The University of Ibadan

UI, Creating a gender-friendly space for all

GENDER
POLICY
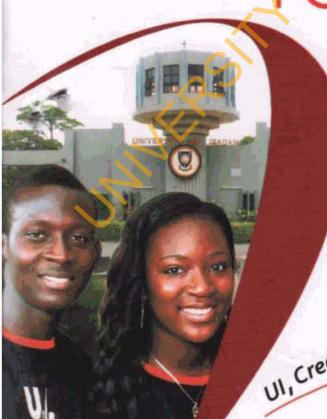
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GENDER
POLICY

UI, Creating a gender-friendly space for all

The contents of this document were approved by the
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Contents

Acronyms

CEDAW	Convention for the Elimination of Discrimination Against Women
ELDS	Educationally Less Developed States
GMO	Gender Mainstreaming Office
GMC	Gender Mainstreaming Committee
GP	Gender Policy
ICT	Information Communication Technology
NSS	Night Surveillance Service
PPP	Public/ Private Partnership
SH	Sexual Harassment
UI	University of Ibadan
UIGP	University of Ibadan Gender Policy

Foreword

The University of Ibadan Gender Policy is yet another evidence of the commitment of our University to remain a beacon of innovation and transformation in Nigeria and Africa. As the first and best university in the country and one with a very strong consciousness of its role in setting the pace in academic work, research and community engagement, the University has committed itself to bold initiatives true to our vision of academic excellence. We have also been concerned with a mission to foster the formation of healthy identities, a community characterized by equity, a sense of self worth and fulfillment.

Gender equity is about fairness in accessing resources, opportunities, and ensuring equal rewards for equal work. It is a prerequisite for sustainable development, a benchmark for institutional advancement and key to problem solving. In pursuance of this, this Gender Policy covers all aspects of University life and applies not only to all who work and study here, but also those who do business with us. We expect that it will result in changes for good in our institutional culture and ethos.

This document is the product of an intense and sustained participatory process, involving all segments of the university. We are therefore confident of its purpose, expected outcomes and strategies for ensuring its implementation and sustainability.

The University is very proud of the rigorous work of the Gender Mainstreaming Committee, the commitment of the whole University community, the financial support of the John D and Catherine T. MacArthur Foundation and the encouragement of the Association of African Universities. The pioneering work of our Women's Research and Documentation Centre is hereby acknowledged. We thank Prof. Abiola Odejide for her leadership. She nurtured the preparatory process while Dr Stella Odebode conducted a safe delivery.

We recommend this Gender Policy, a flagship document, to other Nigerian universities for use as a template and baked through a similar participatory approach which, will give their university communities a sense of ownership of their policy.

I am happy to affirm that our University has arrived, and say in tune with the GMP slogan, *we are "creating a gender friendly space for all."*

Prof. Isaac Folorunso Adewole
Vice-Chancellor

BACKGROUND

The University of Ibadan (UI) is committed to maintaining a gender sensitive environment. This is reflected in the University Act which states that the University is to "encourage the advancement of learning throughout Nigeria and to hold out to all persons without distinctions of race, creed or sex, the opportunity of a liberal education" (University Act, 1962). Over the years, enrolment of females has increased considerably, especially in Arts, Education, Law, and Dentistry, but not in the science based disciplines, where it has remained at 30% in the last decade (Academic Planning Unit Report 2010). Gender disaggregated data of staff shows approximately 80% of academic staff; more than 50% of senior administrative staff and 60% of junior staff are male. Special highlights of the gender scenario are the emergence of two female registrars in a row, one female Deputy Vice-Chancellor Academic (2004-2006), the current Deputy Vice-Chancellor Administration and a growing number of female Deans. All these appointments/ elections have generally happened without any special University Affirmative Action Policy in place.

When the University College Ibadan was established in 1948, gender was not on the international or national agenda. The University College was located in a highly patriarchal society which, like that of colonial Britain reflected social and cultural

biases about gender roles. Even in cotemporary times, although universities tend to be regarded and spoken of in gender neutral terms, their operations are often at best gender blind and at worst, gender insensitive. This is exhibited in the lopsided composition of their decision making bodies, systemic inequities and importation of gender biased attitudes and language into academic spaces that are supposed to be liberalizing and empowering to all members of these communities.

1.0
GENDER EQUITY
INITIATIVES IN UI

The University has no institutional mechanisms in place for the promotion of gender equity. There is gender disparity in the composition of the decision making organs of the university, including the Students' Union. In the core mandates of the university, there is limited attention to gender. The University curriculum is not engendered in any conscious way, although there are departments which offer a few courses in this area. In some research in the Social Sciences, Humanities, Law, Education and Agriculture a gender perspective is adopted, especially in those funded by international agencies.

In 2005, the University introduced an Affirmative Action Policy in one of its projects for the MacArthur Foundation Grant. This is the Female Faculty Start-up Grant which allows female academic staff to access funds for research. In the last three years, ten female academic staff were able to utilize this facility. Very recently, UI included as part of its Strategic initiatives for the University's Strategic Plan, the formulation and implementation of "Diversity, Disability and Gender policies" (University of Ibadan Strategic Plan 2009-2019). Council also decided to open a register of "Gender Offenders" (University of Ibadan Bulletin, 2011).

There are women's groups such as the University of Ibadan Women's Society (UIWS) which built and runs the only University Crèche and engages in many schemes for the promotion of quality life on campus. In addition, the National Association of University Women is open to all graduates who are female staff of UI. The Women's Research and Documentation Centre (WORDOC) was established in 1986 in response to the Beijing Platform of Action by women activists as a multidisciplinary centre in the Institute of African Studies. It has as its mandate the following:

*   Providing a focus for women's studies in Nigeria
*   Setting up a women's studies network with a focus on Nigeria and Africa
*   Operating a documentation centre for scholars
*   Providing a link with other women's research centres globally

1.1   Rationale for UI's Gender Policy (UIGP)

This Gender Policy is a statement of the University of Ibadan to commit itself to initiating steps to apply a gender lens to all aspects of its operations on a routine basis, by making it the norm for females and males to share resources and power on a fair basis and redressing any previous imbalance(s) on a just and equitable basis. In this way, the institution is strengthening itself by utilising all available human resources for its core activities of teaching, research and service. It will also commit resources to eliminate gender violence, discrimination and injustice.

1.1.1   A Blueprint for Gender Responsiveness

This Gender Policy declares the position of the University on gender issues as part of its vision, mission and core business. The policy prepares guidelines for adjudicating and

responding to gender issues as they arise in the institution, and influencing the surrounding community and society at large.

1.1.2 A Human Right

The pursuit of gender equity is strongly embedded within the framework of fundamental human rights and gender justice. Nigeria's National Gender Policy (NGP) which derives from international conventions to which Nigeria is a signatory affirms this. The Constitution of the Federal Republic of Nigeria (1999) prohibits discrimination on the grounds of gender. The section on Fundamental Human Rights states that "a citizen of Nigeria of a particular community , ethnic group, place of origin, circumstances of birth, sex, religion or political opinion shall not by reason only that he or she is such a person , be discriminated against." The University of Ibadan is committed to ensuring the observance of the rights of all the members of the community irrespective of gender. To attain this goal, the University of Ibadan will adopt and institutionalise a Gender Policy in order to enshrine the rights, responsibilities and privileges of being a member of this institution.

1.1.3 A Prerequisite for Sustainable Development

Investments in both genders are now recognised as crucial to achieving sustainable development. Every member of the community is regarded as having the potential to contribute to the development of this institution. It is also realised that in all societies, low levels of education and training, poor health and nutritional status, and limited access to resources to a particular group, not only hamper those citizens' quality of life, but also limit productivity and hinder economic efficiency and growth. This is especially true of females. Thus, promoting and improving the status of women need to be pursued, not only for reasons of equity and social justice but also because it makes economic

sense and is good development practice. Higher education institutions in developing nations are a catalyst for such growth. The University of Ibadan, in keeping with its vision statement sees itself as being in the vanguard for changing all social and cultural impediments that may constrain the full realisation of people's potentials. Therefore, every member of the university has to be treated with respect and dignity.

1.1.4 Benchmark for Institutional Advancement

Gender equity is increasingly prioritised as an indicator of development and global acceptance in networks of higher education. The quality and effectiveness of an institution is, in part, judged by its gender sensitivity at global level. UI's Gender Policy provides an institutional framework for all programmes and projects so that all stakeholders in the community can benefit from the initiative. It provides the bench- mark by which the laws governing the institution, relations between members of the university community, its activities in research, teaching, resource mobilisation, welfare services and community involvement will be evaluated. Thus, gender will become an overarching issue in all sectors of university life. The Gender Policy will also ensure that the system is transformed by the process of promoting greater gender equity.

1.1.5 Key to Problem Solving

The integration of gender in programme planning and implementation is critical to solving institutional and societal problems. For example, gender should be a key component of the University's HIV/ AIDS, Research Management, ICT and Quality Assurance policies. The Gender Policy will also help address the problem of ensuring equity in access in those

units, faculties, departments and decision making bodies which show a wide gender disparity. It will also provide a mechanism for addressing institutional challenges of campus security, elimination of gender violence and ensuring equity in provision of accommodation.

The Nigeria's National Gender Policy affirms a commitment to gender mainstreaming as a development approach. It states that all policies shall take into consideration gender implications and strategies while promoting human rights, justice and equity. The UIGP, in line with national and international policies holds that all staff, students, and service providers regardless of their sex, shall have a right to equal opportunities and fair hearing. Thus, the University will ensure that all staff, students and service providers are enabled to operate in an environment devoid of gender stereotypes, violence and discrimination.

2.0
SITUATING GENDER EQUITY WITHIN THE UNIVERSITY OF IBADAN

The Gender Equity Policy of UI affirms the commitment of the University to creating a gender-friendly space for all. It recognises the need for parity of all persons and prohibits all forms of discrimination and unfair treatment based on sex. The right to equality is a fundamental human right recognised in the Universal Declaration of Human Rights and other International Human Rights instruments. This policy is hinged on international gender statutes or conventions to which Nigeria is signatory. From the Convention for the Elimination of All forms of Discriminations against Women (CEDAW) in 1967 to the Beijing Platform for Action in 1995, the need for locally developed and operated gender policies has been emphasised.

3.0
SCOPE

The Gender Policy shall apply to:

3.1 Persons
*   All Staff of the University
*   All Students of the University
*   All contractors of and service providers to the University
*   All visitors to the University
*   Other groups of persons in the University, including but not limited to children, wards, and other dependants of staff.

3.2 Issues
*   Teaching - the curricula and facilities
*   Learning - the curricula and environment
    Research - incorporating gender perspectives in research and innovations
*   Service- Gender sensitivity in community, national and international service/outreach.

4.0
UI's INSTITUTIONAL
GENDER OBJECTIVES

The Institutional Gender objectives of the University of Ibadan are to:

1. Ensure that the dignity and integrity of both women and men are equally respected and valued;

2. Work in decisive and creative ways to guarantee that women and men have the same rights and the same opportunities to advance and develop;

3. Ensure that gender equity is integrated into institutional strategic planning, and that policy development, operational practices and procedures are all informed by equality of opportunity;

4. Optimally serve the interests of both sexes in studies, research, training and development activities;

5. Ensure a governance, administrative, teaching and research culture that is gender sensitive in all aspects of the university's operations, including admissions, employment and service delivery;

6. Ensure gender equity in representation on staff and student decision making bodies;

7. Ensure that all staff and students are fully aware of, and accept their responsibilities to perform their roles in a way that genuinely promotes equality of opportunity;

8. Reflect gender sensitivity in the use of language in the University;

9. Address any perceived barriers to providing and promoting inclusive practices for all staff and students and target areas to eliminate inequalities;

10. Ensure that the University environment is gender friendly and supportive of women and men and their specific needs and roles;

11. Monitor by a range of methods, the effectiveness of the actions taken to promote equality of opportunity;

12. Ensure that any breach of the policy are reported and dealt with in an appropriate way;

13. To ensure a gender-friendly University environment that is respectful of the academic freedom and human rights of each sex;

14. Provide physical facilities, personnel and financial resources to support the implementation of the UIGP.

5.0
DEFINITION OF TERMS

5.1   Gender
Gender refers to ways in which society and culture apportion characteristics, requirements and expectations to males and females. It refers to the roles, privileges, resources, and responsibilities that society gives us because we are born female or male.

5.2   Sex
This refers to the biological differences/determinants between men and women which are normally universal and determined at birth. It is the physiological state of being a male or female. However, the defining sets of biological characteristics are not mutually exclusive as there are individuals who possess both.

5.3   Gender Roles
These are clusters of socially or culturally defined or learned expectations about how male and female members of a society will behave in specific situations. Gender roles are usually created out of stereotypical beliefs that males and females possess distinct, mutually exclusive physical and psychological characteristics which determine their behaviours and characteristics.

5.4   Gender Dynamics

It refers to the relationships and interactions between and among boys, girls, women, and men. Gender dynamics is informed by socio-cultural ideas about gender and the power relationships that define them. Depending upon how they are manifested, gender dynamics can reinforce or challenge existing norms.

5.5   Gender Equality

Gender equality means that both sexes have equal rights, freedom, conditions, and opportunities for realising their full potential and for contributing to and benefiting from economic, social, cultural, and political development. It means society values males and females equally for their similarities and differences and the diverse roles they play. Thus, both men and women are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviours, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equity strategies and processes will ensure that equality is an outcome in the long term.

5.6   Gender Inequality

Gender Inequality refers to the obvious or hidden disparities between or among individuals due to sex. It can also mean ways in which males and females are treated differently in relation to opportunities and responsibilities in the society.

5.7   Gender Equity

Gender Equity involves fairness in representation, participation and benefits afforded to males and females according to their respective needs. The goal is that both groups have a fair chance of having their needs met and that they have equal access to

opportunities for realising their full potential as human beings. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of a particular gender. Gender strategies refer to the processes used to achieve gender equality.

5.8 Gender Stereotype

Gender Stereotype is a rigid and over-simplified definition of a group of people in which all members of that group are labelled with similar characteristics. Stereotypes produce behaviour patterns that conform to expectations in a society and are used as standards for evaluating categories of people in terms of their mental capabilities, social roles, positions and qualities.

5.9 Women's Empowerment

Empowerment is both a process and an outcome which requires that women take control over their lives: set their own agendas, gain skills (or have their own skills and knowledge recognised), develop increasing self-confidence, solve problems, and develop self-reliance. Women's empowerment implies an expansion in women's ability to make strategic life choices in a context where this ability was previously denied to them. It means giving women the tools or equipping them with knowledge, skills and capacity to participate in decision- making and access to power. The goal is to make available to women the opportunity to realise their full potential and capacities.

5.10 Gender Analysis

It is a systematic way of looking at the different impacts of

development, policies, programmes and legislation on women and men that entails, first and foremost, collecting sex-disaggregated data and gender-sensitive information about the population concerned. Gender analysis can also include the examination of the multiple strategies that women and men engage in to transform existing roles, relationships, and processes in their own interest and in the interest of others. Gender analysis examines the differences and disparities in the roles that women and men play and the power imbalances in their relations.

5.11 Gender Gap

Gender Gap is the difference in the scores between men and women on attitudes, interests, behaviour, knowledge and perspectives on particular issues such as access to higher education, achievement, provision of welfare facilities and voting preferences. The gender gap may also vary according to class, race, age, marital status, religion and other factors.

5.12 Discrimination

It refers to the biases, prejudices and intolerance that people suffer from on account of their sex, race, social status, religion, health condition or related factors. In higher education institutions, gender discrimination may manifest in systematic exclusion of women or men from executive authority, unfairness in the allocation of research, teaching and other resources, discouragement from pursuing specific courses and hostility to gender activism in higher education.

5.13 Gender Blindness

It refers to the conscious development of objectives, plans and programme in an organisation or institution with no effort to recognise or incorporate gender issues that might influence the functioning of that organisation, the production of plans, the implementation of programmes and the outcomes of the programme.

5.14 Gender Awareness

Gender Awareness is consciousness and recognition by all players in an organisation or institution of the importance of gender and its effects on their objectives, plans and programmes.

5.15 Gender Sensitivity

Gender Sensitivity is the translation of gender awareness into practices, which result in changes in the perceptions, plans and activities of institutions and organisations. A gender aware institution is not necessarily a gender-sensitive one because if awareness is not backed by will or resolve to act, it can generate resistance, obstruction and even apathy to gender issues. A gender sensitive institution will develop a gender policy in order to guide action and ensure that the stated objectives of the policy are realised and specific outcomes achieved. In essence, it demands gender responsiveness.

5.16 Affirmative Action

It is the process in which institutions identify areas of improvement and positive steps to enhance opportunities in education, training, and employment of people who are underrepresented. It is often time bound, ending when the perceived imbalance has been addressed.

5.17 Gender Mainstreaming

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres such that inequality between men and women is not perpetuated.

5.18   Gender Budgeting

This is the examination of all expenditures and revenues from a gender perspective. All expenditure is examined for its relevant accessibility, impacts and consequences for women and men. It involves scrutinising the ways the resource expenditure can be made to reflect the institutional goal of gender equity.

5.19   Gender Violence

This refers to any act that results in, or is likely to result in physical, sexual or psychological harm or suffering to men or women. These include rape, attempt to rape, assault or battery, spousal assault/battery, sexual bullying e.g. stripping a person of his or her clothes, especially in public, collective assaults; coercion of persons to seek protection from predation by cults, verbal assaults based on sexual issues and any other issue that violates the rights of men or women. Gender violence manifests itself in situations where women and men struggle for resources, influence and power in everyday setting. Gender violence can take the form of sexual harassment of female and male staff and students, by their peers, superiors and others.

5.20   Institutional culture

Institutional culture is the clearly identified organisational approach to handling issues. It includes an institution's values, philosophies, beliefs, attitudes and ways of doing things. It reflects the institution's vision and mission and is developed over time and passed on formally and informally through the institution's motto, anthem, symbol, history and artefacts.

6.0
UNIVERSITY OF IBADAN GENDER POLICY STATEMENT

The University of Ibadan is committed to the attainment of gender equity in society. To this end, the University shall stimulate and nurture a gender friendly space to ensure the integrity and dignity of staff, students, service providers and other members of the university community.

6.1   Policy Vision

To be a world-class university where gender equity is institutionalised, and students and staff integrate gender friendly perspectives into personal and professional dealings in achieving the aims and goals of the University.

6.2   Policy Mission

* To expand the frontiers of knowledge by cultivating a gender- sensitive space for learning and research;

* To contribute to the transformation of society by actively promoting and advocating gender equity;

* To produce graduates equipped with attitudes and skills to facilitate gender-balanced perspective for global development;

*   To be a socially engaged institution with high profile impact on gender issues.

6.3   Secure Space

The University shall be a gender-friendly space designed to ensure effective protection of the integrity and dignity of staff, students, service providers and other members of the University community.

Towards the attainment of a secure space for all, the University shall be committed to the under-listed:

6.3.1   Educating all staff, students and other members of the University community about the requirements for sustaining a safe, secure, and gender friendly environment, especially student hostel.

6.3.2   Educating staff and students on risk assessment of the environment to prevent incidences of gender violence

6.3.3   Lighting up the University campuses adequately, providing Night Surveillance Services (NSS) and installing close circuit cameras at strategic spots on the University campus to forestall incidences of sexual harassment.

6.3.4   Publicising and enforcing the University's Sexual Harassment policy which prohibits sexual harassment and such other behaviours that violate the dignity of a human being.

6.3.5   Sensitising new and old staff and students to the availability of redress mechanisms for gender related violence

6.3.6   Tackling matters of sexual harassment promptly by ensuring that perpetrators of sexual harassment and gender-based violence are duly punished.

6.3.7   Facilitating speedy dispensation of justice by the Student and Staff Disciplinary Committees in respect of gender based violence.

6.3.8 Improving Counselling and monitoring services through the Gender Mainstreaming and other designated offices.

6.3.9 Providing effective coping strategies for victims of gender-based violence in the University by establishing and strengthening units dealing with it.

6.3.10 Providing continuing education and training for Security, Student Affairs and Health Staff on gender sensitive procedures.

6.3.11 Providing training in gender sensitivity to all wardens, assistant wardens, supervisors and porters in the halls of residence.

6.3.12 Conducting periodic training and providing necessary facilities for student peer educators

6.4 Engendering the Curricula

The University shall be committed to engendering the curricula through the under-listed:

6.4.1 Ensuring that academic departments apply a gender lens to existing and new University curricula and programmes.

6.4.2 Organising workshops to train staff in incorporating a gender perspective in their programmes.

6.4.3 Monitoring and evaluating curricula for their gender-sensitivity.

6.4.4 Equipping staff and students with gender-friendly skills to enable them to develop gender-sensitivity in their personal and professional lives.

6.4.5 Ensuring that the University environment, timing of lectures and facilities for teaching and learning are conducive to the needs and safety of male and female members of the community.

6.5 Student Enrolment and Performance

The University of Ibadan shall support actions geared towards equity in the enrolment and performance of students by:

6.5.1 Equipping the Academic Planning Office to provide gender disaggregated data in all aspects of university operations in order to provide a basis for rational decision making.

6.5.2 Providing state of the art teaching and learning materials to ensure optimal performance by female and male students.

6.5.3 Adopting gender-friendly teaching techniques and classroom practices.

6.5.4 Implementing Affirmative Action (where national policies permit) as a means of redressing gender imbalances in the enrolment of students in departments exhibiting wide gender gaps.

6.5.5 Providing support services to disadvantaged male and female students with special needs to ensure successful completion of programmes.

6.5.6 Introducing a gender lens into the application of the Educationally Less Developed States (ELDS) policy in admissions.

6.5.7 Establishing a mentoring mechanism to ensure the development of leadership skills among female and male students and reduce dropout rates.

6.5.8 Monitoring award of grants, scholarships and Student Financial Aid for gender equity.

6.5.9 Reviewing the University of Ibadan Student Handbook to incorporate a gender dimension.

6.6 Staff Recruitment, Training and Advancement

The University shall encourage equitable staff recruitment and capacity building schemes through gender sensitive policies, infrastructural development, endowments, and the provision of resources to support relevant activities.

The University shall therefore be committed to:

6.6.1 Including gender equity as one of the criteria for staff recruitment, without compromising competence.

6.6.2 Implementing Affirmative Action as a means of redressing gender imbalances in the recruitment and capacity development of staff where there are wide gaps.

6.6.3 Encouraging Public Private Partnership (PPP) in the provision of child-care facilities on its campus to enhance optimal performance by both genders.

6.6.4 Institutionalising a mechanism for recognising and rewarding deserving serving and former staff regardless of gender.

6.6.5 Enforcing a recruitment process devoid of discrimination based on reproductive roles or status of a person

6.7 Service

The University shall be committed to:

1. Bringing about changes in cultural attitudes on gender issues

2. Working with people at the community, state, and national levels to sensitise them on gender issues

3. Working with schools and other tertiary institutions on gender sensitive practices

4. Encouraging student and professional bodies to carry out gender sensitisation projects in school

5.   Ensuring that projects initiated by the university staff and students are gender-sensitive

6.   Sensitising the immediate community on the imperative of incorporating gender into their personal and professional lives.

6.8   Equity in Representation

The University shall adopt measures to address existing gender imbalances by fostering female and male participation in decision making.

The University shall therefore ensure that:

6.8.1   As much as possible, gender sensitivity in appointment should be reflected in the top management positions without prejudice to merit.

6.8.2   There is provision of incentives and special opportunities to facilitate equal participation of competent females and males in all aspects of University activities.

6.9   Institutional Culture

Bearing in mind that discriminatory behaviour violates human and academic freedom, the University shall inculcate in its members a keen sense of the dignity and integrity of each person, male or female. To this end, the University shall strive to eliminate gender-based inequalities and stereotypes by:

6.9.1   Publicising its commitment to fostering a gender- friendly environment

6.9.2   Enforcing gender policy guidelines in the use of public spaces

6.9.3   Ensuring that staff and students are gender sensitive in their actions and language

6.9.4   Enforcing a gender sensitive code of conduct for students and staff in academic, living and working spaces.

6.9.5   Organising special orientation programmes on gender awareness for new members of the Governing Bodies, old and new students and staff and service providers

6.9.6   Ensuring gender sensitivity in celebrating outstanding alumni and alumnae, in selecting honorary degree recipients and honouring University benefactors.

6.10   Networking

The University shall encourage advocacy of gender equity and the University shall support gender-friendly networks and partnerships by:

6.10.1   Encouraging its personnel to participate in gender advancement programmes at national and international levels

6.10.2   Disseminating information about gender oriented outreach programmes.

6.11   Research and Innovations

The University shall support a gender- responsive intellectual productivity that contributes to the enhancement of the lives of females and males. To this end, the University shall:

6.11.1   Encourage the incorporation of gender perspectives in research and innovations across disciplines.

6.11.2   Encourage and enhance staff capacity in the acquisition of ICT skills in research and administration.

6.12.   Engendering Resource Mobilisation and Budgeting

Bearing in mind that certain projects may favour one gender

more than the other, the University shall adopt a gender lens in project budgeting, design and implementation. To this end, the University shall:

6.12.1 Train its officers in gender planning and budgeting

6.12.2 Determine a percentage of University resources to be devoted to gender enhancement.

6.13 Student Welfare

The University shall provide a conducive atmosphere for the realisation of academic excellence. To this end, the University shall:

6.13.1 Upgrade the existing facilities to match the current population of students; female and male

6.13.2 Encourage the engendering of student leadership and programmes to foster the interest of females and males.

6.13.3 Provide a wide variety of recreational programmes for both genders

6.13.4 Ensure that there is no discrimination against anyone with respect to student accommodation on the basis of marital status and pregnancy.

6.13.5 Provide functional child-care facilities on the University campuses.

6.13.6 Conduct periodic quality assessment and evaluation of accredited private hostel facilities within or outside the campus.

6.13.7 Provide easy access to medical facilities by pregnant students.

6.13.8 Ensure that safety measures are maintained in all the Halls of Residence in order to safeguard the lives and property of students.

6.14 Staff Welfare

The University shall endeavour to prioritise staff welfare by:

6.14.1 Ensuring that activities of the relevant social clubs on campus encourage family participation and gender responsiveness

6.14.2 Ensuring humane and effective processes for facilitating the payment of terminal and contractual benefits of disengaged or widowed staff.

6.15 Establishment of the Gender Mainstreaming Office (GMO)

The University of Ibadan shall elevate the Gender Mainstreaming Programme into an established unit to be called Gender Mainstreaming Office under the Office of the Vice-Chancellor. Its main mandate is to facilitate compliance to the University gender policy. To this end, the University shall:

6.15.1 Establish a Gender Mainstreaming Office (GMO)

6.15.2 Provide adequate staffing and facilities for the GMO

6.15.3 Ensure that the GMO is under the Office of the Vice-Chancellor.

6.15.4 The functions of the GMO shall include:

a. Gender sensitisation: workshops, publications, research and consultancy;

b. Gender monitoring;

c. Periodic review of the University Gender Policy;

d. Monitoring the University curricula, programmes and projects to ensure that they are in compliance with the Gender Policy;

e. Receive and investigate complaints related to threats to or disregard to the observance of the University Gender Policy;

f. Monitoring, reviewing and implementing the UI Sexual Harassment Policy;

g. Appointment of suitable persons in all faculties, centres and units as Gender Focal Persons. It shall be the duty of such persons to monitor compliance with the UIGP in their units, conduct gender advocacy as may be decided by the GMO from time to time and provide counselling, information and other services as may be required.

6.16 Staffing Requirements

* One Director
* One Administrative Officer
* One ICT/ Documentation Officer
* One Secretarial Staff
* One Office Assistant

6.17 Composition of Gender Mainstreaming Committee (GMC)

* A Director, with a track record of interest in gender research/activism to be appointed by the Vice-Chancellor.
* The Vice Chancellor should, in consultation with the GMO director appoint gender sensitive persons from the following units:
    * Teaching staff with interest in gender research/ activism
    * Two Hall wardens (1 male, 1 female recommended)
    * Security (1)
    * Faculty of law (1)
    * Legal unit (1)
    * Medical person (1)
    * Social works (1)
    * Student affairs (1)
    * Representative of the students' body (1)
    * Media (P.R.O) (1)

* A representative of the Registrar
* A representative of the Bursar

6.18 Functions
1. Research
2. Consultancy
3. Advocacy
4. Mentoring
5. Liaising with external bodies
6. Training of peer- educators
7. Monitoring and evaluation of GP & SH.
8. Investigation of SH reports.

6.19 Appointment of GFPs
The GMO will identify and train suitable persons among staff and students as gender focal persons.

6.20 Financial issues are to be overseen by the person nominated by the bursar.

7.0
IMPLEMENTATION RESPONSIBILITIES

It shall be the responsibility of all officers, staff, students and persons associated with the university to observe, conform with and apply this policy in all their activities and dealings for and with the university. In particular, the persons mentioned below have the following responsibilities in implementing this policy.

7.1 The University Council

a. The Council shall ensure the subsistence of a gender friendly environment by promoting gender equity and eliminating discrimination across the Departments, Faculties, Centres, Institutes and relevant Units in the University by formulating such policies as may facilitate this.

b. On recommendation of Senate, the Council shall approve the establishment of a **Gender Mainstreaming Office (GMO)** which will be responsible for implementing gender policies in the University.

c. Request an annual report from the Vice Chancellor on milestones, progress and challenges relating to the

implementation of the gender policies and programmes in the University.

7.2 The University Senate

It shall be the responsibility of the University Senate to:

a. Recommend for the approval of the Council, the establishment of a GMO which will be responsible for implementing gender policies in the University.

b. Undertake the responsibility of ensuring the implementation of the University's Gender Policy.

c. Request a bi-annual comprehensive report from the Vice Chancellor on milestones, progress and challenges relating to the implementation of the gender policies and programmes in the University.

d. Select a suitable person for appointment as Director of GMO.

7.3 The Vice Chancellor

The Vice Chancellor shall:

a. On approval by the Council, establish a **GMO** which will be responsible for implementing gender policy in the University.

b. Ensure the implementation of gender policies across offices, colleges, faculties, departments, and centres in the University through the GMO.

c. Provide the physical space and other such facilities as the GMO may require for its effective operations.

7.4 Staff, Students and Others

7.4.1 All members of staff shall undertake and observe

practices that promote gender equity in the University environment.

7.4.2 Student shall demonstrate conduct that conforms to gender-friendly dispositions.

7.4.3 Services providers, contractors, and visitors to the University shall recognise and ensure sufficient conformity to the University gender policies in their undertakings in relation to the University.

8.0
MONITORING AND EVALUATION

8.1 The University Council
The Council shall receive and consider bi-annually, a progress report from the Vice Chancellor on steps taken or being taken to provide a gender friendly environment in the University.

8.2 The University Senate
The Senate shall receive and consider periodically, a comprehensive report from the Vice-Chancellor on steps taken or being taken to provide a gender-friendly environment in order to promote gender equity in the University.

8.3 The Vice-Chancellor
The Vice-Chancellor shall:

a. Receive and consider periodically, a comprehensive report from the Director of the Gender Mainstreaming Office indicating steps taken or being taken to provide a gender friendly environment in order to promote gender equity.

b. Monitor and evaluate the effectiveness of gender related policies in the departments, units, centres, faculties of the University through the Gender Mainstreaming Office.

c. Ensure the existence of identifiable benchmarks directed at promoting equality of opportunity including impact assessment and publication of outcomes on gender enhancing programmes.

8.4 The Deputy Vice-Chancellors and other Principal Officers

The Deputy Vice Chancellors and other Principal Officers of the University shall facilitate the processes relating to and where appropriate collaborate with relevant officers and specified units on monitoring compliance with gender policies of the University.

8.5 Provost, Deans, Directors and Heads of Departments/Units

It shall be the responsibility of the Provost, Deans, Directors and Heads of Departments/Units to ensure compliance with gender policies by persons and officers under their colleges, faculties, institutes, directorates, centres and departments.

8.6 Staff and Students

Members of staff and Students who observe and identify areas and practices in the university environment that do not promote gender equity or conform to gender friendly dispositions, should draw same to the attention of the Gender Mainstreaming Office

8.7 Others, including Service Providers, Contractors and Visitors to the University

Service providers, contractors, and visitors to the University who observe, identify areas and practices in the university environment that do not promote gender equity or conform to gender friendly dispositions, should draw same to the attention of the Gender Mainstreaming Office.

9.0
BREACH OF THE POLICY

9.1   Staff

Members of staff who wilfully, deliberately, or with intention contravene the rules in this policy will be subject to appropriate sanction.

9.2 Students

Students are given information and advice in the Student Information Handbook about University rules and their responsibilities to others. Any student who contravenes this policy, through inappropriate behaviour or other intentional acts, will be subject to the appropriate student disciplinary processes of the University, up to and including expulsion.

9.3   Others

Any other person who has a responsibility for ensuring compliance with the policy, and contravenes any of the rules will be subjected to appropriate action by the relevant authority

10. COMPLAINTS

10.1   Complaints related to threats to or disregard of the observance of the University Gender Policy can be

made formally or informally to the GMO or to the Head of any unit, department, faculty, college, institute and centre of the University

10.2 It shall be the responsibility of the GMO or other administering or enforcing unit, department, faculty, college, institute and centre of the University to receive complaints related to threats to or disregard to the observance of the University Gender Policy.

10.3 The reporting units or points listed under Section 10.2 above shall not preclude the functions or exercise of statutory powers by relevant departments and authorities recognised under the Nigerian law.

10.4 All complaints received by any unit, department, faculty, college, institute and centre of the University shall be forwarded to the GMO for investigation and appropriate action.

> **This policy shall be subject to periodic review to conform to the University Vision, Mission and Objectives as appropriate.**

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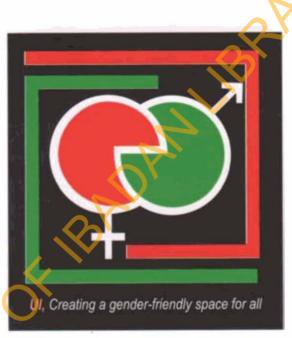The Beijing Platform for Action (BPFA) 1995

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