# GENDER  POLICY

## 2023

# FOREWORD

Sustainable socioeconomic development as well as the demands of the Constitution and various instruments that TZ is party to, require equal participation of all persons. Education has a critical role to play in addressing issues of gender quality and equity in Tanzania. This calls for integration of gender perspective in higher learning institutions. The Gender policy is intended to guide the Kampala International University in Tanzania (KIUT) community on rights and obligation of all stakeholders.

The policy provides a framework for planning and programming of gender responsive programmes in education, teaching and research at management and operational levels. It highlights key concerns and intervention strategies in various aspects of disparities in all University    activities involving both staff and students, with the aim of enhancing overall performance through incorporation of holistic and gendered organizational best practices.

Gender is a cross cutting issue and successful implementation of the gender policy requires commitment, participation and contribution of all staff and students. Our commitment to gender mainstreaming perspective will be reflected in our academic programmes, work plans, research and publications in budgeting as well as in technical cooperation with other institutions. All units within the University are expected to develop plan to integrate gender perspectives in their work plans. These plans will be used to monitor progress on gender mainstreaming.

The success of this Gender policy is the responsibility of all persons at policy, decision making and implementation levels of our institution. They include the academic leaders. Managers and policy makers, working in various facilities, institutes, canters and services units of the University.

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Vice Chancellor
Kampala International University in Tanzania
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## ABBREVIATIONS

| | |
|---|---|
| AIDS | Acquires Immune Deficiency Syndrome |
| AU | African Union |
| DVC AA | Deputy Vice Chancellor- Academics Affairs |
| DVC FA | Deputy Vice-Chancellor- Finance & Administrative |
| CEDAW | Convention on the Elimination of all forms of Discrimination against Women |
| GBV | Gender based violence |
| GDPC | Gender Dimension Programme Committee |
| HIV | Human Immunodeficiency Virus |
| ILO | International Labour Organization |

MUHAS      Muhimbili University College of Health Sciences

SADC       Southern African Development Cooperation

KIUT        Kampala International University in Tanzania

URT         United Republic of Tanzania

VC          Vice Chancellor

# CHAPTER 1

## 1.0 GENERAL PROVISIONS

### 1.1. University Philosophy

1. Kampala International University in Tanzania (KIUT) draws its academic inspiration from the existentialist or phenomenological, and the pragmatist philosophy of education. The two conceptual frameworks focus on individual existence and the uniqueness of the individual learner and view the purpose of education as fostering cognitive and practical skills that will enable the learner to survive in a constantly changing world. The University will be driven by this philosophy to ensure that the educational programmes it will offer benefit the clientele through provision of pragmatic courses of study and emphasize the uniqueness of each individual learner.

### 1.2. Vision

2. To become a premier institution of international repute that prepares students for the world and an inclusive society.

### 1.3. Mission Statement

3. to respond to societal and educational needs by designing and delivering education guided principles and values of respect for society, economy and to provide and develop a supportive research environment in which scholars at every stage of their career can flourish.

### 1.4. Objectives and Functions of the University

4. The long-term objectives, and functions of KIUT are:

   a) To produce highly skilled and competent graduates capable of making independent and wise decisions which will enable them to become respected members of society and contribute to their professions, the nation and the global community.

   b) To become a premier International University in the Great Lakes Region, and beyond, providing needs-based, market-driven quality academic programmes.

   c) To supplement government's effort in the stimulation of higher education by providing university education to a larger section of society.

   d) To provide professional development and continued learning for practicing professionals.

   e) To undertake research projects in various fields that contributes to political, economic, social and technological development of society.

f)    To undertake partnerships with other institutions to enhance mutually beneficial objectives.

g)    To recruit experienced well-trained academic and administrative staff with ability to sustain an intellectually challenging learning environment that prepares and equips students with skills for continued development.

## 1.5. Core Values of the University

5.   KIUT's core values are:

a)    Excellence in all endeavors: Through teaching and research, individually and corporately, to continuously raise standards for excellence, and deliver services beyond expectations.

b)    Holistic human development:

c)    Teamwork and effective communication: Foster and nurture the value of teamwork and sense of belonging, while at the same time have a passionate commitment to a shared vision so as to fulfill the objectives of KIUT.

d)    Innovation and entrepreneurship:

e)    Inter-disciplinarily & research-driven programming:

f)    Multi-culturalism and global citizenship:

## 1.6. Motto

6.   The motto of the University is **"Exploring Heights"**

## 1.7. Definition of Terms

7.   In this policy, the following terms will have the meaning provided below:

Affirmative action A policy of programme taken to improve the presentation of designated group seeking to redress discrimination bias through active measures in education and employment.

Curriculum            The content of education programmes.

| | |
|---|---|
| Date rape | Coerced sexual intercourse during a mutually agreed upon meeting. |
| Empowerment | A process through which the target group acquires knowledge, skills, and attitudes to critically analyse the situation and take necessary action to change the status quo of the underprivileged and other marginalised groups in society. |
| Engender | A term used to describe those characteristics of women and men, which are socially constructed |
| Gender analysis | The process of examining roles and responsibilities or any other situations with regard to women, men, boys and girls with a view of identifying gaps, raising concerns and addressing them; investigating and identifying specific needs of girls and boys, women and men for policy and programme development and implementation. |
| Gender-based violence | Any form of act of violence that result in, or is likely to result in, physical sexual psychological harm or suffering to person on the basis of gender. |
| Gender competences | Skill and knowledge to perceive and analyses things from a gender perspective. |
| Gender discrimination | Unequal or differential treatment of individuals or groups on the basis of their gender that result in reduced access to or control of resources or opportunities. |
| Gender equality | The absence of discrimination on the basis of person's sex in opportunities, in allocation of resources and benefits or in access of services. |
| Gender equity | The practice of fairness of justice in the distribution of benefits, access to and control of resources, responsibilities, power, opportunities and services. |
| Gender imbalance | A situation where there is no gender parity. |
| Gender mainstreaming | A strategy of making women and men concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies, programmes, activities, and projects at all levels in the social, economic and political spheres. |
| Gender parity | A numerical concept referring to equal number of girls and women, boys and men relative to their respective numbers in the population. |
| Gender relations | Define how people should interact with others and how others relate to them, depending on their attributed gender, and they should be analyzed within the cultural context in which they develop. |

| Gender responsive | An action taken to correct gender imbalance. |
| Gender responsive pedagogy | Teaching and learning of methodologies and classroom practices that take gender into consideration. |
| Gender roles | Socially assigned roles and responsibilities as opposed to biologically determine functions. |
| Gender sensitisation | The process of developing people's awareness, knowledge and skills on gender issues. |
| Gender stereotype | The assigning of roles, tasks and roles to a particular sex on the basis of pre-conceived prejudices. |
| Gender transformative policy | A policy that takes into account the needs of girls and women, boys and men; it also seeks to transform the existing gender relations to be more equitable through redistribution of resources and responsibilities. |
| Participation | A general term used to refer to active involvement, enrolment, retention, progression, performance and transition. |
| Provisions | Policy pronouncements on action to be taken. |
| Sex | The biological and physiological characteristics of females and males, which biologically determined by nature. |
| Sex disaggregated data | Classification of information on the basis of sex. |
| Sexual harassment | Unwanted acts of sexual nature that cause discomfort to the targeted person. They include words, persistent request for sexual favours or dates, gestures, touching, uninvited sexual overtures, coerced sexual intercourse and rape. |
| Strategic interest | Long term non-material needs. They focus on getting more choices, more options, and more say. |

# CHAPTER TWO

## 2.0 Background

### 2.1. Introduction

8. This policy document which is a result of a long process of addressing gender imbalance at the Kampala International University in Tanzania (KIUT) defines the University's vision on gender equality, equity and Women's empowerment and provides a framework through 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.

9. 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 dis-advantaged position in accessing, benefiting and getting fair treatment at the KIUT, as users and producers of knowledge. Like many other educational institutions in Tanzania and beyond, gender imbalance and gender discrimination have existed at this University for a long time. In all faculties, and across all disciplines, Women have always constituted a small a minority as students and as members of staff. In some faculties, like that of Applied Sciences, Health, Business Management and SPG and Law, Women's population has been extremely low. Males have always dominated the top-level leadership. This has created a culture of exclusion of Women and forms the basis for gender discrimination.

10. The few Women, who make it to the University, are yet to be 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. To make matters worse, the curriculum is full of biases, and stereotypes, which act as a barrier towards developing the full potential of their intellectual capabilities. However, gender inequality and gender inequity, observable at the KIUT has to be viewed within a broader national societal context. They are a reflection of the patriarchal nature or system that has historically been in existence and perpetuated by the social economic, political, cultural and legal frame works that have been in place. The number of female students at the University for example, is lower than that of the

male students because the catchment area from which students are drawn has fewer girls than boys.

## 2.2. Measures to Redress Imbalances

11. KIUT has taken several measures to address gender issues as shown below:
    a) Institutional transformation programme began at KIUT in 2011 and identified gender as one of the areas where strategic reforms are needed. From here, Gender constituted one of the strategic objectives within the KIUT Five Year Strategic and Rolling Plans.
    b) Efforts towards institutionalizing gender issues at KIUT led to the GDPC.
    c) A situation analysis has been made to determine the degree of imbalances and specific gender issues and concerns (KIUT 2011)
    d) An assessment of Gender Based Violence.
    e) A review of major KIUT policies from a gender perspective (2012).
    f) An Anti-Sexual Harassment Policy is now in place.
    g) Institutional mechanism is in place to facilitate gender mainstreaming in all programs and including affirmative action plans.
    h) Gender awareness programme to the University community have been undertaken.
    i) Scattered initiative in various departments has been made in mainstreaming gender in their curricula.
    j) Efforts to mainstream gender in the University Corporate Plan have been undertaken as well.
    k) Finally, the University has instituted affirmative action to increase the number and proportion of female students. In some faculties such as Law FASS and Science, affirmative action has led to a significant increase of Women students.

12. Various studies and Gender awareness programme have been carried out and recommended a need for general KIUT Gender Policy to provide KIUT wide guidance on a systematic execution and accountability for establishment and documented gender concerns at KIUT. This policy provides a conceptual framework of principles and strategies to be pursued in order to achieve gender equity and equality at the University.

13. Implementation of the policy will involve:
    a) Collaboration and networking to build synergies and utilize available expertise within and outside the University.

b) Participatory approach in the implementation of the various programmes of activities.
c) Specific attention paid to women's and men's concerns.
d) Academic programmes including research, documentation and publications.
e) Advocacy and sensitization.

## 2.3. Rationale for the Gender Policy

14. Measures to redress gender inequality are not taking in place in vacuum. The preamble of the 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 provided in the Universal Declaration of Human Rights. It requires governments and all its institutions to provide for equal opportunities for both Men and women citizens. While Article 21 asserts that, every citizen of the United Republic of Tanzania has a right to participate in the governance of 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 office. The constitution establishes an affirmative principle as a temporary measure to rectify the historical gender imbalances.

15. In addition to the constitution, Tanzania's national vision 2025 has 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 "cantered" with a view to achieving a broad based poverty reduction, which rejects inequality and all forms of social political exclusion which constrains efforts for empowerment and effective democratic participation of all social groups.

16. 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 imbalances 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 a 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 Tanzania Commission of Universities. The Act is fully anchored on the Higher Education Policy focus on ensuring gender equality and equity for both Men and Women.

17. Furthermore, Tanzania is a signatory to various human rights instruments of, 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 Tanzanian Government legally to ban discrimination and promote and empower Women in all spheres. The various ILO instruments, which the country is part of demand protection of Women against discrimination in employment. ILO 111 Convention calls upon member states to pursue policies designed to promote equal opportunity and treatment in respect to employment and occupation in view of eliminating any form of discrimination.

18. Regional instruments, such as SADC Gender Declaration, bind to an affirmative action that is intended to promote Women's participation in policies. A 33% benchmark has been set as a minimum percentage for Women's participation in decision-making processes for which the AU set a benchmark of 50%.

19. Given the discussed context, the University has a role to play 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.

## 2.4. Goal and Objectives

20. The University is committed to:

   ✓ Enhancing the principle of equal opportunities for all persons such that  no deserving persons are discriminated against on the basis of their gender; and
   ✓ Institutionalizing the principle of gender mainstreaming to ensure that opportunities and benefits are equally accessible to both women and men in all its operations.

## 2.4.1. Goal

21. The overall goal of this policy is to establish a clear vision and framework to guide the transformation 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.

## 2.4.2. The Objectives

22. In particular, the Policy aims at achieving the following objectives:

   a) Facilitating the creation of an enabling environment to enable full development of individual intellectual potentials of Men and Women.
   b) Providing guidelines that will facilitate equality and equity of opportunities for Women and Men in terms of accessing knowledge, employment opportunities, services and resources as well as equality and equity of treatment by employers and all services providers at this University.
   c) Establishing guidelines for the University to take actions in redressing the historical gender imbalances. Such guidelines should include affirmative actions.
   d) Proposing institutional transformation of values, norms and practices, which hinder promotions of gender equality.
   e) Providing guidelines that will support Women empowerment as students and as members of staff to demand gender accountability from office bearers.
   f) Providing guidelines that will enable the University to institute measures that will ban discriminative practices, procedures and rules.
   g) Support all stakeholders in science and technology in order to undertake gender responsive planning, implementation and evaluation of policies, programmes and projects.
   h) Increase coverage effectiveness and efficiency of gender interventions in all University's operations.
   i) Design, develop and implement a curriculum, pedagogy strategies and materials that are gender responsive.
   j) Enhance participation of women and men in governance and management of KIUT.
   k) Ensure working environment within the University is gender responsive.
   l) Eliminate sexual harassment and gender based violence.
   m) Promote gender responsive health programmes such as counseling and life skills including need to address and reduce HIV and AIDS infection rates and impact in the KIUT Community.
   n) Promote participation of both male and female in teaching and research of science and technology.

o) Highlight the historical and current contributions of women scientists in teaching and research.
p) Establish and strengthen existing synergies and utilize available expertise to enhance gender responsiveness in science, information, communication and technology.

## 2.5. Scope of the Gender Policy

1. The policy provisions will apply to all activities and programmes of KIUT at all levels.

## 2.6. Guiding Principles

2. The KIUT Gender Policy is based on the following guiding principles and assumptions:
   a) The KIUT is an **"Equal opportunity"** employer.
   b) The University is guided by the principle of **"Zero tolerance"** on sexual harassment.
   c) The principle of gender responsive participatory methods and approaches will guide learning and working environment.
   d) The University has a role and mandate to bring about "**social change"** which will transform the patriarchy structures that hinder the nation from actualizing its constitutional principles of gender equality and equity.
   e) The commitment of the institution to ensure enabling environment that promotes and facilitates gender equality at all levels. This will ensure adequate resources including academic programmes and staff training are gender responsive to enhance gender parity.
   f) KIUT is committed to creating and promoting gender sensitive work environment within the University. Towards achieving this goal, KIUT will organise regular workshops/seminars and exposure to a variety of other inputs. All KIUT events/programmes both internal and external, will have gender component and address gender specific needs of participants.
   g) KIUT will ensure a detailed documentation of all processes related to activities on the issue of gender within the University. These will be accessible to those who wish to use the same to promote and strengthen gender equality within their work spheres. In addition, these will be reported in the KIUT newsletter and KIUT website regularly.
   h) Gender mainstreaming will be applied in all areas with considerations of specific interventions to redress historical imbalances of any gender.

3. Gender is cross cutting issue and therefore interventions strategies should encompass all University functions, systems and processes.

## CHAPTER THREE

## 3.0 POLICY ISSUES, STATEMENTS AND STRATEGIES

### 3.1. Redressing the Existing Situation

4. **Policy issue:** An institution that is gender responsive has gender concerns anchored in all its key processes, including vision, mission, policies, plans, programme budgets, projects and activities. Literature review of the major policies of KIUT shows limited incorporation of principles of gender equality and gender equity in the KIUT vision, mission and other policies, such as Staff Training, Development policy, HIV/AIDS policy, Research Policy, etc.

5. **Policy Statement:** KIUT shall continue to review all key functions with a view to make them more gender responsive.

6. **Strategies**

   ✓ To continue to promoting gender equality and gender equity in KIUT vision and mission and all key policies.
   ✓ To provide accountability mechanisms for the implementation of gender mainstreaming in any newly established policies, programmes, plans and functions.
   ✓ To institute mechanisms that will provide gender budgeting approach at KIUT.

### 3.2. Student Enrolment, Performance, Achievement and Retention

7. **Policy Issues:** Since the inception of the University, the percentage of undergraduate's female students has continued to be low in relation to that of male students. While the current percentage enrolment ratio of female to male student's stands at 35%, it is much lower in the Faculty of Applied Sciences, recently with the introduction of programmes in Education and Health sciences and law, the ratio of female students is lower than that of their male counterparts. Although there has been an improvement in the increase of the number of female students in the Faculty of Business management and development studies and in some disciplines such as economics, statistics and languages the increase is slow. The main issue to be addressed are:

   ✓ Inequality in the enrolment of female and male students.
   ✓ Enrolment of female students is low in  health science programmes.

✓ Limited recreation services.
✓ Limited counseling services.

✓ Limited facilities for students with disabilities

✓ Lack of facilities to cater for breast feeding students

8. **Policy Statement:** KIUT shall continue to rectify the historical imbalance through the adoption of affirmative action until the desired goal 50/50 percentage ratio between female and male is attained generally and across the board from student enrolment, staff deployment and university governance.

9. **Strategies**
   a) To implement affirmative action to be identified by the University Senate;
   b) To introduce remedial courses to support and retain all female students who are admitted through or under affirmative action.
   c) To introduce empowerment programmes targeting female students to enhance their self-esteem and confidence as well as gender sensitization programmes for male students to empower them to handle empowered female students.
   d) To strengthen counselling services for students.
   e) To revive and revitalize extra curriculum activities targeting female and male students in order to promote positive interactions.
   f) To build sustainability and accountability plans for moving KIUT towards the 50/50 enrolment percentage ratio of female and male students and staff.

   g) To consider needs for students with disability

   h) To establish breast feeding center for students with babies.

## 3.3. Curriculum Development Research and Consultancy Programmes

10. **Policy Issues:** Curriculum programme is the heart of any institution of higher learning, and once this becomes responsive in its content and delivery, then it also produces gender sensitive professional. Generally, the majority of the courses/ programmes and particularly those in hard sciences at KIUT are not gender sensitive. In addition, gender blindness and gender insensitivity still exist in teaching, research and consultancy at the University. However, over the years, faculty of business management and development studies and Education has introduced integrated gender courses per-se or gender

modules in their teaching programmes. The same has not been the case in the health and applied sciences. The issues to be addressed include:

- ✓ There are limited gender sensitive approaches in curriculum development, teaching, research and consultancy which is a result of lack of or limited capacity and will.
- ✓ Most of the gender courses are taught mostly by Women assuming that gender has something to do with Women and hence its teaching belongs to the Women in domain.

11. **Policy Statement:** KIUT, shall mainstream gender in all academic programmes research and consultancy activities.

12. **Strategies**

a) To review all the KIUT Curricula for gender sensitivity
b) To elevate the Gender Desk into a gender Centre so that it can facilitate and support the drawing up of gender sensitive curriculum programme for the entire University.
c) Develop a gender sensitive curriculum programme.
d) To support and fund gender responsive researches and consultancies as well as gender specific ones.
e) To encourage both male and female student enrolment in SMT subjects at both undergraduate and postgraduate courses.
f) To ensure a gender responsive teaching and learning environment to promote involvement of men, women and persons with special need at the University.
g) To implement affirmative action of both male and female from disadvantaged area such as urban slums and marginalized areas and students with special needs to enable them to achieve their goals regardless of their gender.
h) To solicit for grants and scholarships to assist the disadvantaged gender.
i) To encourage and promote the use of gender responsive teaching and learning methods including use of language that is free of any bias.
j) To encourage and promote gender-responsiveness in the appointment of administrative management officers and decision making organs including Senate and Council.
k) To put in place a clear procedure of reporting sexual harassment and such cases shall be handled as a matter of urgency.
l) To introduce student orientation programmes that includes life skills, guidance, and counseling, HIV and AIDS to enhance the wellbeing of male and female students in the University.
m) To conduct regular talk shops, seminars, and consortium to the University community. The University to invite prominent male and female professionals to encourage female and male student to pursue all fields of study to the highest levels.

## 3.4. Staff Recruitment, Development, Training and Retention

13. **Policy Issues:** An institution that is gender sensitive has staff recruitment, development and training policies, programmes and plans that are gender responsive and which provide mechanism for gender balanced retention. It is acknowledged that there is gender imbalance in the staff recruitment and staff development and training programmes for both academic and administrative staff at the KIUT. As a result, there is less opportunity for Women to be recruited and be sent out for training. Consequently, there are unequal opportunities for Women and Men in higher academic and administrative positions. The issues to be addressed include:

   a) Unequal opportunity for Women and Men in the recruitment and training.
   b) Limited information and access to key resources for activities, such as research, available consultancies and funds for sabbatical leave which may lead to gender biases in resources allocation.
   c) Unequal opportunity for Women and Men in key and higher academic positions.
   d) Absence of clear policy and measurable indicators in bridging the existing gap in the academic and administrative staff number.
   e) Limited recognition of reproductive roles and responsibilities of female staff and the way they impact on their work.
   a) Limited gender responsiveness in the tools, criteria and standards used for motivation of staff e.g., promotions, research, funds, consultancies, housing, creches etc.

   b) Absence of facilities to support breast feeding mothers to be at work.

   c) To consider needs for workers with disability

14. **Policy Statement:** KIUT shall become an equal opportunity employer by instituting and perusing policies and programme that will create equal opportunities for both Male and Female staff in recruitment, staff development, training and retention.

15. **Strategies**
   a) 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.
   b) To establish mechanisms accountability for managing and monitoring the extent to which each unit (college, faculty, department etc) adopts to implements gender responsive plans for moving to the set target of 50/50 percentage ratio.

c) To speed up the preparation of the operational policy of the Kampala International University Staff Training and Development and make it implementable.

d) 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.

e) To develop and operationalize effective strategies for supporting female employees, especially those in the child-bearing age so that they get opportunity for research, training and promotion.

f) Ensure equitable distribution of KIUT resources, benefits and opportunities.

g) To sensitize the staff members and students on gender issues and continue to promote and operationalize the policy against gender imbalance and discrimination.

h) Establish facilities to support women with young children(breast feeding center and day care)

## 3.5. University Governance and Management

16. **Policy Issues:** For purposes of accountability and role of modeling, it is always important to have institutional governance that portrays gender balance that is moving towards the ratio 50/50 percentage between Women and Men in all the governance positions. There is unequal opportunity for Women and Men in the KIUT senior leadership positions both academic and administrative, including the Key policy making organs such as the Senate and the Council. This is also visible in the student leadership. The University top and middle management structures are generally dominated by men. Observable data shows that the University has One VC (M), Two DVC (M), three Deans (2 M & 1 F). Administrative Directors (7 M & 4 F), 19 HOD's (15 M & 4F), 39 University Senate (27M &12 F), etc. The issues to be addressed include:

✓ Limited participation for Women in leadership and governance structures at KIUT.
✓ Limited accountability of key implementers in gender mainstreaming at the University due to among other things, lack of operational tools for supporting governance structures.
✓ Lack of parity in the governance positions between Women and Men.

17. **Policy Statement:** KIUT shall institute gender responsive structures and processes by putting in place mechanisms for increased Women participation  (at least one third as

per KIUT Charter) 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).

18. **Strategies**

   a) To define female target percentage with a view to moving KIUT to reach a one third (as pre University Charter) (and in a long run 50/50) female to male 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 2030 at least 50% of top leadership shall be Female.

   b) To put in place clear gender equitable operational procedures when searching and appointing individuals for leadership positions and decision making organs.

   c) To institute gender accountability and effective mechanism for holding office bearers accountable for lack of mainstreaming gender in their units.

   d) 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.

   e) Uplift the KIUT gender Desk to a centre to make it able to influence plans, processes and programmes at various levels and structures of governance as well as facilitate gender mainstreaming in strategic corporate plans.

   f) To enhance gender budgeting knowledge to the University managers and planners to enable them to plan and budget with gender sensitivity. The Management shall consult Tanzania Gender Network for guidance.

   g) To equip staff with relevant gender skills and capacity.

   h) To encourage female appointments of heads of department and units.

   i) To encourage males and females in positions of leadership including seeking for leadership positions in staff ad student elections.

   j) To create equal opportunities for effective work and personal development.

   k) To promote equity and equality between females and males in allocation of resources and opportunities.

   l) To sensitize on gender issues and concerns for effective implementation of strategies.

   m) To maintain gender desegregated data to enhance gender responsiveness.

## 3.6. Organizational Culture

19. **Policy Issue:** Organizational culture within which gender relations are anchored is key for producing and molding gender sensitive professionals (students and academic and administration staff). There are still aspects of disempowerment and marginalization of some social groups at the University in the form of sexual harassment, domestic violence

and subtle discrimination at workplaces, as a result of un-gendered social practices. The issues to be addressed include:

- ✓ Gender sensitive organizational culture is still low at KIUT.
- ✓ Limited institutional mechanism of promoting gender responsive organizational culture.
- ✓ Existence of culture of silence in relation to sexual harassment.

20. **Policy Statement**: KIUT shall promote gender sensitive organizational culture by eliminating all forms of gender oppression, discrimination and marginalization (low level of gender sensitive organizational culture) and by promoting more progressive gender sensitive social relations.

21. **Strategies**
   a) To adopt effective strategies for advocacy processes and campaign and support the KIUT community, to break the silence on organizational culture that is disempowering.
   b) To sensitize KIUT Community to LIVE the new culture - the way things are run daily – sexist language used, jokes in meetings, female secretaries, female tea makers, modes of address, women needing to breast feed etc.
   c) To conduct gender sensitization programmes for the entire University community and it continuously.
   d) To implement and popularize the anti-sexual harassment policy.
   e) To promote effective strategies for enhancing progressive social relations within the community.

## 3.7. Gender and Work Environment

22. **Policy issues:** Institutional and work environment impact men and women differently. Critical gender Issues in the academic and work environment exist in academic, social amenities, social dimensions, and management of students and staff in academic institution such as the University. Provision of adequate, appropriate and gender responsive social facilities including separate toilets, is key to teaching and learning and a work environment that aims at effective performance. There is a need to be sensitive to the needs and concerns of males and females including persons with special needs. KIUT is an environment of diversity of staff and students that aims to enable full potential regardless of gender.

23. **Policy Statement:** KIUT shall create a gender friendly teaching and learning and work environment for all students and staff.

24. **Strategies**
   a) To ensure that cases of sexual harassment are given priority and disciplinary action taken against any offender.
   b) Carry out regular drug awareness campaigns in the University, mentoring programmes, guidance and counseling of students and staff to address drug and substance of abuse.
   c) Introduce common curriculum courses on drug and substance of abuse, gender, HIV and AIDS.
   d) To organize seminars, workshops, for all in order to sensitize them to transform behavior and attitude patterns pertaining to gender relationships.
   e) To introduce an online comprehensive sexuality education (CSE) this will be headed by gender desk personnel and assisted by the peer educators.

## 3.8. Gender-based Violence and Sexual Harassment

25. **Policy issues:** Research shows that although both female and male students as well as female and male staff suffer acts of sexual and gender-based violence, girls and women are the most affected and tend to suffer most. These include physical sexual and psychological harm. Violence against women is imminent across social cultural, political, and religious orientations. However, GBV against men has been on the rise as resent studies have indicated. Efforts to address gender based violence and sexual harassment s often uncoordinated and most cases go unreported. In essence the culprits continue to perpetuate the crime unabated. GBV has been rampant in the Universities as highlighted by the media.

26. **Policy statement:** KIUT shall eliminate all forms of GBV and sexual harassment at the University.

27. **Strategies**
   a) Strengthen the Gender Desk to handle GBV and SH cases and ensure that such cases are treated with confidentiality.
   b) Provide support including health, counselling and psychological services and rehabilitation mechanism for victims for gender-based violence (GBV) and sexual reproductive health (SH).
   c) Punish all perpetrators of GBV and SH irrespective of their gender status.
   d) Carry out GBV and SH awareness campaign to sensitize men and women on the vice, including rape awareness.

e) Establish and sustain networks with organizations working on elimination GBV and SH

## 3.9. Research and Publications

28. **Policy issue:** Research is key to generation of knowledge and is a core activity at the University .Human  and social issues are diverse, dynamic. And often complex.  Research and publication must enhance gender quality and equity by promoting gender responsive social environment. Research must of necessity include both gender unless such research is by virtual of their design and conceptualization, clearly designate to investigate aspects related to a specific gender. In addition, female members of staff are in minority in various universities, especially in science,      research and publications. Further, certain gender issues may be diverse as research is not exhaustive.   Therefore, there is a need to research in these areas to fill the gap. It is also important to ensure that gender responsive research   tools are developed so that the research outcomes are gender responsive.

29. **Policy statement:** The University shall ensure equal participation by both gender  in gender responsive research and  publications.

30. **Strategies**
    a) Ensure both women and men have equal opportunities to funding  for research, with specific regard  to disadvantaged gender or under-represented gender.
    b) Allocate resources to promote research and publications by both gender including participation in seminars, workshops and conferences to disseminate research findings.
    c) Carry out Gender awareness and sensitization training    to all staff members to ensure gender friendly language, teaching and learning material s and research.
    d) Enhance and develop research skills among male and female members of staff.

## 3.10. Linkages, Networking and Collaborations

31. **Policy issues:** Institutional gender institutional gender mainstreaming requires effective networking with other stakeholders.  KIUT will continue to establish and to strengthen networks and linkages with other institutions including universities in research policy, implementation, information management systems, monitoring and evaluation of institutional programmes  to enhance best practices. This will ensure improved quality of services for all persons at all levels using sector wide approach.

32. **Policy statement:** KIUT shall establish, strengthen existing partnership and collaboration in gender, education, research and publication.

33. **Strategies**
    a) Identify key partners in gender education and research
    b) Sensitize partners including parents and strategic partners and elicit support for gender programmes
    c) Mobilize resources for gender education  and research programmes
    d) Expand gender related programmes at all levels including gender sensitization and advocacy in guidance and counseling  and HIV and AIDS.

## 3.11. Gender Responsive Health Service

34. **Policy issues:** The enjoyment and high attainable standards of health is one of the fundamental rights of every human being. Integrating gender perspective in health is sound policy and will help to strengthen health programmes.  This is because gender considerations are central to the provision of equality health services, especially sexual and reproductive health. In addition, it is increasingly well recognized that there are differences in the factors determining health for male and female. The dynamics of gender in health including female vulnerability to HIV and AIDS are of profound importance. Physiological differences between males and females such as menstruation, pregnancy, child-bearing, breast feeding, menopause, rites of passage such as circumcision, create unique health issues for female compared to male.

35. **Policy statement:** KIUT shall integrate gender consideration s into health programmes for quality health services.

36. **Strategies**
   a) Develop and implement gender integrated health policy
   b) Implement modalities to enhance health services for male and female students and staff
   c) Build capacity of health providers on gender responsiveness
   d) Increase collaboration and partnership to enhance health services for student and staff.

## 3.12. Gender and HIV and AIDS

37. **Policy issues:** HIV and AIDS continue to be a challenge to socioeconomic development especially in developing countries. HIV and AIDS affect girls and boys, women and men differently due to a combination of factors. These factors are biological, sociocultural and economic that increase vulnerability of girls and women to HIV and AIDS. These are further compounded by GBV and SH such as rape, incest, and coerced sex. Both males and females lack life skills and are thus often ill prepared to protect themselves from HIV and AIDS.

38. **Policy statement:** To reduce HIV and AIDS infection rates and impacts among student and staff at KIUT.

39. **Strategies**
   a) Empower both men and women to make responsible decisions concerning their sexuality
   b) Develop and implement HIV and AIDS policy
   c) Facilitate access to condoms to University Staff and Students of either gender.
   d) Facilitate training of students and staff on reduction and management of HIV and AIDS

   e) Promote and encourage informed consent for individual testing, accompanied by confidential and voluntary counseling so that members of KIUT community become aware of their HIV zero status to enable them make informed decisions.

   f) Take measures to ensure that there is no stigma and discrimination in the provision of treatment, care and support for people living with HIV/AIDS.

g) Promote, support and coordinate innovative and multi- disciplinary research on HIV/AIDS.

## 3.12. UNINTENDED PREGNANCIES

40. **Policy issues:** Sexual activity without the use of effective contraception through choice or coercion may result into unintended pregnancies. Unintended pregnancies may be unwanted pregnancies or mistimed pregnancies. While unintended pregnancies are the main reason for induced abortions, unintended pregnancies may also result in live births or miscarriages.

41. Unintended pregnancy has been linked to numerous poor maternal and child health outcomes, poor performances in classes, regardless of the outcome of the pregnancy. Efforts to decrease rates of unintended pregnancy should be done through multiple interventions.

42. **Policy statement:** To reduce unintended pregnancies and impacts among student and staff at KIUT.

43. **Strategies**
    e) Empower both men and women to make responsible decisions concerning their sexuality
    f) Facilitate education on contraceptives to University Staff and Students of either gender.
    g) Facilitate training of students and staff on impacts of unintended pregnancies.

## CHAPTER FOUR

## 4.0 MANAGEMENT ARRANGEMENT FOR IMPLEMENTING THE GENDER POLICY

### 4.1. Introduction

44. Effective implementation of policy and coordination of gender programmes, will be achieved through the Gender Desk.  The management arrangement for implementing the Gender Policy includes:
✓ Defining the role and position of major stakeholders within the community in relation to the Gender Policy.
- ✓ Reporting of incidences

- ✓ Protection of the victim, whistle blowers and accused persons.

- ✓ Complaints handling procedures.

- ✓ Establishing a framework for coordinating, monitoring and evaluating the implementation of the policy.
✓ Reviewing and settling up of an enabling legislative and institutional arrangement.

### 4.2. The Role of Different Stakeholders within the University

45. The stakeholders here include the KIUT Central Administration, academic and administrative units, the KIUT community staff and students in general. For the policy to be owned and become implementable at the KIUT the different stakeholders shall not only make a commitment to endorsement and popularize it but also shall be held accountable for its implementation. The University shall develop a strategic action plan identifying areas of mobilization of resources (both financial and human), and responsible organs and key individuals for implementation;

4. 2.1 Students organization

i) Contribute to the National gender equality agenda through active participation, educational activities, innovative research, advocacy, training, and service provision.

ii) KIUTSO to ensure representation of all genders in its management structure.

iii) In collaboration with EOB to identify the priority need of students with regard to gender equality

iv) KIUTSO will ensure provision of awareness campaigns concerning GBV issues, and sexuality education, through emphasizing students to study the comprehensive sexuality education online course with collaboration of peer educators.

4.2.2 Gender desk

The Gender Desk has been established under the government directive and is responsible in handling gender-related matters such as inequalities, harassment and protection for students and staff.

The Desk has been operating under the office of the Vice Chancellor and presents its recommendation to the office of Vice Chancellor, through the deputy vice chancellor for finance and administration (DVCFA).

Gender desk responsibilities

1. Take the lead in educating the University's stakeholders to ensure gender mainstreaming in all University's program, projects, and activities;

2. Coordinate with EOB and other offices and units within the University in designing interventions for gender-related issues and concerns;

3. Collaborate with student organizations in promoting gender sensitivity and inclusivity in campus; and outside

4. Insure smoothly investigation of the reported gender concerns.

5. Shall refer gender-related grievances to the equal opportunity board where they were unable to resolve these issues.

4.3 . Reporting of Incidences

Gender-based issues can be reported by any of the following:

➢ Member of the Policy implementing organs who receives information about any act of gender issue has an obligation to report it through the established channels as prescribed in this Policy.
➢ Victims of gender discrimination or gender-based violence.
➢ Witness of gender-based discrimination or gender-based violence, provided that person is able to provide evidence.

A gender-based complaint may be made through:
➢ Complaint box installed at the University Gender Desk Office;
➢ Gender Desk telephone;
➢ Electronic means including e-mail or special application; and
➢ Formal letter of fill complaint form.

4.4 Complaints Handling Procedures

➢ A formal complaint shall be lodged in the prescribed form (See section 3 of "DaftarilaKusajiliTaarifa za Ukatili wa Kijinsia katika Taasisi za Elimu ya Juu na kati , 2022").
➢ The office responsible for gender issues or the Gender Desk may initiate an official investigation if there is a reason to believe that any of its members is committing gender discrimination or being subjected to gender-based violence, respectively; and

- Upon completion of the investigation process, the office responsible for gender issues or the Gender Desk shall refer the matter to the relevant authority or take necessary action, as the case may be.
- Parties to the complaint shall have a right to be notified of the outcome by the Gender Desk.

4.5 Protection of Victims and Whistle blowers and accused person.

- When a complaint has been lodged, it shall be treated with utmost confidentiality;
- Where it is necessary to interview a witness, the investigating committee shall maintain strict confidentiality; and
- Any person handling a complaint of gender-based issue and any party to the complaint shall treat it with confidentiality except where disclosure is necessary to prevent imminent harm.

4.6. Conflict of interest

In handling gender issues, members of investigative and decision-making organs shall at all times avoid conflict of interest. A member with conflict of interest shall declare it to the relevant organ. Such a member shall not be allowed to participate in investigation and decision-making processes concerning the person with whom he/she has a conflict of interest.

## 4.3. Monitoring and Evaluation

46. Monitoring and evaluation of the Policy implementation shall be an ongoing activity under the mandate of the Deputy Vice Chancellor (Finance and administration) through relevant department for gender issues. In this case an enable framework for monitoring and evaluation will be in place within which monitoring and evaluation shall be carried out at all levels of the University.

Monitoring will be cardinal to the effective and efficient implementation of the Gender Policy. The Gender desk shall provide a quarterly report of activities, which will be disseminated to the Management for budgeting and implementation.

Additionally, periodic evaluation of policy processes will enable the use of findings to improve, plan and undertake impact assessment, which will be an integral part of revision.

## 4.4. Institutional and Legal Framework

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

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

49. The KIUT Gender Desk will oversee the implementation of 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 actors with distinct responsibilities and accountabilities in the implementation of the gender policy can be achieved and sustained as elaborated in the Gender Policy Strategic Action Plan.

## 4.5. Review of the Policy

50. This Gender Policy will be reviewed every three (3) years to take into account emerging issues and trends.

For and on behalf of the KIUT Council

Chairman of the Council

Date: 16th September 2020