



KENYA REINSURANCE CORPORATION

DOC REF: KRC/HR/P14/18

Issue Date: 12/8/2010

Issue no: 01

Revision: 04

Revision date: 23.05.2022

Title: Gender Mainstreaming Policy

Kenya Reinsurance Corporation Ltd Gender Mainstreaming Policy



Name:	Signature:	Date:
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Controlled by: ISO Management Representative (MR)		22/07/2022
Recommended by: Managing Director		3/8/2022
Approved by CHAIRMAN – BOARD OF DIRECTORS		15/8/2022

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Kenya Re's Vision:

"A leading partner in securing the future"

Kenya Re's Mission:

"To provide sustainable risk and financial solutions"

Kenya Re's Core Values:

Value statements constitute a set of beliefs and standards of behaviour that drive the Kenya Re agenda. They are essential and must be upheld as they are key to corporate culture and identity. The following are our values:

- Teamwork
- Agility
- Probity
- Professionalism
- Service excellence



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1. Amendment Sheet

DATE	ISSU E NO.	OLD REV. NO.	NEW REV. NO.	SECTION(S) / PAGE	DESCRIPTION / SUMMARY OF REVISION	NAME OF PERSON WHO IDENTIFIED THE CHANGE	SIGN
02/08/21 6	01	02	03	Page 3	Inserted the amendment sheet, and ISO format	HR Committee	
"	"	"	"	Page 7	Deleted no.8 on gender responsiveness budget	"	
"	"	"	"	Page 8 and 9	Deleted the two tables of segregated data	"	
"	"	"	"	Page 11	Deleted section 2.6 on retirement	"	
"	"	"	"	Page 11	Deleted the paragraph on recommendation	"	
"	"	"	"	Page 11	On the review clause added that the policy will be reviewed every two years or as necessary.	"	
10.8.2019					Entire document		
5.01.2022				Page 1&2	QMR to MR		
23.05.22				Page 3	Changed the Mission, Vision and Core values		



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3.0 INTRODUCTION

Gender mainstreaming is the consistent integration of Gender concerns into the designs, implementations, monitoring and evaluation of policies, plans, programmes, activities and projects at all levels.

3.1 *Scope of the Gender Policy*

This policy applies to all Kenya Reinsurance staff and all the stakeholders.

3.2 *Objectives of the Policy*

In mainstreaming gender issues in our policies, the following objectives and principles will be observed:

1. Equality and Equity

- Ensure that both genders have equal rights in the day-to-day programmes, projects, collaborations, operations and activities in the Corporation.
- Ensure rightful share of resources to both genders in the programmes, projects, collaborations, operations and activities of the Corporation.


2. Gender Balance

- Ensure that no gender is less than 30% of the total establishment in the employment of the Corporation.

This may require deliberate affirmative action where there is gender imbalance.

- Ensure fair/equitable and balanced distribution of both genders in all cadres of employment and at policy making levels within the Corporation.

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3. Fairness

- Fairness in recruitment, deployment, performance evaluation/appraisal, promotion and in disciplinary procedures to both genders within the Corporation.
- Transparency and accountability in offering equal training opportunities evenly spread throughout the Corporation.

4. Empowerment of both Genders

Ensure that any of the disadvantages Gender within our mandate is capacitated to attain parity of treatment in the Corporation programmes, projects, collaborations, operations and activities of the Corporation.

5. Professionalism in the Delivery of Services

Enhance professionalism of both genders so that each can authoritatively deliver efficient and effective services irrespective of type of Gender within the Corporation.

6. Equality before the Law


In the day-to-day programmes, projects, collaborations, partnerships, operations and activities of the Corporation both genders will be equally attended to as provided for in the Kenyan constitution and obligations of the Kenyan state in international law.

7. Equal Participation

Ensure equal opportunities for Men and Women participation in all the Corporation activities.

8. Healthy & Safe Work Environment

Ensure adequate provision of appropriate healthy and safe working environment suitable to both genders.

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10. Non Gender based Violence

Ensure implementation of policies that stop gender violence in the day to day industrialization programmes, projects, collaborations, operations and activities of the Corporation.

11. Non Sexual Harassment

Ensure implementation of policies that stop gender violence/sexual harassment in the day to day programmes, projects, collaborations, operation, and activities of the Corporation.

12. Respect for Social Cultural Innovation Practices

Ensure positive gender-based practices in the day-to-day programmes, projects, collaborations, operations and activities of the Corporation.

4.0 POLICY PROVISIONS

Gender issues will be addressed in the various levels and areas of the Corporation.


4.1 Management of Human Resource

The human resource is the most important factor in the Corporation’s service delivery as it controls all other factors. Success or failure of the Corporation depends largely on the human resource capacity and there is need to examine the issues that affect it. Gender equality is a cross cutting issue that include rights at work, employment, social protection and social dialogue.

In this regard, Heads of Departments in the Corporation have particularly an important role to play in safeguarding these issues. It is their responsibility to address the problems caused by gender issues in the work place at the Corporation and individual levels.

In this respect the policy addresses the following management issues:

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4.1.1 Recruitment and Promotion

Gender should not be a requirement for staff recruitment and/or promotion. The Corporation will give equal opportunities in regard to issues of recruitment and promotion. This will empower all employees socio-economically. The Corporation will carry out sex disaggregated data to ensure fair recruitment and promotion of each gender.

4.1.2 Working Hours

Working hours will continue to apply for all employees. However, a more flexible and humane approach may be applied for breast feeding employees as guided by Human Resource Manual.


4.1.3 Deployment, Transfers, Assignments

Deployment, transfers and assignments will be gender sensitive.

4.2 Training and Capacity Building

The Corporation will:

- Continuously educate and train all employees, and all stakeholders on gender related issues.
- Monitor and evaluate human resource so that there is adequate supply of appropriately gender skilled manpower to meet its needs for service delivery.
- Mainstream gender in all the Corporation programmes, policies, procedures manuals and undertake regular updates to respond to the dynamics of gender.
- Ensure career path and development is gender responsive and that at least 30% of either gender.

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4.2.1 Sexual Harassment, Abuse and Exploitation

There shall be zero tolerance to sexual harassment, abuse and exploitation in the workplace. Involvement in these vices shall be treated as gross misconduct and where proven, shall lead to disciplinary action.


4.2.2 Gender Responsiveness

Gender issues affect and impact on women and men differently due to their biological, social, cultural and economic circumstances. The Corporation will ensure they are gender responsive to the different needs.

4.2.3 Discrimination

Discrimination violates principles of equality of rights and respect to human dignity. The Corporation will ensure that:

- All employees have the same rights and obligations as stipulated in the terms and conditions of service,
- No employee or job applicant shall be discriminated against in access to or continued employment, training, promotion and employees' benefits on the basis of their gender,
- Employees shall not refuse to work or interact with fellow colleagues on the grounds that the latter are male or female. Such refusal shall constitute misconduct.

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4.2.4 Grievances and Concerns

The MD shall establish a Gender Mainstreaming Committee and maintain communication channels for employees to raise concerns and grievances and access support relating to gender.

5.0 Management Responsibility

The MD and Heads of Departments have obligations and responsibilities to:

- Show leadership as part of the campaign to address gender issues;
- Be educated and informed about gender development in respect to social, economic and political dimensions;
- Implement this policy, as well as continuously disseminate relevant information about gender to all employees and
- Include gender workplace issues in the Strategic Plan.

5.1 Employee Responsibility

- It is the responsibility of an employee to take appropriate action on biasness gender related issues and report them to the Management.
- It is the responsibility of all employees to stand up for their gender rights.

6.0 Review

This policy will be reviewed every two years or as may be necessary from time to time.