SOUTH EASTERN UNIVERSITY OF SRI LANKA

POLICY FRAMEWORK FOR GENDER EQUITY / EQUALITY

South Eastern University of Sri Lanka,

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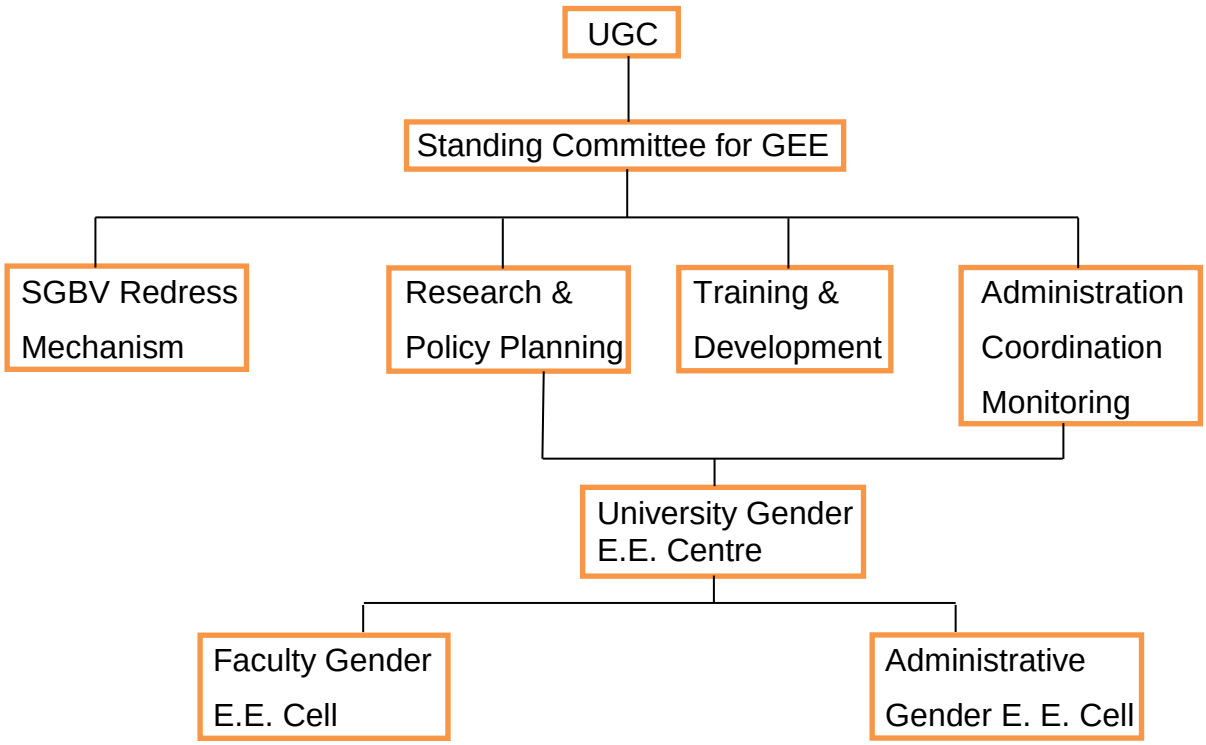
01. Background

South Eastern University was the pioneer university in Sri Lanka to establish the Centre for Gender Studies in 2006 with the assistance of Canadian Agro – Sustainability Partnership (CASP) under the auspicious of Rebuild Ampara project with the monitoring of CIDA. It has functioned for some years and ceased functioning. Now, with the full support of UGC, we planned to re – establish the centre for Gender Equity / Equality to address the various gender based issues in the university. Gender equality is one of the eight United Nations Millennium Development Goals. Gender inequalities and gender based violence in the universities are common phenomena. In order to curb and redress the gender inequality and sexual harassment, the UGC has taken up a greater challenge to resolve these irrevocable issues. This will create an environment without gender discrimination and oppression in the university community.



02. Commitment of South Eastern University of Sri Lanka

The South Eastern University Sri Lanka is situated in Ampara District and consists of multi – ethnic students and staff. It is sincere and committed to the promotion of Gender Equity / Equality and women's empowerment and all the students, academics, non-academics; administrative support staff will enjoy equal opportunity, Human Rights and they will be free from all the forms of discrimination and harassment. The university community will be ensured an environment with gender equality and free from sexual and gender based violence.

The policy of the South Eastern University of Sri Lanka on GEE is drafted for the equal or equitable opportunity for women and men, to eradicate unlawful harassment and discrimination. A conducive environment for learning and research of the students and staff and the rights and dignity of all staff and students are respected to achieve their full potential. The gender main streaming would be achieved through this commitment.

03. Policy Framework

The gender policy of the South Eastern University of Sri Lanka is to create a policy framework and it will fully support the university to promote gender equity / equality of the staff and student's activities, ensure equitable participation and appropriate representation of both genders in all its decision making process and prevent sexual and gender based violence.

03.1. Scope of the Policy

The South Eastern University of Sri Lanka policy on gender will establish the good cooperation with the Government and the society in its length and breadth to promote equality between women and men. This is applicable to all members of university community.

This policy also is applicable to the out of campus conducts of university community which will affect any member of the community.

03.2. Overarching Policy Statement

The main strategic objective of the South Eastern University of Sri Lanka is to achieve gender equality and non-discrimination in educational and work environment for all staff and students. Since gender is a cross cutting issue, the university is planned to integrate gender in its core and support functions. The university is decided to lead the next generation on its path to achieve equal opportunity for women and men including all staff.

03.2.1. Policy Vision

A gender sensitive university with equitable or equal opportunity for women and men without SGBV.

03.2.2. Policy Mission

To make the university par excellent in providing gender sensitive organizational environment and to incorporate gender into functions of the university to achieve gender equality and women's empowerment and SGBV free environment.

04. Guiding Principles

The gender policy will be based on the following principles.

- Principles of GEE shall be ensured.
- The gender policy of equal participation of male and female staff and students shall be ensured in the implementation.
- The goal and objective of the policy would be achieved through Gender empowerment.
- Transparency, accountability, confidentiality and sensitivity in the implementation of the policy shall be ensured.
- Staff and students relationship would essential for the learning and working environment free from SGBV.

05. Specific Objectives of the Policy

- Accomplish gender equality with respect to both academic and administrative staffing and decision making processes.
- Accomplish gender balance in enrolment of students for any other courses.
- Follow gender balance in staff and students decision making.
- Gender based monitoring and evolution in the tracking of resources.
- Gender budgeting ensures the allocation of resources and funds takes place in gender sensitive manner.
- Development of Policy documents from a gender perspective and the use of gender sensitive language at all levels of activity.
- Stop cases of SGBV at South Eastern University of Sri Lanka.

06. Policy Resolutions

06.1. Organizational Culture

Objective:

The South Eastern University of Sri Lanka shall promote and enforce gender – responsive organizational culture to eliminate gender inequities in all university activities to meet the objective.

To achieve this objective South Eastern University of Sri Lanka shall;

- Develop and enforce policy guidelines on the use of gender inclusive language throughout the university.
- Review and update all existing policies, forms and procedures to eliminate sexist language and establish gender equality.
- Develop an operational policy that will deter the public obscene materials which degrade women and men.
- Conduct orientation programmes to create awareness on gender for new members of university bodies.

06.2. Awareness Creation

Objective:

To ensure the better understanding and appreciation of GEE and SGBV throughout the South Eastern University community with the aim of preventing from being occurred again.

To accomplish this objective the South Eastern University of Sri Lanka shall;

- Carry out workshops on GEE and SGBV for all staff and students.
- Create and support an advocacy group to advance issues of GEE and SGBV.
- Publish the policy on GEE and SGBV and dissemination to all members of staff and students.
- Request all staff and students to undertake to abide by the policy.
- Regularly sensitize the university community on the gender policy.

06.3. Safety and Security

Objective:

The University management and administration shall promote a gender friendly and inclusive secure environment in the university in order to ensure effective protection of bodily integrity and dignity of every member of the university community to strengthen safety and security measures for all members of the university community.

To achieve the above objective South Eastern University of Sri Lanka shall;

- Implement policy and regulations on sexual harassment.
- Establish and implement guidelines to ensure a protected environment that include street and security lighting posting security at strategic points. Providing night surveillance services, availing hotlines for emergencies etc. particular attention will be paid to halls of residence.
- The university will ensure concrete mechanisms to address gender based violence against staff and students.

- Strengthen counseling services and allocate sufficient resources for prevention, management and rehabilitation of survivors (victims) of gender based violence at the university.

06.4. Curriculum and Curricular Programs

Objective:

To mainstream the Gender in the formal curriculum and strengthen the co-curricular programs.

To achieve the above objective South Eastern University of Sri Lanka shall;
Develop a framework for gender based university curriculum.

- Mainstream gender issues in the formal university, curriculum.
- All future curricula would be a gender responsible.
- A core course on gender and development for all first year students.

06.5. Capacity Building and Training

Objective:

To enhance the capacity of members of the university community and managers to support the implementation of the policy.

To achieve the above objective, the South Eastern University of Sri Lanka shall;

- Train all members of the university community to facilitate the implementation process.
- Protect all members of the university community against SGBV through university empowerment program..
- The counseling unit will be strengthened to handle the SGBV issues effectively.
- Facilitate university health providers to recognize and be responsible to the emotional and psychological needs of staff and students.

- South Eastern University of Sri Lanka marshals would be trained to react according to the ragging situation.

06.6. Research and Innovation

Objective:

The University shall adopt a gender responsive research environment that improves our understanding of national development issues and impacts positively on the lives of men and women.

To succeed the above objective, the South Eastern University of Sri Lanka shall;

- Plan and carryout gender – focused research skills training program for staff members.
- Introduce guidelines to ensure that all research process and innovations irrespective of discipline integrate gender analysis.
- Introduce and implement an affirmative action program to encourage participation of female members of staff, with specific budget allocations to support their multiple roles in society.
- Encourage dissemination opportunity of international standards for gender focused research and Publications.
- Encourage operational research leading to evidence – based programing / service delivery to handling of SGBV research Agenda.

06.7. Women's Participation in Decision Making

Objective:

The University shall adopt proactive measures to increase the participation of women in decision making through recruitment, promotion and retention in order to eliminate the existing gender imbalances within systems structures and all core activities of the university.

To achieve the above objective, the South Eastern University of Sri Lanka shall;

- Plan and implement programs that ensure equal opportunities for women affirmative action.
- Establish and implement programs with adequate facilities and resources to support the multiple roles of university staff, particularly their career, studies and care – giving roles.
- Sketch and implement a gender sensitive and responsive human resource policy.
- Develop a data bank of qualifications, specialties and experiences of women on the supreme university.

06.8. Resource Mobilization and Gender Mainstreaming

Objective:

The University shall actively promote resource mobilization and gender budgeting process as a way of ensuring adequate and sustainable budget allocations for effective institutionalization of gender mainstreaming as a cross – cutting issue within the core activities of the university.

To achieve this, the South Eastern University of Sri Lanka shall;

- Establish and implement a resource mobilization strategy for financing the GEE objectives.
- Design guidelines and implement gender budgeting training programs for all key staff involved in university planning and budgeting process.
- Earmark budgetary resources on the basic of a well – clarified percentage for finding gender mainstreaming process in all the core functions of university.
- A financial accountability mechanism to be established for resources allocated for gender mainstreaming.

06.9. Staff and Student Welfare

Objective:

The University shall plan and provide welfare facilities for all its' staff and student to achieve maximum benefit.

To meet this South Eastern University of Sri Lanka shall;

- Create or engender human resource policies.
- Create and implement a gender sensitive policy on disability including accessibility to the university buildings and facilities.
- Codify and carryout a policy on pregnant and parenting students and sensitize all relevant staff on sexual and reproductive rights of students.
- Concentrate in child care facilities on university campus for the benefit of parenting staff.

06.10. Establish the GEE Directorate

Objective:

Establish a GEE cell (Centre) under the direct supervision of the Vice Chancellor and report to him to ensure its capacity to facilitate and monitor the implementation of the GEE policy.

To carry out the activities the South Eastern University of Sri Lanka shall;

- Obtain approval for the positioning of the GEE cell by Senate and Council.
- Inception of the GEE Centre with adequate space and staff.
- Work for the Resource Mobilization Strategy to enable the cell to access resources.
- The GEE Centre will organize regular meetings in every months or two assess its progress monitor and evaluate the GEE Programme, consider implementation strategies and invoke sustainability.

07. Monitoring, Evaluation and Accountability for GEE

07.1. Responsibility for Implementation of GEE

All staff (Academic, administrative, non – academic) and students, of South Eastern University of Sri Lanka and those who are associated and involved with University's progress shall have a responsibility to abide to the policy and apply it in their day today activities and in all dealings with South Eastern University of Sri Lanka. The total responsibilities in relation to this policy are as follows:

South Eastern University of Sri Lanka Council

As a supreme body of South Eastern University of Sri Lanka, the Council is fully responsible to ensure that South Eastern University of Sri Lanka fulfills its legal and financial responsibilities for promoting gender equality and eliminating discrimination (gender). In order to fulfill this policy, the Council needs to receive an annual progress report on the monitoring and implementation of the policy to enable its members to ensure that the policy is being strictly carried out. The Council will further monitor the progress on the implementation of the policy.

The Council discharges its responsibility through the management structures of South Eastern University of Sri Lanka.

The Vice Chancellor

The Vice Chancellor is responsible for ensuring that the policy is effectively implemented and that staff is aware of their responsibilities, accountability and training needs ensuring that appropriate action is taken against staff or students who violate the policy.

The Vice Chancellor relies on the Senior Management team to take forward the GEE Centre's programs to ensure its full-fledged functioning.

Deans and Heads of Department

They are responsible for the implementation of the policy within their areas of responsibilities and make sure the policy and strategic actions and procedures brought into practice, make sure that all staff are aware of their responsibilities and receive support and training in carrying out these activities. Staff and students are expected to act without gender discrimination.

07.2. Monitoring and Evaluation

To achieve the objective of Gender policy, the effective institutional arrangements for monitoring and evaluation are key components. This can be achieved by instituting an effective mechanism for monitoring and evaluating the system to ensure adherence to this policy.

07.3. Institutional and Regulatory Frameworks

The GEE Policy implementation requires a well-coordinated and guided institutional framework to translate Goals, objectives and strategies into action programmes at all levels of the university functions. The implementation of the policy will therefore be operationalized through the existing university institutions such as Senate and Council on policy matters.

07.3.1. South Eastern University GEE Centre

The GEE Centre of South Eastern University of Sri Lanka shall be functioning under the direct supervision of the Vice Chancellor and it will report to the Vice Chancellor with the following roles.

- Conduct training on gender equity and equality with the social interactions and a team of gender experts would be formed.
- To carry out research, review policies and contribute policy inputs in the university level.
- To make curricular reforms to inculcate the concept and practice of GEE.
- To prevent and respond to SGBV by developing relevant.

- Identifying ways and means of preventing SGBV in the university and empowering staff and students to prevent and respond to SGBV by developing relevant skills.
- Enhance its capacity to facilitate and monitor the implementation of the GEE policy at the institutional level.

Action Group

Vice Chancellor (Chairperson)
Deans of Faculties
Registrar
Bursar
Director / Staff Development Centre
Two academic representatives from each faculty (one male and one female)
Two academic support representatives from each faculty (one female and one male)
Two student representatives from each faculty (one female and one male) will be in vited.

Sub Committees of the South Eastern University of Sri Lanka GEE Centre

The GEE Centre will consist the following sub committees composed of members taken from relevant university units to offer expertise and extra support to the centre.

(i) Resource mobilization
(ii) Education and Research
(iii) Women Empowerment (Women and leadership)
(iv) Grievances

The sub committees will review their progress on the implementation of gender equality activities annually and submit them to the GEE Centre for consideration and forward to Senate and Council.

The policy and annual progress reports will be published on the South Eastern University of Sri Lanka website.

07.3.2. Faculty Level GEE Cell

At the faculty level there shall be GEE cells to achieve the objectives of the university cell at the faculty level.

Composition

Dean of the faculty would be the chairperson.

Two academic representatives from each department one female and one male.

Two student representatives from each department one female and one male.

The objective is to enhance the steps taken and the success is in the implementation of the policy.

To achieve this South Eastern University of Sri Lanka shall;

- Form a group to monitor and evaluate the performance of South Eastern University of Sri Lanka in implementing this policy.
- Seek an appropriate monitoring and evaluating system to ensure that the necessary measures are taken accurately.
- Find monitoring indicators with time frames to measure the implementation process.
- Undertake to review the policy from time to time on informed research.
- Form a forum for receiving views of members of South Eastern University of Sri Lanka regarding the policy.

07.3.3. Administrative and non-Academic GEE Centre

Composition:

Registrar – Chairman

Two representative from each Administration Department one female and on male