

INTERNATIONAL MEDICAL AND TECHNOLOGICAL UNIVERSITY

A Science and Technology University in Focus



GENDER POLICY JUNE 2019

**THE INTERNATIONAL MEDICAL AND
TECHNOLOGICAL UNIVERSITY**

GENDER POLICY
June 2019

TABLE OF CONTENTS

SNO	TOPIC	PAGES
1	Foreword	4
2	Introduction	5
3	Definitions of Gender Equality and Gender	6
4	Rationale for the Gender Policy	6
5	Goal and Objectives	8
6	Mission and Vision	9
7	Some Basic Principles and General Guidelines	9
8	Major Areas, Policy Issues, Policy Statements	10
9	Policy Level Issues	10
10	Student Enrolment, Performance, and Achievement	10
11	Curriculum Development, Research and Program	11
12	Staff Recruitment, Development, and Training	12
13	University Governance	13
14	Organizational Culture	14
15	Implementing the Gender Policy	15
16	The Role of Stakeholders within the University	15
17	Monitoring and Evaluation	15
18	Institutional and legal Framework	15
19	Conclusion	17

FOREWORD

Established in 1997 the International Medical and Technological University (IMTU) is making gender issues continuously important as captured in its strategic objectives. The University continues to facilitate a number of gender responsive activities under a University wide gender program. These activities includes, among others, gender has been initiated to curb the imbalances among students and staff in terms of student enrollment, employment and retention. Procedures and policies have responded to gender sensitivity positively and the process is on-going.

This policy has come at an opportune moment when gender concerns have been recognized as important topical issues on the development agenda at National, Regional and International levels.

The success of the gender policy is the responsibility of all people at policy, decision making and implementation levels of our institution. They include the academic leaders and policy makers, working at various units of the University.

Gender equality and equity is at the center of IMTU objectives and functions. It aims at ensuring both woman and men (Staff and Students) are considered equal and treated equally in terms of dignity and rights. All at IMTU are working towards non-discrimination of any kind and particularly those based on ones sex.

The Gender policy provides guidelines and frameworks for promoting gender equality and goes hand in glove with other policies in the country such as the National Woman Development and Gender Policy in Higher Education, Tanzania's National Vision 2025 and above all the Constitution of the Country, all of which recognize gender equality and equity. This policy acts as a guide for all the processes, policies, procedures and practices of the University.

Prof. Kagoma S. Mnyika MD, MSc, PhD
Vice Chancellor

CHAPTER ONE

1.0 INTRODUCTION

1.1 Background

This draft policy document which is a result of long process of addressing gender imbalance at IMTU defines the University's vision on gender equality, equity and woman's development and provides a framework through providing broad policy commitments and guidelines. The University's mission, the national imperative for women's empowerment, gender equality and government's commitment to equal employment opportunity, is guiding this policy.

The University Gender Policy represents the culmination of a long process by various stakeholders in an attempt to redress the historical gender imbalances that have placed women in a disadvantaged position in accessing, benefiting and getting fair treatment as the users and producers of knowledge. Like many other educational institutions in the country and beyond, gender challenges have been noted and being continually addressed consistent with national policies. In all faculties and across all disciplines women have always constituted a minority including students and members of staff. Males have always dominated the top-level leadership. This has created a culture of exclusion of women and forms the basis for gender discrimination.

The few women who make it to the University are yet confronted with gender unfriendly learning and working environment, as they are subjected to various forms of gender based violence, which hinders them from effective participation in learning and working. The number of female students enrolled at the University, for example, is lower than that of male students because the catchment area from which students are drawn has fewer girls than boys.

Despite the observed constraints, the University is taking measures to redress the historical legacy of gender discrimination by institutionalizing gender mainstreaming approaches in some of the processes.

1.2 Measures to redress imbalances

- Institutional transformation program began at IMTU in identifying gender as one of the areas where strategic reforms were needed. From here gender constituted as one of the strategic objectives within the IMTU Strategic and Rolling Plans.

1.3 Definitions: Gender Equality and Gender Equity

1.3.1 Gender Equality

Equality is based on the idea that no individual should be less equal in opportunity, access to resources and benefits or in human rights than others. Under gender equality therefore, women and men have equal rights to access and control, over resources and benefits, participation decision-making, gainful employment and so forth.

1.3.2 Gender Equity

Gender Equity is the quality of being fair, just and right to both women and men. It includes fairness and justice in the distribution between women and men, of responsibilities, access to resources, control over resources and access to benefits. Gender equity is a step towards gender equality, women's empowerment and it embraces affirmative action where and when necessary.

1.4 Rationale for the Gender Policy

Measure to address gender inequality are not taking place in vacuum, The preamble of the United Republic of Tanzania (URT) constitution for instance, provides for recognition of equality of persons and the constitution has incorporated a Bill of rights, which bans discrimination on whatever grounds, Article 9 of the constitution provides for respect of human rights as provides for in the Universal Declaration of Human Rights. It requires governments and all its institutions to provide for equal opportunities for both men and women citizen. While Article 21 asserts that, every citizen of the United Republic of Tanzania has a right to participate in the governance for the country directly or through their elected representatives, Article 22 provides for equality of opportunities and equal rights through equal terms and conditions to hold any public office. The constitution establishes an affirmative principle as temporary measure to rectify the historical gender imbalances.

In addition to the constitution, the Tanzania's national vision 2025 has as an overall goal of attaining 'human development' with all prerequisites for achieving a fully developed economy. Poverty, inequality, ignorance and lack of empowerment to cherish popular participation in development at all levels are considered as limiting factors to the attainment of general and specific goals of the vision. The human development goal is expected to be people 'centered' with a view to achieving a broad based poverty reduction, which rejects inequality and all forms of social political exclusion which constrain efforts for empowerment and affective democratic participation of all social groups.

Some of the sector policies have also provided guidelines and frameworks for promoting gender equality. The Women Development and Gender Policy (2001) for instance, call for rectifying the historical imbalance through removing barriers that hinder women from having access to education and training to the limits of their abilities, as well as removing social cultural barriers including norms, values, and cultural practices that continue to subordinate women in inferior social position. Additionally the policy calls for the promotion of culture that defends social justice from women's point of view, and promotes and strengthens the talents and strength of women. The policy calls for mainstreaming of gender issues in all development plans. The current Universities Act of 2005 provides for gender equality, balance and equity as one of the functions of the Tanzania Commission for Universities (TCU). The Act is fully anchored on the Higher Education Policy focus on ensuring gender equality and equity for both women and men.

Additionally, Tanzania is also a signatory to various human rights instruments, which bind it morally, and legally to adhere to equity policies and non-discriminatory practices. The Universal Declaration of Human Rights and the Bill of Rights bind Tanzania morally to ban discrimination of all forms. The Convention on the Elimination of all Forms of Discrimination against Women binds the Tanzania Government legally to ban discrimination and promote and empower women in all spheres. The various International Labor Organization (ILO) instruments, in which the country is a part to, demand protection of women against discrimination in employment. ILO 111 Convention call upon member states to pursue employment and occupation in view to eliminating any kind of discrimination.

Regional instruments bind to an affirmative action that which is intend to promote women's participation in politics. A 33% benchmark has been set as minimum percentage for women's participation in decision-making processes for which the AU set a benchmark of 50%.

Given the discussed context, the University has the role and mandate to establish and implement a gender policy which would be consonant with the international, regional and national instruments in order to promote gender equality, equity and women's empowerment within the University in particular and Tanzanian society in general.

1.5 Goal and Objectives

1.5.1 The goal

The overall goal of this policy is to establish a clear vision and framework to guide the transformation processes of developing policies, procedures, and practices which will serve to ensure equal rights and opportunities for women and men in all spheres and structures of the University, as students and staff.

1.5.2 The Objectives

In particular the Policy aims at achieving the following objectives:

1. Facilitating the creation to enable full development of individual intellectual potentials of men and women.
2. Providing guidelines that will facilitate equality and equity of opportunities for women and men in terms of accessing knowledge, employment opportunities, services as well as equality and equity of treatment by employers and all service providers at this University. (Equality and Equity of treatment means, meeting specific and distinct needs of different categories of men and women).
3. Establishing guidelines of the University to take actions in redressing the historical gender imbalances, such guidelines should include affirmative actions.
4. Proposing institutional transformation of values, norms and practices, which hinder promotion of gender equality.
5. Providing guidelines that will support women empowerment as students and as members of staff so that they can demand gender accountability from office bearers.
6. Providing guidelines that will enable the University to institute measure that will ban discriminative practices, procedures and rules.

The policy guidelines, proposals, and provisions in this Gender Policy Framework will apply specifically and directly to all departments, administration and other intuitional structures of the University.

1.6 Mission and Vision

1.6.1 Vision

The vision on which this policy document is based is that of an Institution in which women and men are able to utilize their knowledge and skills to actualize their full potential and participate as equal partners in creating a centre of excellence for this nation and for the world community. The University will therefore, adhere to a vision that focuses on gender equality, equity and women empowerment.

1.6.2 Mission

The mission is to create an affective and enabling framework to guide the transformation programs in terms of developing policy guidelines, regulations, procedures and practices that will serve to ensure equal rights and opportunities for women and men in all spheres and structures of the university. In the light of this, the University is going to play a facilitative role to enable the nation to realize the vision of having an educated citizenry, and the corresponding mission on gender equality, equity and women's empowerment.

1.7 Some Basic Principles

1.7.1. Principles

1. The IMTU is an "Equal Opportunity" Employer.
2. The IMTU is guided by the principle of "zero tolerance" on sexual harassment.
3. The principle of gender responsive participatory methods and approaches will guide learning and working environment.
4. The University has a role and mandate to bring about social changes which will transform the patriarchy structures that hinder the nation from actualizing its constitutional principles of gender equality and equity.

CHAPTER TWO

2.1 Major Areas, Issues, Policy Statements and Strategies Addressed by Gender Policy

2.1.1 Policy level Area

2.1.2. Situational Analysis and Policy Issues

An Institution that is gender responsive has gender concerns anchored in all its key processes including vision, mission, policies, plans, budgets, Programs, projects and activities.

Literature review of the major policies of the university shows limited incorporation of principles of gender equality and gender equity in the IMTU vision, mission, and other key policies such as Student Affairs Policy, Staff Training and Development Policy, Research Policy etc.

Issue

- Review of documents indicated opportunity for gender sensitivity in the vision, mission and in some of policies.

2.1.3 Policy Statement

IMTU shall continue to review all key functions with a view to making them more gender responsive.

2.1.4 Strategies

- To continue to promote gender equality and gender equity in IMTU vision and mission and all key policies.
- To provide accountability mechanisms for the implementation of gender mainstreaming in any newly established policies, Programs, plans and functions.

2.2 Student Enrolment, performance, Achievement and Retention

2.2.1. Situational Analysis and Policy Issues

Since the inception of IMTU the undergraduate female student ratio continued to improve in relation to that of male students

Issues:

- i. Inequality in the enrolment of female and male students
- ii. Limited counseling services

2.2.2. Policy Statement

- i. Shall continue to rectify the historical imbalance through the adoption of affirmative action
- ii. Shall through senate review from time to time, opportunity for both female students in the area of enrolment, performance, achievement and retention until the desired goal 50/50 percentage ratio between female and male is attained generally and across the organization.

2.2.3. Strategies

- i. To continue with the affirmative action efforts, such as pre-entry, lowering of cut off points for female students etc.
- ii. To introduce remedial courses to support and retain all the female students who are admitted through or under affirmative action.
- iii. To introduce empowerment Programs targeting female students to enhance their self esteem and confidence as well as gender sensitization Programs for male students to empower them to handle empowered female students.
- iv. To strengthen counseling services for students.
- v. To build sustainability and accountability plans for moving towards the 50/50 enrolment percentage ratio between female and male students and staff.

2.3 Curriculum Development Research and Consultancy Programs

2.3.1. Situational Analysis and Policy Issues

Curriculum program is the heart of any institution of higher learning and once this becomes gender responsive in its contents and delivery then it also produces gender sensitive professionals.

- i. There is limited gender responsiveness in IMTU research policy generally and with the resultant of gender imbalance representation in the research and publications committee at all stages of the University.

2.3.2. Policy Statement

IMTU shall mainstream gender in all academic Programs research and consultancy activities.

2.3.3. Strategies

- i. To review all IMTU Curriculum for gender sensitivity.
- ii. To support and fund gender responsive researches and consultants as well as gender specific ones

2.4. Staff Recruitment, Development, Training and Retention

2.4.1. Situation analysis and Policy Issues

An institution that is gender sensitive has staff recruitment, development and training policies, Programs, and plans that are gender responsive and which provide mechanism for gender balanced staff retention.

Staff recruitment is based on need and available applicant pool. The staff recruitment committee provides every opportunity for eligible female applicants to move thru the process efficiently.

Issues:

- i. Finding qualified women for recruitment and training.
- ii. Absence of clear national policy and measurable indicators in bridging the existing gender gap in the academic and administrative staff number.

2.4.2. Policy Statement

2.4.3. IMTU shall become an equal opportunity employer by instituting and pursuing policies and Programs that will create equal opportunities for both male and female staff in recruitment, staff development, training and retention

2.4.3. Strategies

- i. To put in place affirmative action at the recruitment level to support an increased number of female employees in academic and administrative positions by defining female and male target percent levels
- ii. To establish mechanism accountability for managing and monitoring the extent to which each unit (college, faculty, department etc.) adopts and implements gender responsive plans for moving to the set target of 50/50 percentage ratio
- iii. To speed up the preparation of the operational policy of the IMTU Staff Training and Development and make it implementable
- iv. To establish gender disaggregated data showing the actual number of employees at all levels in order to provide equal opportunity in staff recruitment, development and training.
- v. Ensure equitable distribution of IMTU resources, benefits and opportunities

2.5. University Governance

2.5.1. Situational Analysis and Policy Issues

For purposes of accountability and role modeling, it is always important to have institutional governance that portrays gender balance that is moving towards the ratio of 50/50 percentage between women and men.

Policy Issues

- i. Limited participation for women in leadership and governance structures
- ii. Limited accountability of key implementers in gender mainstreaming at the University due to among other things lack of operational tools for supporting governance structures on gender accountability.
- iii. Limited gender capacities/expertise within IMTU governance and management structures.
- iv. Lack of parity in the governance positions between women and men.

Shall institute gender responsive structures and processes by putting in place mechanisms for increased women participation (at least 30% as per institutional Policy) in governance and management processes but with a long term goal of attaining the 50/50 percent for both women and men (staff and students).

2.5.3. Strategies

- i. To define female target percentage with a view to reach the 50/50 gender ratio, in leadership positions and membership in decision making organs. The target which may

vary from one unit to another should be revised after a specified period of time so that by the year 2020 at least 30% of top leadership shall be female.

- ii. To put in place clear gender equitable operational procedures when searching and appointing individuals for leadership positions and decision making organs.
- iii. To institute gender accountability and effective mechanism for holding office bearers accountable for lack of mainstreaming gender in their units.
- iv. To make knowledge of gender issues and gender responsiveness part of the terms of reference to all office bearers of governance positions at the University.
- v. Uplift the IMTU gender program committee to the center to make its processes and Programs influential at various levels and structures of governance as well as facilitate gender mainstreaming in strategic corporate plans.
- vi. To equip staff with relevant gender skills and capacity.

2.6. Organizational Culture

2.6.1. Situational Analysis and Policy Issues

Organizational culture within which gender relations are anchored is key for producing and molding gender sensitive professionals (students and academic and administrative staff).

There are still aspects of disempowerment and marginalization of some social groups at the University in the form of subtle discrimination at work places as a result of engendered social practices.

Issues:-

- i. Gender sensitive organizational culture still need improvement at IMTU
- ii. Limited institutional mechanism of promoting gender responsive organizational culture.

Shall promote gender sensitive organizational structure by eliminating all forms of gender oppression, discrimination and marginalization (low level of gender sensitive organizational structure) and by promoting more progressive and gender sensitive culture and social relations.

2.6.3. Strategies

- i. To adopt effective strategies for advocacy processes and campaign and support the community to break silence on organization culture that is disempowering.
- ii. To conduct gender sensitization Programs for the entire University community and make this continuous.
- iii. To implement and popularize the anti-sexual harassment policy.

- iv. To promote effective strategies, for enhancing progressive social relations within the community

CHAPTER THREE

1.0. Management arrangement for Implementing Gender Policy

The management arrangement for implementing the Gender Policy includes:

- i. Defining the role and position of major stakeholders within the community in relation to the Gender Policy.
- ii. Establishing a framework for coordinating, monitoring and evaluating the implementation of the policy.
- iii. Reviewing and setting up of an enabling legislative and institutional arrangement.

3.1 The Role of Different Stakeholders within the University

The stakeholders here include the IMTU Administration, Faculties, Departments, other different academic and administrative units, the community staff and students in general. For the policy to be owned and become implementable at the different stakeholders shall not only make a commitment to endorsing and popularizing it but also shall be held accountable for its implementation. The University shall develop a strategic action plan identifying areas for implementation.

3.2. Monitoring and Evaluation

IMTU shall establish mechanism accountability for monitoring and evaluating the implementation of the policy. In this case an elaborate framework for monitoring and evaluation will be put in place within which monitoring and evaluation shall be carried out at all levels of the University.

3.3. Institutional and Legal Framework

The implementation of the gender policy requires a sound institutional framework for translating the goals, objectives and strategies into actual Programs at all levels departments, faculties, colleges etc. This means that the implementation will be affected through the existing University institutional set up but taking into account changes resulting from the ongoing institutional transformation.

The effective implementation, of the policy requires political commitment and support. It requires, in addition, collective responsibility and accountability by all sectors of University. But faculties, institutes, schools, departments and all other academic and administrative units coordinated at the highest offices within the university will play a key role in the implementation of the policy.

The IMTU Gender Dimension program Committee needs to be elevated to the center to oversee its implementation. The implantation framework shall, therefore, be elaborated in the Gender Policy Strategic Action Plan which will be the main instrument for achieving Gender Policy objectives. The institutional arrangements through which effective coordination and linkage of the different stakeholders with distinct responsibilities and accountabilities in the implementation of the gender policy can be achieved and sustained shall also be elaborated in Gender Policy Strategic Action Plan.

CHAPTER FOUR

2.0. CONCLUSION

The principles, strategies and institutional arrangements outlined in this Gender policy represent the pursuit of the recognition of the equality of all persons by the Constitution of the United Republic of Tanzania and the respect of the human rights provided for in the Universal Declaration of Human Rights that all institutions provide equal opportunity for both men and women citizens.

The successful implementation of these policy objectives will depend on the concerted and determined collective effort, willingness and accountability by all stakeholders within the University. This policy provides, to the IMTU community, both a challenge and an opportunity for promoting and enhancing gender equality and gender equity through the gender policy objectives. To note the progress made to date the University steadily improved the percentage of female employment moving toward reaching the optimum level.

International Medical And Technological University
P.O. Box 77594
New Bagamoyo Road
Mbezi Beach Area
Dar Es Salaam, Tanzania
www.imtu.edu