



ASSESSMENT OF UNIVERSITY COUNCILS ON COMPLIANCE WITH THE NOT MORE THAN TWO-THIRDS GENDER PRINCIPLE.

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REPUBLIC OF KENYA



NGEC
National Gender and
Equality Commission

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1.0

BACKGROUND

The Constitution of Kenya, 2010 requires the State under Articles 27 (6 &8) *to take legislative and other measures, including affirmative action programs and policies designed to redress any disadvantage suffered by individuals or groups because of past discrimination, and to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender.* This provision has been affirmed by many international and regional treaties and conventions that Kenya is signatory to in respect to reducing gender inequalities, discrimination and exclusions. Further, section, 8b of the National Gender and Equality Commission (NGEC) Act of 2011, mandates the Commission to monitor, facilitate and advise on the integration of the principles of equality and freedom from discrimination in all national and county policies, laws, and administrative regulations in all public and private institutions.

At global level, a study titled ‘*Corporate India: Women on Boards*’, completed in March 2022, found out that the gender diversity in boardrooms is picking up, though at a slower pace. There is need to ascertain the status of women representation in university councils authorized to operate in Kenya.

2.0

THE STUDY DESIGN

Between April and July 2024, the Commission conducted a desktop study on gender diversity of university councils in Kenya. The focus of the assessment was on compliance with the not more than two-thirds gender principle in leadership and decision making in public and private universities. Council member’s composition is a critical factor in institutional governance and performance.

The data gathered is presented in form of tables, charts and narrative report describing the status of female and male representation in the university councils. The analysis was limited to secondary data available from each institutional website and from the Commission for University Education (CUE) website. This means that the status of other Special Interest Groups (SIGs) in the councils was not analyzed mainly because such data is not provided in the universities and CUE websites.

3.0

KEY RESULTS

In total 69 out of 79 universities/university colleges authorized to operate in Kenya were assessed. Ten (10) universities/university colleges had no data on composition of the council membership on their Websites; Adventist University of Africa, Hekima University College, International Leadership University, Karatina University, Marist International University College, National Defence University-Kenya, National Intelligence Research University College, Pioneer International University, University of Embu and University of Kabianga. Out of the assessed institutions, Public Chartered Universities were 32, Public University Constituent Colleges were 5, Private Chartered Universities were 26, Specialized Degree Awarding University (Public) was 1, and Institutions with Letters of Interim Authority were 5.

The assessment showed that in 69 universities/university colleges there are 630 council members out of which 198 (31.4%) are female while 432 (68.6%) are male as shown in Table 1. On average, male members in university councils are 6, ranging from a minimum of 2 to a maximum of 18 members. In contrast, the average number of female members is 3, with the number varying between 0 and 7 members.

The analysis showed that 36 universities (52.7%) of the total assessed have met the gender threshold of not more than two-thirds of their University Council members. Out of the 36 universities, 10 have achieved a composition where female members constitute 50% or more of their University Council membership. This is a positive trend towards achieving gender balance in university governance structures and reflects a strong commitment to gender equality and inclusion. The results are summarized in Figure 1.

Analysis by category of university showed that not more than two thirds gender threshold in university councils was attained in 21 out of 33 Public Chartered Universities; 9 out of 25 Private Chartered Universities; 3 out of 5 Public University Constituent Colleges, 2 out of 5 Institutions with Letters of Interim Authority, and in 1 Specialized Degree Awarding University (Public), as shown in Figure 2.

Low female representation was noted in Tangaza University (10%), Kabarak University (11.1%), the Technical University of Kenya (11.1%), Pwani University (12.5%), and Catholic University of Eastern Africa (13.3%). The Islamic University of Kenya had no female representation in their university council.

The assessment showed there were 13 female Council Chairpersons and 15 female Vice Chancellors in the 69 universities assessed as shown in Table 2.

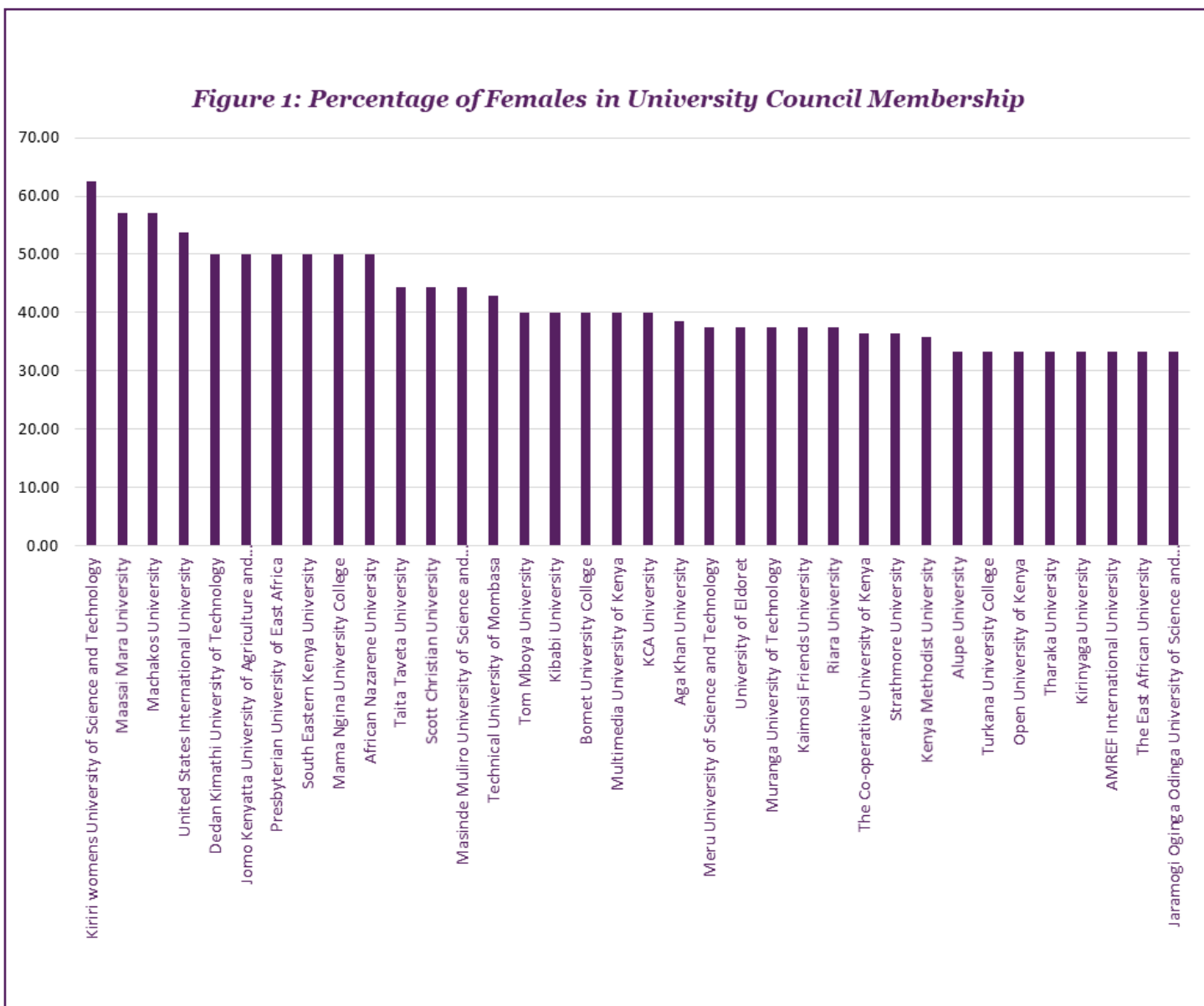


Table 1: Composition of Council membership by sex, April-July 2024

Name of University	University Category	No. of Male University Council Members	No. of Female University Council Members	Gender of University Chairperson	Gender of Vice Chancellor	% Of Male in the Council	% of Female in the Council
African International University	Private Chartered Universities	9	4	Male	Male	69.23	30.77
African Nazarene University	Private Chartered Universities	4	4	Male	Male	50.00	50.00
Aga Khan University	Private Chartered Universities	8	5	Male	Male	61.54	38.46
Alupe University	Public Chartered Universities	6	3	Female	Male	66.67	33.33
AMREF International University	Institutions with Letters of Interim Authority	4	2	Female	Male	66.67	33.33
Bomet University College	Public University Constituent Colleges	6	4	Male	Female	60.00	40.00
Catholic University of Eastern Africa	Private Chartered Universities	13	2	Male	Male	86.67	13.33
Chuka University	Public Chartered Universities	7	2	Male	Male	77.78	22.22
Daystar University	Private Chartered Universities	8	3	Male	Male	72.73	27.27
Dedan Kimathi University of Technology	Public Chartered Universities	3	3	Male	Male	50.00	50.00
Egerton University	Public Chartered Universities	6	1	Male	Male	85.71	14.29
Garissa University	Public Chartered Universities	6	2	Female	Male	75.00	25.00
Great Lakes University	Private Chartered Universities	10	2	Male	Female	83.33	16.67

Name of University	University Category	No. of Male University Council Members	No. of Female University Council Members	Gender of University Chairperson	Gender of Vice Chancellor	% Of Male in the Council	% of Female in the Council
GRETSA University	Institutions with Letters of Interim Authority	5	42	Male	Male	71.43	28.57
Islamic University of Kenya	Institutions with Letters of Interim Authority	3	0	Male	Male	100.00	0.00
Jaramogi Oginga Odinga University of Science and Technology	Public Chartered Universities	6	3	Male	Female	66.67	33.33
Jomo Kenyatta University of Agriculture and Technology	Public Chartered Universities	3	3	Male	Female	50.00	50.00
Kabarak University	Private Chartered Universities	8	1	Male	Male	88.89	11.11
KAG EAST University	Private Chartered Universities	7	2	Male	Female	77.78	22.22
Kaimosi Friends University	Public Chartered Universities	5	3	Female	Male	62.50	37.50
KCA University	Private Chartered Universities	6	4	Male	Male	60.00	40.00
Kenya Advanced Institute of Science and Technology	Public University Constituent Colleges	5	2	Male	Female	71.43	28.57
Kenya Highlands Evangelical University	Private Chartered Universities	8	3	Female	Male	72.73	27.27
Kenya Methodist University	Private Chartered Universities	9	5	Female	Male	64.29	35.71
Kenyatta University	Public Chartered Universities	6	2	Male	Male	75.00	25.00
Kibabi University	Public Chartered Universities	6	4	Male	Male	60.00	40.00

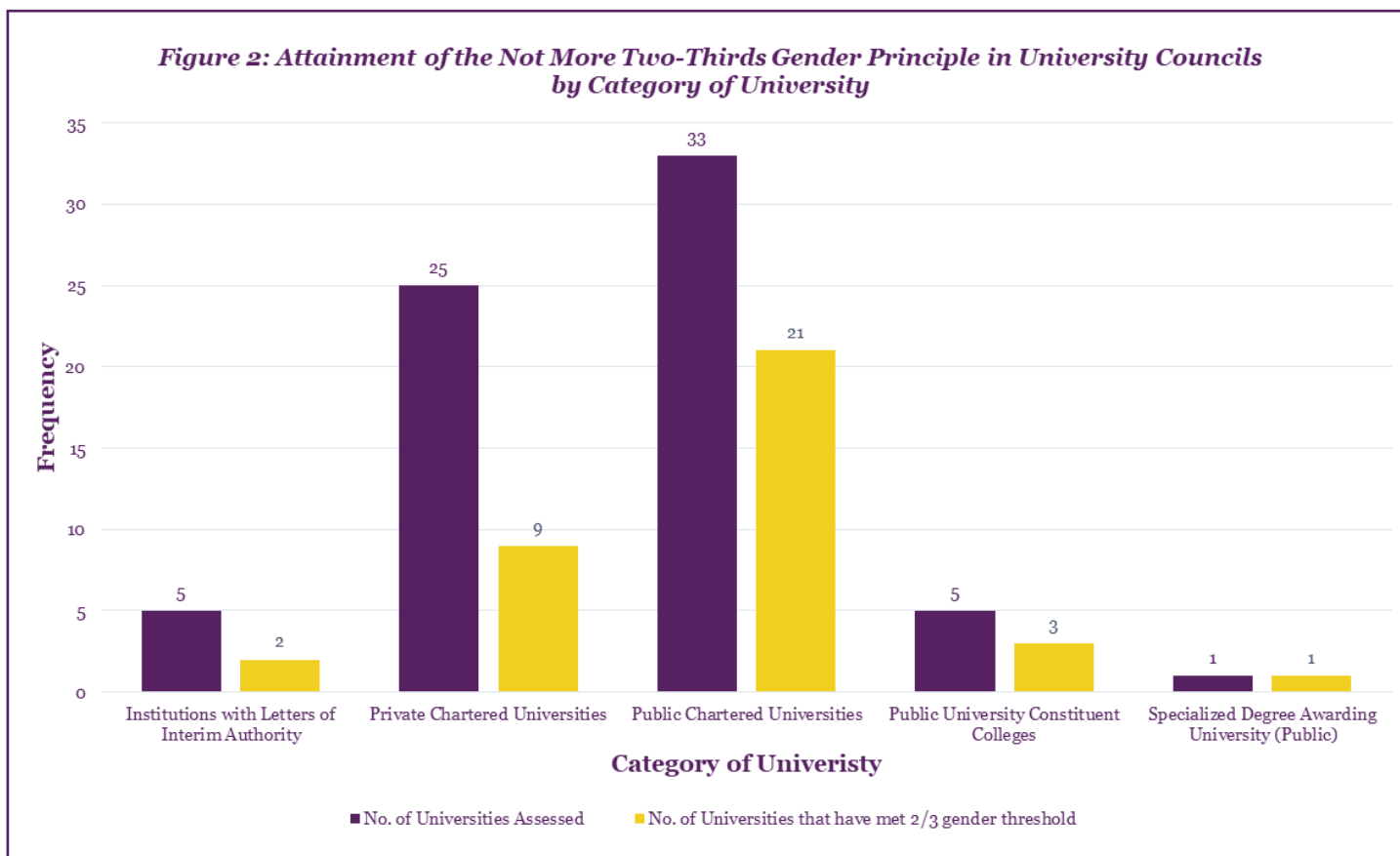
Name of University	University Category	No. of Male University Council Members	No. of Female University Council Members	Gender of University Council Chairperson	Gender of Vice Chancellor	% Of Male in the Council	% of Female in the Council
Kirinyaga University	Private Chartered Universities	4	2	Male	Female	66.67	33.33
Kiriri womens University of Science and Technology	Private Chartered Universities	3	5	Female	Male	37.50	62.50
Kisii University	Public Chartered Universities	8	2	Female	Male	80.00	20.00
Koitaleel Samoei University College	Public University Constituent Colleges	4	1	Male	Male	80.00	20.00
Laikipia University	Public Chartered Universities	6	2	Male	Male	75.00	25.00
Lukenya University	Private Chartered Universities	8	2	Male	Male	80.00	20.00
Maasai Mara University	Public Chartered Universities	3	4	Male	Female	42.86	57.14
Machakos University	Public Chartered Universities	3	4	Male	Female	42.86	57.14
Mama Ngina University College	Public University Constituent Colleges	3	3	Male	Female	50.00	50.00
Management University of Africa	Private Chartered Universities	8	3	Male	Male	72.73	27.27
Maseno University	Public Chartered Universities	4	1	Male	Male	80.00	20.00
Masinde Muliro University of Science and Technology	Public Chartered Universities	5	4	Female	Male	55.56	44.44
Meru University of Science and Technology	Public Chartered Universities	5	3	Female	Male	62.50	37.50

Name of University	University Category	No. of Male University Council Members	No. of Female University Council Members	Gender of University Council Chairperson	Gender of Vice Chancellor	% Of Male in the Council	% of Female in the Council
Moi University	Public Chartered Universities	8	2	Male	Male	80.00	20.00
Mt Kenya University	Private Chartered Universities	6	2	Male	Male	80.00	20.00
Multimedia University of Kenya	Public Chartered Universities	6	4	Male	Female	75.00	25.00
Muranga University of Technology	Public Chartered Universities	5	3	Male	Male	60.00	40.00
Open University of Kenya	Specialized Degree Awarding University (Public)	4	2	Male	Male	62.50	37.50
Pan African Christian University	Private Chartered Universities	10	4	Male	Male	66.67	33.33
Presbyterian University of East Africa	Private Chartered Universities	4	4	Female	Female	71.43	28.57
Pwani University	Public Chartered Universities	7	1	Male	Male	50.00	50.00
Riara University	Institutions with Letters of Interim Authority	5	3	Male	Male	62.50	37.50
Rongo University	Public Chartered Universities	6	2	Male	Male	75.00	25.00
Scott Christian University	Private Chartered Universities	5	4	Male	Male	55.56	44.44
South Eastern Kenya University	Public Chartered Universities	2	2	Male	Male	50.00	50.00
St Pauls University	Private Chartered Universities	18	6	Male	Male	75.00	25.00
Strathmore University	Private Chartered Universities	7	4	Female	Male	63.64	36.36
Taita Taveta University	Public Chartered Universities	5	4	Male	Male	55.56	44.44

Name of University	University Category	No. of Male University Council Members	No. of Female University Council Members	Gender of University Council Chairperson	Gender of Vice Chancellor	% Of Male in the Council	% of Female in the Council
Tangaza University	Private Chartered Universities	9	1	Male	Male	90.00	10.00
Technical University of Kenya	Public Chartered Universities	8	1	Male	Male	88.89	11.11
Technical University of Mombasa	Public Chartered Universities	4	3	Male	Female	57.14	42.86
Tharaka University	Public Chartered Universities	6	3	Male	Male	66.67	33.33
The Co-operative University of Kenya	Public Chartered Universities	7	4	Male	Male	63.64	36.36
The East African University	Private Chartered Universities	6	3	Male	Male	66.67	33.33
Tom Mboya University	Public Chartered Universities	6	4	Female	Male	60.00	40.00
Turkana University College	Public University Constituent Colleges	6	3	Male	Male	66.67	33.33
UMMA University	Private Chartered Universities	9	2	Male	Female	81.82	18.18
United States International University	Public Chartered Universities	6	7	Male	Female	46.15	53.85
University of Eastern Africa, Baraton	Private Chartered Universities	12	4	Male	Male	75.00	25.00
University of Eldoret	Public Chartered Universities	5	3	Male	Male	62.50	37.50
University of Nairobi	Public Chartered Universities	7	2	Male	Male	77.78	22.22
Uzima University	Institutions with Letters of Interim Authority	6	2	Male	Male	75.00	25.00

Table 2: Summary

	Frequency	%
Male Council Chairperson	56	81.16%
Female Council Chairperson	13	18.84%
Total	69	
Male Vice Chancellor	54	78.26
Female Vice Chancellor	15	21.74
Total	69	
Male University Council Members	432	68.57
Female University Council Members	198	31.43
Total	630	



4.0 RECOMMENDATIONS

The NGEC to hold consultations with the Commission for University Education to formulate measures for ensuring that;

- a. All Universities publish information about their councils, workforce and other critical information in the open portal for accountability and ease of access to information by public.
- b. Universities comply with the not more than two-thirds gender principle and introduce minimal quotas on representation of other SIGs in their university council and senior management levels.
- c. Universities to provide disaggregated data by sex, age, disability, and marginalized vs majority in their websites and website of Commission for University Education.
- d. Commend universities that have met the not more than two third gender rule in the council composition, and promoted inclusion in various spaces.



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