

Gender Office

Gender is socially constructed roles and responsibilities of women or girls and men or boys in a given culture or location. It is not only a socially constructed definition of women and men; it is a socially constructed definition of the relationship between the sexes.

This construction contains an unequal power relationship with male domination and female subordination in most values contributed to them are valued in many aspects – higher it is increasingly recognized that society is characterized by this male bias the male norm is taken as the norm for society as a whole, which is reflected in policies and structures

Gender equality requires equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Gender equality does not mean that but their opportunities and life chances are equal because

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of the current situation of inequality, gender equality can not be achieved without the empowerment of women- equal treatment of women and men is insufficient as a strategy for gender equality. Achieving gender equality will require a change is institutional practices and social relations through which disparities are reinforced and sustained. It also requires a strong voice for women in shaping their societies. Education is a key to success in life, economic self-sufficiency and equal participation and contribution of women and men in development process. However, for various reason women and men do not have equal opportunities for education. We all believe that the development becomes effective only when it works not with half part of the citizen rather it must be inclusive of all parts of the citizen. Thus, the academic performance of both female and male students is essential for the country

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Wollega University is one of the newly established higher institutions in Ethiopia. There fore, as one part of the country's institution, our university has its own role to play on the realization of the present academic policy of Ethiopia which gives special attention for female students.

Wollega University do have gender office which is established with the objective of implementing Gender mainstreaming, i.e., female and male to have equal opportunities to participate actively in education, management and decision making processes. The rational grounds for this gender mainstreaming in education in our universities is from the fact that:

- Gender equality is a national policy goal
- Equality between the sexes is a human rights issue
- Equal participation of both sexes in

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education is crucial to bring about the desired changes in the society at large.

The performance of institutions will improve if they operate in such a way that female and male students and employees can participate in equality and use their opportunities optimally.

So, here are some of the activities done by this office to achieve the goal of the institution that is reducing attrition rate, especially of female students.

- ◆ Provide proper orientation for new students.
- ◆ Gender awareness for female students
- ◆ Establishment of a quota system during placement of department.
- ◆ Trainings on assertiveness, awareness creations and study skills

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- ◆ Tutorial class arrangements for female students by high achievers
- ◆ Encourage female staff to investigate specific problems of female students and design of projects to solve them.
- ◆ Guide and advice students on how they can use their time effectively.
- ◆ Establish the Wollega University female students association and club like “Girls club” for females to participate in different activities which are essential to student’s future career.
- ◆ Create a connection with other University and experience sharing.
- ◆ Create friendly environment for students in the university to work hard and study well.
- ◆ Provide necessary facilities in their

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near by building

Example access of library and watching Television.

- ◆ Help some helpless female students by providing par time works

And in the future, the office has the following plans

- Continue in creating a more conducive environment for female students after assessing their needs.
- Encourage female staff to participate in committees and to work in collaboration with the office.
- Address the gender issue and the implications in education and action plan and allocation of budget.
- Teach skills of communication,

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speaking in public and provide reading materials in university that guide on life

- Provide crucial materials and services like computer facilities, cafeteria and strengthen the capacity of the library that is found in their building.

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- ◆ Create a connection with other University and experience sharing.
- ◆ Create friendly environment for students in the university to work hard and study well.
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Example access of library and watching Television.
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