

UNIVERSITY OF ILORIN, ILORIN, NIGERIA

## GENDER POLICY

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## **1.1 Introduction**

The University of Ilorin is committed to developing and sustaining an environment that is people orientated, open and fair to all employees and students. The University emphasises that staff should not be disadvantaged by gender, marital status, family responsibilities, background or any other irrelevant distinction. In terms of students, the University emphasizes equality of opportunity in its institutional strategic plan and highlights the value of a student body with a broad range of experience.

A gender policy in an institution of higher learning like the University of Ilorin in Nigeria is essential given some of the reasons highlighted as follow:

1. Promoting gender equality: A gender policy helps to address gender-based discrimination and promotes equal opportunities for all students and staff, regardless of gender.
2. Addressing gender-based violence: A gender policy can help to prevent and respond to gender-based violence, such as sexual harassment and assault, which are prevalent in Nigerian universities.
3. Encouraging diversity and inclusion: A gender policy fosters a culture of diversity and inclusion, recognizing the diverse needs and experiences of students and staff of different genders.

4. Supporting gender-sensitive curriculum: A gender policy can ensure that curricula are gender-sensitive and inclusive, challenging gender stereotypes and biases.
5. Empowering women: A gender policy can empower women and other marginalized genders to pursue their academic and professional goals, addressing historical gender disparities.
6. Enhancing research and innovation: A gender policy can promote gender-sensitive research and innovation, addressing gender-specific challenges and opportunities.
7. Meeting global standards: A gender policy aligns the university with global best practices and international agreements, such as the Sustainable Development Goals (SDGs).
8. Creating a safe and inclusive campus: A gender policy helps to create a safe and inclusive campus environment, free from gender-based discrimination and violence.

By having a gender policy, the University of Ilorin demonstrates its commitment to gender equality, diversity, and inclusion, enhancing the university's reputation and contributing to a more equitable society. Despite notable progress in achieving gender equality, it is recognized that there are still significant challenges which the University is intentional on addressing.

## **1.2. Definition of Terms**

### **1.2.1 Gender**

Socially constructed definition of the relationship between girls, women, boys and men which contains an unequal power relationship with male domination and female subordination in most spheres of life.

### **1.2.2. Gender Role**

Socially constructed roles, values, expectations and rights ascribed to women as distinct from men.

### **1.2.3. Gender Discrimination**

Systematic, unfavourable treatment of individuals on the basis of their gender, which denies them opportunities, rights, and/or resources.

### **1.2.4. Gender Equality**

This refers to treating women and men fairly in policy-making, services, economics, political, administrative and employment spheres of the society. Gender equality requires University administration to ensure that they have taken sufficient steps to both eliminate discrimination, harassment and promote equality between the women and men in every area of university engagement especially in politics and administration.

### **1.2.5 Gender Equity**

Fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. Additionally, this shall include affirmative actions where necessary.

### **1.2.6. Gender Mainstreaming**

Gender mainstreaming requires the University administration to gather information on how employment policies and practices impact on men and women.

The University also requires lecturers to find innovative ways of including a gendered perspective to their teaching pedagogy.

### **1.2.7. Gender Responsive Budget Analysis**

Identification of the implications of budgets for women and men as a basis for reordering the budget process, and priorities to support gender equality and equity. Especially due consideration of budget lines that will improve sexual health of women in the University.

### **1.2.8 Sexual Harassment**

Includes any unwelcome advance, request for a sexual favor or unwanted verbal, non-verbal or physical conduct of a sexual nature that reasonably interferes with

work, alters or is made a condition of employment or creates an intimidating, hostile, humiliating or offensive work environment. It is unwelcomed, unreciprocated and imposed and may consist of a single or series of incidents. Mutually acceptable behavior is not sexual harassment regardless of the relationship.

(<https://africacdc.org/wp-content/uploads/2023/11/AU-Harassment-Policy-English.pdf>)

### **2.1. Scope of the Policy**

This policy covers all members of the University of Ilorin community; administration, staff, students and all visitors within the university community. Every individual, Unit, and arm of the university is mandatorily required to ensure full compliance to the gender policy.

### **2.2. Policy Goal**

The overall goal of this policy is to build and sustain a conducive learning and working environment devoid of discrimination, gender based violence, sexual harassment and harness the full potentials of all members of the University community regardless of gender, sex or circumstance, and ensure the fundamental human rights of all its members and visitors at all times.

### **2.3. Policy Objectives**

The objectives of the policy are to;

1. mainstream gender into the University strategic planning, policy development and operational practices.
2. strengthen the capacities of all stakeholders to deliver their component mandate of the gender policy.

3. achieve minimum threshold of representation for women in order to promote equal opportunity in student admission, staff recruitment, retention, development and promotion.
4. ensure a teaching pedagogy that will include a gendered perspective to the delivery of all courses.
5. ensure equal participation among students and staff in the economic, political and academic activities on campus.
6. ensure ethical use of any form of Artificial Intelligence and use of social media with respect to any member of the University Community, especially amongst students.
7. ensure adequate provision of sanitary conditions especially to protect the menstrual health of women on campus.
8. ensure appropriate sanctions for violators of any form of gender abuse in line within relevant University rules, national laws and international human rights standards.
9. ensure adequate sanctions for false, intentional and malignant allegations against any individual found to be engaged in such falsehood.
10. ensure that the University takes adequate measures to mitigate the impact of climate change on women on campus.



11. incorporate the principles of CEDAW, Maputo Protocol and other institutional frameworks and legal obligations that support gender equality in all activities. Including ensuring that public procurement and partnerships with outside communities are consistent with the principles of gender equality.
12. monitor the effectiveness of the actions taken to promote equality of opportunity by a range of methods including impact assessment; and to publicize the results.

### **3.1. Policy Targets and Operational Reforms**

In order to achieve full attainment of these objectives, the following targets are recommended.

#### **Objective 1:**

**Mainstream gender into the University strategic planning and operational practices.**

#### **Targets**

- a. Commission an immediate audit of teaching and learning pedagogies and ensure that a gendered approach is adopted. Where a gap is identified, the University shall ensure appropriate training for staff and students as required.
- b. Production and launching of Institutional Gender Strategic Framework (IGSF) by 2025; Publish and disseminate copies of the gender policy to all stakeholders by 2025
- c. Establishing a Gender Policy Implementation Coordinating Committee (GPICC) by 2025;
- d. Provision of adequate technical and financial resources for effective performance of the GPICC by 2025.

## **Objective 2:**

**Strengthen the capacities of all stakeholders to deliver their component mandate of the gender policy.**

### **Targets**

- a. Conduct workshops and sensitization programmes on gender mainstreaming for all staff and students by 2025;
- b. Produce and disseminate Information, Education and Communication (IEC) gender-focused materials by 2010.
- c. Integrate Gender Issues into the orientation programmes for new staff and students by 2025
- d. Ensure a synergy between the Quality Assurance Unit of the University and the Gender Unit to constantly review and evaluate the implementation of the gender Policy.

## **Objective 3:**

**Achieve minimum of 40:60 percent ration threshold of representation for women in administration and student engagements. Additionally, promote equal opportunity in student admission, staff recruitment, retention, and development.**

## **Targets**

- a. Adopt special measures, quotas mechanisms for achieving minimum 40:60 percent ratio in all administrative and student leadership positions by 2025;
- b. Achieve a minimum 40% affirmative action admission policy in favour of female students in programmes where they are underrepresented by 2025;
- c. Pursue 40% affirmative action in favour of male or female students' representation in leadership positions by 2025.

**Objective 4: Incorporate the principles of CEDAW, Maputo Protocol and other institutional and Policy frameworks that support gender equality.**

## **Targets**

- a. Achieve gender equity and equality in employment opportunities and eliminate all discriminatory practices by 2025;
- b. Institute the culture of respect for the human rights of women and men including freedom of expression, right to bodily integrity and dignity by 2025.

**Objective 5: Ensure that public procurement and partnerships with outside communities are consistent with the principles of gender equality**

**Targets**

- a. Provide equal opportunities for women and men outside the university communities to do business with the University by 2010;
- b. Encourage all partners and contractors to comply with the provisions of the gender policy in all their interactions with the University by 2025.
- c. Ensure that all visitors to the university respect and abide by the University's policies especially on sexual harassment and any form of gender-based violence while within the University.

## **4.0. Dealing with Infringements, Monitoring and Evaluation and Implementation Framework**

### **4.1. Dealing with Infringements**

To institute a sustainable culture of respect for the human rights of women and men, cases of infringements of policy provisions must be established and appropriately dealt with as highlighted in the next objective.

**Objective 6: Ensure that breaches of the policy are reported and dealt with in an appropriate way.**

#### **Targets**

- a. Establish an office for receiving reports on infringements against, girls, women, boys and men;
- b. Train all members of the University community to identify and report breaches appropriately by 2025;
- c. Sensitize all stakeholders to the procedure for dealing with infringements of the policy provisions by 2025.

**Objective 7: Monitor the effectiveness of the actions taken to promote equality of opportunity by a range of methods including impact assessment; and to publicize the results.**

**Targets**

- a. Develop, produce and disseminate Strategic Implementation framework and plan complete with verifiable indicators and time frame for measuring implementation of the gender policy;
- b. Conduct periodic quantitative and qualitative evaluation of policy implementation and impact assessment;
- c. Disseminate results of evaluation;
- d. Develop archive for gender-focused activities.
- e. Review policy provisions and targets based on solid research outcomes every five years.

**Objective 8. Ensure adequate provision of sanitary conditions especially to protect the menstrual health of women on campus.**

**Targets**

- a. Provide adequate and healthy sanitary conditions for girls and women on campus.

- b. Ensure the provisions menstrual materials to take care of menstrual poverty on campus for girls and women

## **Objective 9**

**Ensure appropriate sanctions for violators of any form of gender abuse in line within relevant University rules, national laws and international human rights standards.**

### **Targets**

- a. Ensure an impartial panel to receive and treat complaints on Sexual harassment against women and men on campus
- b. Ensure adequate sanctions for anyone found guilty of violating the University gender policy and any other extant laws applicable in the country.
- c. Ensure adequate sanctions for false, intentional and malignant allegations against any individual found to be engage in such falsehood.

## **Objective 10**

**Ensure that the University takes adequate measures to mitigate the impact of climate change on women on campus.**



## **Targets**

- a. Provide sufficient awareness on the impact of climate change to everyone on campus
- b. Ensure that girls and women have sufficient resources that will enable them to mitigate the effects of climate change on their learning experience

## **Objective 11**

**Incorporate the principles of CEDAW, Maputo Protocol and other institutional frameworks and legal obligations that support gender equality in all activities. Including ensuring that public procurement and partnerships with outside communities are consistent with the principles of gender equality.**

## **Targets**

- a. Ensure that all relevant course curriculum is laden with insights into the relevant policies, treaties and laws and that no pedagogical approach is employed to foster cultural and religious promotion of gender or sexual based violence

- b. Ensure adequate training and expertise in the various complaint mechanisms of the treaty bodies and how they apply within the University community

## **Objective 12**

**Monitor the effectiveness of the actions taken to promote equality of opportunity by a range of methods including impact assessment; and to publicize the results.**

### **Targets**

- a. Ensure a clear and measurable tool to assess the impact of the gender policy on campus
- b. Ensure training and capacity building of all relevant units in the University that will deal with issues of gender-based violence

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