



UNIVERSITY OF NAIROBI

INFORMATION GUIDE FOR SENSITIZATION ON DISABILITY MAINSTREAMING

What is disability mainstreaming?

Disability mainstreaming is the process of assessing the implications for persons with disabilities (PWDs) of any planned action, including legislation, policies and programmes, in all areas and at all levels. It is a strategy for making concerns and experiences of PWDs an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that PWDs benefit equally and inequality is not perpetuated. The ultimate goal is to achieve disability equality.

What does disability mainstreaming entail?

Disability mainstreaming entails promotion of inclusion and addressing the barriers that exclude PWDs from full and equal participation in all spheres of life.

How can the University ensure disability mainstreaming?

1. By adopting inclusive and non-discriminatory human resource policies, reasonable accommodation in the workplace and anti-discrimination legislation that contribute to the creation of equal opportunities;
2. By ensuring that all new buildings and infrastructure are disability-friendly;
3. By ensuring equal access to services, including but not limited to information, health services, education, and other programmes for persons with disabilities;
4. By setting aside funds to ensure effective disability mainstreaming within the University;
5. By formulating a system to gather gender-disaggregated information on the number of persons with disabilities served in the University and the types of services provided;
6. By training and sensitizing staff on the rights of persons with disabilities, provision of services and involvement of persons with disabilities in planning and programs, among others.

COMPLAINTS, COMPLIMENTS AND SUGGESTIONS SHOULD BE FORWARDED TO:

**OFFICE OF THE REGISTRAR, ADMINISTRATION
UNIVERSITY OF NAIROBI
P.O. BOX 30197 – 00100 GPO, NAIROBI
TEL. 318262 (EXT. 28273) EMAIL: regadmin@uonbi.ac.ke**



UNIVERSITY OF NAIROBI

INFORMATION GUIDE FOR SENSITIZATION ON GENDER MAINSTREAMING

What is gender mainstreaming?

Gender mainstreaming is the process of assessing the implications for women and men, of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of all policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate aim of gender mainstreaming is to achieve gender equality.

(United Nations Economic and Social Council, 1997.)

What is the goal of gender mainstreaming?

The goal of mainstreaming gender is the transformation of unequal social and institutional structures into equal and just structures for both men and women.

What activities and interventions entail gender mainstreaming?

Gender mainstreaming includes specific activities and affirmative action, whenever women or men are in a particularly disadvantageous position. Gender-specific interventions can target women exclusively, men and women together, or only men, to enable them to participate in and benefit equally from development efforts.

How do you ensure gender mainstreaming at the workplace?

1. By adopting gender responsive employment policies, strategies and programmes;
2. By strengthening gender mainstreaming capacity;
3. By sharing knowledge on gender and employment;
4. By improving gender monitoring, management and evaluation;
5. By creating a more enabling environment for gender mainstreaming according to Human Resources (HR) rules;
6. By promoting a gender sensitive workplace environment.

COMPLAINTS, COMPLIMENTS AND SUGGESTIONS SHOULD BE FORWARDED TO:

**OFFICE OF THE REGISTRAR, ADMINISTRATION
UNIVERSITY OF NAIROBI
P.O. BOX 30197 – 00100 GPO, NAIROBI
TEL. 318262 (EXT. 28273) EMAIL: regadmin@uonbi.ac.ke**