



LIRA UNIVERSITY GENDER POLICY, 2018

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Table of Contents

Table of Contents	1
1.0. CITATION	2
2.0. PURPOSE OF THE POLICY	2
3.0. PRINCIPLES	2
4.0. BENEFITS	3
5.0. POLICY STATEMENTS.....	3
6.0. AFFIRMATIVE ACTION	3
9.0. IMPLEMENTATION STRATEGIES	4
10.0. Policy Strategies:	7
11.0. INSTITUTIONAL FRAME WORK FOR IMPLEMENTING THE POLICY	8
12.0. ROLE OF DEPARTMENTS	8
12.1. The Head of Departments	8
12.2. The Students’ Guild Government	9
12.3. The University Lecturers and Other Staff Members	9
13.0. ACTIVITIES FOR IMPLEMENTATIONS	9
14.0. MONITORING AND EVALUATION.....	10
15.0. POLICY REVIEW.....	12
16.0. SECRETARIAT	12
17.0. SAVING PROVISION.....	12

1.0. CITATION

This policy shall be referred to as “Lira University Gender Policy, 2018”

2.0. PURPOSE OF THE POLICY

- 2.1. To create a gender-just academic and working environment in which men and women enjoy equity, contribute and benefit as equal partners from the academic programmes and other welfare services of the University”.
- 2.2. To eradicate gender stereotype, discrimination and inequalities in all spheres of academic and social life in the University.
- 2.3. To promote equality and equity in access to academic opportunities for men and women, and have the freedom to pursue their academic goals unhindered.
- 2.4. To create a supportive environment for gender parity in the University leadership and decision making positions.
- 2.5. To promote gender sensitivity in the delivery of academic, health and welfare services at the University.
- 2.6. To ensure equal access and participation for both men and women and their full participation in the students’ politics and leadership in the University.
- 2.7. To reduce all forms of Gender-Based Violence in the University.
- 2.8. To ensure gender responsiveness in planning, budgeting, and programme implementation in the University.

3.0. PRINCIPLES

The Principles upon which the implementation of these policies shall be grounded include;

- 3.1. **Equality:** Both men and women are equal and enjoy the same rights as spelt by the Constitution of the Republic of Uganda. Noting further that, in pursuit of addressing disparity through advancing one sex, the processes should not ultimately marginalise or prejudice the other or result in reverse discrimination.
- 3.2. **Affirmative action:** This Policy is cognisant of the fact that a liberation of disadvantaged group gender as a result of previous unfair discrimination does not contravene justice and the rights of the other gender group or affect the quality of the core functions of the University. And therefore affirmative actions through programme designed to advance sex disadvantaged by previous unfair discrimination may be taken.
- 3.3. **Integration of Gender in the planning and academic activities of the university:** All Faculties, Departments, and Sections of the University shall take appropriate actions to address gender inequalities within their areas of mandate in line with this policy. This entails among other things, development of specific gender policies aligned to this Policy,

integrating the gender perspectives in: curriculum development and design, infrastructural development, policy making, and health care planning.

- 3.4. **Broad-Based and Inclusivity:** This principle calls for multi-sectoral collaborations in disregard of age, religion, disability, cultural, educational, language, economic, geographical and any form of differences. It seeks to engage stakeholders across, within and outside the University to benefit men and women from all levels and of all backgrounds and to make special consideration of certain marginalised groups when necessary.

4.0. BENEFITS

- 4.1. The policy is meant to benefit every member of the university community and the outside community by:
- 4.1.1. Reducing gender disparity between men and women in access to higher education
 - 4.1.2. Allowing for the marginalised groups of persons to participate in the academic and social life of the University.
 - 4.1.3. Provides for equal representation of men and women in the decision making organs of the University.

5.0. POLICY STATEMENTS

- 5.1. Equality of persons
- 5.2. Every student or staff of the University shall enjoy equal right without being segregated on the basis of sex, race, ethnicity or disability
- 5.3. The sex, ethnicity, disability of a person shall not form the criteria for admission in any programmes of the University.

6.0. AFFIRMATIVE ACTION

- 6.1. The University may take affirmative action to address gender inequity and disparity the following areas:
- i. Representation in decision making organs of the University
 - ii. Access to programmes of studies in the University
- 6.2. Following the above, the University may preserve some places for some gender and other special interest groups using well laid down criteria

7.0. Integration of Gender in the planning and academic activities of the University:

- 7.1. Curriculum design of courses and programmes shall take into considerations the gender differences and gender requirements for different groups.
- 7.2. The budgeting and planning process of the University where practical will ensure the gender requirements in every category.
- 7.3. The University may establish a gender desk officer to coordinate the implementation of gender concerns of the different groups.
- 7.4. All Heads of Department may from time to time carry out gender analysis of their Department and incorporates their findings into the Departmental plan to aid the budgeting process.

8.0. Collaborations and inclusiveness

- 8.1. The University shall provide an environment which promotes unity in diversity taking into consideration the gender differences and uniqueness.
- 8.2. No one shall be segregated against because of his or her gender attributes.
- 8.3. Faculties and Departments shall promote collaborations in research and implementation of gender related activities and programmes.
- 8.4. The University shall engage stakeholders across, within and outside the University to benefit men, and women, from all levels and of all backgrounds and to make special consideration of certain marginalised groups when necessary.

9.0. IMPLEMENTATION STRATEGIES

- 9.1. **To ensure that the provisions on gender justice as spelt out in the 1995 Constitution and other legal frameworks at national level is implemented and achieved at the University level, the following strategies are recommended.**
 - i. The responsible officer shall print, distribute, explain, disseminate and popularize the University Gender Policy to students and staff of the University.
 - ii. Conduct a gender audit of all existing University policies, rules and regulations, academic programmes and infrastructural designs and development plans to identify gaps in line with this Policy and the national legal gender requirements as enshrined in the constitution and the National Gender Policy, and recommend areas for review or enactment of new instruments.
 - iii. Keep copies of the Gender Policy in the library and its electronic form on the University website for ease of access to all stakeholders.
 - iv. Advocate for the development of programmes and activities that promote towards the realization of gender equality provisions as provided in this policy and the 1995 Constitution of the Republic of Uganda.

- v. Advocate for the establishment of administrative structures and organs and/or support any efforts towards the establishment of institutions and other mechanisms needed to deliver the gender equality provisions as provided in this policy.
- vi. Develop and implement a Gender Equality monitoring tools to monitor progress and achieves made within a given period.
- vii. Result-Oriented Tracking System across all sectors.
- viii. Identify areas that require affirmative action to achieve gender equality, facilitate and support efforts to develop Affirmative Action Plan for gender equality and equity.
- ix. Identify harmful laws, cultures and traditional practices that infringe on specific gender rights and that impede the gender equality objectives and lobby for their elimination.

9.2. To promote equality and equity in access to academic opportunities for men and women, and have the freedom to pursue their academic goals unhindered

The implementation strategies for the realization of this particular objective shall include:

- i. Formulation of gender sensitive academic programmes gender sensitive economic policy planning and budgeting.
- ii. Initiate and Support initiatives to promote equal access to and participation in the academic and other affair of the University.
- iii. Develop and support affirmative action initiatives that redress gender imbalance in access to higher education. Like lowering the cut off point for the female gender. Or reserving a given quota of the admission for the female gender.
- iv. Design and execute sensitization workshops in the community to address bottlenecks to gender equity in access to higher education.
- v. Encourage and promote advocacy campaign to address gender disparity in higher education.
- vi. Finance the development of gender sensitive infrastructure that will promote the participation of both gender in the affairs of the University.
- vii. Regularly conduct a gender survey to understand the peculiar needs of each gender that needs to be addressed by the university management.
- viii. Provide role models in the University to especially promote the education of the female gender. This may be achieved by recruiting adequate number of female lecturers.
- ix. Strategic action and outcome.

9.3. To create a supportive environment for gender parity in the University leadership and decision making organs.

9.3.1. Policy Strategies

- i.** Promote equal representation and participation of women and men in decision making structures of the university, provided that it does not affect the quality of the function of the University.
- ii.** Advocate for a more gender sensitive and recruitment policy to achieve equity of employment in all positions, equity in number and level of responsibility and authority in the hierarchy of the University leadership
- iii.** Implement programmes aimed at eradicating all harmful social norms, religious and cultural beliefs, attitudes and practices that impacts negatively on women
- iv.** Carry out community outreach programmes aimed at the elimination of cultural and traditional customs that inhibit equal participation of men and women in traditional governance and other grassroots structures
- v.** Promote and encourage the participation and contribution of both gender in any fora for making decisions.

9.4. To promote gender sensitivity in the delivery of academic, health and welfare services at the University.

- i.** Set up sanitary facilities that addresses the biological adaptation of both gender, like having separate toilets.
- ii.** Promote and finance the implementation of gender responsive health activities like cervical cancer screening, safe male circumcision and provision maternal health care services in the university health centre.
- iii.** Developing child care home in the University where students who are breast-feeding may keep their babies as they attend lectures.
- iv.** Giving special considerations to women who go into labour during examination periods or whose children are admitted during examination periods.
- v.** Encouraging the unmarried female gender to avoid pregnancies within the period of studies in the Universities.
- vi.** Encouraging proprietors of hostels to be gender sensitive while design hostels and related sanitary facilities.

9.5. To ensure equal access and participation for both boys and girls and their full participation in the students' politics and leadership in the University

- i. Formulate and implement programmes that aim at building the capacity of the female students to participate at equal footing with their male counterparts in the students' politics and leadership roles in the University.
- ii. Encourage sitting and aspiring female student leaders and support initiatives, including resource mobilization efforts that seek to promote women in politics and other governance structures.
- iii. Invest in programmes aimed at enhancing assertiveness and leadership confidence in young girls to ensure equal participation in leadership in at the University. This may involve inviting female personalities of high reputation at the national level to give motivational talk to the female students.
- iv. Provide mentorship and coaching programmes to the aspiring and sitting female students' leaders to raise their confidence and level of assertiveness.
- v. Through affirmative action a given percentage in the students' leadership positions shall be reserved to ensure the attainment of a 50/50 representation of male and female in the decision making organs or at least a 60/40 but not less than this.

9.6. To reduce all forms of Gender-Based Violence in the University

10.0. Policy Strategies:

- 10.1.1. Create a supportive policy and programmatic environment for non-tolerance to all forms of Gender-Based Violence (GBV).
- 10.1.2. Implement programmes aimed at eradicating all harmful social norms, religious and cultural beliefs, attitudes and practices that legitimize the acceptance of GBV at all levels.
- 10.1.3. Advocate for, and support initiatives to strengthen institutional mechanisms among multisectoral stakeholders (police stations, safe houses, courts, community leadership and other community structures) to create an enabling, safe and non-intimidating environment for provision of all services for GBV including services for care and support of GBV survivors and correctional and rehabilitation services of GBV perpetrators.
- 10.1.4. Institute mechanisms for conducting gender safety audits and gender responsive evidence-based research and documentation on all forms of Gender-Based Violence.
- 10.1.5. Strengthen institutional and coordination mechanisms for addressing Gender-Based Violence at all levels including increased financing towards awareness activities.

10.1.6. Promote the integration of GBV issues in the educational curriculum at all levels.

10.1.7. Encourage open platforms for GBV discussions, establish collaborative initiatives to eliminate the attitudes restraining men and women from openly discussing and reporting GBV.

11.0. INSTITUTIONAL FRAME WORK FOR IMPLEMENTING THE POLICY

The following institutions or responsible officers of the University shall have the responsibility to implement this Policy.

11.1.1. Roles of the University Council

- i. Discuss, review and pass any amendments to the policy.
- ii. Establishing relevant structures for the implementation of the policy.
- iii. Sanctioning and passing budget for policy implementation.

11.1.2. Roles of Top Management

- i. Mobilizing resources and skills necessary for the successful implementation of this policy;
- ii. Providing technical guidance and supporting all Implementing Sections, Departments and Gender Focal Points across the University
- iii. Developing a detailed Monitoring and Evaluation Framework and establishing targets and guidelines for achievement of desired results.

12.0. ROLE OF DEPARTMENTS

12.1. The Head of Departments

- 12.1.1. Ensuring that Department policies, programmes and practices are gender responsive and providing technical guidance on integrating gender justice during planning, budgeting, programming, monitoring and evaluation;
- 12.1.2. Monitoring progress towards implementation and achievement of gender policy objectives outlined in this policy;
- 12.1.3. Organizing capacity building activities for staff and students to ensure systematic integration of gender issues in all programme and activities of the University.
- 12.1.4. Working closely with the other stakeholders on gender compliance in their respective work;
- 12.1.5. Collecting package, analyse and disseminate relevant information of gender statistics;
- 12.1.6. Providing progress reports to the relevant to top management and council committee on student's welfare and discipline on the implementation of gender policy in the University.

- 12.1.7. Investigating possible violations of rights relating to gender and recommending appropriate redress where rights relating to gender have been violated;
- 12.1.8. Conducting research into issues relating to gender and social justice, and recommending changes to laws and practices which lead to discrimination based on gender;
- 12.1.9. Advising top management and council committee on welfare and discipline on steps to be taken to ensure gender equality; and
- 12.1.10. Identifying and recommending affirmative action programmes to achieve gender equality.

12.2. The Students' Guild Government

- 12.2.1. The Guild President shall ensure gender equity in appointment of the Guild Ministers and Representatives to other relevant organs of the University.
- 12.2.2. Report violations of gender injustice to the office of the Dean of Students.
- 12.2.3. Liaise with Top Management through the Dean of Students to ensure smooth implementation of the policy.

12.3. The University Lecturers and Other Staff Members

- 12.3.1. Support the implementation of the Policy by incorporating gender in their lectures and day-to-day practices
- 12.3.2. Desist from actions and utterances that promotes gender stereotypes and discrimination.
- 12.3.3. Report breach of the Policy to the responsible officer.
- 12.3.4. Attend programmes and workshops organized to disseminate or the Policy or deepen understanding on specific area of gender.
- 12.3.5. Conduct research on the status of gender in the University and the greater community and disseminate findings to stakeholders.
- 12.3.6. Sensitizing all students to embrace the principles of gender equality in the University, nationally and internationally.

13.0. ACTIVITIES FOR IMPLEMENTATIONS

- i. Workshops and seminars.
- ii. Public dialogues.
- iii. Production of posters and training Manuals.

- iv. Construction of child care home to help mothers and fathers who are students and staff at a cost.
- v. Constructing sanitary facilities for baby room for students and staff.
- vi. Constructing enough sanitary facilities for female and male gender.
- vii. Production distribution of the gender policies.
- viii. Develop curriculum and programmes that promotes Gender equality.

14.0. MONITORING AND EVALUATION

14.1. Monitoring shall be done in the manner herein below;

14.1.1. To ensure that the provisions on gender justice as spelt out in the Constitution of the Republic of Ugandan, 1995 and other legal frameworks at national level is implemented and achieved at the University level.

14.1.2. The following output indicators shall be used to monitor and evaluate the success in achieving this objective:

14.1.3. The number of gender policies made available in the University Library;

14.1.4. Number of academic programmes, policies and regulations of the University audited for gender responsiveness and compliance;

14.1.5. Reports on gender audits conducted in the University;

14.1.6. Presence of the Gender policy on the University Website;

14.1.7. Presence of functional administrative structures for the implementation of gender related activities;

14.1.8. Number of affirmative actions taken to ensure gender equity; and

14.1.9. Proportion of gender enrolled per programmes.

14.2. To promote equality and equity in access to academic opportunities for men and women, and have the freedom to pursue their academic goals unhindered.

14.2.1. Proportion of students by sex enrolled in the academic programmes of the University.

14.2.2. Proportion of women accessing scholarship/tuition or loan facilities.

- 14.2.3. Proportion of women enrolled for sciences courses in the University.
- 14.2.4. Proportion by sex of students graduating from the University.
- 14.3. **To create a supportive environment for gender parity in the University leadership and decision making positions.**
 - 14.3.1. Proportion of men and women participating in key decision making organs of the University.
 - 14.3.2. Representation by gender in committees, of the University and Guild Council.
 - 14.3.3. Representation by gender in number of staff going for further studies.
 - 14.3.4. Representation by gender of people in key governance structures.
- 14.4. **To promote gender sensitivity in the delivery of academic, health and welfare services at the University.**
 - 14.4.1. Proportion of population by gender accessing health services in the university health Facility
 - 14.4.2. Number of undertakings relating to maternal health
 - 14.4.3. Presence of gender friendly sanitary Facilities
- 14.5. **To ensure (equal access and participation of men and women, and their full participation in the students' politics and leadership in the University**
 - 14.5.1. Proportion of men and women in the students' guild government.
 - 14.5.2. Number of women participating in directly elected positions in the guild elections.
 - 14.5.3. Number of mentorship and coaching programmes to the aspiring and sitting female student's leaders to raise their confidence and level of assertiveness.
 - 14.5.4. Number of motivational speakers and role models invited to enhance assertiveness of the female gender.
 - 14.5.5. Legal frame work that support affirmative action for female students.
- 14.6. **To reduce all forms of Gender-Based Violence in the University**
 - 14.6.1. Incidences of gender based violence reported.
 - 14.6.2. Proportion of gender based violence victims by sex.

14.6.3. Proportion of gender based violence perpetrators by sex.

14.6.4. Number interventions taken to address gender based violence.

14.6.5. Records of actions taken on perpetrators of gender based violence.

14.6.6. Number of perpetrators convicted be brought to book.

14.7. To ensure gender responsiveness in planning, budgeting, and programme implementation in the University

14.7.1. proportion of the budget allocated to activities that relates to gender justice.

14.7.2. Number of gender based activities funded.

14.7.3. Number of personnel trained on gender issues.

15.0. POLICY REVIEW

1.1. This Policy shall be reviewed upon expiry period of four years from the date it is passed by the University Council. Unless earlier amended or revoked prior to that date.

16.0. SECRETARIAT

16.1. This Policy shall be implemented by the Department responsible for gender or disability;

16.2. Where the relevant Department is not yet established, the Policy shall be implemented by Department which will be assigned by the Vice Chancellor from time to time.

17.0. SAVING PROVISION

17.1. Notwithstanding anything herein to the contrary, this Policy shall be interpreted as a guide to a progressive gender practice for the University.

17.2. Nothing in this Policy shall restrict or otherwise impair the ability of the University or its organ, employees from employing persons or admitting students or carrying out its function whether or not there is equal gender representation; whether or not there is compliance to this Policy;

17.3. And this Policy shall not constitute a ground for contesting any decision. Unless such enforcement is being done under any other law.