

Examining C190 ratification and its impact on gender mainstreaming for workplace equality in Nigeria

Hope Imuetinyan Iguodala-Cole^{1*}, Monica Alexander Ankeli² and Esther Joy Dyaji³

¹Department of Sociology, Bingham University, Nasarawa State, Nigeria.

²Directorate of Linkages and Transnational Education, Bingham University, Nasarawa State, Nigeria.

³Registrar, Bingham University, Karu, Nigeria.

*Corresponding author. Email: hopecole420@gmail.com; iguodala-cole.hope@binghamuni.edu.ng; ORCID: <https://orcid.org/0000-0001-9546-178X>.
Co-authors. Email: monicaankeli@gmail.com, ORCID: <https://orcid.org/0000-9174-4504>; jepnum@yahoo.com;

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ABSTRACT: Despite the fact that the Nigerian Constitution explicitly prohibits discrimination against women, gender disparity still exists. This is typically caused by discriminatory laws, cultural and religious customs, gender stereotypes, low educational standards, and the disproportionate effects of poverty on women. But international labor conventions, like the C190, which prioritize gender equality and fostering inclusive workplace environments, are leveling the playing field and assisting women in advancing in all fields where they have traditionally been marginalized. The aim of this study is to analyze gender mainstreaming for workplace equality in Nigeria, considering the implications of the C190 ratification and the objectives include to assess the influence of C190's ratification on gender mainstreaming efforts in Nigeria and its subsequent effects on workplace equality. The study relies on secondary sources of data drawn from existing literatures to elicit information. The feminist theory was adopted to help understand gender mainstreaming for gender equality in the workplace while examining the adherence to C190. The study concluded that progress has been made in the formulation and implementation of policies to foster workplace equality and gender mainstreaming, but acknowledged that difficulties still exist due to cultural resistance, limited awareness amongst other factors and that consistent efforts by the government, employers, civil society, and international organizations are required. Amongst the recommendations was that there is need for workers' union group to conduct research and gather data on the correlation between gender equality and social and economic development, highlighting the positive impacts of gender mainstreaming.

Keywords: Convention 190, gender mainstreaming, International Labour Organization, Nigeria, workplace equality.

INTRODUCTION

Nigerian Constitution guarantees gender equality, but women still face injustices due to discriminatory laws, cultural norms, stereotypes, low education, and poverty (Nigeria Labour Congress, 2021). Gender mainstreaming aims to address disparities and promote gender equality (United Nations Information Centres (UNICs) Worldwide, 2023). Nigeria, as a member state of the International Labour Organization, has ratified ILO Convention 190 on Violence and Harassment in the World of Work in June 2019, which disproportionately affects employees (Nigeria Labour Congress, 2021). Research on the impact of

gender stereotypes on implicit and explicit attitudes toward male victims of sexual violence, such as that published in Journal of Interpersonal Violence (2015) and Papagiannopoulou (2022) on Gender-based Violence in the pandemic period, found that stereotypes frequently led to disbelief or trivialization of men's experiences, making it difficult for male victims of sexual harassment to report incidents. In addition, the 2016 Psychology of Men and Masculinities study examined men's reporting of sexual violence, revealing stigma and gender norms affecting men's fear of shame.

The vulnerability narrative by criminologist Betsy Stanko emphasizes the social and environmental elements that contribute to female victims of male violence. Male aggression against women is a major topic in the book by Jalna Hanmer, Jill Radford, and Elizabeth Stanko, finding that sexual harassment occurs more frequently at leadership levels than in administrative jobs. Stakeholders emphasize the need for preventative actions and increasing knowledge of concerns with harassment and violence among employers and employees to reduce workplace occurrences (Hanmer *et al.*, 2013).

Similar conclusions were drawn from a 2018 research on sexual harassment in Nigeria by Adetoro, which discovered that 54% of survey respondents desired education for all supervisors, 51% wanted education for all employees, and 39% believed an awareness campaign would be useful. Reviewing the regulations, instructing the victims and other significant players in how to file reports of events, take safety precautions at work, and respect other people's workplaces will all be beneficial. Employers would gain if workers have the knowledge and skills necessary to comprehend and address problems at work (Adetoro, 2018).

Terry Crews asserts that "powerlessness has no single source" as he discusses his encounter with harassment from a high-ranking Hollywood executive (Crews, 2019). It is critical to realize that harassment is an ongoing pattern of unwanted behaviour. A more conclusive solution to this issue would be to examine what is permitted under Nigerian Labour Law and ensure that it is carried out, thereby removing this annoying nuisance from Nigerian workplaces. The National Industrial Court of Nigeria is granted exclusive civil jurisdiction over matters "relating to or connected with any dispute arising from discrimination or sexual harassment at workplace" under Section 254(C)(1)(C) of the Nigerian Constitution (as amended). Pastor (Mrs.) Abimbola Patricia Yakubu v. Financial Reporting Council of Nigeria and Anor (Suit No. NICN/LA/673/2013 judgment delivered on November 24, 2016) is a recent proven case in which the National Industrial Court of Nigeria (NICN) awarded damages in favour of the claimant who was a claimant of sexual harassment at work.

The problems associated with underreporting and insufficient data on workplace sexual harassment would be resolved if the government expedites the C190's implementation, which was adopted in Nigeria. To prevent workplace harassment and violence and hasten resolution in the future, data should be collected to track outcomes and preserve data privacy. In line with the foregoing, the Nigeria Labour Congress (NLC) conducted a study on the scope and incidence of gender-based violence and harassment (GBVH) in the workplace in October 2021 and the research's findings reveal that there is a lack of coordination among the key stakeholders, insufficient legal frameworks, poor implementation and enforcement of laws

and workplace policies, and entrenched gender discriminatory norms that continue to hinder progress (Nigeria Labour Congress, 2021).

Regarding the analysis of the ratification of Convention 190 (C190) and its subsequent implications on gender mainstreaming for workplace equality in Nigeria, there is a conspicuous gap in the literature and academic research of the country. Even while Nigeria has achieved progress in a number of areas related to gender equality, there is still a glaring gap in the body of thorough study and analysis that particularly addresses the application and effects of C190 in the Nigerian context. By exploring the differences of C190 ratification and its consequences for gender mainstreaming programs in Nigerian workplaces, this study aims to close this gap. It seeks to offer a different picture of how the ratification of C190 has affected workplace equality policies, practices, and attitudes in Nigeria through careful research and analysis.

This study also aims to provide useful insights and recommendations for advancing gender equality agendas in Nigerian workplaces by analyzing both the accomplishments and difficulties found in the implementation process. Additionally, by concentrating on the meeting point of global norms and regional reality, this study hopes to add to the larger conversation about gender equality in the Nigerian setting. It attempts to fill this vacuum in research and literature and lay the groundwork for further studies and advocacy campaigns that support workplace equality and gender mainstreaming in Nigeria and beyond.

Therefore, Gender mainstreaming is an inclusive strategy that takes into consideration the requirements and conditions of all end users, which is important given that women are present in most civilizations and make up more than half of the population (Inglehart and Baker, 2000). It is predicated on the notion that since women make up more than half of the population in most societies and as such are not a "vulnerable group" (Okocha and Ola-Akuma, 2002). This study analyzes gender mainstreaming for workplace equality in Nigeria, considering the implications of the C190 Ratification.

Research objectives

The objective of this study include:

1. To assess the influence of C190's ratification on gender mainstreaming efforts in Nigeria.
2. To assess the effects of C190 ratification on workplace equality in Nigeria.
3. To identify challenges and barriers to gender mainstreaming in Nigerian workplaces.
4. To determine whether C190 strives to guarantee that the actions taken to prevent and resolve violence and harassment in the workplace are gender-responsive by using gender mainstreaming concepts.

LITERATURE REVIEW AND CONCEPTS

Literature review

Examining C190 ratification in Nigeria

With the adoption of C190 in Geneva, Switzerland, in June 2019, NLC women workers initiated a national campaign to advocate for its ratification by the Nigerian government and for the government to provide comprehensive protection against GBVH for all marginalized workers, particularly women. The campaign has, however, been hampered by lack of worker-specific data to challenge employer and government denial of the magnitude of GBVH across workplaces. *"We have advocated for the ratification of Convention 190 at gatherings and events. The Federal Government of Nigeria must ratify the treaty"*, says Oluchi Amaogu, secretary of the National Union of Petroleum & Natural Gas Workers' interim women's committee for Sub-Saharan Africa. *"Our fundamental message has been that if the nation is dedicated to eradicating GBVH, it must do so"*.

The ratification of C190, according to the unions, would improve reporting procedures and secrecy, reinforce workplace policies to address gender disparity and discrimination, hold offenders accountable, and ensure that they are prosecuted in accordance with the law. Unions want to see power disparities, as well as risk factors like using risky public transportation to go to work, addressed in addition to providing remedies to survivors of GBVH. This will make workplaces safer for formal, informal, and precarious workers. Unions will carry out C190 awareness campaigns, especially in male dominated workplaces, to discuss the ending of practices that perpetuate GBVH at work.

In the same vein, Armelle Seby, IndustriALL gender director, underlines the importance of the Convention as a tool in stopping GBVH:

"The ratification of C190 is an important step for Nigeria, but the implementation of the convention and Recommendation 206 is crucial to making workplaces safer for women. This means coming up with initiatives to build the capacity of unions on gender equality, and preventing and addressing GBVH through actions and campaigns" (IndustriALL Global Union, 2023).

This research highlights female workers' efforts to provide data on GBVH prevalence and scope in the workplace. Nigeria became the most recent country in Africa to ratify ILO Convention 190 on October 6, 2022, demonstrating the progress of this movement to outlaw workplace harassment and violence. The agreement was ratified through persistent campaigning and concerted efforts, including social engagement with labour support groups, civil society organizations, and trade unions by Nigeria's

President, Muhammadu Buhari, committing to strengthening legislation to combat gender-based violence and harassment (GBVH) in the workplace. Research by the Nigeria Labour Congress highlights the prevalence of GBVH, which is underreported due to cultural norms. Ineffective policy implementation and enforcement contribute to discriminatory gender stereotypes (Nigeria Labour Congress, 2021).

Key findings about Gender Based Violence and Harassment (GBVH) in the world of work in Nigeria

In the world of work in Nigeria, gender-based violence and harassment (GBVH) are pervasive but largely unreported, according to research by the Nigeria Labor Congress (NLC) and the Solidarity Center. The responders under 30 and between 30 and 39 years old had the highest rates of GBVH. The poll found that over 44% of all female employees said their boss or superior had made them feel uneasy due to their gender or sex. This included making sexist comments, caressing, winking, pinching, sexual assault, grasping, and contacting the inside palm of hands without permission. It also covered giving embraces, kisses, shaking hands, sending sexually explicit photographs via phones, and stalking. Only 19.6% of respondents said they reported incidents of GBVH at work; more than one-third (35.9%) said that even when violations were reported, justice was rarely upheld; more than half (52.2%) of all women workers interviewed reported having been threatened while at work or on their way to and from work. Only 24.3% of respondents indicated that they have received training on how to defend yourself against various abuses, including sexual harassment, indicating that access to quality GBVH training in the workplace appears to be restricted (NLC, 2021).

This study validates the horrific encounters of Nigerian women workers who battle for a living while coping with GBVH at the workplace. This study, which was led by female employees, emphasizes the need for a coordinated effort from employers, workers, and governmental organizations to establish a workplace that is secure, gender-responsive, enhances the experience of female employees, and protects their rights to their bodies, resources, and opportunities.

Gender mainstreaming efforts and workplace equality in Nigeria

Gender mainstreaming in Nigeria refers to the process of integrating a gender perspective into policies, programs, and practices in order to promote gender equality. The Nigerian government has taken steps to address gender inequality and promote women's rights in various sectors,

including the workplace. Some of these efforts include the adoption of the National Gender Policy, the establishment of the Ministry of Women Affairs and Social Development, and the creation of the National Gender Machinery. In terms of workplace equality, Nigeria has made progress in improving women's participation and representation (Nicholson and West, 1988). The Nigerian Labor Act prohibits discrimination based on gender in employment and provides for equal pay for equal work. However, despite these legal provisions, gender disparities persist in the workplace. Women often face challenges in accessing employment, career advancement, and equal remuneration (NLC, 2021).

If Nigeria were to fully implement the already ratified C190, it could have several potential impacts on gender mainstreaming efforts and workplace equality in the country. C190 specifically addresses violence and harassment in the world of work, including gender-based violence and harassment. Ratifying this convention would demonstrate Nigeria's commitment to preventing and addressing such issues in the workplace. It could encourage the adoption of preventive measures, such as awareness campaigns, training programs, and the establishment of reporting mechanisms. These efforts would contribute to creating safer and more inclusive work environments for all employees, particularly women. Furthermore, the ratification of C190 could enhance gender mainstreaming efforts by creating a framework for integrating gender perspectives into policies and programs aimed at preventing violence and harassment. This would help in addressing the underlying power imbalances and societal norms that perpetuate gender inequality in the workplace (Adetoro, 2018).

Studies such as United Nations Women, 2015; Ministry of Agriculture and Natural Resources, 2018 on Gender Gap in Agricultural Productivity in Sub-Saharan Africa: Causes, Costs and Solutions have shown that decreasing gender disparity in agricultural production can significantly boost agricultural yields. Lack of investment in women's education can lead to a decrease in the GNP. Eliminating discrimination against women in terms of profession and compensation can boost women's income and the economy as a whole. Gender inequality also reduces women's incentives to create trade commodities, preventing them from responding positively to structural adjustment measures. The time demands on women are a significant barrier to growth and development, and reducing these restrictions may have significant advantages (United Nations Women, 2017).

Companies have used photoshopped wigs, hijabs, and lipsticks to signify equality, but women accuse them of missing the mark. Last year, the Wema Bank copy featured a woman holding out a debit card with an obvious masculine name on a date, and the bank had to explain their intentions in a thread. First Bank, whose chairman until 2021 was a woman, found a way to centre men in the

2022 #BreaktheBias campaign by putting out posters of some of their male executives and a caption appreciating 'He4Shes'. Before that, the bank had reminded us in an email on International Men's Day that it was indeed not International Women's Day. This was problematic because it suggested the existence of a rivalry; even if unintentionally, it diminished the purpose of the International Women's Day observance to just being about men vs women (Ukpong, 2023).

Similarly, one of the demands made by the Nigeria Labour Congress (NLC) yesterday (10th June, 2023) in Abuja at the gender equity debate, a gathering that the congress' National Women Commission organized in collaboration with the International Labour Organization (ILO) and held, was that the federal government adopt gender-responsive methods to governance, service delivery, education, healthcare, housing, and development-related concerns. Comrade Joseph Ajaero and Comrade Salamat Aliu both praised the federal government for ratifying ILO Convention 190 and demanded that it be put into practice (NLC, 2023). Although Nigeria has not yet put C190 into practice as of June 2023, doing so may have an impact on efforts to mainstream gender issues and advance workplace equality. By establishing a legal framework and providing motivation for resolving violence and harassment in the workplace, ratifying the convention would help create a more inclusive and fair work environment (Ekhtator, 2015).

How inclusive is the workspace?

The foregoing weak attempts to show inclusivity raise questions about how represented women are in the spaces where decisions are made, and how empowered women are to speak up against the corporatization of the single day set aside to celebrate female achievements. The United Nations perception survey shows that 93.73% of Nigerians hold at least one sexist bias against women. These biases include the absence of gender specific organizational policies and the failure of existing policies to account for the patriarchal nature of the Nigerian society. Women are also held back from career progression by discrimination and unconscious gender biases, such as stereotypical beliefs, cultural restrictions, and prioritizing domestic responsibilities (Pillinger and Chidi, 2022). Merit-based performance evaluations put male employees at an unfair advantage in a society where women remain primary homemakers (Krithi and Ramesh, 2021).

Inclusivity in the Nigerian workspace can vary depending on various factors such as the industry, company culture, and location (Olusegun *et al.*, 2018). Nigeria is a diverse country with over 250 ethnic groups and a range of religious affiliations, which can influence workplace dynamics. Consequently, Women in Nigeria have continued to face barriers to career advancement and are

underrepresented in leadership positions across various sectors. Although efforts are being made by the Nigerian government to address these disparities, such as the implementation of gender-friendly policies, the promotion of women's empowerment programs and the enactment of laws like the Nigerian Discrimination Against Persons with Disabilities (Prohibition) Act (Banjiram, 2022).

This setting greatly resonates with Sheryl Sandberg's TED Talk on women's job success. Focusing on safety in the workplace, her comments coincide with the adoption of the Violence and Harassment Convention (C190), providing a means of tackling discrimination in the workplace in Nigeria. In order to successfully address harassment, Sheryl highlights the need for cooperation between corporations, civil society organizations, and political entities. Sheryl emphasizes that in order to attain workplace equality, legislation reform must be combined with societal changes. This is an important point of view for Nigeria's continuous fight against gender inequality. In this regard, the ratification of C190 indicates a major chance for revolutionary change and emphasizes the need for structural change and group effort to achieve gender equality in Nigerian workspace (Sheryl, 2013).

Examples of organizations and sectors in Nigeria that have implemented gender mainstreaming practices in the recent past (2021)

These case studies can help us understand how they approached gender mainstreaming and its impact.

Nigerian banking sector: Dr. Patricia I. Efua and Dr. Paul A. Onanuga performed a case study in 2017 that looked at the use of gender mainstreaming methods in the Nigerian banking industry. The study examined how banks' policies and practices for advancing gender equality affected the representation of women and their possibilities for career growth. According to some of its results, gender mainstreaming in the banking industry entails making sure that men and women have equal chances for employment, career advancement, and access to financial services. The First Gem initiative by the First Bank of Nigeria Women Entrepreneurship Project, which offers financial services, business advisory services, networking opportunities, capacity building, and recognition to empower women entrepreneurs in Nigeria, is just one example of a project that promotes gender diversity in leadership roles and provides training and capacity building programs that focus on women's empowerment (Central Bank of Nigeria, 2019). The project encourages women to start and grow their own businesses by celebrating and honoring successes. Improved organizational performance, more customer happiness, greater financial inclusion, and the promotion of gender equality and women's empowerment are just a few advantages of gender mainstreaming in the

banking industry (Omotayo *et al.*, 2020). The majority of banks and organizations in Nigeria have realized the value of gender mainstreaming and are working to establish gender-responsive practices and policies (Ajagbe, 2019).

Women in agriculture sector: The African Women's Development Fund (AWDF) studied how to integrate gender issues in Nigeria's agriculture industry. This study looked at how gender mainstreaming initiatives have affected women's access to resources, engagement in agriculture, and economic empowerment. Today, several organizations and efforts in Nigeria are focusing on gender mainstreaming in the agriculture sector. Addressing gender disparities and advancing women's involvement and empowerment in agriculture are the goals. This frequently entails removing societal and cultural barriers that prevent women from participating fully in the industry, as well as ensuring that women have equal access to resources, education, land ownership, finance, and markets (United Nations Women, 2017).

Gender mainstreaming in education sector: An investigation of gender mainstreaming in the education sector was conducted in Nigeria by the United Nations Educational, Scientific, and Cultural Organization (UNESCO). The study concentrated on initiatives to advance gender equality in curriculum creation, educational access, and the eradication of gender stereotypes. In order to promote gender equality and solve gender-based inequities, gender mainstreaming in Nigeria's educational system strives to include gender perspectives into educational policies, programs, and practices. Equal access to education, a gender-responsive curriculum, teacher preparation, secure and welcoming schools, and data gathering and monitoring are important components of gender mainstreaming. It tries to remove obstacles including cultural norms, early marriage, and a lack of facilities that keep females from going to school (United Nations Women, 2022). The necessity of establishing secure, welcoming spaces free from prejudice and violence is emphasized by gender mainstreaming as well. The Girls' Education Project and the Safe School Initiative are two projects the Nigerian government, civil society groups, and foreign partners have put into action to increase educational opportunities for all students. However, more effort is required to fully achieve gender equality and guarantee all kids have equal access to high-quality education (Savonick and Davidson, 2017).

Gender mainstreaming in the oil and gas industry: The Nigerian Extractive Industries Transparency Initiative (NEITI) carried out a qualitative study in 2023 to evaluate the use of gender mainstreaming strategies in the Nigerian oil and gas sector. The study investigated the effects of gender mainstreaming on the representation of women in positions of decision-making, equitable employment

opportunities, and the incorporation of gender views in policies and practices. According to the report, gender mainstreaming in the oil and gas sector refers to taking into account the requirements, perspectives, and contributions of both men and women along the whole value chain. Equal employment opportunities, occupational health and safety, work-life balance, skills development and training, supply chain involvement, community engagement, and data gathering and monitoring are important parts of gender mainstreaming. Gender mainstreaming promotes equitable job opportunities, supplier diversification, procurement procedures, women's empowerment, and sustainable future in the oil and gas sector by addressing health and safety issues, fostering work-life balance, and involving women in decision-making processes (Williams and Ceci, 2015).

Gender mainstreaming in the civil service: The gender mainstreaming procedures used in the Nigerian public service were investigated in A 2021 research by the Center for Gender Economics (CGE). The study concentrated on the approaches utilized to close gender inequalities, advance gender equality in hiring and promotion procedures, and improve workers' ability to combine work and personal obligations. According to the report, gender mainstreaming in Nigeria's civil service seeks to include gender perspectives and concerns into policies, programs, and initiatives to advance gender equality and resolve inequities. The National Gender Policy on agriculture, education, and health are a few laws and policies that direct how to integrate gender perspectives in policies and processes (Giorgi and Goga, 2019). Guidelines, tools, and initiatives are made by the Civil Service Commission and other government agencies. Challenges, however, include institutional restrictions, a lack of understanding, and inadequate money. A more equitable and inclusive public service may be developed in Nigeria through gender mainstreaming (Action AID Nigeria, 2021).

Concepts

Gender mainstreaming is a concept and strategy aimed at promoting gender equality and integrating a gender perspective into all areas and levels of society. It recognizes that gender is an important factor that influences the social roles, expectations, and power dynamics between individuals. The goal of gender mainstreaming is to ensure that gender equality becomes a key consideration in policymaking, planning, programming, and implementation across various sectors and institutions (United Nations Development Fund for Women (UNIFEM) 2001). Gender mainstreaming gained international recognition in the 1980s, with the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women in 1995. It was further endorsed

by other international frameworks, such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Sustainable Development Goals (SDGs) (United Nations Development Fund for Women (UNIFEM, 2001)).

Convention No. 190

The International Labour Organization (ILO) Convention No. 190, also known as the Violence and Harassment Convention, was adopted on June 21, 2019, during the 108th session of the International Labour Conference, which addresses violence and harassment in the world of work, including gender-based violence and harassment and it applies to all countries regardless of their region. Since its adoption in June 2019, countries have had the opportunity to ratify and implement it into their national legislation. It aims to address and combat violence and harassment in the workplace, covering both the public and private sectors (Cassino and Bessen-Cassino, 2019). The Convention sets a new global standard, providing a comprehensive framework for preventing, addressing, and eradicating all forms of violence and harassment at work. It is crucial for promoting inclusive and secure workplaces, addressing violence and harassment, and promoting dignity, equality, and respect (Melamed, 1996).

Theoretical foundation

Feminist theory

This paper adopted the Feminist Theory. Feminism is a political, cultural, and economic movement promoting gender equality and advancing women's rights and interests. It has evolved through three waves: the nineteenth and early twentieth centuries, the 1960s and 1970s, and the 1990s and today. Feminist theory emerged from these movements, which have influenced various academic fields and shaped Western civilization. Feminist activism focuses on women's legal rights, physical autonomy, and bodily integrity. Alternative feminisms have emerged since Sojourner Truth's 1851 speech, with the trend accelerating in the 1960s with the Civil Rights movement and the fall of European colonialism in Africa, the Caribbean, and Latin America.

The "Big Three" schools of feminist thought include liberal/mainstream feminism, radical feminism, and socialist or Marxist feminism. Recent feminist movements have evolved after the turn of the 20th century, with gender revolution, gender resistance, and gender reform being major categories. Liberalism emphasizes individual rights and gender equality, while gender resistive feminisms focus on women's subservience. Gender revolution feminisms aim to upend the social order by dismantling notions and categories. Mainstream feminism, which

includes theories and activities not belonging to socialist or radical feminist camps, is a broad-based movement that has historically focused on governmental and legal changes. Critics argue that mainstream feminism is commercialized and focuses on less divisive topics, but it has made significant victories in the fight for women's rights, such as the right to vote and education (Moser, 2012).

Feminist theory is a sociological theory that focuses on gender mainstreaming to achieve gender equality. It acknowledges the role of social institutions, power dynamics, and cultural norms in perpetuating gender inequality. To achieve gender equality, feminist theory emphasizes the need to remove structural obstacles and change cultural views and behaviors. Gender mainstreaming and laws like C190 are crucial instruments for combating and reversing systematic violence and discrimination faced by women in the workplace. Feminist theory acknowledges that women are not a monolithic group and their experiences and difficulties vary depending on their intersecting identities. Gender mainstreaming aims to empower women and elevate their voices and leadership, providing them with agency and decision-making authority in all aspects of life, including the workplace. Feminist theory opposes the binary conception of gender roles and norms, recognizing that gender is a flexible concept on a continuum and promoting women's empowerment.

Using the theoretical frameworks discussed above as a foundation, this paper adopted feminist theory, which the researchers believe to be all-inclusive with a detailed perception of core sociological ideologies well represented, in order to clearly explain gender mainstreaming as a fulfillment of the C190 to achieve gender equality in the workplace while filling the gap in the literature on the subject. They claim that intersectionality, dimensions of social life, social injustice, and social transformation are all topics that feminist theory covers. Feminist studies have contributed significantly to our understanding of the shades and changes in the gendered allocation of labour. This point of view opposes male group differences or affiliations, as well as the exclusion of men and the promotion of women's issues exclusively. Instead, it advocates for political, economic, and social equality for men and women. Feminist philosophy seeks to further understanding and change by identifying and combating oppression and power relations (Burton, 2014). Furthermore, Feminist theory highlights gender mainstreaming as a response to oppression.

METHODOLOGY

This qualitative study used secondary sources of data collection to compile relevant information from newspapers, books, journals, and official documents in

order to describe gender mainstreaming for workplace equality, with a focus on the impact of C190 ratification on gender equality in Nigeria. The researchers were determined to look at secondary data collection techniques due to a variety of compelling factors, including the size of the African continent in general and Nigeria in particular, as well as other factors. One of these components is time constraints. In addition, secondary data analysis can offer bigger and higher-quality datasets that would be challenging for any one researcher to collect alone, saving time that would otherwise be spent acquiring data. Secondary data is crucial to social and economic development analysts since it is difficult to conduct a fresh survey that can accurately reflect past change and/or advancements, nonetheless, supplemental. Theme analysis was used by the researchers to examine the data they had received.

A total of seventeen papers which include; "Action Aid Nigeria (2021). The national gender policy in agriculture. Simplified version for smallholder women farmers; Adetoro (2018). Sexual harassment. Cases are real at workplaces in Nigeria: Time to stand and take action is now; Banjiram (2022). Perceived workplace discrimination against women in professional workplaces in Nigeria; Mergaert Minto (2021). Gender mainstreaming in the European Commission; Central Bank of Nigeria (CBN) (2019). Assessment of Women's Financial Inclusion in Nigeria; Institute for Labour Studies (2019). Gender equality and the ILO's new convention on violence and harassment at work; Nigeria Labour Congress (NLC) (2021). Breaking the silence: Gender-based violence in Nigeria's world of work; International Labour Organization (2023). Normlex Information System on International Labour; Standards Industrial ALL Global Union (2023). Nigeria ratifies Convention 190 after sustained union campaigns; Nigeria Labour Congress (NLC) (2023). NLC seeks gender responsive approaches in governance; Crews (2019). #Me too, his career, and his dream role; United Nations Information Centres (UNICs) Worldwide (2023). Peace, dignity and equality on a healthy planet; Oyekanmi (2005). Development crisis and social change; Appolos (2022). TUC, Solidarity Centre strategise to ensure ILO C190 implementation; International Labour Organization (ILO) (2023). Ratifications of C190 - Violence and Harassment Convention; International Labour Organization (ILO) (2023). About the ILO; and, thirteen books such as: Baksh *et al.* (2002). Gender mainstreaming in conflict; Egbert and Sanden (2019). Foundations of education research: Understanding theoretical components; Gender Mainstreaming (2022). A handbook for policy-makers and other stakeholders; Thomas (2005). Diversity dynamics in the workplace; Haralambos and Holborn (2013). Sociology themes and perspectives (8th Edition); Goleman (1998). Working with emotional intelligence; Commonwealth Secretariat (2007). Gender mainstreaming in practice: A toolkit; Kimberlé (1991). On intersectionality: Essential

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RESULTS

Gender mainstreaming initiatives in Nigeria have significantly increased across a range of sectors since C190 was ratified. Gender equality-related initiatives, including awareness campaigns, training programs, and gender-sensitive regulations, are gaining traction. Nevertheless, there are still issues in completely incorporating gender mainstreaming into business procedures. Although there has been progress, different organizations and industries are still implementing gender mainstreaming methods in diverse ways. This assertion aligns with a 2021 study conducted by the Center for Gender Economics (CGE) on public service in Nigeria. The study focused on strategies used to close gender gaps, advance gender equality in hiring and promotion practices, and enhance employees' capacity to balance work and personal responsibilities. The study claims that

in order to promote gender equality and address disparities, gender mainstreaming in Nigeria's civil service aims to incorporate gender viewpoints and concerns into policies, programs, and initiatives. This also result supports the efforts made by the Nigerian educational system to improve gender mainstreaming in the field, as reported in the United Nations Educational, Scientific, and Cultural Organization (UNESCO) study carried out in Nigeria. The study focused on efforts to promote gender equality in the development of curricula, educational access, and the dismantling of gender stereotypes. Gender mainstreaming in Nigeria's educational system aims to include gender perspectives into educational policies, programs, and practices in order to advance gender equality and address gender-based disparities. This study's first objective, to determine how C190's ratification influenced gender mainstreaming initiatives in Nigeria, was addressed by the fundamental attempts to advance gender equality that followed the start of C190 implementation in the country.

Following C190's ratification, Nigerian businesses have revised their internal policies to conform to its principles; nevertheless, some lack the funding and guidance necessary for full policies. Organizations and industries use different implementation strategies. A 2017 case study by Drs. Efua and Onanuga, which examined the use of gender mainstreaming techniques in the Nigerian banking sector, provides compelling evidence for this claim. The study looked at how banks' policies and practices for advancing gender equality affected the representation of women and their opportunities for career advancement. Additionally, it is challenging to ratify C190 principles due to cultural norms, gender preconceptions, opposition, and inadequate training. It is necessary to provide efficient reporting systems and support services for victims of harassment and violence based on gender in order to advance workplace equality. This assertion further aligns with the investigation carried out by African Women's Development Fund (AWDF) on gender mainstreaming in Nigeria's agriculture industry, which focuses on addressing disparities, promoting women's involvement and empowerment as well as removing societal and cultural barriers. This provided a positive response to the third objective of the study, which was to identify obstacles and difficulties associated with gender mainstreaming in Nigerian workplaces.

Therefore, gender mainstreaming and C190 are interconnected strategies for promoting gender equality and addressing workplace violence and harassment. Businesses and governments should develop safer, more welcoming workplaces by integrating these strategies. Governments should encourage gender perspective mainstreaming in policies and programs. This aligns with The Nigerian Extractive Industries Transparency Initiative (NEITI) qualitative study of 2023, which evaluated the use of gender mainstreaming strategies in the Nigerian oil and

gas sector, in which the study investigated the effects of gender mainstreaming on the representation of women in positions of decision-making, equitable employment opportunities, and the incorporation of gender views in policies and practices and the report reveals that gender mainstreaming in the oil and gas sector refers to taking into account the requirements, perspectives, and contributions of both men and women along the whole value chain. The results of this study demonstrate the substantial impact that C190 has had on workplace equality, supporting the study's second objective of assessing the effects of C190 ratification on workplace equality in Nigeria.

With an emphasis on the effects of C190 Ratification, this study explores the use of gender mainstreaming for workplace equality in Nigeria. Gender inequality endures in Nigeria despite constitutional provisions that forbid discrimination against women because of a variety of socio-cultural causes. International labour agreements, like C190, are designed to promote gender equality in the workplace and resolve these inequities. Utilizing feminist theory and secondary sources, the investigation looks at how closely C190 is adhered to and how it affects gender mainstreaming initiatives. Although the report acknowledges advancements in the creation and execution of policies, it also draws attention to persistent issues such as cultural resistance and low awareness. It highlights the necessity of stakeholders' ongoing efforts to improve workplace equality. One suggestion is to push for studies on the relationship between socioeconomic progress and gender equality.

The analysis is in line with the fourth objective of the study, which is to ascertain if policy C190 successfully guarantees that measures made to stop and deal with workplace harassment and violence are gender-responsive by applying gender mainstreaming concepts. Examining gender mainstreaming initiatives in Nigeria, especially in the context of C190's ratification, this study assesses the impact of international labour conventions on promoting gender equality and inclusive workplaces. The analysis tackles the primary goal of encouraging gender-responsive efforts in the fight against workplace violence and harassment by evaluating the implications of C190 on gender mainstreaming programs and the resulting penalties for workplace equality.

DISCUSSION

The results point to a complex environment in which Nigerian businesses are implementing C190-aligned policies. Even if a lot of them have updated their internal policies to incorporate these concepts since C190 was ratified, there is still a significant lack of funding and guidance for the creation of all-encompassing policies. A 2017 case study by Drs. Patricia I. Efua and Paul A. Onanuga, which examined gender mainstreaming

strategies used in the Nigerian banking sector, supports this disparity. Their study shed light on how differences in bank regulations and procedures affected women's representation and prospects for professional progression.

The ratification of C190 principles is further hampered by opposition, ingrained gender stereotypes, cultural customs, and inadequate training. These findings support the challenges identified in the 2018 United Nations Women's Report on gender mainstreaming in Nigeria's agriculture sector, which was conducted by the African Women's Development Fund (AWDF). This study's main objectives were to resolve inequities, empower women, and remove cultural and societal barriers that impede the advancement of gender equality. It also aligns with research from the Ministry of Agriculture and Natural Resources (2018) and the United Nations Women (2015) on the gender gap in agricultural productivity in Sub-Saharan Africa: Causes, Costs, and Solutions, which demonstrated that reducing gender disparities in agricultural production can greatly increase agricultural yields.

Gender equality and the fight against harassment and violence in the workplace are closely related, and gender mainstreaming and C190 concepts are intertwined. Crucial elements of this strategy include efficient reporting procedures and programs that provide support to victims of harassment and abuse based on their gender. This claim is backed by research on gender-based violence and harassment (GBVH) in Nigerian workplaces conducted in 2021 by the Nigeria Labor Congress (NLC) and Solidarity Center. They found that GBVH was most common among female employees between the ages of 30 and 39 and that only 19.6% of respondents reported incidents. Additionally, they found that 35.9% of respondents felt that justice was rarely served and that 24.3% of participants had received GBVH protection training. This implies that access to excellent GBVH training in the workplace can be restricted. The imperative of incorporating these techniques into corporate and regulatory frameworks is emphasized by the need for safer and more welcoming workplaces.

It is recommended that governments take the initiative to promote the mainstreaming of gender perspectives in policies and initiatives. This suggestion is in line with the qualitative research that The Nigerian Extractive Industries Transparency Initiative (NEITI) conducted in 2023 on gender mainstreaming strategies employed in Nigeria's oil and gas sector. The study highlights the importance of considering men's and women's thoughts and contributions throughout the whole value chain of the industry, as well as equal employment opportunities and the integration of gender perspectives in policies and procedures.

Ultimately, the results highlight the complexity of initiatives to advance gender parity in Nigerian businesses. Although there has been progress in aligning policies with

C190 principles, there are still significant hurdles that call for businesses and governments to work together to implement gender mainstreaming methods. This finding confirms the gender mainstreaming practices in the Nigerian public service, which were examined in a 2021 study by the Center for Gender Economics (CGE) (Ikhide *et al.*, 2021). The study focused on strategies to close gender gaps, promote gender equality in hiring and promotion practices, and enhance employees' capacity to manage work and personal responsibilities. In order to promote gender equality and address disparities, the paper, *Gender Mainstreaming in Nigeria's Civil Service*, attempts to incorporate gender viewpoints and concerns into policies, programs, and initiatives. The National Gender Regulations on Agriculture, Education, and Health are a few rules and regulations that outline how to include gender perspectives in policies and procedures (Giorgi and Goga, 2019). Nonetheless, government organizations like the Civil Service Commission frequently develop laws, tools, and initiatives that advance gender equality, however, barriers like lack of funding, ignorance, and institutional restrictions continue to exist. Thus, according to Action AID Nigeria (2021), gender mainstreaming can result in the growth of a more equal and inclusive public sector in Nigeria.

This finding further aligns with the feminist theory (Burton, 2014), which emphasizes gender mainstreaming as a means of achieving gender equality and recognizes the part that social structures, power relationships, and cultural norms play in maintaining gender inequality. Feminist theory highlights that in order to achieve gender equality, laws such as C190 are essential tools for preventing and ending the systematic violence and discrimination that women experience in the workplace. Reiterating that women are not a homogenous group and that feminist philosophy acknowledges that their experiences and challenges differ according to the intersecting identities that they hold, it also emphasizes the need to remove structural barriers and change cultural beliefs and behaviours that will improve gender mainstreaming. This research strongly supports Sheryl Sandberg's TED Talk on women's success in the workplace. Her remarks, which center on workplace safety, are made in conjunction with the ratification of the Violence and Harassment Convention (C190), which offers Nigerian employers a way to combat discrimination. Sandberg emphasizes the necessity of collaboration between businesses, civil society organizations, and political bodies in order to effectively combat harassment.

Therefore, the ratification of C190 in Nigeria represents a dedication to eradicating violence and harassment at work, including discrimination and violence against women. Through policies, programs, and activities, this ratification can support gender mainstreaming initiatives in Nigerian workplaces and advance gender equality. Taking action against harassment and violence against women

can result in official processes, reporting, and accountability. Sensitization and awareness-building campaigns may support gender-responsive policies, break down barriers, and empower women in the workplace.

Conclusion

In conclusion, progress has been made in the formulation and implementation of policies to foster workplace equality and gender mainstreaming, but difficulties still exist due to cultural resistance, insufficient resources, and limited awareness. Consistent efforts by the government, employers, civil society, and international organizations are required.

Implications

Nigeria's endorsement of the International Labour Organization's (ILO) Convention on Violence and Harassment (C190) implies that the nation is committed to advancing workplace equality and eliminating gender-based violence and harassment. By incorporating C190's principles into national legislation, Nigeria will create a legal framework to protect workers, particularly women, from violence and harassment, fostering a safer and more inclusive work environment. This may lead to gender mainstreaming initiatives, improving workplace culture, increasing female workforce participation, promoting economic growth and development, and enhancing Nigeria's international reputation. However, challenges in implementation, such as limited resources, inadequate training, and cultural resistance, may arise. Overcoming these challenges will require sustained commitment, collaboration, and proactive measures from the government, employers, civil society, and other stakeholders.

Recommendations

In light of the aforementioned discussions, conclusions and in order to address the findings of this study, here are some recommendations on how to integrate both approaches effectively:

1. There is a need for governments to commit funds and offer assistance to companies in order to create comprehensive policies that tackle gender equality and the prevention of harassment and violence in the workplace.
2. There is also a need for governments and organizations to address the issue of inadequate training and education regarding gender-based violence and harassment (GBVH) protection, gender mainstreaming, and C190 principles. Training programs should be developed specifically for various

industries and sectors to guarantee that workers are aware of their rights, how to report harassment and violence, and what resources are available to them.

3. Governments must take the lead in promoting gender mainstreaming in laws and programs for a variety of industries, such as public service, banking, agriculture, and oil and gas. This entails including gender viewpoints in the formulation, application, and assessment of policies at every level.
4. To achieve gender equality, deeply rooted cultural norms, societal impediments, and gender stereotypes must be acknowledged and dismantled. Adopt programs that empower women in the workforce, promote cultural sensitivity, and raise awareness of detrimental habits and ideas among the general population. To share information, expertise, and best practices in order to hasten the adoption of laws consistent with C190 and promote gender equality across.
5. To effectively implement gender mainstreaming strategies, governments and corporations need to work together. Create partnerships to share information, expertise, and best practices in order to hasten the adoption of laws consistent with C190 and promote gender equality.
6. In order to compel adherence to gender equality and GBVH protection measures and to facilitate the ratification of C190 principles, the government must strengthen its legal and regulatory structures. This entails creating legislation that forbids workplace violence and discrimination, as well as putting in place reporting procedures and accountability frameworks.
7. It is imperative to acknowledge the intertwined identities and experiences of women and tackle the distinct obstacles encountered by marginalized communities. Make sure that initiatives to mainstream gender roles are inclusive and take into account a variety of viewpoints, such as those that are based on socioeconomic class, race, ethnicity, sexual orientation, or handicap.

By putting these suggestions into practice, Nigerian governments and companies will address the difficulties encountered with putting C190-aligned policies into practice, advance gender equality, and establish more secure and welcoming work environments.

CONFLICT OF INTERESTS

The authors declare that they have no conflict of interest.

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