

Subject: Africe Abstract
From: aaseey@uonbi.ac.ke
Date: Wed, March 4, 2015 9:03 am
To: daniel.gakunga@uonbi.ac.ke

Anne A. Aseey¹, Pamella A. Raburu², Callen Nyamwange³ and Hellen Sang⁴

¹ Senior Lecturer, Department of Educational Studies, University of Nairobi, P. O. Box 30197-00100, Nairobi, Kenya. Tel. +254 7212020685, Email: aaseey@uonbi.ac.ke (corresponding author)

² Lecturer and Chairman, Department of Psychology, Jaramogi Oginga Odinga University of Science and Technology. P. O. Box 210 Bondo 40601, Kenya. Tel. +254 711 980 871, Email: praburu@jooust.com

³ Lecturer and Chairman, Department of Psychology, Kisii University. P. O. Box 408-40200 Kisii, Kenya. Tel. +254 727023537 Email: nyamwangeb@yahoo.com

⁴ Senior lecturer Department of Curriculum Instruction & Educational Media and Director, Gender Development, University of Kabianga. P. O. Box 2030 Kericho, Kenya. Tel. +254 736415406, Email: sanghellen@gmail.com

Abstract

Sub themes: Gender and Education

Bridging the gender gap in University Leadership and Management in Kenya. Now and Beyond 2015

Gender issues in the society in both developed and developing countries has been an issue of concern. Despite policies being formulated and implemented in all sectors, gender balance has not been realized in most organizational structures, systems and set ups. Widening gaps have existed in leadership and management at all levels without question. With the MDGs coming to an end this year (2015) with little achievement for women, our desire is for better positioning and consideration and more opportunities for women in the leadership and management. This study, focusing on universities, gives an assessment of gender balance in leadership and in decision making, gender mainstreaming strategies and gender challenges both men and women face in higher education leadership. Using women's empowerment approach, the comparative study respondents are from four selected public and two private Universities in Kenya. The position of women in leadership in higher education has been an issue for long despite positive achievements in the Kenya Constitution 2010 and the development strategies streamed in Kenya Vision 2030. The study is of significance to the education stakeholders to analyze and evaluate the position of all genders in University leadership and management

Key Words

Empowerment, gender, gender gaps, gender mainstreaming, Millennium development goals,