



BAYERO UNIVERSITY KANO GENDER POLICY

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Abbreviations

BUK **Bayero University Kano**

CGS **Center for Gender Studies**

BUGP **Bayero University Kano Gender Policy**

MDGs **Millennium Development Goals**

SDGs **Sustainable Development Goals**

NGP **National Gender Policy**

MDAs **Ministries, Departments and Agencies**

Glossary: Terms & Concepts

Gender: The social and cultural attributes associated with being a man or a woman in a society. It is the particular role and relationship the society ascribes to men or women by virtue of being such.

Gender bias: Prejudicial consideration towards male or female, and the preferential treatment of one over the other.

Gender Stereotypes: Gender stereotype is the generalizations and beliefs on how a particular gender is to act, their characteristics and habits. It is seen as the social and cultural constitution of women and men due to their different physical, biological, sexual, and social functions.

Gender Mainstreaming: Gender mainstreaming is a concept which takes account of the implications, for men and women, of all policies, goals and actions, and seeks to adopt a cohesive approach of gender considerations in all actions at different levels.

Gender Equity: Gender equity portrays fairness, bridging the gap between men and women through fair treatment for women and men, according to their respective needs.

Preamble

The Bayero University Kano Gender Policy (BUGP) is one of the University's strategic means, aimed towards promoting the achievement of its overall organizational objectives and general sustainable development. The Policy is geared towards supporting the University's effort in further promoting gender equity and social inclusion as well as creating a gender sensitive environment.

The Policy is directed towards facilitating optimum performance and enhanced capabilities, motivating people to achieve greater heights. In this regard, the policy shall be directed towards addressing some notable challenges to the full progress and development of members of the university community. In particular, it will address the challenges faced by women in achieving their full potential. It sets principles promoting gender equity in accordance with the BUK environment, and the cherished religious norms and values in Northern Nigeria.

The policy is aligned with relevant provisions of the Sustainable Development Goals (SDGs), National Gender Policy (NGP) and other BUK policies including the Sexual Harassment Policy.

PART I:

Context and Rationale; Goals, Vision and Scope

Context and rationale

This policy is driven by BUK's commitment to address some of Africa's developmental challenges, particularly in the sphere of education and societal development, which are often a reflection of cultural bias and gender stereotypes prevalent in many societies. The policy seeks to facilitate an excellent work environment and harmonious work relations for all, in line with BUK's strategic direction. In this regard, it creates an equitable, fair and just environment which balances the lopsided position of women within the University environment and tilt it in favor of equity, reflecting Islamic values and principles applicable in Northern Nigeria and acceptable among its people. BUK's gender approach is at all times reflective of its aspiration to promote, motivate and support the attainment of excellence among both male and female staff and students - removing challenges, obstacles, and availing opportunities for those whose access may be limited.

Goals

Promoting an enabling environment where men and women, staff and students of the university are availed equal opportunities for development and excellence, and are motivated to achieve their professional and educational goals, while removing barriers to such.

Vision

Having an environment where all decisions, actions and relationships are based on gender equity and social inclusion.

Scope

The scope of the Policy covers all staff, students, and university publics. It shall be instructive in all activities, undertakings and agreements executed by, for or on behalf of Bayero University Kano.

PART II

Guiding principles

Guiding principles

BUK affirms the following:

- 2.1.1 Its commitment towards a fair and just environment that promotes the progress and development of staff and students without discrimination. The University shall strive to reduce the gender gap, and shall encourage the participation and representation of more women into leadership and management positions.
- 2.1.2 Its commitment to promote the reduction of gender stereotypes and discrimination within and outside the university through the various media available to it. It shall educate and sensitise all stakeholders on the centrality of gender equity and promote opportunities for women's development and the elimination of gender bias leading to discrimination.
- 2.1.3 Appropriate strategies and mechanisms, shall be put in place, for the delivery of gender equity as a cross-cutting issue. These shall be reviewed periodically to enhance achievement of results and measurable progress towards policy targets. Gender mainstreaming shall therefore be a guiding principle, to inform its medium and long-term development planning. Henceforth, all University dealings shall reflect gender implications and strategies.
- 2.1.4 The BUGP shall be based on the promotion and protection of human rights, social justice and equity. This also extends to policy reforms that

will, while respecting the norms and values of Islam, promote gender equity in the University.

PART III

Objectives and Strategies

1. Strengthen the institutional framework for mutual respect and non-discrimination.
 - a) Entrench a culture of gender sensitivity and equity principles in all institutional affairs, and structures, as well as in the University's regulatory procedures and practices.
 - b) Reduce gender gap, through measures that will ensure accessibility of opportunities for all, including giving special regard to women by creating special opportunities, programmes and initiatives.
 - c) Facilitate access of People with Disability (PWD's) to the full range of opportunities provided.
 - d) Put in place institutional mechanisms to remove gender stereotypes, and eliminate possible gender-discriminatory practices in all official University dealings, interactions, and activities.
 - e) Facilitate gender-sensitive development of young staff, availing them opportunities to develop strong leadership skills and capabilities.

2. Promote the equitable involvement of men and women, in accessing learning, employment, promotion, and development opportunities for all.
 - a. Dislodge harmful gender-stereotypes regarding the education of the girl-child and promote religious and ethical values for their progress and development.
 - b. Adopt a gender equity approach in employment, access to fellowships and other opportunities aimed towards creating an enabling environment for all.
 - c. Mitigate factors that hamper enrolment, retention, completion and academic performance, especially for female students, including creating a conducive environment for learning.
 - d. To put in place mechanisms to groom young female students and staff to acquire leadership skills that will build their capacity through mentorship and training.
3. Promote participation of women in leadership positions within the University.
 - a. To encourage inclusiveness, and improve on the current University trend of appointing more women into management positions.
 - b. To institutionalize the adoption of special measures, quotas and mechanisms for achieving critical threshold for women and

persons with special needs in University management and leadership positions.

- c. Ensure adherence to official working hours, that will facilitate the full participation of female staff and students in all university activities, without having to compromise or forgo the chances of either professional or family life.
 - d. To progressively work towards adjusting lecture hours to tally with official working hours, where feasible.
 - e. To evolve special programmes aimed at educating and enlightening the university community and the public to dispel gender stereotypes.
4. Engender an environment where respect for human rights is promoted and protected, and gender-based violence in all its forms prohibited and penalized.
- a. Strengthen the culture of respect for the human rights of women and men, as well as protection from violating their rights and dignity.
 - b. Promote the presentation of gender issues at various levels of the information dissemination and communication chain, including establishing mechanisms for reporting complaints for rights violations.

- c. Promote research on gender sensitive issues to inform initiatives, and disseminate the findings of such research, as well as organize events on gender related issues.
 - d. Put in place mechanisms that protect both male and female staff and students from all forms of harassment; physical, emotional and psychological, and any action done in violation of this to be taken seriously.
 - e. Provide avenues for reporting, in confidence, incidences of the breach or violation of rights falling under this section. Maintain the confidentiality of the reporter, including provision of all necessary psychological and other support, as well as protection.
 - f. Strengthening mechanisms for enforcing laws that regulate and penalize gender-based violence.
 - g. Have in place an effective referral system for sexual offences as provided under law, and by virtue of relevant University policies and guidelines.
 - h. Synergize the provisions of this policy with other relevant policies and documents such as the Sexual Harassment Policy.
5. Create an environment where the health and welfare of staff and students are given consideration, and access to health for all classes of individuals facilitated, taking cognizance of gender related health issues and that of People with Disability (PWD).

- a) To put in place measures that will prevent staff fatigue, and promote the mental and physical wellbeing of both male and female staff and students of the university.
- b) To promote the general physical and mental wellbeing of staff and students by encouraging the use of the gyms, and recreational centers, upgrading them to suit changing environment, and making the facilities accessible to male, female, staff and students, as well as People with Disability (PwD).
- c. To upgrade university infrastructures such as hostels, toilets, lecture theaters, reading rooms, offices, transportation, and other facilities towards improving sanitation.
- d. To provide more university crèche facilities, make them accessible, periodically upgrade and make them appealing for the utilization of staff and students.
- e. Promote environmental consciousness and sanitation among staff and students and increase university beautification.
- f. Improve professionalism in healthcare delivery and services through training and retraining of healthcare personnel.
- g. Strengthen the mechanisms for systematic and consistent gender mainstreaming in all health-related plans, programs, and activities at all levels.

PART IV

Implementation Strategies

4.1 Establishment of structures:

- a) Establish and operationalize a University Gender Management Committee (GMC) with the CGS as its secretariat.
- b) Appoint Faculty representatives on issues related to gender, and for forwarding to the GMC.

4.2 Planning and Budgeting:

- a) Ensure that the GMC is equipped with adequate human, technical and financial resources for or effective execution of responsibilities.
- b) A plan will be developed and a budget set aside to cover activities in the policy as well as for the running of the committee. The plan will design roles and assign responsibilities.

4.3 Mechanisms/Strategies

- a) To put in place mechanisms that will ensure that existing and future policies are gender sensitive. In this regard, the University shall adopt gender mainstreaming approaches, tools and instruments that are compatible with the policy, and relevant University frameworks.

4.4 Collaboration in implementation

- a) BUK to build effective partnership and promote collaboration with other partners to promote gender sensitive initiatives, including in areas such as training, mentoring and research.

- b) To strengthen and link up the relevant institutional and operational outfits within the University, such as the Center for Gender Studies, the University Health Services Department, the Publications and Documentation Department, BUK Radio and Television, Security Division, and other units to promote gender consciousness, and create programs targeting the University community as well as the public.
- c) To establish a referral system to function within the secretariat to treat cases of abuse.

4.5 Confidentiality

- a) If any complaints are brought to the GMC by a complainant for the violation of any part of the Policy, such complaint reported will be treated with discretion.
- b) In cases where the victim/reporter is at risk, all measures necessary within the capacity of the University will be employed to offer protection.

4.6 Monitoring and evaluation

- a) There shall be an annual review of the implementation plan by the GMC against its milestones and timelines.
- b) The University Monitoring and Evaluation Unit shall be responsible for monitoring and evaluating the policy against its set objectives. In this regard, it shall assign a focal person who shall have expertise in the area of gender mainstreaming.

c) This Policy shall be reviewed after every three (3) years.

4.7 Dissemination

a) This policy shall be disseminated widely to the University community and the general public. Upon adoption, copies of the Policy shall be circulated to every College, School, Faculty, Directorate, Unit, Centre Department, Union, Club and Society for sensitization to their members. The University shall promote awareness of the policy through the University news and print media, as well as any other communication channels and avenues.