programs
 - Developed and implemented the institutional policies and guiding principles and Created formidable networks and linkages necessary of addressing equity and equality agenda in the Country.
- We recognize Madam Hussein for support in policy and transformation in gender and equality programs that shall go a long way in achieving the envisaged sustainable development goal and the vision 2030 economic social and political indicator.



Hon. Nasra Ibrahim

Member of National Assembly
Marsabit County

Hon. Nasra Ibrahim Ibren is a Member of the National Assembly, Marsabit County. She has sponsored over 22 students, some currently undertaking degrees in local universities, she has assisted over 23 students to Kenya Medical Training College with the vision to encourage local practitioners to work within Marsabit Counties, Madam Nasra Ibrahim established the first ever girls school in the county to support and encourage the girl child pursue basic education in the county which has for a very long time been prioritizing boys in access to education.

The MP has supported over and above 70 groups especially girls in setting up businesses for economically empowering girls, the initiatives includes funding for salon and hairdressing startups business, wiring and attending driving schools. Hon. Nasra has one biological child but has adopted several girls that are now attending schools some of which are now on the university level of education.



ABOUT GENDER & DISABILITY MAINSTREAMING AWARDS

Since the Year 2012, Diversity and Inclusion Ceremony and Awards, have emerged to be the sole reference point of best practices for mainstreaming gender and disability in development practices in Kenya. The Awards have been Africa's case study, emulated and perfected by countries such as South Africa, Malawi, Nigeria and this year Uganda. It has been proven as the best Linkage Practice to be adopted by governments in ensuring that best mainstreaming practices are rewarded and that other institutions and Nations find opportunity to network, share information and indeed follow up to improve on their equality and inclusion programs.

The Centre has in the past four years expanded the Awards participation spectrum from only rewarding National Government Ministries and Agencies to County Governments, and even Private Institutions that are so far ahead of the curve in ensuring that there is equal opportunities for Men, Women and Persons with Disabilities and that that these opportunities are indeed benefiting all Kenyan as envisaged by the Constitution of Kenya. Some of the past award winners include: Kenyatta University (in both gender and disability mainstreaming categories); Kenyatta International Convention Centre-KICC (Accessibility for PWDs and Inclusion); National Hospital Insurance Fund (Gender Mainstreaming); Kenya Airports Authority (GBV and Sexual Harassments Management best practice); Kiambu County, Kisii County, Safaricom Limited among other agencies.

The awards nomination process is rigorous as it begins from establishing institutions laid down strategies and their roadmap in ensuring equality, equity and inclusion in planned projects, programs and policies, further establishes the implementation of these planned actions, consistency and the zeal of the Management in ensuring that planned actions and interventions are being implemented within the set time. These awards complements the rationale of the Performance Contracting diversity and Inclusion Indicator by appreciating government institutions that have gone an extra mile in addressing inequality and discrimination with proven track record that their annual mainstreaming work plans are demonstrating results.

The Centre understands that the Private Sector contributes to over 70% of the GDP, it also has the obligation to ensure that the sector does not only support and abide to the Constitution of Kenya but that it has within its policies framework an indicator that addresses the welfare of men and women on equality terms. Like Safaricom Limited, Privately owned institutions are supposed to accommodate Persons with Disabilities within their work places and move away from the norm to supporting them through charity and begin engaging them in a little more dignified manner by involving them in decisions about them. We are extending this year awards to the private sector to allow them participate in large numbers and network with other institutions, plan for benchmarking missions and engage with stakeholders like National Council for Persons with Disabilities, Gender and Equality Commission and Disabled Peoples Organizations like APDK and other Civil Society Organization that will ensure that the our GDP growth is inclusive.

The Centre welcomes all to support and attend the Conference and Awards gala night.

AIMS AND OBJECTIVES OF CONFERENCE AND AWARD CEREMONY

This important event aims to achieve the following specific objectives:

- To showcase Kenya's successful Diversity and Inclusion Champions;

- To promote and highlight the role of Social Inclusion in economic, Social and Political development of the Country;

- To present case studies and research findings for Diversity and Inclusion;

- To bring together governments, development institutions, investors, academics and private sector institutions in Celebrating the Equality and Inclusion Indicator

- To discuss best practices for Gender and Disability Mainstreaming;

- To bring the Equality and Inclusions Policy Developers, Enforcers and Implementers together "under one roof"; and

- To help promote Equality and Inclusion Research and Development.

THE SPONSORSHIP

The 2016 Kenya's Diversity and Inclusion Awards ceremony aims to recognize the success and vitality of the Country in Ensuring that there are equal opportunities to all persons and those men and women of Kenya are being empowered and accessing wealth creation opportunities without discrimination. This unique annual awards program has been established specifically to acknowledge, encourage and celebrate excellence amongst Kenyan institutions and individuals by giving them the opportunity to gain valuable exposure, well-deserved recognition for their national and global equality and inclusion interventions. The Awards are the highest honours that can be bestowed to Ministries, Government Agencies, The Corporate, and Business Owners/Leaders in the Country. The main goal of the Award program is therefore, to appreciate key players in the social sector that have created a level play field for the vulnerable in society to grow and prosper, and to award them, market them, their products and services in the Country and beyond.

The organisers of this important initiative greatly acknowledge and salute your organisation's support and contribution to promoting equity and equality at workplace and to the society and would be very honoured if you could consider sponsoring the event. The event attracts service providers, investors, entrepreneurs and high profile speakers and participants from Government, private sector institutions, small and medium enterprise support agencies, and other development institutions throughout the country.

For More Information: Visit www.gddckkenya.org or contact
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www.kiambu.go.ke

GENDER & DISABILITY MAINSTREAMING AWARDS 2016

As stipulated in our constitution, the County Government of Kiambu through the Directorate of Culture, Gender & Social Development, in the Department of Education, ICT, Culture & Social Services, has endeavored to mainstream Gender & Disability concerns through legislation, policies and programmes as outlined below:

EMPLOYMENT OPPORTUNITIES

S/no	Categories	No.
1	FEMALE	3104
2	MALE	2288
3	PWID FEMALE	14
4	PWID MALE	13
5	Non Locals	2604
	TOTAL	5419

AGPO – ACCESS TO GOVERNMENT PROCUREMENT OPPORTUNITIES

In the FY 2015-16, the county awarded tenders totaling Kshs 1,403,365,514.40 out of which 317,075,522.75 was awarded to institutions with the AGPO Certificate, in line with the government's policy of ensuring that 30% of all government tenders are allocated to Youth, Women & PWDs. This represents 22.59% of the awards in that financial year.

Introduction of porridge feeding program (Uji) in all the 498 ECDE centers in the county- This has led to an increase in enrolment as well retention, and a great improvement in the health of the children, especially in the low income and semi-arid/hardship areas in the county. In addition, all the tenders for the "Uji" are awarded to enterprises owned by Youth, Women or People Living with Disabilities.

In Gatundu North, a tender worth Kshs 24M for the construction of the Market in Kamwari was awarded to a person living with disability. The department, in keeping with its mandate, has ensured that other departments have followed suit as follows: Finance-20.57%, Administration & Public Service 34.79%, Water 26.62%, Health 11.9%, Lands 7.1%, Roads 23.49%, Youth 69%, Public Service 47.16%.

BIASHARA FUND

As the term suggests, the fund is an initiative of HE the Governor of Kiambu, as a revolving fund to support startups and existing SMEs owned by Youth, Women & PWDs. The total allocation for 2015/16 FY was Kshs 200M, out of which Kshs 196.5M has been disbursed. Out of the total disbursed, Kshs 7.5M was disbursed to various Women Groups through Kiambu Women Rural SACCO. The distribution across various groups is as illustrated below:

DISTRIBUTION OF FUND DISBURSEMENTS



PS Josephtha Mukobe:Principal Secretary State Department of Special Programmes Issues/ Award trophy and Certificate to H.E Gerald Githinji Deputy Governor Kiambu County and Esther Ndirangu CEC Gender during 2015 GDMA awards at Hilton Hotel

BURSARY FUND

The County Government runs a bursary fund amounting to Kshs180 million that is managed by a committee in each of the 60 wards in the county. The committees constitute of 9 members with representation from the Youth, Women and People Living with Disabilities. Priority is given to Orphans and children living with disabilities in bursary allocation.

Stationery & sanitary towels distribution-in ensuring that the KCPE & KCSE candidates sit write their exams in comfort, the County Government of Kiambuthrough the Directorate of Culture, Gender & Social Services, provided30,000 pencils & geometrical sets and 35,000 and sanitary towels.

OLDER PERSONS, OVCs & PWDs Program

Older Persons-the county marked the International Day for Older Persons on 1st October by organizing a free medical camp for Older Persons. They were screened for age old related illnesses such as diabetes and given medication and advise, while severe cases were referred for specialized treatment. Blankets and foodstuffs were also distributed to the 824 older persons who turned up for the event comprising of 615 women and 204 men.

OVCs

Children- In partnership with the National Government, the Department marked the World Adoption month-25th November-to celebrate adoptive families, create awareness and demystify adoption.

Persons with Disability

Persons with Disability-in partnership with the National Council for Persons with Disabilities, the county marked the International Day for PWDs on 3rd December. Over 946 PWDs turned up for the event which also served as a platform for a sensitization on opportunities available in the County and National government for them and civic education. 55 PWDs were assessed and given devices

Capacity Building

The County Government also rolled out civic education in all its12 sub counties. A total of 600 participants were trained. The Youth, PWDs and Women took 120 slots each which translates to 60% of the total persons trained. The purpose of the civic education was to have an informed citizenry that actively participates in governance and development matters in the society on the basis of enhanced knowledge, understanding and ownership of the of the constitution as anchored in the County Government Act 2012.



kiambucountygov



@KiambuCountyGov



GENDER AND DISABILITY DEVELOPMENT CENTRE

Mainstreaming Gender And Disability For All Inclusive In National Development

Address: Office of the Director General. P.O Box 2221 00200 Nairobi, Kenya. Email: info@gddckenya.org

MEMBERSHIP FORM

All prospective members of GDDC are required to complete this registration form and **return in MS Word format** it with payment via the GDDC web site (<http://www.gddckenya.org/>) or by post to

NB. If this is a renewal of your membership, please tick the box here ☐. Next, write your name in section 1, fill in any changes to the details in sections 1, 2 and 3 or leave unfilled if there are no changes, ensure you tick the appropriate payment details in section 2, then sign and send off to us at membership@gddckenya.org

SECTION 1: MEMBER CONTACT INFORMATION

TITLE	<input type="checkbox"/> M <input type="checkbox"/> Mrs <input type="checkbox"/> Miss <input type="checkbox"/> Ms <input type="checkbox"/> Dr <input type="checkbox"/> Other, specify:
FULL NAME	
ADDRESS 1	WORK TELEPHONE
ADDRESS 2	HOME TELEPHONE
TOWN/CITY	MOBILE PHONE
COUNTRY	PRIMARY EMAIL

SECTION 2: MEMBERSHIP TYPE AND PAYMENT DETAILS

MEMBER TYPE	DESCRIPTION	JOINING FEE	Please Tick	MEMBERSHIP DUES (Annual)	Please Tick
FULL ORDINARY	Professional Membership	KSh. 4,500		KSh. 4,000	
STUDENT	Full time students and UI8s	KSh. 200.00		KSh. 200.00	
ASSOCIATE	Associate membership is open to all who share GDDC objectives or wish to help advance them but cannot become full ordinary members	KSh. 5,500		KSh5,000	
INSTITUTIONAL	Institutional Membership is open to institutions Mainstreaming Gender and Disability in both Public and Private of government development projects or involved in training students/staff in the gender and disability issue based fields	KSh. 55,000		KSh. 50,000	
DONATION	GDDC is a non-profit organization and depends upon your support	KSh.....		KSh.....	
PAYMENT METHOD	<input type="checkbox"/> Online <input type="checkbox"/> Postal or money order <input type="checkbox"/> Cheque <input type="checkbox"/> Other		See next page for payment details		

SECTION 3: MEMBER INFORMATION

GENDER:	MALE <input type="checkbox"/>	FEMALE: <input type="checkbox"/>
OCCUPATION /JOB TITLE:	QUALIFICATIONS:	
AFFILIATION:		
ADDRESS OF AFFILIATED INSTITUTION /ORGANIZATION:		
WEB SITE OF AFFILIATED INSTITUTION /ORGANIZATION:		
AREAS OF YOUR ACADEMIC /PROFESSIONAL INTERESTS:		
GENDER & DISABILITY AREA OF INTEREST, IF ANY:		
NATIONALITY:	COUNTRY OF RESIDENCE:	

Declaration: I promise to abide by the rules and regulations of GEDICE as set out in its constitution ([available at the web site](#)).

I have paid my joining and membership fees totalling KSh..... /Please see enclosed a cheque or postal/money order (payable to GEDICE Kenya) for KSh.....

SIGNED (or write name here)	DATE
--------------------------------	------

To ensure that we have the correct contact details for you, please complete the information requested above and return the form to membership@gddckenya.org. This information will also be used to keep you informed about GEDICE events in future.

FOR GEDICE USE ONLY:

Date Received	Chq /PO rec'd	Payment confirmed	Receipt issued	Entered into DB
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MODALITIES OF PAYMENT FOR GDDC MEMBERSHIP

- Direct transfer to GDDC Bank Account in the UK, please ask the bank account details info@gddckenya.org
- Bank Draft made payable to: **GENDER AND DISABILITY DEVELOPMENT CENTRE.**
- Cheques and Postal or Money orders payable to: **GENDER AND DISABILITY DEVELOPMENT CENTRE.**

BENEFITS AND IMPORTANCE OF GDDC MEMBERSHIP

By being a member of GDDC, you enjoy the following:

1. Free interaction with GDDC professional fraternity through our open forums and Monthly talks.
2. Free connection to Gender and Disability experts drawing from our broad network base of researchers, local and international universities, fellows and students regionally and internationally.
3. Free information on local or international upcoming seminars, college offerings, fellowships, scholarships for members interested in Gender and Disability courses.
4. Free access to GDDC member's directory.
5. Information on job vacancies and placements of qualified Persons with Disabilities
6. Membership certificate and Identification that certifies members as Gender and Disability professionals across all sectors.
7. Free participation in our bi annual Persons With Disability Festival "*Sote Pamoja*", set aside to help person's with Disability access micro-finance, education as we raise awareness on Disability mainstreaming in Kenya.
8. Participation in the "*African Girl*" set aside to address Female Genital Mutilation (FGM), Rape as a tool of violence in Eastern and Sub-Saharan Africa.
9. Free subscription to Publications, research and newsletters informing institutions/individuals on the progress of Gender or Disability mainstreaming not only in Kenya but regionally and internationally.
10. Access to Gender and Disability mainstreaming portal for members to discuss issues and share experiences online.
11. Free access to our resource centre, journals, Gender and disability mainstreaming for those interested in Gender analysis and Disability research and development.
12. Use of membership credentials example GDDC for full members
13. Membership certificate and identification for state corporations, private and public institutions as Gender and Disability Responsive environments.
14. Free facilitation in the interpretation of sex disaggregated for member state institutions that desire to track gender and disability mainstreaming actions in the institution.
15. State, public and private corporations are eligible to a 10% discount in the identification and setting of sector specific Gender targets and indicators for the adoption of a Gender and Disability policy document
16. Discounted fee for identification of institutional gender needs, gaps, priorities for various sectors Example Educational institutions, Agriculture, Energy, Tourism and horticultural Tourism that seek to adopt a Gender mainstreaming policy.
17. Gender and Disability in-house trainings at a discounted fee for every individual nominated to participate in in-house trainings facilitated by GDDC.
18. Discounted fees for Gender analysis of development planning at the county and national level.
19. Customization of Gender and disability in-house training tailored to equip employees of various institutions, Gender committee members and/or relevant nominated participants on how to conduct Gender and Disability Monitoring and Evaluations as guided by best practice.
20. Free advice on the integration of disability policy action plans into the institutions' recruitment and HR manual.
21. Participation during our annual Gender and Disability mainstreaming awards where we award and recognize the best performers in mainstreaming Gender and Disability locally and regionally. This award will also recognize member institutions that equally enable the equitable and fair treatment of men, women and Persons with Disabilities (PWD's) within the workforce.
22. Partnerships together with member organizations to create awareness on Gender Based Violence and the need to help victims deal with the stigma associated with sexual harassment and gender based violence.
23. Issue of The Diversity Kenya Quarterly Magazine on subsidized subscribed rate.

For enquiries

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KISII COUNTY



*Gearing towards
Prosperity*

KISII COUNTY PWDs AND MARGINALIZED GROUPS OFFICE ACHIEVEMENT HIGHLIGHTS

- Implementation of disability bill that will give economic empowerment to PWDs organization in the county
- The ministry participates in the world UN disability day which is celebrated on 3rd December every year.
- Purchase of card printer machine for making PWDs identity cards office
- On 30th December 2014 the ministry empowered the PWDs by taking them to the workshop known as Bombolulu in Mombasa
- Involvement of PWDs in public participation
- Support and nurturing of disability talents i.e. sponsoring PWDs in athletics (Olympic and marathons) e.g. Stanchart marathon among other sports activities
- Disability representation at ward, sub-county and county levels.
- Nurturing women leaders championships

NURTURING PWDS TALENTS

- The department sponsored the deaf athletic team at national level on 1st -2nd June 2015 where the sponsored won medals and is going to participate world championship next year July
- The ministry also sponsored Wilson Ongworu who participated the Stanchart Marathon on 25th -26th October 2015



Governor James Ongwae and Mr. Richard Possing for a photo during 2015 GDMA Awards at Hilton Hotel

*Visit and invest
in Kisii County*

www.kisii.go.ke



▲ Entrance to Communication Authority offices along Waiyaki Way fully equipped with facilities favorable to PWDs

C A Gender Status

The commitment of Communications Authority of Kenya to attain gender equality is underlined in various National and International legal and policy documents. Both the Constitution of Kenya and the Employment Act (2007) outlaws discrimination on the basis of gender and emphasize social justice and equal opportunities, terms and conditions of employment, or other matters arising out of the employment.

A Gender Audit (2013/14) at Communications Authority of Kenya (CA) inreveals that on a corporate/global overview, women form 47% of the staff establishment compared to 39% in 2009, which is an improvement in reducing the gender imbalance.

In recognition of the importance of gender equity, Communications Authority of Kenya has developed strategies to address gender mainstreaming in the organization.

- Creation and Implementation of a Gender Policy
- Appointment of two (2) Gender Officers
- Appointment of a Gender Committee with representation from various departments
- Incorporation of the definition of Gender into the overall Communications Authority of Kenya (CA) Human Resource Policy Manual
- Recognition of Gender in the CA Corporate strategic plan
- Mainstreaming of Gender in Welfare Issues:-
- Implementation of maternity/paternity leave
- Introduction of Flexi-working hours for breast feeding mothers
- Sexual harassment policy in place
- Establishment of Gender Disaggregated Data Base
- Introduction of Staff sensitization and awareness for Staff and the Committee
- Compliance with at least 1/3 representation of either gender in formation of committees, promotions, appointments and "equal opportunity" clause included in all employment vacancies advertised.
- Monitoring and Evaluation through Independent surveys on the level of gender mainstreaming at the Authority

The role of the Gender Committee is to spearhead the implementation of gender policies, plans and programmes in the organization. Gender mainstreaming has been included

in the Performance Contract as one of the performance targets.

Gender Policy

The overall goal of the Gender policy is to establish a clear vision and framework to guide the transformation process of developing policies, procedures and practices which will serve to ensure equal rights and opportunities for women and men in all spheres and structures of the Commission, and equal employment opportunity to contribute to the economic growth and sustainable development in Kenya

In particular the Gender Policy aims at achieving the following objectives;

1. Facilitating the creation of an enabling environment for full development of individual potentials of men and women in the Commission by ensuring that organizational work environments are gender responsive, elimination of sexual harassment and gender based violence
2. Providing guidelines that will facilitate equality and equity of opportunities for women and men in terms of accessing knowledge, employment opportunities, services and resources.
3. Ensuring equality and equity in treatment of all stakeholders -licensees, the public, service providers and government. (Equality and equity of treatment means meeting specific and distinct needs of different categories of men and women.)
4. Proposing institutional transformation of values, norms and practices which hinder promotion of gender equality.
5. Mainstreaming gender at all levels, policies, programme and activities, planning, implementation and budgeting processes;
6. Capacity Building through Creation of awareness on gender issues for employees and establishing and strengthening existing gender networks.
7. Facilitation of budgetary allocation and resource mobilization to implement the policy.

For more information, contact us:-

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**THE
JOMO KENYATTA
FOUNDATION**

Educational Publishers



ISO 9001:2008 Certified



▲ Jomo Kenyatta Foundation MD Rosemary Barasa (second left) hands out the best public library award to Alliance Girls High School for bwing the best;having observed all the requirements including easy access and assistance for PWDs at the 6th edition of the Maktaba Awards 2015 held at the Nairobi National Museum in September.

The Jomo Kenyatta Foundation was incorporated under the Companies Act, Cap. 486, Laws of Kenya as a company limited by guarantee and having no share capital on 2nd March 1966. The initial working capital was sourced from various donors. By 1972, the Foundation had fully repaid the loans and has since remained a self-financing and self-reliant institution. The Jomo Kenyatta Foundation was established in the wake of Kenya's determination to take control of the country's educational publishing system and thus prevent huge capital flight. The mandate given to the JKF at that point in time was wide and even extended to the East African Community.

OUR INVOLVEMENT IN GENDER AND DISABILITY ACTIVITIES

1. Five members of staff have been trained in sign language at KISE for 3 months in 2012. Those trained included the Receptionist, Secretary, Sales Clerk and Office Assistant.
2. Ramps have been built for accessibility to the offices, Boardroom and the Staff Canteen. A special room to entertain people with disabilities has been created in the lower offices where in case of a disability case, they are wheeled to be seen in the office.
3. JKF Information Booklet has been done in Braille to enable customers with visual impairment to read and understand JKF products.
4. A special toilet is in place to cater for People with Disabilities.
5. Two parking slots have been marked for use by People with Disabilities.
6. The JKF switchboard has the JAWS Software for the visually impaired.
7. Every year, the JKF staff are sensitized on Gender and Disability Mainstreaming
8. A Disability Policy is in place to enable the JKF Management and staff to understand Disability Mainstreaming.
9. A Disability Mainstreaming Committee is in place to help the JKF Management and staff implement what is contained in the policy.
10. JKF corporate responsibility includes visiting a home for the Challenged Children at Kwa Mukuru slums where JKF donates food, books and clothes.
11. A Gender Mainstreaming Committee is in place to help the JKF Management and staff implement what is contained in the policy.
12. A Gender Policy is in place to enable the JKF Management and staff understand Gender mainstreaming at the workplace.
13. All our advertisements have a caption encouraging Persons Living with HIV/AIDS, disabilities and women to apply.
14. JKF data composition is Men, 62%, Women, 38% (1 Visually Impaired Person).



KENYA UTALII COLLEGE

Utumishi Na Ukarimu

www.utalii.co.ke

1. INTRODUCTION

Kenya Utalii College is a state corporation instituted under the Tourism Act, 2011. The physical infrastructure was put up way back in 1969. At that time there was no legal framework to support the welfare of persons with disabilities.

The rights of persons with disabilities are now enshrined in the Persons with Disabilities Act, No. 14 of 2003 and the Constitution of Kenya, 2010. Several initiatives have successfully been implemented, both at national and county level, to cater for the rehabilitation, assistive devices, appliances, equipment, right to education, employment in order to achieve equalization of opportunities for persons with disabilities.

2. HUMAN RESOURCES AND FACILITIES AT KENYA UTALII COLLEGE

These accomplishments have been cascaded down to institutions. This has been operationalized through the annual performance contracts that institutions sign with government every year.

In effect, the College has made some efforts to consider the needs of persons with disabilities. The Disability Mainstreaming Committee undertook a survey of the human resources and facilities at the College and the Utalii Hotel to establish what measures have been put in place:

2.1 Human Resources

Currently KUC has in its establishment 6 PWDs members of staff:-

4 Female with physical challenges (2 using assistive devices)

1 Male with physical challenges

1 Male with hearing Impairment (using assistive devices)

One PWD (Physical challenged) member of staff was interviewed and trained for the Front Office Operations Programme by Kenya Utalii College. This staff joined the College in September, 2010 and graduated in October, 2012. One beautiful Sunday morning, this beautiful young girl was involved in accident at a tender age of 5 years by a recklessly driven vehicle which knocked her and her sibling (passed on). She underwent surgery and was amputated her right leg at the thigh level. While a student, KUC organized for a Jaipur artificial leg fixed that she stopped using an assistive device. During her internship in a certain hotel, they took her in for only two weeks and sent her back to KUC with a notion that the hospitality and tourism industry does not accept PWDs. In order for the student to graduate, the College had to request Utalii Hotel to take her in that she could finish her in-training. The young girl excelled and graduated. This lady who is a PWD was now sent out to the industry in search for a job, unfortunately no hospitality and tourism industry establishment would accept her because of her condition. When this young lady stands or sits being the reception no one would know that she is a PWD. Since no establishment would accept her to work for them, KUC was then passionate to get her a job in December, 2014 to date.

2.2 Ramp

The College and the Hotel have constructed ramps at strategic points within the main campus to enable persons on wheelchairs to access the relevant facilities.



2.3 Washrooms

The College has renovated male and female washrooms that are user friendly for persons with disabilities. These are located near Madaraka Hall.

In addition, the ablution block that was recently constructed behind the Learning Resource Centre, has provided for (male and female) washrooms designed specifically for persons with disabilities.

2.4 Parking Bay

The College and the Hotel have reserved parking bays for persons with disabilities in front of the respective reception areas to allow for easy access.

2.5 Sign Language

The College organized for the training of two members of staff in sign language at the Kenya Institute of Special Education. This is the College's effort towards building capacity for possible interactions with persons with hearing/speaking impairments. The College is organizing to send more staff for this important training.

2.6 Executive Office

The Disability Mainstreaming Committee together with the College Management (Projects Implementation Committee) to consider the reconstruction/renovation of an extra office on the ground floor of both the College and the Hotel. This will enable persons with disabilities to comfortably meet with Executive Management.

2.7 Gym

The Utalii Hotel has a fully operational gym with a ramp for PWDs. A room in the gym has been identified on the ground floor for reconstruction for the comfort and accessibility that suits PWDs.

3. TRAINING

Currently, Kenya Utalii College through the Disability Mainstreaming Committee will carry out a survey on how to enroll students with PWDs to serve in the hospitality and tourism industry. The public and the industry have to be sensitized to change their attitude towards PWDs in order for this to be achieved.

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Kenya Electricity Generating Company Limited, KenGen is the leading electric power generation company in Kenya, producing about 75 percent of electricity capacity installed in the country. The company utilizes various sources to generate electricity ranging from hydro, geothermal, thermal and wind.

Hydro is the leading source, with an installed capacity of 819.9MW, which is 51 per cent of the company installed capacity. Geothermal is currently at 533.8MW (of which 81.1MW is from the innovative wellheads technology raising geothermal capacity to about 32% of the total installed capacity. Our total thermal capacity is 253.5MW while wind comprises 25.5MW.

Following the full operationalization of the 280MW Geothermal plant in Olkaria, the national electricity consumption by mode 47% geothermal, 39% hydro, 13% thermal and 1% wind.

Our Vision

To be the market leader in the provision of reliable, safe, quality and competitively priced electric energy in the Eastern Africa region.

our Mission

To efficiently generate competitively priced electric energy using state of the art technology, skilled and motivated human resource to ensure financial success. We shall achieve market leadership by undertaking least cost and environmentally friendly capacity expansion. Consistent with our corporate culture, our core values will be adhered to in all operations.

Our Corporate Social Responsibility

The Company continues to dedicate a part of its profit to social responsibility activities aimed at enhancing the living standards of those living close to its installations and all Kenyans in general, especially the less-fortunate and People with Disabilities (PWDs).

We ensure that our facilities adhere to the recommended standards and our public amenities are easily accessible to everybody including PWDs across all our stations with wheelchair friendly passages and dedicated parking lots to PWDs across our stations.

Our three main CSR focus areas are:

- *Water and Sanitation,*
- *Education and Environmental Conservation*
- *Other sponsorship categories including support to sporting activities, peace building & culture and health care provision*

We are glad to be part of this year's Gender and Disability Mainstreaming Awards and we are looking forward to continuing implementing the Gender and Disability Mainstreaming Agenda in our day to day activities.

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Lapfund staff at a sensitization exercise

GENDER AND DISABILITY MAINSTREAMING AT LAPFUND

Local Authorities Provident Fund (LAPFUND) was established by an Act of Parliament, Cap.272 of the Laws of Kenya in 1960. As a state corporation, LAPFUND also operates under the County Government Act 2012 (section 132), Urban Areas and Cities Act 2011 (section 49) and RBA Act 1997 and Regulations 2000. LAPFUND has since undertaken the mandate to establish and provide for a Provident Fund for employees of former Local Authorities (now county government employees) and other associated institutions. LAPFUND is a contributory scheme where normal and voluntary monthly contributions are accumulated to earn interest and later paid out to members in their old age. Having steadily grown to a Total Fund Value of over KES 20 Billion; LAPDUND recently declared an interest of 15% to all its members on all accumulated contributions.

As part of fulfilling its performance targets and obligations to the republic of Kenya; LAPFUND has a vibrant committee that ensures all staff are sensitized and trained on issues of gender and disability. LAPFUND has continuously nominated different staff to attend Gender and Disability Mainstreaming courses that run throughout the year. A more participatory and practical training was held at the head office where 15 members of staff were sensitized on issues of persons living with disability. The objective was to ensure staff understood the challenges faced by this group and how to best support them to ensure they are able to offer their contribution to society.

An independent survey for the year 2013/2014 carried out by Superman Limited revealed that most employees are familiar with government policies on gender mainstreaming and they also feel it is highly applicable within LAPFUND. 91% of staff agreed that LAPFUND has Human Resource activities that are geared towards creating equal opportunities.



NATIONAL OIL CORPORATION DISABILITY MAINSTREAMING ACHIEVEMENTS

National Oil Corporation is fully committed in working with the government and other likeminded organizations in championing and implementing policies and programs that ensure persons with disabilities are recognized and fully integrated in the society. In the last five years the Corporation has initiated various activities to ensure disability issues are mainstreamed at the work place, this has included:

1. Development of a Disability policy to act a guide –for the corporation in issues related to disability mainstreaming
2. Successfully Carried out and implemented recommendations of Disability audit in all its offices
3. Brailing the Corporations customer and HR manual and the same distributed in all our branch offices
4. Employees have been trained in sign language to ensure visitors with hearing impairment can access our services
5. Installation of jaws computer program in computers to assist persons with visual impairment use the computer.
6. Installation of rumps, disability accessible washrooms and parking slots at our Nairobi National Terminal and work on going in the new head office .
7. Employment of persons with disabilities , who Currently constitute 2% of the work force
8. Continues employee sensitization on service provision to persons with disabilities

GENDER MAINSTREAMING

The corporations is fully committed in the integration of

gender issues in all its policies and programs and in line with the same has taken various steps to ensure that its work place provide a conducive work environment for everyone . The corporation has done the following

1. The corporation has developed a gender and Gender Based Violence policy that provides a guide line on handling gender issues.
2. The corporation has ensured compliance with the 30% gender representation policy on appointments, promotion and employment as per the new constitution and currently females constitute 32% of the work force, and are equally represented at the management level
3. Conducting and implementation of recommendations of gender base line survey
4. Undertake continuous staff sensitization on gender mainstreaming
5. The corporation has also ensured that women are participation in procurement as per the government policy .



National Oil is a socially responsible business unit. We make sure that we are active members of our host communities by actively participating in sustainable social, economic and cultural activities, putting in mind the aspect of Gender and mainstreaming agenda in what we do.



www.nhif.or.ke

Afya Yetu. Bima Yetu



National Hospital Insurance Fund is a state parastatal established under the NHIF ACT NO 9 of 1988 with a mandate of collection of contributions, registration of members, reimbursement of benefits and accreditation of hospitals. NHIF provides medical insurance cover to more than 12 million members and their declared dependants.

In recognition of the importance of gender equity, NHIF has developed strategies to address gender mainstreaming in the organization. A gender mainstreaming Committee composed of eighteen members is in place. The Fund has furthermore implemented policies on Gender, HIV, Sexual harassment, and Gender Based Violence. These have impacted on the Fund's policies on recruitment, promotion, appointments and training. Consequently, the Fund ensures compliance with the 1/3 gender rule while recruiting.

NHIF has developed a disability policy and work plans have been implemented. This includes quarterly staff sensitization and submission of quarterly reports to NCPWD. The Fund has continued to ensure that its offices are accessible to persons with disability by constructing ramps and facilitation of disability friendly washrooms. Parking slots are marked and provided for use by people living with disability.

NHIF has complied with the requirement on procurement and has a caption on all advertisements encouraging Persons living with HIV/AIDS, disability and women and youth to apply.

NHIF continues to mainstream gender at all levels. The Fund has ensured compliance with the SA:8000:2008 standard by committing itself to embracing best human resource practises in all its programmes and activities, which includes its budgeting processes.



SA:8000:2008 CERTIFIED

**For more information;
Call Toll-Free: 0800 720 601**