

# GENDER EQUITY PLAN (GEP)

## 1. Introduction

The **Electronic Producers Responsibility Organization of Nigeria (EPRON)** is committed to fostering a workplace and ecosystem where gender equity, inclusiveness, and fairness thrive. This Gender Equity Plan (GEP) aligns with the **1999 Constitution of the Federal Republic of Nigeria (as amended)**, the **National Gender Policy (2006, revised 2021)**, the **Labour Act (Cap L1 LFN 2004)**, the **Violence Against Persons Prohibition Act (2015)**, and the **Sexual Harassment in Tertiary Institutions Prohibition Act (2023)**.

The plan reflects EPRON's vision to mainstream gender into its organizational culture, governance, operations, and outreach, while contributing to Nigeria's and global commitments.

## 2. Objectives

EPRON is committed to promoting equal opportunities for women and men across all areas of its work and operations. We strive to eliminate barriers that hinder the career progression of women and other underrepresented groups, ensuring fair access to recruitment, training, leadership, and professional development opportunities. We are dedicated to fostering a safe, inclusive, and respectful workplace that is free from discrimination, harassment, and intimidation of any kind. EPRON actively integrates gender considerations into its decision-making processes, research initiatives, programmes, and outreach activities to ensure equitable and sustainable impact.

In line with this commitment, EPRON aligns its policies and practices with relevant national and international gender equality standards, and continuously works to strengthen accountability, awareness, and institutional capacity on gender and inclusion issues.

## 3. Focus Areas

### A. Work-Life Balance and Organisational Culture

- Implement flexible work arrangements (remote work options, flexible hours) in line with the Labour Act and modern workplace standards.
- Provide parental leave for both men and women, beyond statutory maternity leave, to encourage shared responsibility.
- Promote wellness initiatives including mental health support, childcare considerations, and family-friendly policies.
- Establish an annual Gender and Inclusion Awareness Week to reinforce equity and inclusivity in organizational culture.

## **B. Gender Balance in Leadership and Decision-Making**

- Ensure at least 40% female representation in leadership structures, boards, and committees, consistent with the National Gender Policy target of 35% affirmative action.
- Adopt transparent nomination and promotion processes to enhance diversity in leadership.
- Set up mentorship and sponsorship programs for women aspiring to leadership roles.
- Conduct annual reviews of leadership composition and publish progress reports.

## **C. Gender Equality in Recruitment and Career Progression**

- Ensure recruitment panels are gender-diverse.
- Implement a gender-sensitive recruitment policy that prevents bias in job descriptions, advertisements, and selection processes.
- Guarantee equal pay for equal work in line with the Labour Act and ILO conventions ratified by Nigeria.
- Develop targeted capacity-building programs (skills training, leadership courses) for women and underrepresented staff.
- Track and report annually on recruitment, retention, and promotion rates disaggregated by gender.

## **D. Integration of Gender Dimension into Research and Teaching Content**

- Mainstream gender into training manuals, workshops, and public awareness campaigns on e-waste management.
- Promote gender-sensitive data collection and reporting in research and outreach programs.
- Collaborate with academic institutions to integrate gender perspectives into e-waste research, innovation, and circular economy education.
- Ensure women are actively represented in research projects, pilots, and case studies supported by the organization.

## **E. Measures Against Gender-Based Violence (GBV), including Sexual Harassment**

- Adopt and enforce a zero-tolerance policy on sexual harassment, GBV, and discrimination.
- Establish confidential and accessible reporting mechanisms (e.g., designated Gender Focal Person, anonymous reporting channels).
- Provide regular training on prevention of GBV and sexual harassment for staff, partners, and stakeholders.
- Align workplace policies with the Violence Against Persons Prohibition (VAPP) Act and ensure disciplinary measures for violations.

- Offer support services (counseling, referral pathways) to affected persons.

#### **4. Conclusion**

This Gender Equity Plan is both a commitment and a framework for action. By aligning with Nigerian laws, national policies, and global standards, EPRON seeks to foster an inclusive workplace and sectoral ecosystem that reflects fairness, dignity, and equal opportunity for all.