

**THE UNIVERSITY OF ZAMBIA**

**NAME OF ASPIRANT: LAYILER PHIRI AKA DOPE SISTER (EQUALITY A  
EBUNHTU)**

**CONTESTING FOR THE POSITION: MINISTER OF GENDER, ETHICS AND  
INTERGRITY**

**YEAR: 3<sup>RD</sup> YEAR**

## **ACKOWNLOEDMENT**

I really thank God almighty for the gift of life, wisdom strength and for the opportunity to part of the greatest university of Zambia. I really appreciate my parents and whole family at large for being there for me in every situation that comes my way. Much appreciation to my fellow students at the university of Zambia.

My name is Layiler Phiri aka DOPE SISTER (Equality Ubuntu) 3<sup>rd</sup> year student studying Public Administration and Development studies at the school of Humanities And Social Sciences. I served as a Secretary for Student with Disabilities under the School of Humanities and Social Sciences Association (UNZAHASSA), am currently serving as a president of Anti-Corruption Commission Unza (ACC). I concluded that UNZA must have an effective results all demission of the institution has to be ethical, integrity and equality to everyone regardless of the race, sex and colour by oversees and work on policies that are initiated this is to ensure that student has to embrace dynamic and innovative leadership. Because students have to be part and parcel in all the activities and opportunities that will be available regardless of the sex. It is not just coming up with a manifesto which can't be implemented. Therefore am contesting for UNZASU Minister of Gender, Ethics and Integrity. To provide a conducive and inclusive environment for both male and female. VOTE for me DOPE SISTER, (EQUALITY EBUNTU).

#### DUTIES OF THE MINISTER OF GENDER

- Gender Equality, by promoting equal opportunity regardless of the gender
- Ethics and integrity behaviour on campus
- Social and moral values among students
- Civil society engagement
- Legislation and policy development
- Public awareness
- Advocating for free corruption on ca

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#### OBJECTIVES

Therefore, fellow intelligentsias, once you vote for me I will be expected to do the following:

Promoting gender equality by rising awareness, I will be hosting workshops and training on various topics of gender which will be inclusive for both male and female at the end of the workshop a certificate has to be given this is to enhance and prepare for better opportunities and addition to your CV with the knowledge being equipped. Seminars, and

events to educate student and staffs about gender equality issues, mentorship programs for all students

Inclusive policies, that will ensure campus policies support gender equality, including anti-discrimination and anti-harassment policies these will work hand in hand by promoting a better environment for all students these policies have to be followed and implemented.

Safe spaces : I will establish safe spaces for students to discuss and address gender-related concerns ,different topics this will be at the end of the month , students have to bring out what has been affecting and how best we can work together and bring an end to the issue.

Support groups: I will create a support groups or clubs for the students to connect and advocate for gender equality, this groups have to be effective and able to deliver and implement all the duties and issues of gender, know your right group, equal work group this will help students to know exactly how to bring a positive impact on campus and community at large.

Curriculum inclusion, this will be with the help of all students and staffs by fostering understanding and awareness.

Diverse representation: encourage diversity in leadership positions and faculty to reflect different gender perspectives.

Reporting mechanism: this will help by establishing clear reporting mechanism for incidents gender-based discrimination or harassment, this will bring a positive impact on campus by working together and ensuring that all cases and issues have to be addressed.

Ethics and Integrity and respect for diversity: this is very cardinal by promoting principles and practices, where I will create an environment ethics and integrity which are valued and individual by acting ethically and responsibly in all aspects on campus life. This has to be tolerance and respect for people of different backgrounds, cultures and perspective fostering in an inclusivity campus community.

I will bring ethical leadership that will urge all students and faculty leaders to model ethical behaviour and serve as a role models for others. This will help students to come up with issues that has to be addressed and I will ensure that students participate in the research and data collection, specifically to issues related to social and moral values and use of data to inform policies and intervention

Train students to be peers educators who can educate their fellow students about social and moral values and address issues within their peer groups

I will make sure to engage and partnering with government and different NGOs by addressing gender related issues, Collaborating with the Non-governmental Gender Organisations Coordinating Council (NGOCC), I will ensure to partnering with them by creating a place where all students are empowered fully participate in social, culture, economic and political development, promoting gender equality and women empowerment on campus I will promote women empowerment for gender equality through coordinating advocacy, capacity development of students organizing and linkage with government , local and international partners.

I will ensure to contribute in the building of culture of peace by eradicating unequal environment for students by bringing The United Nations Educational, Scientific and Cultural Organization. (UNESCO), this organization focuses on a set of objectives in the global priority areas Africa and Gender Equality this will be cardinal to all students to be equipped and helped with better knowledge, by attaining quality education for all and lifelong learning, mobilizing sciences knowledge and policy for sustainable development , addressing emerging and social and ethical challenges by fostering cultural diversity, intercultural dialogue and culture of peace and building inclusive knowledge societies through information and communication.

United Nation Women, this will help in empowering women it helps to implement policies laws that benefit women lead, participating in and benefits which are equally from governance systems

Plan international, I have had an interaction and depth learning with this international organization, this will help the students to know better their rights and equality for girls. Through this students will not only be equipped with knowledge but also be given an opportunity to work and educate others with issues of that can cause discrimination against girls, vulnerability and exclusion and enables them to respond and prepare for adversity and practice. Through this I will ensure to achieve gender equality, promoting gender justice and fostering an inclusivity on campus and society at large, by confronting and challenging human rights violations and discrimination based on gender, as well as

stereotyping and unequal power relations between women, men, boys and girls to promote right gender equality by fostering culture that encompasses its commitment to gender equality and adoption of good practices, positive attitude and inclusion.

## **UNDERSTANDING OF THE GUILD CONSTITUTION**

In this section of my manifesto, I shall talk about the importance and what I know about the guild constitution. The university of Zambia constitution has fifteen chapters which constitutes of the supremacy of the constitution, the general assembly, finance, the student representative council, the union elections, and the union judiciary among others.

1. Supremacy of the union constitution: This is the first Chapter of the guild union constitution which talks about the constitution being the supreme law of the university of Zambia student's union and that it has binding force on all authorities and persons that are under the student's union. And all members of the university of Zambia student's union must uphold the supremacy of the constitution at all times.
2. The General Assembly: The General meeting of the union shall be called The General Assembly. And it is composed of the student representative council and the union executive presided over by the union speaker. The general assembly also needs to meet three times in an academic year and they should also meet whenever there's an emergency. I also read in the constitution that the general assembly is the supreme decision-making body of the students union.
3. The union cabinet: is on chapter five which stipulates that, The university of Zambia has a student union which is composed of the president, vice president, prime minister, the minister of finance, the minister of justice and constitutional affairs, the minister of trade

and commerce, the minister of local government, the minister of health, water, sanitation, sanitation and environment, the minister of guidance and religious affairs, the minister of education and academic affairs, the minister of information, research and employment, the minister of education of gender, ethics and integrity, the minister of students with disabilities, the minister of social, cultural and mobilization and last but not the least minister of sports and games. And for a student to contest for all the positions above, one should not be in first and their final year.

4. Union elections: this is on chapter eight of the constitutions which states that, union elections at the institution should be held on a Friday and two months before the end of the academic year. The Election Day is a non-teaching day as stipulated in the constitution. Campaign rallies must begin 24hours after all candidates are verified. And candidates are not allowed to withdraw within twelve hours to the election. All union ministerial candidates shall address students and have ministerial debates.
5. The judiciary union: this section is on chapter six of the Guild constitution and it is made up of seven persons, these are ; a law student as a chairperson, one student studying political science, three students from the school of law and two students from studying civic education. Appointments to the judiciary union shall be done upon application to the panel.
6. The Minister of Gender, Ethics and Integrity: I shall be the Union Minister, Chairperson of Gender Ethics, and Integrity Committee co-ordinate and organizer of activities to sensitize students to the issues of gender, ethics and integrity on Campus, in academia and in the wider society, advocating for corruption free campus, nominate individuals for

recognition as persons of integrity and reform any other duties that he or she may be assigned by the union president.

7. Defense of the Constitution: this falls under chapter one (1) of the guild constitution which states that any person who singly or in concert with others, by violent or any other unlawful means, suspends, overthrows, abrogates or amends this constitution or any part of it shall be liable to disciplinary action as provided in this constitution.
8. Student representative council (SRC): This is on chapter four of the guild constitution which states that there shall be a student representative council of the union government, hereinafter referred to as the student representative council. The term of SRC shall be one academic year and it should be formed within two weeks of the union elections by the dean of students. Elections shall be held by every registered school mother body association a week after the union elections.

## **UNDERSTANDING OF THE YELLOW BOOK (RULES AND REGULATIONS FOR STUDENTS)**

In my own understanding, the yellow book is simply a book of rules that guide the University of Zambia, and its students. This book contains two parts, the first part being the guidelines and proceedings, the second part being the rules and regulations and the last part being general rules.

In the next paragraph I will write some of the rules, guidelines and proceedings contained in the rules and regulations for student's book.

1. Part 1 point one of the book state that in conformity with the provisions of the "Higher Education Act Number 4 of 2013," the Dean of students, Deans of schools, Directors and the Librarian shall exercise disciplinary control over all students in the university on breaches of these rules and regulations arising in the halls of residence, schools, directorates, institutes, the library and similar bodies both within and outside university premises.
2. Part one point seven states that the Student Board of Discipline or the Authorized Body shall be responsible for hearing all disciplinary cases of students charged under these rules and regulations. The Board or authorized body shall regulate its procedure and conduct business with a quorum of two thirds of members present provided that the chairperson or vice-chairperson shall be among the members present.
3. Part one point 4 states that the dean of students shall be the custodian of student welfare and these rules and regulations at all times.
4. Part one point 21 states that an accused person is strictly precluded from commencing court action against any complainant or witnesses arising from information or cases before the student board of discipline. All accused persons and complainants are obliged to follow the procedure created by these rules and regulations until the final determination of the case.
5. Part two of the rules book states that all the rules and regulations contained in chapter two shall apply to all students at the University of Zambia. All students are expected to conduct themselves in a mature and responsible manner.

6. **At the halls of residence** :students are not allowed to paint their study rooms without authorization or writing which may result in disfiguring on walls or doors or any part of the halls of residence. When that happens a fine of at least k500.00 or the actual cost of redressing the damage shall be imposed and/or withdrawing of the bed space.

When a student loses university property or damages it, they are supposed to pay a fine of k500.00 or the actual price of replacing the property or redressing the damage shall be imposed.

Cohabiting is not allowed in study rooms if found or discovered, the bed space shall be withdrawn.

Taking alcohol and smoking is not allowed failure to do this the bed space shall be withdrawn immediately.

## **THE UNIVERSITY OF ZAMBIA POLICIES.**

This part of the manifesto explains some of the university policies and the knowledge I have about these same policies.

It is the policy of the University to provide quality teaching and learning, research, community engagement, academic support and administrative services in line with its vision, mission, goals, objectives and strategies. The University recognizes that, in order to accomplish its mission with extraordinary achievement and meet the vision of being among the top universities in Africa, quality in teaching and learning, research and dissemination, community service, property management, purchase and budget utilization, student service, staff development and retention, information and communications technologies, library service, etc. are essential.

Not only that, The University regards teaching, research, and community service as core functions and has developed explicit systems and procedures to ensure and enhance quality in these functions. Administration is a cross-cutting function and is an integral part of all three functions, but in the implementation of a quality assurance (QA) system, it has also be considered to stand alone in order that it is given special attention.

In addition, The Education Policy of 2011 refers to elimination of gender disparity in tertiary education and emphasis increased access to quality education. The government of Zambia has classified education as an economic sector and has created various incentives under the Zambia Development Agency. It calls for fostering partnerships between local and international universities. The University of Zambia has a policy which states that 30% space of enrollment is reserved for a girl child and the remaining 70% is for both males and females.

Lastly, The University of Zambia Open and Distance Learning (ODL) policy is designed to contextualize, regulate and operationalize the format, scope, approach and strategic implementation of ODL practices among all the role players, including staff and students. The purpose of this policy is to guide decision and actions taken by administrators, academics, support and professional staff and management in the provision of ODL at the University.

## PERSONAL ETHICS

I have beliefs about what's right and wrong which guide the decisions I make. However, these ethics and what determines my ability to handle all the responsibility that follows the position of Gender Minister, Ethics and Integrity, instil a sense of solid and improved decision making. The following are the examples of the few of my personal ethics.

**Honest:** this is very important to me as it assures me of efficient and transparent in delivery of service and ensures am truthful in all services

**Integrity:** I have always believed in being committed to upholding moral principles in all circumstances as it shows that I am responsible and able to hold myself accountable for all my actions

**Responsibilities:** I believe in a strong moral code that ensures that everything is done rightly

### **CONCLUSION**

As a minister of Gender, Ethics and Integrity, I will ensure that there is equableness among students, distributions of resource, opportunities, transparency and accountability are implemented where students' responsibilities are concerned. Therefore, LAYILER PHIRI (DOPE SISTER) is a reflection for you and best believe that TOGETHER WE CAN WITH EQUAL OPPORTUNITIES