

MUHIMBILI UNIVERSITY OF HEALTH AND ALLIED SCIENCES



GENDER POLICY

2013

Muhimbili University of Health and Allied Sciences

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Abbreviations

GDPC	Gender Dimension Programme Committee
GPU	Gender Programme Unit
MUCHS	Muhimbili University College of Health and Allied Science
MUHAS	Muhimbili University of Health and Allied Sciences
UDSM	University of Dar es Salaam

1.0 PURPOSE AND CONTEXT

The Muhimbili University of Health and Allied Sciences (MUHAS) gender policy document defines the University's goal of attaining gender equality and equity among and between women and men. This document identifies existing gender issues and challenges and draws policy statements which relate to the identified issues. The ultimate objective is to facilitate gender mainstreaming of programmes and activities which shall eventually establish a gender balanced and sensitized University community. The policy is built from both MUHAS and the national commitment to gender equality which are all inline with the Beijing Declaration and Platform for Action of 1995, of which the Government of the United Republic of Tanzania is committed to.

The MUHAS Gender Policy represents the culmination of a long process by various MUHAS stakeholders to redress the identified historical gender imbalance. Measures to redress gender inequality are taking place in the context of national and global spheres. The constitution of the United Republic of Tanzania for instance, provides for recognition of equality of persons, and has incorporated a Bill of Rights, which bans discrimination based on sex, tribe, and race. The constitution establishes the principle of affirmative action as a measure to rectify the historical gender imbalances.

The general gender imbalance observed at MUHAS has to be viewed within a broader national and societal context. The imbalance is a reflection of the patriarchy system that has been in existence and is perpetuated by the social economic, political, cultural and legal frameworks that are in place. The number of female students enrolled at the University, for example, is lower than that of male students because the societal culture and norms influence negatively girls' performance thus limiting their access to secondary education. For instance, while the enrolment of girls in primary schools is 50%, in secondary schools girls are 46% of the total enrolment. Less and less girls are enrolled in higher learning institutions whereby at the university level generally, girls are about 17% of the total enrolment.

While significant efforts have been made to redress gender inequality, MUHAS is still one of the institutions that continue to be affected by the historical gender imbalance in the country such as low number of women employees. By June 2011 female staff at MUHAS were 27.8% of academic staff, 24.5% of technical staff, but 52.5% of administrative staff. By March 2013 female staff remained 27.8% of academic staff and 43% of support staff.

MUHAS is taking measures to redress gender imbalance by adopting and instituting strategies to ensure gender equality and equity measures in policies and governance structure and processes are in place. This is in accordance to both national and institutional will and commitment to address the existing gender imbalances.

The existence of gender imbalance at MUHAS necessitates the development of the MUHAS gender policy to direct strategies for reducing the existing imbalance. The policy is a tool that shall help to mainstream gender at MUHAS. The MUHAS gender policy will further comply with the current Universities Act of 2005 which provides for gender equality, balance and equity as stipulated by the Tanzania Commission for Universities. The Act is fully anchored on the Higher Education Policy focusing on ensuring gender equality and equity for both women and men.

1.1 Relevant government policies and legislation.

The policy is based on the following key policy documents:

- 1.1.1 Arusha Declaration set the ground for equality of men and women through the policy of socialism and self-reliance (1967).
- 1.1.2 The Musoma resolution, an initiative that justified the need and importance of adopting equity measures in addressing glaring inequalities in education (1974).
- 1.1.3 The National Gender Policy, which is a result of review of Policy on Women in Development in Tanzania (2000).
- 1.1.4 The Education and Training policy that calls for equality and equity in accessing education in Tanzania (Higher Education Development Program 2010).
- 1.1.5 The existence of the Employment Policy, Community Development Policy, Women Affairs and Management Policy, Gender and Development Policy, Family Development Policy, Youth and Development Policy, Social Welfare Policy and Civil Servant Policy

1.2 MUHAS best practices to redress gender imbalances

- 1.2.1 Muhimbili University of Health and Allied Sciences is an “**Equal Opportunity**” Employer.
- 1.2.2 Muhimbili University of Health and Allied Sciences is guided by the principle of “zero tolerance” on sexual harassment.
- 1.2.3 The establishment of a Gender Programme Unit (GPU)– clearly shows the institutional commitment towards addressing gender issues at MUHAS.
- 1.2.4 Existence of a policy against sexual harassment and discrimination.
- 1.2.5 Affirmative action during student enrollment.
- 1.2.6 Affirmative action during staff employment

1.3 Scope of Application

The MUHAS gender policy shall be applicable to the following;

- i. All MUHAS staff and students
- ii. All directorates, schools and institutes
- iii. All departments and administrative units
- iv. All MUHAS campuses

2. DEFINITIONS

2.1 Sex and Gender

Gender refers to the array of socially constructed roles, responsibilities, relationships, personality traits, attitudes, behaviours, values, expectations, privileges, relative power and influence that society ascribes to the women and men, boys and girls on a differential basis. They are socially constructed, are learned, changes over time, and varies widely within and across cultures. Whereas, **Sex** is the biological make-up of male and female people, which is universal and determined at birth and does not change over time, nor differs from place to place.

2.2 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 right to access and control, over resources and benefits, participation in politics and decision-making, gainful employment and so forth.

2.3 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 and men's empowerment and it embraces affirmative action where and when necessary.

2.4 Gender Mainstreaming

Gender Mainstreaming refers to a process of assessing and bridging of gender gaps/imbbalances. Specifically it is a strategy for making women's and men's concerns and experiences an integral part of designing, implementing; monitoring and evaluating programmes and activities in the socio-economic and political spheres of the society.

3 POLICY STATEMENTS

3.1 MUHAS Policies

An overview of the major policies of MUHAS shows incorporation of principles of gender equality and equity in the MUHAS vision, mission, charter, and other key policies such as Student Affairs Policy, Staff Training and Development Policy, HIV/AIDS Policy, Research Policy and Policy Against Sexual Harassment and Discrimination. However the absence of a Gender Policy at the university has constituted a policy gap that needs to be closed now. A clear policy implementation guideline is needed to guide the continuous review of University policy documents and implementation procedures.

Policy Statement

MUHAS shall continue to review all its policies with a view of making them up-to-date and gender responsive. MUHAS shall appoint a committee to review the policies as per university guidelines.

3.2 Student Enrolment policy

Since the inception of the then Muhimbili University College of Health Sciences (MUCHS), as a constituent college of the University of Dar es Salaam (UDSM) the percentage of undergraduate female students has continued to expand yearly. It is noteworthy to acknowledge that, in the last two subsequent trienniums 2003-2009, the MUHAS embarked on student enrolment expansion program in response to the Higher Education Policy and the national needs of human resources for health. In the academic year 2005/06 MUHAS enrolled 174 female undergraduate students out of 545 (31.9%). In the subsequent years female students enrolled were; 2006/07 214 (35.3%), 2007/08 218 (39%), 2008/09 228 (32.1%), 2009/10 249 (32.8%) and 2010/11 247 (36.9%), but data for 2012/13 shows a decrease in female enrollment, 447 (29.8%) compared to 1054 (70.2%) males.

The University has realized its target which was stipulated in the Five Years Rolling Strategic Plan of 2003-2008. While this commendable stride has achieved the objectives, there remains the need for enrolling more female students at MUHAS so as to close the

remaining 20% gap from their male counterpart. Nonetheless, there are not enough female applicants with required grades/qualification coupled with lack of mentoring services and career counseling for secondary school students.

Policy Statements

- 3.2.1 MUHAS in collaboration with other stake holders shall strive to attain gender equality in student enrollment. The university shall review the enrolment policy in order to achieve the desired goal of 50/50 ratio of male to female students. Schools and Institutes shall adopt the affirmative action so as to timely redress the gender imbalance.
- 3.2.2 MUHAS shall continually improve learning environment for students by increasing the number and quality of academic staff, classrooms, teaching aids, and libraries and shall participate actively to encourage female students to study sciences thus apply to study health related disciplines at MUHAS. The university shall take part in relevant exhibitions to market the programs and shall use MUHAS students to advocate the university programs.

3.3 Teaching, Research and Consultancy policy

A curriculum is the heart of any institution of higher learning and once this becomes gender responsive in its content and delivery then it also produces gender sensitive professionals. It is important to address gender issues in teaching, research and consultancy services. MUHAS reviews its curricula after every seven years. In the last review, gender issues were fairly incorporated. Regarding research, both male and female receive equal opportunity on accessing research resources and consultancy opportunities. The MUHAS research policy identifies gender based violence and child sexual abuse as one of the priority research areas. It is expected that all other research areas will address gender related issues. Overall, there is varied inclusion of gender issues in MUHAS curricula, research policy and consultancy guidelines.

Policy Statement

MUHAS shall continue to mainstream gender in all academic programmes, research and consultancy activities. The university shall continue to give male and female staff equal opportunities for teaching, research and consultancy. All departments shall incorporate gender issues in their curricula. The university shall encourage staff to conduct gender sensitive research.

3.4 Staff Recruitment and Development policy

An institution that is gender sensitive has staff recruitment, development and training policies, programmes and plans that address gender imbalances and discrimination. MUHAS like many other institutions in the country has skewed gender representation in academic, administrative and technical staff. This is a problem which is built on human history. Consequently, it has led to unequal representation between men and women in higher academic and administrative positions, with the latter being less represented.

The proportion of female academic staff has increased from 17 to 26% between 1997 and 2002 periods to 38% in 2011, according to MUHAS 2010/11 Annual Report. By December 2012, MUHAS had one female full professor out of 23, whereas there were only 6 women associate professors out of 28 (21.4 %) associate professors. MUHAS has 70 senior

lecturers, out of whom 15 (21.4%) are females. The University has 86 lecturers out of whom 28 (32.5%) are females.

By December 2012, there were 268 administrative staff (118 or 44% are females) and 69 Technical staff (25 or 36% are females). Of these support staff one female is a PhD holder no male staff has this qualification. In respect to leadership position, there are seven staff on leadership, three (43%) are females.

Regarding staff development, MUHAS gives equal opportunity to female and male staff. An example may be seen on the number of academic staff who are PhD holders in various schools as follows: School of Medicine (9 females, 25 males); School of Pharmacy (8 females, 10 males); School of Dentistry (7 females, 8 males); School of Nursing (7 females, 1 male); School of Public health and social sciences (5 females, 23 males); Institute of traditional medicine (1 female, 5 males); Institute of Allied health sciences (1 females, 0 males).

Policy Statement

MUHAS shall strive to attain an equal number of female and male staff and facilitate their carrier development. Each department and administrative unit shall institute affirmative action during recruitment to facilitate attainment of equal number of male and female staff. The university shall give male and female staff equal opportunities for professional development according to the existing staff development policy. The university shall continuously improve working environment to allow individual staff members to attain professional development without regard to gender/sex orientation.

3.5 University Governance policy

For the purposes of accountability and role modeling, it is important to have institutional governance that portrays gender balance. This implies moving towards the national goal of 50/50 percentage between women and men in all the governance positions.

MUHAS has been working towards gender balanced representation in decision making bodies. For instance, in the last triennium (2009- 2012), there were 13 out of 34 (38.2%) female heads of departments, 30% Deans and Directors, and no female in the top management positions. In the current triennium (2012- 2015), the proportion of female leaders increased as follows: out of 36 heads of departments 14 (38.9%) are females while out of 23 Deans and Directors, 11 (47.8%) are females, but there is still no female in the top management positions by the year 2013. Furthermore, there is representation of gender program unit at the Senate and University Council.

Policy Statement

MUHAS shall work towards realizing equal representation of males and females at all managerial levels in order to attain the national goal of 50/50 male to female ratio. The university shall institute affirmative action during search for leaders to facilitate attainment of equal number of male and female at all managerial levels.

3.6 Gender awareness policy

A culture within which positive gender relations are anchored is a key for producing and molding gender sensitive professionals (students, academic and administrative staff). In

reality, gender relations at MUHAS is a reflection of the broader national and societal patriarchy systems that has been in existence and is perpetuated by the social economic, political, cultural and legal frame works that have been in place for a long time. At MUHAS gender relations are likely to mirror those in the broader society although no specific studies have been done to determine this issue. The gender policy seeks to promote and advocate for approaches incorporating the gendered nature of organizational structures and processes. The policy endeavors to promote proactive gender in attempt to modify the workplace culture and official complaint procedures in order to create working and learning environment that is friendly for advancement production of knowledge at MUHAS.

Sexual harassment as one of the gender issues is a pertinent problem in various institutions and our society in general. Even though no specific study has been conducted to investigate sexual harassment at MUHAS, the university has put in place a policy against sexual harassment and discrimination of 2007. Since the inception of the policy against sexual harassment in 2007, not a single case of sexual harassment has been reported to the committee against sexual harassment and discrimination. This could be due to inexistence of sexual harassment at MUHAS or due to lack of awareness of the policy against sexual harassment and discrimination or lack of clarity of the procedures for reporting sexual harassment occurrences. On the other hand, it could be related to the culture of silence on sexual matters in our society. Thus the impact of the policy against sexual harassment and discrimination at MUHAS needs to be determined.

Policy Statement

3.6.1 MUHAS shall continuously sensitize the staff members and students on gender issues and shall continue to promote and operationalize the policy against sexual harassment and discrimination. The university shall raise awareness among staff and students on the existence of the policy against sexual harassment and discrimination through seminars and distribution of the policy to new students and staff. MUHAS shall encourage its staff and students to report all forms of sexual harassment and discrimination so that such issues are addressed according to institutional and national legal procedures.

4. POLICY STATUS

Before the year 2007, MUHAS was the constituent college of the University of Dar es Salaam. Therefore the gender policy of the University of Dar es Salaam was used to address gender issues at MUHAS. Therefore this is the first gender policy for MUHAS since it was upgraded from a constituent college to a full-fledged University in 2007.

5. KEY STAKEHOLDERS

5.1 Stakeholders who were consulted during development of the policy are:

- i. DVC-PFA
- ii. Deans and directors
- iii. Human resource manager
- iv. Students
- v. Heads of Departments

5.2 The main stakeholders of this policy are:

- i. All MUHAS staff and students

- ii. Deans and directors
- iii. Heads of Departments and Administrative units

6. APPROVAL DETAILS

The policy was approved by the University Council at its 27th meeting held on 4th July 2013.

7. RELATED LEGISLATION

- i. International Covenant on Civil and Political Rights 1976
- ii. International Covenant on Economic, Social and Cultural Rights 1976
- iii. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1981
- iv. Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa 2003

8. RELATED POLICIES

- i. MUHAS Policy against sexual harassment and discrimination 2007
- i. University of Dar es salaam Gender Policy- 2006
- ii. Women in Development Policy (WID) (1992)
- iii. Women and Gender Development Policy – 2000
- iv. The United Republic of Tanzania, Ministry of Community Development Gender and Children - National strategy for gender development
- v. Education and Training Policy
- vi. Employment Policy
- vii. WHO Gender Policy - Integrating Gender Perspectives in the work of WHO 2002
- viii. CARE International Gender Policy 2009

9. RELATED DOCUMENTS

- i. Staff development policy
- ii. Student by-laws, 2010
- iii. Staff performance and appraisal guidelines
- iv. MUHAS annual reports
- v. MUHAS corporate strategic plan
- vi. MUHAS Charter, 2007
- vii. MUHAS HIV and AIDS policy guidelines, 2007
- viii. MUHAS Research policy guidelines, 2011
- ix. MUHAS Research Agenda, 2011
- x. MUHASSO constitution, 2013

10. EFFECTIVE DATE FOR THE POLICY

This policy will be effective from the date of its approval by the University Council.

11. NEXT REVIEW DATE

The MUHAS gender policy will be reviewed after every three years to assess the effectiveness of its implementation and determine policy areas that need to be revised. The periodic review will ensure the policy is in line with the University, National and international changes that might have taken place.

12. POLICY OWNER

The University Council shall own the policy.

13. CONTACT PERSON

The contact person for issues related to the gender policy shall be: The Coordinator -GPU through the Office of the Deputy Vice Chancellor Planning Finance and Administration, Muhimbili University of Health and Allied Sciences, Administrative block, United Nations Road, Dar es Salaam.