

**UNIVERSITY OF ILORIN, ILORIN, NIGERIA**

**GENDER POLICY**



**DECEMBER, 2009**

## **1.1 Introduction**

The University of Ilorin is committed to developing and sustaining an environment that is people orientated, open and fair to all women and men 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.

Despite notable progress in achieving gender equality, it is recognized that significant challenges remain which the University hopes to focus on.

## **1.2. Definition of Terms**

### **1.2.1 Gender**

Socially constructed definition of the relationship between women 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 and employment. Gender equality requires University employers to ensure that they have taken sufficient steps to both eliminate discrimination and harassment and promote equality between the women and men they employ.

### **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.

### **1.2.6. Gender Mainstreaming**

In practice, gender mainstreaming requires the University administration to gather information on how employment policies and practices impact on men and women

### **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.

## **2.2. Scope of the Policy**

This policy covers all members of the University of Ilorin community

1. Every part of the University has a responsibility for ensuring compliance with the provisions of the gender policy.

## 2.4. Policy Goal

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

## 2.5. 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. Incorporate the principles of CEDAW and other institutional frameworks that support gender equality Ensure that public procurement and partnerships with outside communities are consistent with the principles of gender equality.
5. Ensure that breaches of the policy are reported and dealt with in an appropriate way.
6. 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. Production and launching of Institutional Gender Strategic Framework (IGSF) by 2010;
- b. Publishing and disseminating copies of the gender policy to all stakeholders by 2010
- c. Establishing a Gender Policy Implementation Coordinating Committee (GPICC) by 2010;
- d. Provision of adequate technical and financial resources for effective performance of the GPICC by 2010.

## **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 2011;
- 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 2011

**Objective 4: Achieve minimum threshold of representation for women in order to promote equal opportunity in student admission, staff recruitment, retention, development and promotion.**

### **Targets**

- a. Adopt special measures , quotas mechanisms for achieving minimum critical threshold of men or women in recruitment, promotion, and membership of committees by 2015;
- b. Achieve a minimum 35% affirmative action admission policy in favour of female or male students in programmes where they are under represented by 2015 ;
- c. Pursue 35% affirmative action in favour of male or female students representation in leadership positions by 2015.

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

### **Targets**



- a. Achieve **gender** equity and equality in employment opportunities and eliminate all discriminatory practices by 2015;
- b. Institute the culture of respect for the human rights of men and women including freedom of expression by 2015.

**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 **in outside 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 2011.

**PART FOUR**

**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.**

Target

- a. Establish an office for receiving reports on infringements;
- b. Train all members of the University community to identify and report breaches appropriately by 2010;
- c. Sensitize all stakeholders to the procedure for dealing with infringements of the policy provisions by 2010.

**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.

