

ABSTRACT

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 streamered 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