
St. Augustine International University



GENDER POLICY

1.0 INTRODUCTION

St Augustine International University pledges commitment to the promotion of **gender equality** and **women empowerment**. *Gender equality is related to fundamental notions about quality of social justice, human rights and the nature of democracy.*

In this respect all students, staff, both male and female *will enjoy equal opportunities, human rights and nondiscrimination in all spheres of university life.* This is in line with objective VI and Articles 33 of the Constitution of Uganda, and the National Gender Policy (1997).

This commitment will be evidenced in the support for the existing 1.5 point Affirmative Action instituted in 1990 to increase eligible female student intake, the establishment of Gender committees in each college and the incorporation of clear principles of gender equality and equity in University policy formulation.

SAIU will support continuing efforts to identify and redress gender gaps and inequalities in her quest for **job creation and innovation initiatives**.

St Augustine International University is aware that gender equality is one of the benchmarks for institutional advancement by which the quality and advancement of an academic institution is judged. At the global level SAIU is aware that Uganda ratified in 1985 the **Beijing Platform of Action, Convention for Elimination of All Forms of Discrimination against Women** (CEDAW). SAIU will strive to respond to this global challenge.

A Gender Equality Policy will therefore prepare the institution and provide guidelines for adjudicating and responding to gender issues as they arise in the institution, the community and society at large. *(Makerere Gender Mainstreaming Division, 2007: Derbyshire 2004)*

2.0 POLICY VISION

To be a University readily/actively responsive to gender concerns and committed to the realization of gender equality.

2.1 POLICY MISSION

To enable St. Augustine International University to provide an environment that responds and addresses gender concerns in all University activities leading to gender equality.

3.0 STRATEGIC OBJECTIVES

3.1 CREATE A UNIVERSITY GENDER COMMITTEE

A Council Committee to facilitate and monitor the implementation of the Gender Equality programs will be created. It will report to the University Council.

Strategic Actions

- i. Appoint an appropriate Chairperson of the Committee with vast experience in gender issues.
- ii. Create College gender committees with clear TOR.
- iii. Appoint representatives from gender college committees and other university units to the University Gender Committee.
- iv. Design and implement a resource mobilization strategy for the committee through which resources generated can sustain its activities.
- v. Put in place gender programs, develop implementation and sustainability strategies.
- vi. Develop and implement a monitoring and implementation matrix of the Gender Equality Policy.

3.2 ENGENDERED CURRICULA OF ALL ACADEMIC PROGRAMS.

Strategic Actions

- i. *Design and implement a mandatory cross cutting core course on Gender and Development for all first year undergraduates and post graduate students.*

- ii. Create a framework for the engendering of the University curriculum. The gender equality processes should be intrinsic to the work of all staff in teaching and research.
- iii. *Impart gender analytical skills and knowledge to all staff to enable them engender the University teaching and learning programs and build a gender responsive environment.*

3.3 A SECURE ENVIRONMENT

The University management will strive to ensure a gender friendly environment and to protect students and staff from bodily harm and erosion of dignity.

Strategic Actions

- i. Design policies and regulations on sexual harassment.
- ii. Ensure presence of security personnel at strategic points with adequate security lighting.
- iii. Avail hotlines for emergencies.
- iv. Provide guidance and counseling services.

3.4 STUDENT ENROLMENT, RETENTION AND PERFORMANCE.

SAIU council shall support programs aimed at improving gender balance in the enrolment, retention and performance of students across all disciplines. (MUGP 2009)

Strategic Actions

- i. Support 1.5 points affirmative scheme.
- ii. Address issues of either sex being disadvantaged in some programs.
- iii. Foundation on pre-university courses especially in science programs should be explored to boost enrolment of females in sciences or for students who hail from remote, disadvantageous schools.
- iv. Institute a mentoring system.
- v. Develop an effective monitoring of performance system in order to provide intervention mechanisms early.
- vi. Lobby government/ district to provide loan schemes to assist students in meeting their university financial obligations.

3.5 STAFF RECRUITMENT & PARTICIPATION IN DECISION MAKING

Ensure gender balance wherever possible in staff recruitment and ensure balanced representation in decision making.

3.6 ORGANIZATIONAL CULTURE

SAIU shall provide and enforce a gender responsive organizational culture.

Strategic Actions

- i. Use gender inclusive language in all policies and curricula.
- ii. Develop and enforce guidelines *prohibiting public display of visual aids and materials that are demeaning to both men and women.*(MUGP)
- iii. Develop and enforce a gender-sensitive code of conduct for staff and students.
- iv. Organize gender awareness induction programs for members of University governing bodies, staff and students.

3.7 NETWORKING AND BENCHMARKING

The University will initiate and support gender equality networks and partnerships in order to *develop strong gender equality advocacy* within the University. SAIU will evaluate her achievements against appropriate national and international benchmarks.

The University will foster collaboration, exchange of best practice and encourage critical self-evaluation.

Strategic Actions

Encourage and provide support to students and staff to participate in endeavors that enhance knowledge and sharing on gender issues i.e. conferences, workshops etc.

3.8 STAFF AND STUDENT WELFARE

Strategic Actions

- i. Engendered human resource policies.
- ii. Draw parenting staff/students attention to the child care facility on Bbunga campus.

- iii. Inspect and accredit accommodation facilities for students.
- iv. Establish gender-responsive health services on campus.
- v. Establish a gender-sensitive medical insurance scheme for both staff and students.
- vi. Enforce timely payments of wages and benefits for staff.

4.0 MONITORING AND EVALUATION OF THE POLICY

4.1 All members of the University community and its associates have a responsibility of adhering and applying the policy in their day to day activities. However, the following are responsible for championing the gender equality agenda in the University and outside

i. The University Council

Being the supreme governing body of the University, the University Council and its Committees should ensure that the policy is operationalized. Quarterly progress reports should be presented to the University Council.

ii. The Vice-Chancellor.

The Vice Chancellor should provide dynamic leadership on gender-equality issues. (S)he should plan with his /her top management team activities that support and promote the gender-equality agenda.

iii. Principals, Deans, Heads of Departments/Divisions

The above-mentioned stakeholders are charged with responsibility for the implementation of the policy within their units. This involves planning activities that would support the operationalizing of the policy.

iv. Staff & Students

All staff and students must adhere to the policy and must support and promote it in all their activities.

v. Partners, Contractors and Service Providers

All partners and associates of the University and all those who provide services to the University must comply with the Policy. Those who contract them should be responsible for drawing the Gender Equality Policy to their attention and include clauses that would entail them to adhere to the policy.

5.0 REFERENCES

1. Gender Mainstreaming Division, (2007) Gender Concepts Handbook, Fountain Publishers, Kampala.
2. Makerere University Gender Equality Policy (2009)
3. Derbyshire, H (2002) Gender Manual: A Practical Guide for Development Policy Makers and Practitioners, DFID Social Development Division
4. Gender Mainstreaming Division (2007, Situation Analysis of the Gender Terrain at Makerere University