

GENDER POLICY *FOR THE* **NIGERIA** **SECURITY AND** **CIVIL DEFENCE** **CORPS**



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FOREWORD

Gender mainstreaming was established as a major strategy for the promotion of gender equality in the Beijing Platform for Action, which emerged from the Fourth World Conference on Women convened by the United Nations in Beijing in 1995.

The Commandant General of the Nigeria Security and Civil Defence Corps made a commitment in the promotion of women's human rights and empowerment within the ratification of key international instruments such as the Millennium Development Goals, as well as the NSCDC development frameworks, with the introduction of the NSCDC Gender Policy.



Gender mainstreaming does not do away with the need for gender experts. Improving the implementation of gender mainstreaming within the NSCSDC workplace will require the inputs of such experts, working in a catalytic manner to deepen the awareness, knowledge, commitments and capacity of all professional staff.

I believe that NSCDC can lead the way towards better well-being by building a fairer and more equal workplace. If there is one sector that should set the precedent in this space, it is NSCDC.

Through our individual and collective actions, we will build a strong, positive Civil Defence and deliver a flexible, adaptable, inclusive workplace and a sustainable workforce.

The NSCDC Gender Policy development process was consultative, guided by key partners (Partners West Africa Nigeria, UN Women and the NSCDC Gender Policy Committee), with funding support from the Governments of Norway and Germany. We introduce this NSCDC Gender Policy hoping for its success of inclusivity in the lives of both genders. Let us work together to forge a path that ensures that women, men, boys and girls all have equal voice and opportunity at all levels.

It is on this basis that the NSCDC developed this Gender Policy, which, when implemented, will eliminate all forms of gender-based violence within and outside the workplace and enhance the capacity of NSCDC personnel to better handle gender-based violence with a high level of etiquette and professionalism.

The formulation of this policy aims to mainstream gender issues into the NSCDC structure and administration and improve the NSCDC response to gender-related cases within and outside the workplace of the Corps.

Towards achieving the goal, NSCDC will continue to partner and collaborate with stakeholders, including international and local non-governmental organizations, UN agencies, intergovernmental institutions, civil society organizations at the grass-roots level, and local communities.



Ahmed Abubakar Audi, PhD, mni
COMMANDANT GENERAL
Nigeria Security and Civil Defence Corps

PREFACE

The NSCDC Gender Policy aims at mainstreaming gender, women's empowerment and social protection concerns into organizational development processes for equitable livelihoods and opportunities for women, men, boys and girls. The policy dwells within the National Gender Policy Strategic Framework (Implementation Plan) of the Federal Republic of Nigeria (August 2008).

The policy development process, which was participatory, brought together development partners, the consultant and the Gender Policy Committee, which was drawn from different directorates of the Corps.

The NSCDC Gender Policy provides broad objectives and policy commitments, as well as a detailed institutional framework, for the operationalization of NSCDC management to achieve gender equality, gender inclusiveness and women's empowerment in its vision of investing in people for better social and economic growth.

As an organization, the Commandant General and the management of NSCDC continue to focus their interventions and practices on a gender-sensitive approach that takes into account the inequalities prevalent in society. Gender equality is a sensitive issue that requires commitment from every level and the integration of gender perspectives into all activities.

It is hoped that the NSCDC Gender Policy will tackle structural inequalities and exclusions, with its implementation thereby providing sustainable ways for achieving even greater feats.



CC Janet Elor

Commandant, Anti-Human Trafficking, Illegal Migration and Gender Unit

ACRONYMS AND ABBREVIATIONS

CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
GBV	gender-based violence
GU	Gender Unit
NSCDC	Nigeria Security and Civil Defence Corps
PWAN	Partners West Africa Nigeria
SGBV	sexual and gender-based violence
UN	United Nations
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women

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Our sincere appreciation goes to the Honourable Minister of Interior, Ogbeni Rauf Aregbesola; Commandant General Ahmed Abubakar Audi, mni; former Commandant General Abdullahi Gana Muhammadu; Deputy Commandant Generals and Assistant Commandant Generals; and the Gender Policy Committee.

Of tremendous significance are the development partners who generously provided the funds and technical support for the development of the policy. These partners include Partners West Africa Nigeria and UN Women, who identified the need for NSCDC to develop institutional capacity to mainstream gender and provided technical support to the process, and the Governments of Norway and Germany for providing resources towards the finalization of this process. Also, we appreciate the competent and committed consultant delegated to work with us on the gender policy.

Finally, we thank all NSCDC personnel for their support.



Alao Ajet Kemi, Chief Superintendent of Corps
Head, Gender Unit, National Headquarters

DEFINITION OF TERMS

Assessment: Often used as a synonym for evaluation, and sometimes recommended for approaches that report measurement, without making judgements on the measurements.

Baseline Data: The set of conditions that exist at the onset of a programme/project. Results are measured or assessed against baseline data and frequently related to the performance indicators.

CEDAW: The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) provides the basis for realizing equality between men and women through ensuring women's access to, and equal opportunities in, political and public life; and state parties have agreed to take appropriate measures, including legislation and temporary special measures, so that women can enjoy human rights and fundamental freedoms.

Development: A process with economic and social dimensions that entails quantitative changes in aggregates such as gross national product, as well as changes in institutional, social and administrative structures, with the objective of effecting the material and social advancement of the population. It is also regarded as liberating people.

Domestic Violence: Domestic violence is a form of violent aggression that takes place within the domestic domain. It is usually perpetrated on a victim in a domestic relationship with the perpetrator, usually to the detriment of the victim. It involves intimidation and control, ranging from physical and sexual abuse to psychological, emotional, verbal and economic abuse, either used alone or in combination, with the sole purpose of establishing and maintaining power and control over the victim. It can manifest in wife battery, child abuse and neglect, child sexual abuse and exploitation, child labour, and forced and early marriage. Other types of domestic violence include female genital mutilation or female circumcision, marital rape, widowhood practices, abandonment of wife and children without means of sustenance, etc. Domestic violence is regarded as gender-specific violence because it is mostly targeted at women and girls.

Empowerment: The process of generating and building capacities to exercise control over one's life through expanded choices. Empowerment is linked with inherent self-confidence, knowledge, skills, attitudes and voice. It is a function of the individual's initiative that is backed up by institutional change.

Evaluation: A time-bound exercise that aims to assess systematically and objectively the relevance, performance and success of ongoing and completed programmes and projects.

Gender: The socially and culturally constructed differences between men and women, boys and girls, which give them unequal value, opportunities and life chances. Gender also refers to typically masculine and feminine characteristics, abilities and expectations about how women and men should behave in society. These characteristics are time bound and changeable.

Gender Analysis: Qualitative and quantitative assessments to determine the differential impacts of development activities on women and men and the effect that gender roles and responsibilities have on development efforts, and to trace the historical, political, economic, social and cultural explanations for these differentials.

Gender Awareness: The recognition of the differences in the interests, needs and roles of women and men in society and how they result in differences in power, status and privilege. It also means the ability to identify problems arising from gender inequity and discrimination.

Gender Blind: A situation where potentially differential policy impacts on men and women are ignored.

Gender Desk Officer: A man or woman who is assigned the responsibility of gender mainstreaming proactive technical support to an institution. He or she works with all departments and partners to ensure that gender equity principles are incorporated into processes including policy development and activities. He/she is responsible for planning, implementing, and follow-up on gender-related activities and provide counterpart support to staff and partners on mainstreaming gender in their activities and functions, including design and implementation of trainings on gender-related topics.

Gender Discrimination: Differential treatment of individuals on the grounds of gender.

Gender Division of Labour: Different work roles assigned by society to men and women. For example, women tend to be engaged in unpaid domestic work and low-pay, low-status and informal sector jobs, while men tend to be employed in higher paid and formal sector work.

Gender Equality: The absence of discrimination based on one's gender in the allocation of resources, rights, responsibilities, opportunities or benefits, or in access to services.

Gender Equity: Fairness and justice in the distribution of benefits and responsibilities between men and women.

Gender Gap: A difference in any aspect of the socio-economic status of women and men, arising from the different social roles ascribed by society to women and men.

Gender Indicator: An indicator that captures gender-related changes in society over time and in relation to a norm.

Gender Issues/Concerns: A gender issue/concern arises when there is a discrepancy, discrimination or injustice.

Gender Mainstreaming: The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's and men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The goal is to achieve gender equality.¹

Gender Neutral: The assumption that policies, programmes and project interventions do not have a gender dimension and therefore affect men and women in the same way. In practice, policies intended to be gender neutral can be gender blind.

¹ UN Economic and Social Council, July 1997.

Gender Perspectives: Integration of gender perspectives involves the systematic process of assessing the gender-based differences of women and men as reflected in their social roles and interactions, particularly in the distribution of power and access to resources.

Gender Policy: An organization's policy that integrates gender into the mainstream of its programme activities; the policy also designates institutional arrangements, responsibilities, management functions and tools/guidelines for mainstreaming.

Gender Relations: Relations between men and women in terms of access to resources and decision making, and the relative positions of men and women in the division of resources, responsibilities, benefits, rights, power and privileges.

Gender Sensitivity: A mindset where people recognize or are aware of gender-based discrimination that hinders the enjoyment of human rights. It is an understanding and routine consideration of the social, cultural and economic factors underlying discrimination based on sex.

Gender Stereotyping: Constant portrayal in the media, the press or the education system of women and men occupying certain roles according to the socially constructed gender division of labour and expectations in behaviour.²

Gender Systems: Systems that define attributes, ways of relating, hierarchies, privileges, sanctions and space in which men and women are organized. In most communities in Africa, women are dominated by men via patriarchal power, which has been a traditional and indeed a historical privilege for men.

Gender Training: The provision of formal learning experiences and skills to increase gender analysis and awareness skills, which serve to recognize and address gender issues in the programming process. Training can include the three dimensions of political (introducing gender concepts and analysis), professional (providing staff with how-to skills) and personal (challenging an individual's gender attitudes and stereotypes).

Gender Roles: Gender roles are learned behaviours in each society/community, or other special group, that condition which activities, tasks and responsibilities

² African Development Bank (2001), *The Gender Policy*.

are perceived as male and female. Gender roles are affected by age, class, race, ethnicity and religion, and by the geographical, economic and political environment. Changes in gender roles often occur in response to changing economic, natural or political circumstances, including development efforts. Both men and women play multiple roles in society. The gender roles of women can be identified as reproductive, productive and community-managing roles, while those of men are categorized as either productive or community political roles. Men can focus on a particular productive role and play their multiple roles sequentially. Women, in contrast to men, must play their roles simultaneously and balance competing claims on time for each of them. Such roles include, but are not limited, to the following.

- *Productive roles:* These are activities carried out by men and women to produce goods and services, either for sale/exchange or to meet the subsistence needs of the family. For example, in agriculture productive activities include planting, animal husbandry and gardening by farmers themselves or for other people as employees.
- *Reproductive roles:* These are the activities needed to ensure the reproduction of society's labour force. This includes childbearing, childrearing and care for family members such as children, the elderly and workers. These tasks are done mostly by women.
- *Community-managing roles:* These are activities undertaken primarily by women at the community level, as an extension of their reproductive role, to ensure the provision and maintenance of scarce resources for collective consumption, such as water, health care and education. This is voluntary unpaid work undertaken during "free time".
- *Community politics roles:* These are activities undertaken primarily by men at the community level, organizing at the formal political level, often within the framework of national politics. This work is usually undertaken by men and may be paid directly or result in increased power and status.
- *Triple role / multiple burden:* These terms refer to the fact that women tend to work longer and more fragmented days than men, as they are usually involved in three different gender roles – reproductive, productive and community work.³

³ Source: United Nations Development Programme, <http://www.undp.org>.

Gender-Responsive Budgeting: A budgeting method that analyses the impacts of budgets on men, women, girls and boys. Gender budgeting entails analyses of revenue and expenditure impacts to avoid or correct gender imbalances.

Physical Violence: This is the most common form of violence against women in our society. It is the inflicting of injury to the body, causing harm, pain and sometimes long-lasting disability. Examples of this abound: wife battery, hitting, acid attacks, murder, female genital mutilation, early marriage, widowhood practices, etc. Women suffer this kind of violence from their immediate family, from community members, or from state-related individuals and institutions.

Rape: Rape is any non-consensual vaginal, anal or oral penetration of another person with any bodily part or object. This can be by any person known or unknown to the survivor, within marriage and relationships, and during armed conflict.

Sex: The biological state of being a male or a female. Sex is not equal to gender.

Sex-Disaggregated Data: Data that is cross classified by sex, presenting information separately for men, women, boys and girls. When data is not disaggregated by sex, it is more difficult to identify real and potential inequalities. Sex-disaggregated data is necessary for effective gender analysis.

Sexual Violence: Sexual violence is any sexual act committed against the will of another person, either when this person does not give consent or when consent cannot be given because the person is a child, has a mental disability, or is severely intoxicated or unconscious because of alcohol or drugs. Rape is the most common form of sexual violence; other forms of sexual violence are sexual harassment, correctional rape, actions stemming from a rape culture, and incest.

Socio-economic Violence: This involves total deprivation or restrictions on social, economic and political sources of power, such as refusal to pay hospital bills, observance of widowhood rites, and denial of inheritance rights to women and girls on grounds of their sex and gender.

Strategic Interests: Those that help society achieve gender equity and equality. Meeting strategic gender needs improves women's status in relation to men.

Women's Empowerment: Women's empowerment addresses discrimination and oppression against women by devising programmes and strategies that increase women's capacities, opportunities, and access to and understanding of their human rights, creating the conditions for them to become agents of their own development and find sustainable solutions for change at personal, family and civil society levels. Women can then contribute to reducing poverty, improving nutrition and health care, monitoring child survival, preventing HIV/AIDS, stopping harmful cultural practices, and ensuring girls and women can go to school freely without coercion.

CHAPTER 1

BACKGROUND TO THE GENDER POLICY FOR THE NIGERIA SECURITY AND CIVIL DEFENCE CORPS

BRIEF ON THE NIGERIA SECURITY AND CIVIL DEFENCE CORPS

The Nigeria Security and Civil Defence Corps (NSCDC) is a paramilitary institution established in May 1967. The NSCDC was commissioned to provide measures against threats against the nation and its citizenry and any form of attack or disaster. It was also tasked with the responsibility of sensitizing and protecting the civil populace, especially the most vulnerable (women and children). It was then known as the Lagos Civil Defence Committee. It metamorphosed into the present-day NSCDC in 1970. In 1984, the Corps was transformed into a national security outfit, and in 1988 commands were established throughout Nigeria.

The Corps is statutorily empowered by lay NSCDC Act No. 2 of 2003 and amended by NSCDC Act 6 of 4 June 2007. The Corps is empowered to arrest, investigate and institute legal proceedings by or in the name of the Attorney General of the Federation by the provisions of the Constitution of the Federal Republic of Nigeria against any person or persons suspected to have committed an offence. It is further empowered to maintain an armed squad to bear firearms, among other actions, to strengthen the corps in the discharge of its statutory duties.

Section 3 of the Amended Act enumerates the functions of the NSCDC, which include the following:

- Assist in the maintenance of peace and order in the protection and rescuing of the civil population during periods of emergency.

- Recommend to the minister the registration of private guard companies.
- From time to time, inspect the premises of private guard companies and their training facilities and approve the same if they meet the required standards.
- Supervise and monitor the activities of all private guard companies and their training facilities and keep a register for that purpose.
- Periodically organize workshops and training courses for private guard companies.
- Seal up any private guard company that operates without a valid license.
- Maintain 24-hour surveillance over infrastructure, sites and projects of the federal, state and local governments.
- Enter and search any premises and seize any material suspected to have been used in vandalization or the suspected proceeds of vandalization.
- Enter and search the premises of any suspected illegal dealer in petroleum products or material used by the Power Holding Company of Nigeria, Nigerian Postal Service, Nigerian telecommunications bodies or for any other public utility or infrastructure.
- Arrest with or without a warrant, detain, investigate and institute legal proceedings against any person who is reasonably suspected to have committed an offence.
- Monitor the activities of religious bodies and trade associations, among others.

JUSTIFICATION FOR THE GENDER POLICY FOR THE NIGERIA SECURITY AND CIVIL DEFENCE CORPS

The NSCDC Gender Policy was developed in line with international, regional and national obligations towards gender mainstreaming and gender equality. They include, but are not limited to, Sustainable Development Goal 5 on gender equality, the Beijing Declaration and Platform for Action (1995), United Nations Security Council Resolution 1325 on Women, Peace and Security and other related UN resolutions, the Convention on the Elimination of All Forms of Discrimination against Women, the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, the National Gender Policy (2006), and the National Action Plan on UN Security Council Resolution 1325. The ultimate essence of these instruments is to close the gap of inequality between men and women. These instruments also seek to promote gender mainstreaming, which entails bringing the perceptions, experience, knowledge and interests of women and men to bear on policy, planning and decision making.

In 2019, the Rule of Law and Empowerment Initiative, also known as Partners West Africa Nigeria (PWAN), in partnership with UN Women, evaluated the integration of gender equality measures in security sector institutions by conducting a gender assessment of three formal security institutions – the Nigeria Police Force, the Nigerian Army, and the Nigeria Security and Civil Defence Corps.¹ The assessment, conducted at the federal level and in Bauchi and Benue States, was within the framework of a two-year programme on women, peace and security in Nigeria (2019–2020), implemented by UN Women with funding support from the Government of Norway.

The study, which sought to (1) examine the nature of the gender representation and composition of the selected security institutions, (2) identify the level of progress in the integration of gender sensitivity within these security institutions from 2007 to date, and (3) highlight discriminatory policies and practices that hinder the recruitment, performance and career advancement of women in the security institutions, revealed the following about gender mainstreaming within the NSCDC:

- There is a low level of awareness of UN Security Resolution 1325 and its corresponding National Action Plan on Women, Peace and Security among personnel of the NSCDC.
- Participation of female officers within the Corps was higher at the point of inception. However, the amendment to the NSCDC Act in 2007,² which provided for members of the Corps to bear firearms, resulted in increased efforts to recruit more male officers, and consequently a decline in female recruits.
- At the time the assessment was conducted, the Corps did not have a gender adviser/gender focal person and gender desk units. The Corps appointed its first gender focal person in March 2020.
- There is a low level of participation of female police officers in decision-making processes and leadership positions within the Corps. The Corps was also not in compliance with the recommendation of the National Action Plan that “women should form at least 35 per cent of the military and security force in the country”.

To address the above, and to ensure that the NSCDC as an institution is on track to integrating a gender perspective in its operations, gender issues in areas such as training, planning and operations and understanding the different experiences of women and men as operational personnel must be taken into consideration. Both

1 <https://www.partnersnigeria.org/report-and-summary-of-gender-assessment-of-the-security-sector-in-nigeria/>.

2 <https://nscdc.gov.ng/nscdc-act/>.

women and men often find balancing parental responsibilities with deployments and working conditions difficult. Therefore, monitoring human resource processes and paying special attention to the unique experiences and needs of women and men help the Corps to increase the recruitment, retention and promotion of skilled female and male personnel, which is in line with international best practice.

OBJECTIVES OF THE GENDER POLICY

The main objective of the NSCDC Gender Policy is to establish a clear vision and official commitments to institutionalize and guide the process of gender mainstreaming within the NSCDC.

Specifically, the policy seeks to achieve the following:

- Promote the development of guidelines and the enforcement of standards against sexual and gender-based violence and gender-insensitive language and actions within the NSCDC and towards the public.
- Address gender-based barriers and provide guidelines on the implementation of remedial measures to correct existing inequalities in the career progression of female officers within the NSCDC.
- Promote equitable access for both female and male officers to rise to management rank and participate in policy formulation and decision making.
- Strengthen commitments towards advancing gender equality and women's empowerment within NSCDC at all levels.

SCOPE

The NSCDC Gender Policy is a reference document for all officers of the Corps across the nation. The policy document applies to NSCDC at the national level and in state commands in Nigeria.

SITUATION ANALYSIS

The situation analysis provides an overview of the critical issues that impact the NSCDC's progress towards gender equality. It also examines the key normative and legal frameworks that are in place to advance gender equality principles and strategies at national, regional and international levels. The cultural and socio-economic environment in which the NSCDC exists and conducts its activities is

analysed. Other areas of analysis include all essential ingredients and components that contribute to the capacity, capability and composition of the NSCDC.

Nigerian Culture and Traditions

Culture and tradition within the Nigerian context contribute greatly to the operations of organizations, including the NSCDC. Nigerian society and culture are patriarchal in nature and reinforce the subordination of women across various spheres, including in the security sector. Despite a general commitment to the principle of non-discrimination, as enshrined in Section 2 of the 1999 Constitution of the Federal Republic of Nigeria, Nigeria falls short of the desired result of giving males and females equal opportunity to advance socially, physically, educationally, politically and economically. Evidence abounds that several negative aspects of gender relations, such as gender-based division of labour, disparities between males' and females' access to power and resources, and gender biases in rights and entitlements, remain pervasive in Nigeria. According to the constitution, civil and political rights (Chapter 4 of the 1999 Constitution of Nigeria) are actionable in a court of law, while economic, social and cultural rights (Chapter 2 of the 1999 Constitution of Nigeria) are not. Section 43 permits both male and female Nigerians to own and acquire movable and immovable property. Despite this, a large proportion of women in Nigeria are barred from owning land by customary laws of inheritance.

Differences in the way societies value males and females and accepted norms of male and female behaviour influence recruitment, posting and assignment of duties in the Corps. Disparities have been observed between recruitment of women in the north and in the south of the country. The perception of women in security agencies as promiscuous due to the responsibilities they are assigned and the uniform they wear is more prominent in the northern part of the country due its more conservative nature. This reflects strongly in the number of women who apply to join the Corps in both regions of the country, as fewer women from the north apply. It is essential to understand gender ideology and ensure that women's perspectives/rights are not ignored or undermined in policymaking processes in the Corps.

Socio-economic Issues

The COVID-19 pandemic presented a significant public health challenge to the country, but also had significant socio-economic impacts. In a bid to clamp down on the spread of the virus, the Nigerian government followed its counterpart countries

to implement a lockdown across the country. The NSCDC played a prominent role as a part of the task force responsible for the enforcement of lockdown measures; the lockdown exerted enormous pressure on the majority of the citizenry, especially those who depend on income from daily sales and supplies. This led to widespread calls for the lockdown orders to be varied in order to stem the rising economic pressures on Nigerians.

Members of the Corps, by virtue of their enforcement duties, were more exposed to the dangers of COVID-19 because of their daily interaction with members of the public. The officers who formed part of the various lockdown enforcement task forces engaged with countless numbers of people whose COVID-19 status was unknown. They also provided security for some hospitals, including the COVID-19 isolation centres and groups distributing supplies and medicines nationwide; these personnel were vulnerable to attacks, as well as contracting the disease. According to a study conducted by PWAN on the impact of the COVID-19 pandemic on security sector institutions,³ there was no evidence of provision of personal protection equipment such as face masks and gloves to the security personnel during the early stages of the lockdown. Most of the security agents either privately sourced personal protective equipment or obtained it via donation from private individuals or groups.

The enforcement also exerted psychological strain and extra financial pressure on the officers, as transportation and other services were irregular at that time and had very exorbitant prices. Food prices were also high, while purchasing power remained the same. The families of officers, who are also part of wider society, not only lived in fear of the virus, but also in danger of contagion in the event of the officers contracting the disease. The pressure of increasing criminal activity also impacted on the effectiveness of the Corps, especially in the enforcement of the lockdown orders.

Security Environment

Nigeria faces a myriad of security challenges, including the insurgency in the North East region of the country led by the Boko Haram sect; ethnic crises in Kaduna State; farmer–herder clashes in the North Central region of the country; and banditry and kidnapping across the country, etc. Increased displacement of populations, disruption of economic activities and increased protection concerns, in particular sexual and gender-based violence as a result of the conflicts and security

³ <https://www.partnersnigeria.org/an-assessment-of-the-impact-of-the-covid-19-pandemic-on-members-of-the-security-sector-institutions-ssis/>.

responses, are disproportionately affecting women and girls. The conflict situation across the country, and particularly in the North East, is impacting gender dynamics, as women are increasingly burdened with having the sole responsibility for the upkeep of their families, while also assuming caregiver roles. This has led many conflict-affected women and girls to adopt negative coping mechanisms and economic activities that heighten their insecurity.

Gender-specific security risks and challenges confronting women and girls, including rape and other forms of sexual and gender-based violence, as well as sexual exploitation and abuse, have been a notable feature of these conflict environments in Nigeria, particularly due to displacement and the critical conditions within camps for internally displaced persons. In addition, a feature of the conflict in the North East in particular is the involvement of women and girls in insurgent groups, namely Boko Haram, through a spectrum of pathways, including abduction, coercion, pressure and circumstantial and individual motivations.

The NSCDC, as part of the Multinational Joint Task Force in the North East tasked with addressing the insurgency, plays an active role in the protection of affected areas and camps for the internally displaced. Female officers are primarily assigned to receiving complaints from women and children and ensuring their protection.

Security agencies, including the NSCDC, are tasked with maintaining law and order within this environment; attention therefore has to be paid at all levels to special capacities, capabilities and competences that both genders can bring into play in confronting the menace of insecurity and the challenges in Nigeria's security environment.

OBLIGATIONS AT NATIONAL, REGIONAL AND INTERNATIONAL LEVELS

These obligations place a commitment on the Federal Government of Nigeria to prioritize gender equality and allocate resources to ensure that women's status in all sectors is improved. These international, regional and national commitments include the following:

- Sustainable Development Goals (Goal 5 on gender equality)
- Beijing Declaration and Platform for Action, 1995

- The ten United Nations Security Council Resolutions dedicated to women, peace and security – 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)
- 1944 United Nations Charter and 1948 Universal Declaration of Human Rights
- Commission on the Status of Women, 1946
- Convention on the Elimination of All Forms of Discrimination against Women, 1979
- African Union Solemn Declaration on Gender Equality
- Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa
- The Constitution of the Federal Republic of Nigeria
- National Gender Policy, 2006 (currently under revision)

CURRENT STANDING OF NSCDC ON GENDER ISSUES

Gender Issues in the NSCDC Act, Conditions of Service and Daily Practice

A cursory look at the NSCDC Act 2003 and the amended NSCDC Act 2007 reveals that the document does not have any form of gender discriminatory tendency or language. Thus, the act is a gender-friendly document, but this cannot be said of the conditions of service that govern the NSCDC. The conditions of service reveal certain tendencies of gender discrimination against the female gender in the NSCDC. Also, daily practice, language, recruitment, training and posting reveal certain gender discriminatory practices in the day-to-day activities of the NSCDC.

Recruitment

The conditions of service for NSCDC personnel contain discriminatory recruitment policies against women who have the aspiration to join the service of NSCDC. Chapter 2, paragraph 2.5 states that unmarried women in the NSCDC shall continue to remain unmarried for two years and must seek approval before they can get married. This does not apply to their male counterparts, and it is necessary to expunge this unfair policy.

Promotion

From data collected from the administrative department of the Corps, it is apparent that from ASCI to CSC there is at least 35 per cent representation of female officers and 65 per cent representation of male officers. From CA II to IC there is at least 30 per cent female representation compared to 70 per cent male representation. Females are also represented through the ranks of AC, DC, CC and ACG. However, there is no female representation from the rank of Deputy Commandant General to Commandant General. This might be a result of the political nature of appointments to DCG; appointments are based on nominations and in collaboration with the Ministry of Interior. Table 1 shows the numbers of female officers and male officers based on rank/level.⁴

⁴ Data relevant as of October 2020.

TABLE 1: NUMBER OF FEMALE AND MALE OFFICERS BASED ON RANK

	Rank/Level*	Number of Females	Number of Males
1	ACG 16	3 (15%)	17 (85%)
2	CC 15	13 (12.7%)	89 (87.3%)
3	DCC 14	56 (17%)	273 (83%)
4	ACC 13	116 (15.5%)	631 (84.5%)
5	CSC 12	372 (27%)	989 (73%)
6	SC 11	475 (4%)	1,035 (96%)
7	DSC 10	562 (27%)	1,525 (73%)
8	ASC I / PIC 9	1,274 (29%)	3,149 (71%)
9	ASC II / SIC 8	2,552 (29%)	6,282 (71%)
10	IC /CCA 7	3,963 (29%)	9,504 (71%)
11	AIC / SCA 6	2,322 (27%)	6,146 (73%)
12	CA I 5	1,002 (24%)	3,231 (76%)
13	CA II 4	771 (20%)	3,163 (80%)
14	CA III 3	1,514 (24%)	4,804 (76%)

* See footnote on the following page.

TABLE 2: NSCDC GENDER STATISTICS, OCTOBER 2020

	Female	Male	Total
<i>Officers</i>	14,995 (26.42%)	41,752 (73.57%)	56,747
<i>Assistant Commandant Generals*</i>	3 (15%)	17 (85%)	20
<i>Commandants</i>	13 (12.74%)	89 (87.25%)	102
<i>Deputy Commandant Corps</i>	56 (17%)	273 (83%)	329
<i>Assistant Commandants</i>	116 (16%)	631 (84%)	747
<i>The total number of personnel on level 12 (Chief Superintendent of Corps)</i>	372 (27%)	989 (73%)	1,361
<i>The total number of personnel on level 11 (Superintendent of Corps)</i>	475 (31%)	1,035 (69%)	1,510
<i>The total number of officers on level 10</i>	562 (27%)	1,525 (73%)	2,087
<i>The total number of personnel on level 9 (Assistant Superintendent of Corps/Principal Inspector of Corps)</i>	1,274 (29%)	3,149 (71%)	4,423
<i>The total number of personnel on level 8</i>	2,552 (25%)	6,282 (75%)	10,245
<i>The total number of personnel on level 7</i>	3,963 (29.42%)	9,504 (70.50%)	13,467

* **NSCDC rank/level acronyms:** CG – Commandant General; DCG – Deputy Commandant General; ACG – Assistant Commandant General; CC – Commandant of Corps; DCC – Deputy Commandant of Corps; ACC – Assistant Commandant of Corps; CSC – Chief Superintendent of Corps; SC – Superintendent of Corps; DSC – Deputy Superintendent of Corps; ASCI – Assistant Superintendent of Corps I; ASCII – Assistant Superintendent of Corps II; IC – Inspector of Corps; AIC – Assistant Inspector of Corps; CCA – Chief Corps Assistant; CAI – Corps Assistant I; CAII – Corps Assistant II; CAIII – Corps Assistant III.

Posting

Zonal commands: There exists huge discrimination against female personnel concerning posting in the 16 zonal commands of the NSCDC across the nation. None of the zonal commands is headed by a female Assistant Commandant General (ACG).

State commands: Out of the 36 commandants heading NSCDC state commands and the Federal Capital Territory command, 34 (91.89 per cent) are males, while only 3 (8.10 per cent) are females. This same posting gender imbalance trickles down to other administrative positions and the posting of area commanders and divisional officers within state commands.

Maternity and Paternity Responsibilities

Globally, policies regarding maternity and paternity leave are being reviewed and changed in military and paramilitary organizations. For instance, in March 2020 the United States Marine Corps began reviewing the benefits and risks of giving new mothers in the Marine Corps one year paid maternity leave. The outcome of the review has not yet been made public.⁵ In Nigeria, the Labour Act (2011) as amended provides for maternity leave of six weeks before delivery and six weeks after delivery, including rights to pay and benefits of up to 50 per cent during the leave period. However, there is no provision for paternity leave in this law.

NSCDC currently does not have a provision for paternity leave for its male officers. However, as military and paramilitary organizations around the world are reviewing their policies and evolving, the need for paternity leave is being recognized. For instance, the United Kingdom now has an Armed Forces Occupational Paternity Leave Scheme, published in a Ministry of Defence document titled *JSP 760 Tri-Service Regulations for Leave and Other Types of Absence*.⁶

Moreover, United Nations policy provisions UNHCR/IOM/70/2001 and FOM/67/2001 recommend that male personnel be granted paternity leave following the birth of their child.

⁵ Source: <https://www.military.com/daily-news/2020/02/21/marines-review-proposed-1-year-maternity-leave-policy-new-moms.html>.

⁶ Source: assets.publishing.service.gov.uk/JSP_760_Part_1_Issue_37_Jan_2019.pdf.

Training

The Commandant General and the management team of the Corps have worked towards judiciously allocating both local and foreign training opportunities to male and female officers without bias to gender or ethnicity. Gender-related training for officers of the Corps is currently provided on an ad hoc basis by external partners in the course of service. The Corps currently does not provide gender-related training courses for officers at the point of recruitment or while in training.

Gender-Based Violence

Gender-based violence, including domestic violence, sexual violence, stalking and other forms of family violence and abuse, has long affected women's lives. Whether the violence occurs within the workplace or outside of it, the detrimental effects of GBV at the workplace are substantial. Sexual and gender-based violence against women in the workplace is an epidemic that requires a systematic response. The NSCDC currently does not have any specific policies on GBV within the organization's ranks, nor for addressing GBV in wider society. However, the Corps seeks to ensure that appropriate measures are taken to prevent or address such violence in the context of the following:

- Subordinate/superior relationships
- Same-sex non-intimate partner relationships, such as between workers
- Parent and child relationships
- Violent acts of others that could potentially occur within the workplace

CHAPTER 2

POLICY FRAMEWORK

Developing an internal gender policy is imperative and a benchmark for the NSCDC's aspirations to promote gender equality, starting with its operations, processes and management practices. In any organization, the effective implementation of the process of initiating and developing an internal gender policy depends on shifts in mindsets and a redefinition of values on gender, as well as a willingness to learn and embrace non-discriminatory norms and perspectives. In most institutional contexts, this is a long-term process requiring sustainable approaches, persistence and consistency.

Promoting gender equality is now globally accepted as a development strategy for reducing poverty levels among women and men, improving health and living standards, and enhancing the efficiency of public investments. The attainment of gender equality is not only seen as an end and a human rights issue, but also as a prerequisite for the achievement of sustainable development. Gender equality and women's empowerment continue to be pivotal in global treaties, covenants and declarations because they are now acknowledged as catalysts to people-centred development strategies, which focus on poverty reduction, improved standards of living, good governance in which men and women have equal voices in decision making and policy implementation. attainment of the Sustainable Development Goals, and other global/regional targets.

POLICY OBJECTIVE 1

Promote the development of guidelines and enforcement of standards against sexual and gender-based violence and gender-insensitive language and actions within the NSCDC and towards the public.

Commitments

Addressing sexual and gender-based violence (SGBV): This policy will ensure the following:

- Establishment of a structure to enable the NSCDC to serve as first responders for incidents of sexual and gender-based violence. Responsibilities will include receiving complaints, managing evidence and referring to relevant institutions.
- Support to the Gender Unit for addressing SGBV within the Corps and the external community.
- Support for comprehensive workplace orientation and training programmes to prevent violence and promote healthy relationships for NSCDC personnel and their families.
- Creation of a supportive and healthy work environment that helps NSCDC personnel avoid the use of violence in any context.
- Provision of immediate assistance and support to survivors of violence, such as information and referrals to facilitate safety and support for victims.
- Establishment of juvenile protection to ensure the protection of minors from violence, exploitation and abuse.

NSCDC staff and other civilian staff related to NSCDC shall work and behave in a manner that respects and fosters one another's rights and the rights of the people they serve. This includes an obligation to abstain from any acts of sexual harassment and to report promptly allegations of sexual harassment that may arise at NSCDC. NSCDC management staff have the responsibility to create and maintain a work environment that helps prevent such acts and to encourage the reporting of allegations of sexual harassment.

Professionalism in community engagement: The NSCDC performs its duties in various communities throughout the country. To ensure that the NSCDC has the support of these communities, it is important to engage the communities positively. The Corps will engage effectively with communities in improving the flow of community information and intelligence on GBV within the community; increasing community reporting on GBV cases and self-referral to services; improving law enforcement responsiveness to GBV crimes; developing localized responses and strategies tailored to the communities to ensure impact and sustainability; and improving public perceptions of the law and law enforcement agencies and the public's trust and confidence in the same.

Development of a policy against sexual exploitation and abuse within the ranks of the Corps and associated reporting, monitoring and remedial measures. The

enforcement of the prohibition on the use of drugs, alcohol or any other intoxicating substance during official hours/duties should be ensured (this is to indirectly reduce conditions that may predispose personnel to engage in violence against women or any related misdemeanours).

POLICY OBJECTIVE 2

Address gender-based barriers and provide guidelines on the implementation of remedial measures to correct existing inequalities in the career progression of female officers within the NSCDC.

Commitments

Data and statistics: The Gender Unit will work closely with the Planning, Research and Statistics Unit to collect gender-sensitive data every quarter. Data must include statistics on gender parity, but should also be extended to qualitative data on experiences of male and female officers. The Gender Unit and the Planning, Research and Statistics Unit can work together to develop a work plan with different areas of focus every quarter. Examples may include feedback from officers on posting, maternity and paternity responsibilities, conditions of service, etc. The Gender Unit will also ensure data is collected on cases of SGBV involving citizens and within the community. Data will be disaggregated based on the frequency of cases, gender of victims and perpetrators, type/form of assault, etc.

POLICY OBJECTIVE 3

Promote equitable access for both female and male officers to rise to management rank and to participate in policy formulation and decision making.

Commitments

Posting and promotion: The Corps shall ensure gender sensitivity and compliance with the National Gender Policy recommendation of 35 per cent affirmative action for women in posting and promotions for all officers. Deliberate affirmative action efforts will be made to ensure promotion and posting is gender representative based on the statistics earlier cited. The Gender Unit will work closely with the administrative office to ensure this is achieved.

Maternity and paternity responsibilities: Male officers will be entitled to six weeks paternity leave upon confirmation of the birth and approval by the direct line manager/unit head. This is in line with UN provisions UNHCR/IOM/70/2001

and FOM/67/2001. This will be reflected within the conditions of service and other relevant institutional documents to ensure implementation in all commands of the Corps across the country. Female officers are entitled to maternity leave in line with the public service rules of the country. Creches will also be created in all state commands.

POLICY OBJECTIVE 4

Strengthen commitments towards advancing gender equality and women's empowerment within the NSCDC at all levels.

Commitments

Recruitment: The NSCDC will develop targeted strategies towards the recruitment of more women into the Corps at entry level in furtherance of achieving the 35 per cent minimum recommended by the National Gender Policy. This may include region-specific strategies based on the challenges with recruiting women in the northern region of the country, including incentives for women who have been recruited into the Corps. This policy will also expunge the requirement for female unmarried officers within the Corps to seek approval before marriage, as contained in Chapter 2, paragraph 2.5 of the conditions of service.

Training: The importance of training and retraining in the NSCDC and generally cannot be overemphasized, as it promotes self-discipline in officers. The benefits of self-discipline include a commitment to following departmental policies, time management, and the competent performance of and completion of duties. Considering the above, and to promote gender mainstreaming, the Corps will institutionalize gender sensitivity within its curricula across its training institutions. The Corps will ensure gender parity when nominating officers to participate in external training opportunities.

Gender budgeting: Gender budgeting is the application of gender mainstreaming in the budgetary process. Given that the budget process is the gateway for resource allocation, as well as a key determinant of the standards and qualities of public policy formulation, it is natural that the budget is considered for its likely impact on gender responsiveness in a paramilitary service such as the NSCDC. The Corps will ensure that budgetary allocations are provided for the implementation of the policy based on the implementation strategy developed for this purpose; the Gender Unit will work closely with the unit/department responsible for budget

development for this purpose. The Corps will also ensure that gender-sensitive budgeting is included within the curricula across training institutions.

It is important to note that this process does not involve creating separate budgets for women and does not aim solely to boost spending on women's programmes. Instead, it is about reallocating resources to support institutional commitments towards achieving gender equality and supporting efforts to enhance gender responsiveness in operations/programmes.

Establishment of the Women's Corp: The establishment of the Women's Corp will give NSCDC an opportunity to recognize women in order to attain the maximum benefit from their contribution to the defence and security of our nation in terms of combating insecurity, pipeline vandalism, farmer–herder clashes, etc. The process will use the Nigerian Army Women's Corps as a case study.

POLICY OBJECTIVE 5

Strengthen policy frameworks and commitments towards advancing gender equality and mainstreaming within the NSCDC.

Commitments

Monitoring and evaluation and review and revision of the NSCDC Gender Policy: A monitoring and evaluation plan will be developed for monitoring the effective implementation of the NSCDC Gender Policy. Annual and periodic review of the NSCDC should be carried out all levels, while the NSCDC Gender Policy will be reviewed after three years.

CHAPTER 3

IMPLEMENTATION STRATEGY

A major step in operationalizing this policy is to create a coordinating unit for the process of making the NSCDC gender responsive; that is, a Gender Management System suitable for the NSCDC. This will be undertaken using the four categories identified in the National Gender Management System.¹

The following structures must be put in place for the sustainability of the policy.

a) Federal Level:

1. Creation of a National Gender Management Committee chaired by the Commandant General
2. Creation of a Gender Critical Working Group (a technical committee charged with the day-to-day functions of making the NSCDC gender responsive)
3. Establishment of a Gender Unit under the Commandant General's Office

b) Zonal/State Levels:

1. Creation of a Zonal/State Gender Management Committee chaired by the Assistant Commandant General/Commandant of the NSCDC Office
2. Creation of a Gender Critical Working Group (a technical committee charged with the day-to-day functions of making the NSCDC gender responsive)
3. Establishment of gender desk officers in the respective departments at zonal/state levels
4. Establishment of a Gender Unit under the Assistant Commandant General/Commandant of the NSCDC Office

c) Area/Divisional Levels:

1. Creation of a Gender Critical Mass with overall implementation functions

¹ See the National Gender Policy (2006), p. 27 Figure 3.1.

2. Establishment of gender desk officers for each area/divisional office, to be coordinated by state-level gender desk officers
3. Establishment of a Gender Unit within the area command/divisional office

d) Community Level:

Where community policing is encouraged, NSCDC will work with community-based stakeholders made up of community opinion leaders, women-led organizations, and existing community security platforms adjudged to be good representatives of their respective communities and with the spirit of volunteerism and community service.

CREATION OF GENDER MAINSTREAMING UNITS AND COMMITTEES

To achieve the policy objectives and the implementation of this policy, it is required that the units listed below be created.

a) A Gender Unit within the NSCDC: This unit shall have the overall responsibility for the implementation of the policy at the national/zonal/state and area/divisional levels. The unit will be responsible for a performance appraisal of the policy to ensure regular review of the status of the policy. This unit preferably should be located within the Commandant General's Office (at the federal/zonal/state and area/divisional offices), with the following terms of reference:

1. Overseeing the implementation of the NSCDC Gender Policy.
2. Ensuring feedback to the Senior Management/Gender Management Committee in respect of policy implementation plans and strategies
3. Putting in place capacity-building plans for officers around gender issues and gender-based violence, etc.
4. Evaluating the progress made and challenges faced while implementing the policy
5. Working with federal/zonal/state and area/divisional institutions of the police force to ensure compliance/implementation of the policy
6. Ensuring coordination within federal/zonal/state and area/divisional institutions on the implementation of the policy (at the federal level the NSCDC National Headquarters and the Federal Ministry of Interior; at the zonal/state level, working with the area/divisional offices and local communities)

7. Providing administrative support to both the Gender Management Committee and the Gender Critical Mass
8. Preparing and circulating fact sheets on the implementation activities of the NSCDC Gender Policy within the Corps
9. Reporting quarterly to the Gender Management Committee at the national/zonal/state levels
10. Ensuring that gender is an integral part of every aspect of NSCDC policies and practices
11. Proposing and leading relevant trainings, such as prevention of sexual exploitation and abuse and promotion of gender parity in recruitment and career progression

b) Gender Critical Working Group: This is a technical committee charged with a system-wide gender mainstreaming function. It is made up of representatives from each department who collaborate with the Gender Unit to ensure successful gender mainstreaming within the system. This technical committee is established at the federal/zonal/state level and in the area/divisional offices.

c) Sexual Exploitation and Abuse Disciplinary Committee: This is proposed to be situated within the Ministry of Interior with the following terms of reference:

1. To receive complaints from officers and the public on allegations of sexual exploitation and abuse, gender-based violence and discrimination, and to investigate these
2. To impose sanctions and discipline on erring officers of the Corps found guilty of sexual exploitation and abuse

d) Community-Level Committee on Gender-Based Violence and Gender Equality: As the NSCDC improves its working relationships with the grass roots, especially in gender-based violence, it is important to create community-level structures that could help monitor and facilitate the community response to GBV and gender equality issues. This committee is to have members representing all the interest groups in the target communities, including women, youth and other vulnerable groups.

FIGURE 1: GENDER MAINSTREAMING COMMITTEES



IMPLEMENTATION MATRIX

Policy Objective 1: Promote the development of guidelines and enforcement of standards against sexual and gender-based violence and gender-insensitive language and actions within the NSCDC and towards the public.

Strategic Objective	Intervention	Responsible Persons	Time Frame
Enhance human capacity and financial resources for gender mainstreaming	Develop a budget for the implementation of the gender policy	Budget Department and Gender Unit (GU)	Short term (6–12 months)
	Provide funding for gender mainstreaming activities in NSCDC	Management and GU	Medium term (1–2 years)
	Strengthen the gender competencies of the gender focal points	Management and GU	Medium term (1–2 years)

Strategic Objective	Intervention	Responsible Persons	Time Frame
Institute comprehensive gender training intervention strategies	Continuously undertake a gender training needs assessment for NSCDC and civilian personnel	Training and GU	Long term (2 years and above)
	Design and develop customized comprehensive gender training packages for NSCDC personnel, including addressing SGBV and sexual exploitation and abuse	Training and GU	Medium term (1–2 years)
	Integrate gender awareness into existing basic and further NSCDC training at all levels	Training and GU	Short term (6–12 months)
	Train all gender focal point staff on planning, implementing and monitoring gender mainstreaming	Planning, Research and Statistics Unit, GU and Training	Short term (6–12 months)
Institute accountability for gender mainstreaming	Strengthen the gender-specific performance management and accountability framework	Planning, Research and Statistics Unit, Management and GU	Long term (2 years and above)
	Develop gender mainstreaming indicators	GU	Medium term (1–2 years)
Institute formal mentorship programmes for NSCDC	Design and implement a mentorship programme at all levels	GU	Short term (6–12 months)
	Identify and establish a database for mentors	Planning, Research and Statistics Unit and GU	Short term (6–12 months)
Invest in gender research	Promote research and development in gender mainstreaming	Management, GU, and Training	Long term (2 years and above)
	Identify and document lessons learned in mainstreaming gender in all NSCDC operations	GU	Long term (2 years and above)
	Integrate gender components in all communication through public affairs offices	Public affairs offices, information and communications offices, and GU	Short term (6–12 months)

Policy Objective 2: Address gender-based barriers and provide guidelines on the implementation of remedial measures to correct existing inequalities in the career progression of female officers within the NSCDC.

Policy Objective 3: Promote equitable access for both female and male officers to rise to management rank and to participate in policy formulation and decision making

Strategic Objective	Intervention	Responsible Persons	Time Frame
Institute a gender mainstreaming structure	Strengthen the NSCDC Gender Unit	Management	Medium term (1–2 years)
	Establish gender focal points at strategic, operational and tactical levels in the Corps	Management	Short term (6–12 months)
Enhance gender-sensitive processes in recruitment and career advancement	Develop formal guidelines that ensure gender-equitable opportunities in educational and career opportunities	Management, GU	Medium term (1–2 years)
Integrate gender perspectives into all evaluation processes	Support data collection and analysis to capture sex-disaggregated data to inform gender-related interventions	Management, Planning, Research and Statistics Unit (administration), and GU	Long term (2 years and above)
	Produce quarterly reports detailing progress made in implementing the gender policy	GU	Short term and long term (6 months; 2 years and above)
Review and adopt the use of gender-mainstreaming guidelines and workplace policies	Review and align all policies, administrative regulations and guidance tools to ensure they are gender responsive	Management and GU	Long term (2 years and above)
	Enhance workplace assistance programmes that promote a work–life balance	Management and GU	Long term (2 years and above)
	Recognize men’s and women’s physical and psychological differences in the procurement of protective equipment, organizational clothing, infrastructure and systems	Management and GU	Short term (6–12 months)
	Enhance awareness at strategic, operational and tactical levels of the Corps	Management and GU	Medium term (1–2 years)

Policy Objective 4: Strengthen commitments towards advancing gender equality and women's empowerment within the NSCDC at all levels.

Strategic Objective	Intervention	Responsible Persons	Time Frame
Enhance gender perspectives in NSCDC operations	Integrate gender perspectives into operations planning and execution	Planning, Research and Statistics Unit and GU	Long term (2 years and above)
Strengthen NSCDC interventions to integrate a gender perspective	Encourage and implement diverse team deployment that includes women and men	Training, Administration and GU	Medium term (1–2 years)
	Monitor gender performance in varied operational environments	Administration and GU	Medium term (1–2 years)
	Develop and institutionalize gender-responsive mechanisms for engagement with community actors	GU	Short term (6–12 months)
Institutionalize family welfare initiatives for deployed personnel	Invest in professional psycho-social support programmes for all personnel and their families during pre-deployment, deployment and post-deployment periods	Management, Administration, Budget Department, and GU	Medium term (1–2 years)
	Establish reliable and safe follow-up mechanisms for affected families	GU	Long term (2 years and above)
	Improve and develop family-centred welfare and resilience programmes	GU and Training	Long term (2 years and above)

Policy Objective 5: Strengthen policy frameworks and commitments towards advancing gender equality and mainstreaming within the NSCDC.

Strategic Objective	Intervention	Responsible Persons	Time Frame
Monitor, evaluate, review and revise the NSCDC Gender Policy	Develop a monitoring and evaluation plan for the implementation of the gender policy	GU	Short term (6–12 months)

CHAPTER 4

CONCLUSION

The Gender Policy for the Nigeria Security and Civil Defence Corps has several strategic directions, including the following:

- Institutionalize the gender-mainstreaming framework as a core value.
- Build the technical capacity of NSCDC and its management in gender analysis and planning, and effectively handle cases of gender-based violence and violence against women.
- Promote the use of sex-disaggregated data and gender statistics within all NSCDC institutions.
- Establish accountability procedures for the implementation of the NSCDC Gender Policy, i.e. coordination, networking and monitoring.

The extent to which this policy can achieve its intended goals and objectives will likely depend on the quick response to the call for a review of the existing NSCDC Act/Regulations from a gender perspective. This is because the institution is controlled by these acts and regulations, usually obeyed to the letter. This policy will promote gender equality values as the Corps becomes an equal opportunity employer.



NIGERIA SECURITY AND CIVIL DEFENCE CORPS