

NATIONAL INSTITUTE FOR MEDICAL RESEARCH (NIMR)



NIMR GENDER POLICY (2010)

Background

The National Institute for Medical Research (NIMR) is a Parastatal Institution, under the Ministry responsible for Health, charged with carrying out, control, coordination, registration, monitoring, evaluation and promotion of medical research in Tanzania.

The socio-economic development of Tanzania is dependent on the full utilization of its human resource, both women and men. Tanzania recognizes that gender inequality is a major obstacle to socio-economic and political development of its peoples. In recognition of this fact the Government of the United Republic of Tanzania has taken various measures to address gender concerns in the Constitution of the United Republic of Tanzania, macro and micro policies, strategies and programmes to ensure equality of all its citizens and, in particular, gender equality and gender equity.

The formulation of the Women and Gender Development Policy (2000) aimed at ensuring that the gender perspective is mainstreamed into all policies, programmes and strategies. The National Institute for Medical Research being a Government Institution in turn will be responsible for gender mainstreaming across all its functions in line with the National Strategy for Gender Development (NSGD).

The Policy Statement

It is crucial, that, The Institute has a policy that further enhances women's rights and continues to provide a clear framework for addressing inequalities deeply rooted in our society. The Gender Policy statement has been developed with comprehensive insights into the empowerment, rights and access to

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justice, leadership and accountable governance, gender roles and relations, and economic opportunities for women.

NIMR shall enhance gender balance and sensitivity and promote awareness on all aspects of research and development, recruitment, promotions, etc. The Institute shall also make sure that there is gender balance in all levels of decision making.

The Institute shall intensify efforts to encourage women researchers participate in carrying out health research in order to improve the health standards of the Tanzanian women and the Tanzanian population at large.

The Institute shall offer fair opportunities for its employees (men and women) to access further training, employment and decision making. It shall also disseminate the gender policy nationally and use important events including international Women's day to highlight the contributions of women to the Institute.
