

INSTITUTE OF HEAVY EQUIPMENT AND TECHNOLOGY



Gender Equality Policy

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October, 2024

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1.0 Executive Summary

IHET is a NACTVET registered Institution with registration number REG/SAT/060 and VET registration number VET/DSM/PR/2018/C/110.

IHET is an education institution located in Dar es Salaam, Tanzania. IHET is efficiently and effectively helping Tanzania Government meet the high-tech challenges of today's global economy, in partnership with business and industry, government agencies and other educational institutions.

IHET was established and started its operations in 2016 at Tazara, Temeke then shifted to Kijitonyama, Kinondoni Dar es Salaam in 2017. In 2019 IHET opened a new branch in Ilemela Mwanza and the next year 2020, Dodoma branch was opened in Nala Dodoma.

1.1 Institute Vision

To be a catalyst in engaging partners to bring innovative educational solutions to individuals, employers, and communities - transforming challenges into opportunities.

1.2 Institute Mission

To provide relevant technical education and training to support student goals, a skilled workforce, and the economic vitality of our communities.

1.3 Institute Core Values

We value:

- a) Integrity
- b) Collaborative Partnerships
- c) Innovation
- d) Continuous Improvement
- e) Customer Focus Diversity
- f) Sustainability

2.0 Overview

This Gender Equality Policy, has been created to help Institute of Heavy Equipment and Technology create a safe and inclusive Institution and workplace where all staff and students, regardless of gender, have equity of opportunity and outcomes.

2.1 Introduction

Institute of Heavy Equipment and Technology (IHET) is committed to creating Institute community where all staff and students are equally respected and valued and enjoy equity of both opportunity and outcomes.

IHET recognises that gender inequality has the potential to limit and impact negatively on the safety, education, employment, family lives and opportunities of staff and students, particularly women and girls, in the immediate and long term.

The commitment of the government of Tanzania to attain gender equality is underlined in various national policy documents. The Tanzania Constitution of 1977 emphasizes social justice and equal opportunities for education. Likewise, the Children's Act. (2011) stipulates that every child in Tanzania is entitled to an education, thus calls for full inclusion of girls in education. Other policy documents such as Poverty Reduction Strategy Paper (2010), Economic Recovery Strategy (1986), National Five-Year Development Plan (2016/2017-2020/2021) and Tanzania Education Sector Support Programme (2008-2017) as well as Tanzania Development Vision 2025 also advocate for equal participation in education. IHET recognises the prevalence and impact of gender-based discrimination and harassment, and is committed to building institution culture that challenges the stereotypes, power differences and social norms that foster gender inequality.

IHET recognises that gender inequality is both structural and individual; this means it is not only the result of individual attitudes and actions, but also of biases in structures, systems, policies and processes throughout our community.

Girls and boys, women and men are subject to gendered stereotypes and expectations about how they should behave, think and act. These gendered stereotypes and expectations contribute to gender inequality by assigning unequal value, status and power to women and men. These expectations are reinforced by structures, systems, norms and cultures that often privilege the knowledge, rights, perspectives and skills of males over females.

Gender inequality can be both a cause and a consequence of direct and indirect discrimination. This discrimination is sometimes the result of unconscious bias which is when our behaviours, choices and practices are shaped by underlying assumptions and attitudes without us realising. Gender inequality is evident throughout our society, and research suggests it is one of the key factors driving the prevalence of gender-based violence.

IHET recognises that colleges are vital spaces in our community to promote gender equality and prevent violence against women. Every policy, practice and activity has the potential to reinforce or challenge gender stereotypes and gendered inequality.

On behalf of the whole institute community, the principal, the Council and the Student Representative Council support this policy.

3.0 Our commitments

Institute of Heavy Equipment and Technology (IHET) as an education institution and an employer, is committed to promoting **gender equality** and to ensuring equality of opportunity and outcomes for all staff and students.

Gender equality involves equality of opportunity and equality of results. It includes the redistribution of resources and responsibilities between women and men and the transformation of the underlying causes and structures of gender inequality to achieve substantive equality. It is about recognising diversity and disadvantage to ensure equal outcomes for all and therefore often requires women-specific programs and policies to end existing inequalities.

IHET will ensure that all staff, students and institution policies, procedures, systems and structures actively promote gender equality and seek to expose and redress gender inequities.

3.1 Institute culture and environment

At IHET all students and staff are responsible for promoting gender equality and modelling respectful relationships. All staff and students will be held accountable if they use language and/or demonstrate behaviour that:

- Promotes unequal power relations between women and men
- Perpetuates harmful gender stereotypes
- Condone violence against women.

Including showing unacceptable behaviour includes accessing or sharing sexist or discriminatory materials at the college, during college hours or using college property, using sexist, stereotyping or discriminatory language, dismissing acts of gender-based violence as trivial, making jokes that rely on gender stereotypes, and victim blaming when discussing gender-based violence.

Promoting gender equality and modelling respectful relationships is just as important for staff as it is for students.

IHET will work to ensure all staff feel respected, safe and valued in the workplace, and will take proactive measures to prevent and eliminate gender discrimination and provide equal opportunities for all staff. This will include promoting gender equality in institute leadership, ensuring processes and policies are free of bias, and supporting all staff to balance work and family commitments. That to say commitments include actively supporting and/or mentoring female staff, reviewing recruitment and professional processes to eliminate unconscious gender bias, facilitating flexible work arrangements and family leave in line with department guidelines, and providing private breastfeeding facilities.

IHET will support staff who experience domestic/family violence or sexual assault including by making reasonable efforts to grant appropriate leave, adjust work assignments or accommodate requests for flexible work hours.

For and on behalf of the IHET directorate

A handwritten signature in blue ink, appearing to read 'Atlanbif', is positioned below the text 'For and on behalf of the IHET directorate'.

Director

05th October, 2024.

4.0 References

The URT (1998), The Constitution of the United Republic of Tanzania of (1977), Printed by M.P.P, Dar es Salaam.

The URT (2000), Women and Gender Development Policy: Ministry of Health, Community.