



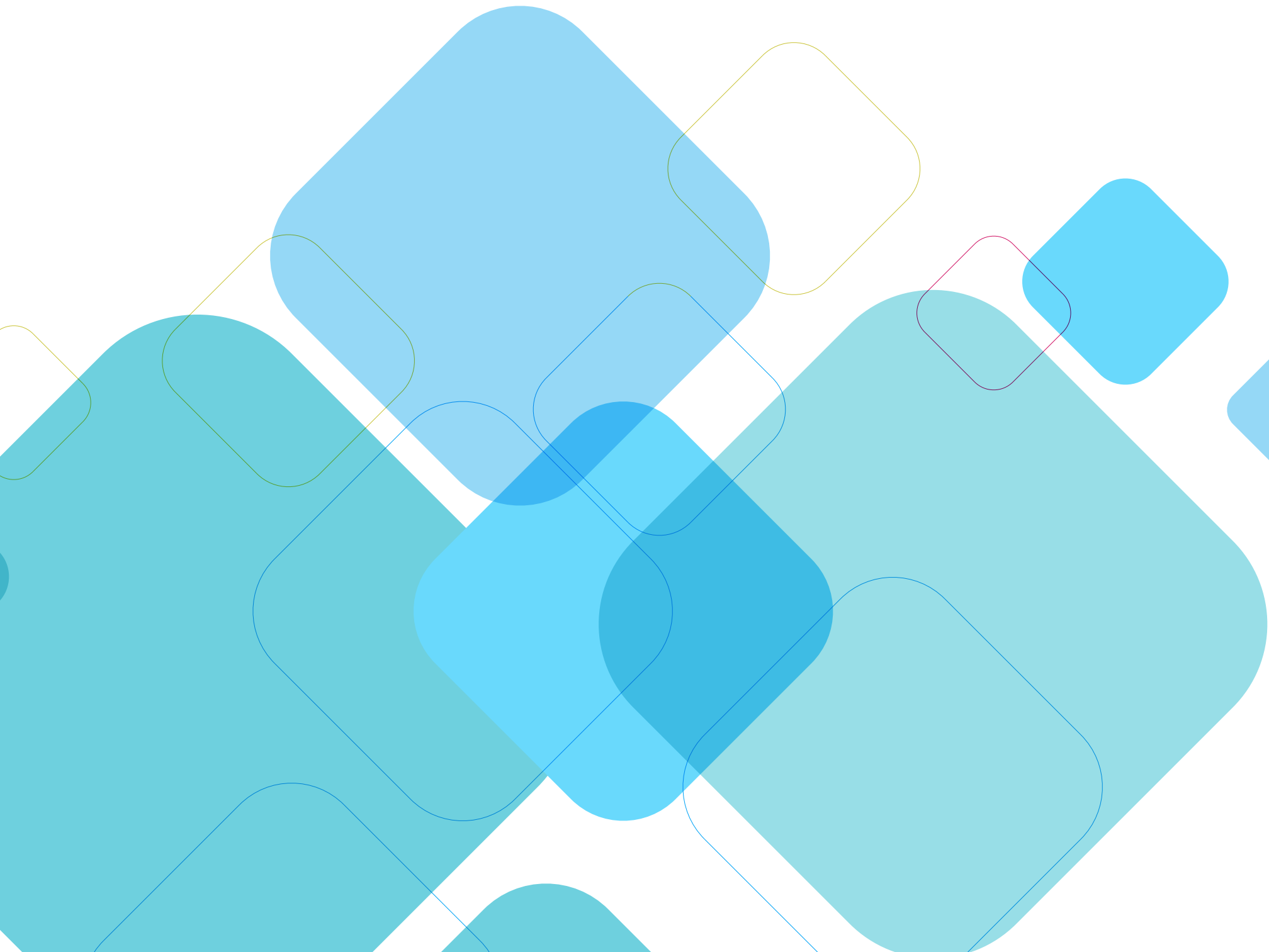
Norwegian Embassy



Rule of Law And Empowerment Initiative
also known as
PARTNERS WEST AFRICA NIGERIA



Report on **Gender Assessment** of the **Security Sector in Nigeria** **At the Federal and State Levels (Benue and Bauchi)**



DEDICATION



This Assessment of Gender in the Security Sector report is dedicated to Ms. Tolulope Arotile (13 December 1995 – 14 July 2020) of blessed memory. Ms. Arotile was the first-ever female combat helicopter pilot in the Nigerian Air Force; she contributed significantly to combat operations against insecurity in the northern states of Nigeria before her untimely demise on 14th July 2020.

Ms. Arotile was an exemplary officer and a perfect representation of the heights that women can attain within security sector institutions and in peacebuilding. PWAN commiserates with her family and the Defense ministry during this trying time.

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ACKNOWLEDGMENT

The Rule of Law and Empowerment Initiative also known as Partners West Africa Nigeria (PWAN) has been involved in the discourse of mainstreaming gender sensitive strategies in Nigeria's security architecture since 2016. Over the years, PWAN has observed the absence of accurate data on representation of women in formal and informal security agencies, under representation and low participation of women in security sector discourse and exclusion of women from formal peace talks and processes.

It is based on this that PWAN seeks to provide needs-based capacity building for security agencies with regards to gender mainstreaming and promotion of meaningful participation of women with a view to effectively implementing the National Action Plan on United Nations Security Resolution 1325. The first step in achieving this is the production of this report which is a gender assessment of the Nigeria Army, Nigeria Police Force and Nigeria Security and Civil Defence Corps (NSCDC).

The development of this report would not have been possible without the support of the United Nations Entity for Gender Equality- UN Women, and the Norwegian Embassy, PWAN seeks to express its gratitude to both institutions for their support throughout this process. The research and reports were made possible by a team of researchers, working in collaboration with PWAN. They include DIG Peace Ibekwe Abdallah (Rtd), Dr Maurice Ogbonaya and Group Captain Sadeeq Shehu Garba (Rtd). We would also like to appreciate Dr Freedom Onuoha, who provided the expertise and reviewing the research.

We would like to appreciate the leadership of the three agencies- Nigeria Army, Nigeria Police Force, and Nigeria Security and Civil Defence Corps (NSCDC) for their willingness to participate in the process, and their cooperation. The assessment would not have been possible without their effective involvement.

Finally, the efforts and commitment of PWAN staff led by the Citizens Security Program Manager, Ms. Valkamiya Ahmadu-Haruna, assisted by the Program Officer, Tolu Ojeshina, Ms. Kpeta Toyo should also be applauded. We also appreciate the guidance and leadership of the Executive Director of PWAN- 'Kemi Okenyodo.

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EXECUTIVE SUMMARY

Despite the fact that women make almost half of the Nigerian population, they are largely excluded from governance processes, conflict management structures and peacebuilding mechanisms.

In recognition of the pivotal role that women play in conflict resolution and peacebuilding, Nigeria launched its first National Action Plan (NAP) in August 2013 to domesticate the United Nations Security Council Resolution (UNSCR) 1325 adopted in 2000, which embodies a global commitment to ensuring that women and girls are more systematically and sustainably integrated into peace and security.

More than a decade after the adoption of UNSCR 1325, and subsequent domestication of it through the NAP, there is widespread concern that progress made at the normative and policy levels has not translated into significant representation of women in the nation's security sector as well as improvements in the lives of women and girls in terms of gender sensitive security provisioning.

This study evaluates the integration of gender equality measures in the security sector institutions by conducting a gender assessment of three formal security institutions – the Nigeria Police Force, Nigeria Security and Civil Defence Corps and Nigeria Army – in Bauchi and Benue states as well as the Federal Capital Territory.

Its specific objectives were to examine the nature of gender representation and composition of the selected security institutions, identify the level of progress in the integration of gender sensitivity within these security institutions from 2007 to date, and highlight discriminatory policies and practices that hinder the recruitment, performance and career advancement of women in the security institutions.

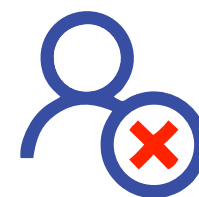
The study adopted a mixed methodology, involving both qualitative and quantitative research methods. It comprised desk review of secondary materials such as media reports, government publications, and academic literature, as well as the conduct of field survey, utilising questionnaire, key informant interviews (KIIs) and focus group discussions (FGDs). Participants for the KIIs and FGDs were selected purposively.

The study showed that state security institutions suffer from widespread gender inequality and is therefore missing out on a key ingredient to inclusive, accountable and effective security provisioning.

Among its major findings include poor awareness of the essence and provisions of the UNSCR 1325 and NAP as critical instruments for promoting the role of women in peace and security, very low representation of women both in terms of size and position in state security institutions, and prevalence of societal factors that exacerbate marginalization of women in state security institutions.

Other findings included that institutional policies framed or adopted at the headquarters of these security institutions (federal level) tend to foster and reinforce discriminatory practices at the state level formations, the limited adoption of gender policy at institutional level and unavailability or inaccessibility of gender statistics.

In order to improve the level of gender representation and participation in the security sector, the study recommended, among other measures, the conduction of bespoke capacity building for the personnel of these state security institutions to improve their level of awareness and appreciation of these documents, the escalation of gender awareness advocacy, and



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Women are largely excluded from governance processes, conflict management structures and peacebuilding mechanisms.



This study evaluates the integration of gender equality measures in the security sector institutions.

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Major findings include poor awareness of the essence and provisions of the UNSCR 1325 and NAP as critical instruments for promoting the role of women in peace and security

the implementation of a gender sensitive targeted recruitment strategy.

Other recommendations include the need to establish a strategic platform such as Women Icon in Security Institutions in Nigeria (WISIN) to serve as one of the strategic structures for promoting greater women participation in the national security sector; to enact new legislation to override or prohibit all laws, guidelines and practices that foster discrimination on the basis

of gender; to review discriminatory institutional practices that perpetuate or exacerbate gender inequality in the security institutions; to adopt institutional gender policy; and to promote a culture of gathering, compiling and storing data in a gender sensitive manner.

There is a need to establish a strategic platform such as Women Icon in Security Institutions in Nigeria

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METHODOLOGY AND JUSTIFICATION

The main methodological framework adopted in this research is field survey. The data for this research were obtained from primary and secondary sources, using triangulation to ensure validity.

Primary data were derived from Key Informant Interviews with senior officers in sample security agencies and focused group discussions with relevant civil society organisations and some selected members of the Security Sector Institutions.

Secondary sources include literatures such as journals, legal documents (Acts) and other related publications. The instruments used for data collection were basically interview and focused group discussions.

The purposive and snowballing sampling techniques were used to select participants for the field work. Sample for the research included strategic officers who are involved in policy making and middle level officers with fair gender balance. They were selected based on the relevance of their respective offices to the research.

The research was carried out on the federal level because all policies and practices in relation to the security Sector Institutions are conceptualized there, before they are passed down to the states. It also availed the opportunity for direct interaction with officers at the top echelon who are versed in the policy/practices and nuances of gender mainstreaming.

Primary data were derived from Key Informant Interviews with senior officers in sample security agencies and focused group discussions with relevant civil society organisations and some selected members of the Security Sector Institutions.



INTRODUCTION

Since World Wars I and II, there has been a global increase in awareness, by state and non-state actors, of the gendered impact of wars and violent conflicts on women and girls.

In Africa, this awareness has been accentuated by the escalation of violent conflicts across the continent.

Development across the continent, especially since the mid-twentieth century, clearly indicate that Africa has been in a state of atrophy, characterised by the outbreak of sporadic and episodic violent social conflicts, upsurge in militant Islamism and the globalisation of terrorism (Adetula, 2015; Ogonnaya, 2016).

From Burundi to Central African Republic (CAR), Democratic Republic of Congo (DRC), Egypt, Gambia, Guinea, Liberia, Libya, Kenya, Mali, Tunisia, Somalia, Sudan, South Sudan, Sierra Leone, South Africa and Zimbabwe, Africa has been in one form of violent social conflict or the other, which have escalated over the years by a number of factors, namely, weak domestic security architecture and institutions, political exclusion, mass poverty and expansive inequality, porous national borders and underdevelopment of border communities, religious extremism and youth radicalisation, and proliferation of Small Arms and Light Weapons (SALWs), among others.

Nigeria has not been an exception to the prevalence of violent conflicts in Africa. Since the end of civil war in 1970, the country has continued to experience one form of violent conflict and another, which have escalated since 1999.

Violent conflicts in Nigeria manifest in the form of insurgency waged by Boko Haram in the North-Eastern region, separatist agitations by motley

of ethno-nationalist militias and separatist groups across the southern part of the country, incessant and recurrent conflicts between sedentary farmers and nomadic herdsmen, especially in the North-Central region, and rural banditry in the North-Western region.

Evidences show that violent conflicts have not only impacted negatively on women and girls but gender inequality in society has also exacerbated in situations of conflicts.

While men, women, boys and girls all fall victims and may have also been perpetrators of the violent conflicts, however, women and girls have most systematically been targeted for gender-based acts of violence such as rape, forced marriages and sexual harassment.

As Hajia Zainab Maina, Nigeria's former Honourable Minister for Women Affairs and Social Development noted, Nigerian women have continued to endure unprecedented levels of sexual violence and assault, along with related human immunodeficiency virus (HIV) infections, involuntary pregnancies and health complications as a result of abuses. Violent conflicts in Nigeria have forced several women to flee from their homes (Maina, 2016).

Among others, the most notable acts of gender based violence and criminality perpetrated by Boko Haram are the abduction of women and girls and their conversion as sex slaves and suicide bombers as is evident by the abduction of about 276 schoolgirls from a secondary school in Chibok, Borno State on April 14, 2014 (BBC News, 2017) and another 110 schoolgirls from Government Girls' Science and Technical College, Dapchi, Yobe State on February 19, 2018 (Aljazeera, 2018).

In the north central zone, the ongoing conflict between sedentary farmers and nomadic herders has since 2015 occasioned a yearly economic loss of about \$13.7billion USD, claimed over 5,000 lives and caused the displacement of more



women and girls have most systematically been targeted for gender-based acts of violence such as rape, forced marriages and sexual harassment.

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than 62,000, most of whom are women, girls and children (Mercy Corps, 2015; Ilo, Jonathan-Ichaver, and Adamolekun, 2019).

Despite the gendered impact of violent conflict, there has been a decline in women's participation in conflict management and peace processes around the world as women are “too often omitted from peace process” (UNSC, 2016), have remained “largely excluded from negotiating peace” (UNSC, 2019), and excluded from leadership positions, especially in conflict zones.

Precisely in Nigeria, there are no evidences to show that women were involved in the peacebuilding interventions in the aftermath of the violent conflicts in the Niger Delta region or in the ongoing peacebuilding processes in the North-Eastern zone.

Yet, peacebuilding and transitional processes such as the Presidential Amnesty Programme (PAP) in the Niger Delta region and the Presidential Initiative on the North East, represent opportunities to transform underlying causes of violence, which impact negatively on women and girls.

It was against this background that the United Nations Security Council (UNSC) at its 4213th Meeting, on October 31, 2000 adopted Resolution 1325 on women, peace and security. Basically, the UNSC Resolution 1325 calls for the participation of women in peacebuilding, and their protection from human rights violations, and their granting of access to justice. Specifically, paragraph 12 of the Resolution “urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict.”

Since the adoption of the resolution, the UNSC between 2008 and 2019 has passed eight other similar Resolutions, namely Resolutions 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019) and 2493 (2019). Collectively, these Resolutions form the basis of the UN's programme on women, peace and security.

A very fundamental aspect of the UNSCR 1325 is the call upon Member States to develop and



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Women in peace keeping

The NAP, which was launched in 2013 sought to promote the participation and representation of women in all peacekeeping, peace negotiations, peacebuilding and post-conflict activities as well as in the decision-making processes.

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implement a National Action Plan (NAP) for the implementation of the Resolution. In recognition of the importance of the UNSCR 1325, especially in reference to giving greater attention to gender perspective in the implementation of peacekeeping and peacebuilding mandates as well as in conflict prevention efforts, Nigeria developed its own NAP for the implementation of UNSCR 1325 in 2010.

The NAP, which was launched in 2013 sought to promote the participation and representation of women in all peacekeeping, peace negotiations, peacebuilding and post-conflict activities as well as in the decision-making processes. With a relatively strong focus on recruitment and retention of women in the security sector and in line with the 2008 National Gender Policy, the NAP provided that “women should form at least 35% of the military and security force in the country” (FGN, 2013:19).

It also sought to ensure “that government programmes respond to the immediate and long-term needs of women and children before, during and after conflict” (FGN, 2013: 17).

In May 2017, Nigeria launched a revised National Action Plan on Women Peace and Security to accommodate emerging security realities in the country, especially the impact of the Boko Haram terrorist insurgency on women and girls.

Most importantly, the revised 2017 NAP, which is expected to run up to 2020, draws strength from the provisions of extant global development frameworks, especially, Sustainable Development Goals (SDGs), UNSCR 2242, and the General Recommendation 30 of the Convention to End All Forms of Discrimination Against Women (CEDAW), which are also considered useful in guiding the effective implementation of the NAP.

The specific objectives and thematic areas of focus of the NAP included, among other things,

- **Prevention and Disaster Preparedness:** To ensure prevention of conflict and all forms of violence against women and girls, institute coping mechanisms and systems for averting and mitigating disasters;
- **Protection and Prosecution:** To ensure the rights of women and girls are protected and promoted in conflict and peace and also to prosecute such rights violations;
- **Participation and Representation:** To increase participation and engagement of women and inclusion of women's interests in decision-making processes related to conflict prevention and peacebuilding;
- **Crisis Management, Early Recovery and Post-Conflict Reconstruction:** To ensure specific relief and recovery needs of women and girls are met and women's capacities to act as agents in crisis, recovery and post-conflict situations are reinforced; and
- **Partnerships, Coordination and Management:** To ensure increase in the capacity and resources to coordinate, implement, monitor and report on women, peace and security plans and programmes (see Security Women, 2019).

This study reviewed the extent of implementation of the UNSCR 1325 and the National Action Plan with focus on three key security agencies in Nigeria, namely, the Nigerian Army (NA), the Nigeria Police Force (NPF), and the Nigerian Security and Civil Defence Corps (NSCDC) in Bauchi State. Specifically, it sought to ascertain the extent of implementation of the provisions of the NAP that “women should form at least 35% of the military and security force in the country” and their inclusion in decision-making processes and leadership positions in the selected security agencies in the State.



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BACKGROUND AND CONTEXT

The scourge, gender inequality has defied the wave of civilization. Its perpetuation is sustained by patriarchal hegemony and male chauvinism.

A woman was generally subject to the whims of her husband or father due to social norms which said women were both physically and mentally less able than men and therefore needed to be "taken care of".

Contributing to this view were both hierarchical religious views of men and women within the family and social theories based on biological determinism. The assertion that women should be seen and not heard, further aggravated the plight of women who were brought up to act as if they were weak, emotional, and docile - a traditional prejudice.

The archetype of the ideal woman as mother, wife and homemaker was a powerful idea in the 19th century society. The subjugation of women fueled the spate of various forms of Gender-based Violence, created a fertile ground for violence against women.

Gender Based Violence, or GBV, is one of the most oppressive forms of gender inequality, posing a fundamental barrier to the equal participation of women and men in social, economic and political spheres. Violence Against Women and Girls (VAWG) is both a cause and a consequence of gender inequality.

Between the 19th and late 20th century, a movement called feminism emerged as a range of social movements, political movements, and ideologies that share a common goal: to define, establish, and achieve the political, economic, personal, and social equality of the sexes.

Feminism incorporates the position that societies prioritize the male point of view, and that women

are treated unfairly within those societies. Efforts to change this include fighting gender stereotypes and seeking to establish educational and professional opportunities for women that are equal to those for men.

Some scholars considered feminist campaigns to be a main force behind major historical societal changes for women's rights, particularly in the West, where they are near-universally credited with achieving women's suffrage, gender-neutral language, reproductive rights for women (including access to contraceptives and abortion) and the right to enter into contracts and own property.

There are several international and regional treaties of which Nigeria is a signatory. The most relevant is the United Nations Security Council Resolution (UNSCR) 1325, which was adopted in the year 2000. The Nigeria National Action Plan (2013-2017, 2017-2020) and various bills on the floor of the National Assembly are geared towards domesticating the main objectives of the UNSCR 1325: to achieve a just society where men and women contribute their quota to nation building, without any form of bias, unfair treatment, discrimination or prejudice on account of gender.

In the Nigerian sphere, specifically the security agencies, there exist several discriminatory policies which hinder women from: equal access to employment, posting to some operational offices, promotion and attainment of career progression.

More so, the conditions of service are replete with numerous clauses which are discriminatory and relegate women to the background. The adoption of the National Action Plan by the security agencies still requires specific policies and implementation.

The assertion that women should be seen and not heard, further aggravated the plight of women who were brought up to act as if they were weak, emotional, and docile - **a traditional prejudice**

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fighting gender stereotypes

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The perpetuation of gender inequality and exclusion of women from sensitive aspects of our national security architecture is as a result of gap in knowledge of the critical importance and exceptional contribution of women to peace, security and development.

It covers the Nigerian Army (NA), the Nigeria Police Force (NPF) and the Nigeria Security and Civil Defence Corps (NSCDC) from 2007 to date.

Guiding Research Questions

- What is the nature of gender representation and composition of focal Security Sector Institutions (SSIs)?
- What is the status of integration of gender sensitivity within the security sector institution from 2007 till date?
- Are there discriminatory policies and practices that hinder the recruitment, performance and career advancement of women in the Security Sector Institutions?

Broad Research Objective

This research seeks to conduct a gender assessment of the Nigerian Army (NA), the Nigeria Police Force (NPF) and the Nigeria Security and Civil Defence Corps (NSCDC) at the federal level, with a view to ascertaining the nature of integration of gender sensitivity from 2007 till date.

Specific Objectives

The specific objectives are to evaluate the integration of gender sensitivity within the selected focal Security Sector Institutions, by examining policies and practices which hamper gender inclusivity and equality.

It also discusses the push and pull factors affecting the inclusion and representation of women within the security forces and proffers recommendations on measures and strategies for improving gender mainstreaming.

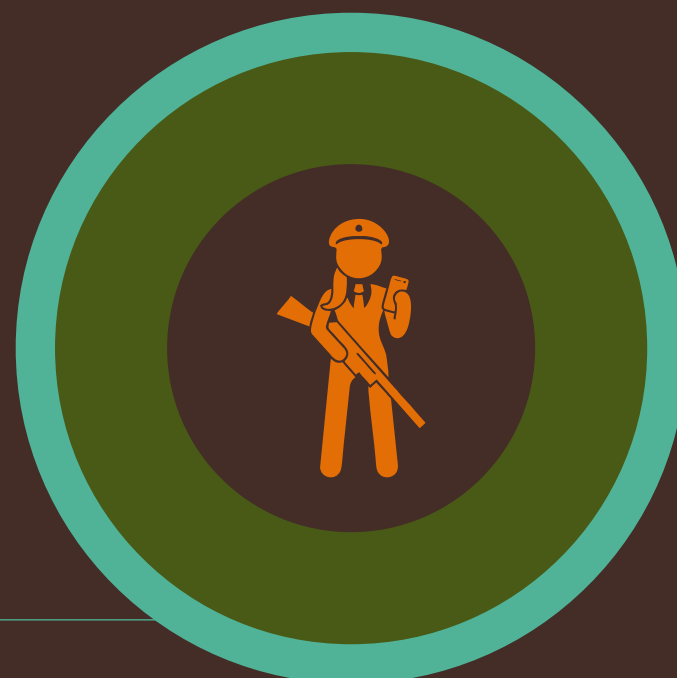
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”



Major Findings and Recommendations

Major Findings

This assessment contains several findings that are specific to the institutions or locations (FCT, Bauchi and Benue states) as there are those that cut across these institutions and the locations. Some major findings of the study are highlighted here, focusing essentially on crosscutting issues in the three institutions and states.

1 *Poor awareness of instruments on women peace and security*

Some twenty years after the global adoption of the UNSCR 1325 and about seven years after Nigeria adopted her first and second NAP to domesticate UNSCR 1325, there is very low-level awareness and appreciation of the import of these instruments (UNSCR 1325 and NAP) within the state security institutions in particular, and larger society in general.

In Bauchi state, for instance, it is the Commissioner of Police, among the heads of the other security agencies, that showed a good understanding of the essence and provisions of the Resolution.

Others like the Gender Desk Officers of the Police and NSCDC, some staff of the Ministry of Women Affairs and representatives of CSOs do not have good knowledge of the Resolution.

The situation is not different from Benue state, where majority of the respondents (78.26%) were not aware of the

existence of the UNSCR 1325 and NAP. At the federal level (FCT) most officers of the security institutions surveyed were equally ignorant of the essence and provisions of the UNSCR 1325 as well as the NAP.

The low level of awareness of these two critical guidance documents does suggest the existence of very little concrete political, institutional, and professional commitments to fostering gender sensitive institutions in the defence and security sector in Nigeria.

2 *Low level of women representation*

There is equally very low representation of women both in terms of size and position in these state security institutions.

In relation to size, the overall number of women vis-à-vis personnel strength of these institutions is very low. In terms of position, there is also very few women occupying key management, strategic and decision-making posts in these security institutions.

At the Federal level, for example, there has not been any female appointed to head these institutions – NA, NPF and NSCDC.

Although reliable up-to-date statistics on gender distribution of personnel staff strength of these institutions are hard to come by, there is a consensus in the findings of the three states of under-representation of women in the three security institutions, especially in

decision-making processes and leadership positions. The reason for this is both societal and institutional.

Within the large society, certain socio-cultural, economic and religious factors tend to discourage girls and women from joining or enlisting in these institutions. Within the respective institutions, there exist no concrete measures to mainstream gender in leadership and decision-making structures, despite the existence of some policies for gender representation.

Given that women are few in number during period of recruitment or intake, it is consequential that they are fewer in number in terms of progression in management cadre and almost infinitesimal in relation to occupation of strategic leadership positions, such as operational branches or units which are critical in these institutions.

One obvious consequence of this under-representation of women is that decisions and policies on security provisioning are often made without the input or voices of women.

3 *Societal factors exacerbate marginalisation of women in security institutions*

Socio-economic, educational, cultural and religious factors prevent women from realising their full in the Nigerian society, including dimming their interests in or prospects for recruitment into the key national security institutions.

This study has shown that the abysmal low level of gender representation in the security agencies in Bauchi State is exacerbated by cultural and religious practices, low level of education, and marital preferences.

Similarly, the relatively low representation of women in the three security institutions in Benue State was attributed to some cultural practices, low level of education, and discriminatory recruitment practices, among others.

At the federal level, a conclusion that emerged is that gender mainstreaming has lagged in the security sector due to the influence of some cultural and religious beliefs. Dismantling these discriminatory socio-cultural and religious factors is key to ensuring an environment that will permit enhanced representation and participation of women in the nation's security institutions.

4 Institutional practices reinforce gender discrimination

Given that Nigeria operates a federal structure with centralised security institutions, the study uncovered that institutional policies framed or adopted at the headquarters of these security institutions (federal level) tend to foster and reinforce discriminatory practices at the state level formations, units and deployments.

Notwithstanding, policies that define the relationship between male and female officers differ from one agency to the other. The HTACOS for the NA has a

chapter that deals with issues relating to female officers. Similarly, Sections 118 to 128 of the Police Act, CAP P19, LFN, 2004, clearly spelt out the conditions for enlistment, interview, employment and general duties of women police.

For instance, it is only the female police officer that is required by policy to obtain a written permit from the Commissioner in her state of service before marriage.

Meanwhile, a Federal High Court sitting in Lagos had in a ruling in 2012 nullified the constitutional validity of Regulation 124 made pursuant to the Police Act (Cap P19) which provides that a female officer obtains a written approval from the Commissioner in her state of service before marriage.

In the NA, such policy applies both to male and female officers. In relation to the NSCDC, there are no discriminatory enlistment embargos in the corps; both men and women are given equal conditions as marriage is not a barrier legally set or indicated in the recruitment procedure of the Corps.

5 Limited adoption of gender policy

The adoption of gender policies is one of the mechanisms states and institutions have used to encourage the representation of women in institution and decision-making structures of the state.

As of July 2020, the Nigeria Armed Forces had constituted a committee of which PWAN was a part of, to draft a gender policy for the three services; Air Force, Army and Navy. The policy is currently in the final stage, and is awaiting approval.

However, there is a gender advisor at the Army Headquarters only, whose major responsibility is to advise the management on gender mainstreaming, training, recruitment, promotion and other matters relating to female officers.

At the federal and state levels, the NSCDC does not have a gender policy to help frame a clear vision that would guide the process of gender mainstreaming practices and procedures for the entrenchment of gender equality, gender sensibility and non-discrimination in staffing and service delivery.

The NPF is the only security institution that has a gender policy document which it formulated in 2010. Notwithstanding the launch of the draft gender policy in 2012, there is obvious lack of political will or commitment on the part of the police leadership to formally adopt this policy with a view to leveraging its provisions for achieving gender equality.

6 State of gender statistics

Gender statistics provides the basis for constructing gender indicators, serving as a useful tool in monitoring progress towards gender equality goals.

United Nations bodies have noted the importance of gender statistics in measuring and monitoring the realities of the lives of women and men, and of girls and boys, whether at the societal or institutional levels.

Generally, data on gender representation in formal security sector institutions are largely inaccessible, and mostly inaccurate where

such data exist at all. In relation to the three state security institutions assessed at the federal and state levels, there is near absence of official data on personnel profile that is disaggregated on the basis of gender.

While it is possible that gender statistics, especially in relation to nominal rolls, may

exists within these security institutions, the culture of secrecy common in these institutions was identified in this assessment as a huge hinderance to conducting a more robust analysis of the level of progress recorded since the adoption of UNSCR 1325 and the NAP in Nigeria.

The dearth of such gender statistics no doubt frustrates efforts at formulating policies and monitoring changes and progress in achieving gender equality. It equally hinders efforts at prioritizing actions to address gender disparities in these institutions.

Recommendations

In light of the major cross-cutting findings as well as those specific to each state, the following recommendations are proffered.

1 *Bespoke capacity building*

In view of the very low level of appreciation of the importance and provisions of the UNSCR 1325 and NAP (2013-2016; 2017 – 2020), there is need to conduct refresher courses or training for the personnel of these state security institutions to improve their level of awareness and appreciation of these documents.

Civil society organisations could collaborate with the UNWomen and the leadership of these security institutions to mount short training and refresher courses to expose their personnel to the importance of gender mainstreaming in their units, deployments, operation, programming and service delivery.

This would further entail enhanced cooperation between civil society organisations, national institutions, development partners and the UN Women in developing and producing training modules or formulating institution-specific action plans on UNSCR 1325 and NAP, to deepen awareness in these organisations.

2 *Escalating advocacy and awareness*

Credible civil society organisations should partner with UNWomen and relevant stakeholders such as the Ministry of Women Affairs and the National Council of Women society to produce advocacy materials to be used in gender awareness creation.

The advocacy and awareness campaign would leverage the broadcast, print and social media platforms for more impactful reach.

Such advocacy materials should be oriented towards

- a.) dismantling cultural and religious practices that discourage women and girls from enlisting in security institutions,
- b.) increase the attractiveness of a profession in the security services for girls and women; and
- c) promoting better knowledge of the provisions of the UNSCR 1325, National Gender Policy and NAP (2017-2020).

Such advocacy engagements should leverage local languages and its packaging adapted to suite the peculiarities of the states. To this end, there is the need to develop and implement state and local government action plans on UNSCR 1325 in state and the local governments where these are non-existent.



3 *Targeted recruitment and priming strategy*

A robust and well-constructed recruitment strategy is a solid foundation for building inclusive security sector institutions.

To bridge the gap in women representation in the security institutions in Nigeria, there is the need for the respective agencies to embark on a targeted recruitment drive.

A gender-sensitive targeted recruitment strategy will help the institutions achieve the NAP's affirmative objective of ensuring that women constitute at least 35% of the nation's military and security force.

In this regard, the President, through the Ministers of Defence, Interior and Police Affairs, should direct that the heads of these agencies adopt a recruitment policy that reserves certain percentage of its recruitment for girls and women.

Leveraging such recruitment boost, more women could be primed into occupying strategic and decision-making positions by ensuring that they are duly exposed to the necessary leadership training opportunities like their male counterpart.

4 *Emplacing strategic women platform in the security sector*

There is the need to creatively establish a unique platform such as Women Icon in Security Institutions in Nigeria (WISIN) to serve as strategic structure for promoting greater women participation in the national security sector and architecture.

The reason why small number of women occupy strategic positions in the nation's security institutions is due in part to the fact that few women get recruited into these agencies, the fewer that are recruited do not get promoted equitably and the lucky few that get promoted tend to leave the profession or retire before they move up to the highest-ranking positions.

Initiatives such as the WISIN will help to grow the ranks of women in the security field. The proposed platform should compose of serving and retired women in the nation's security institution who have attained lofty heights or had distinguished career in the profession.

The Ministry of Women Affairs could collaborate with the UN Women and other relevant stakeholders to enable the setting up of such structure.

The setup will provide the critical mass capable of mobilising support for women to crack the glass ceiling at the top of the national security field. The initiative would play vital role in advising and mentoring women into senior positions in the security institutions.

In addition, the platform will inspire a new generation of women and young girls to break into this traditionally male-dominated fields from a young age.

It will also provide an avenue for organising motivational and inspirational sessions for young girls in schools and universities, through which these accomplished women as prominent female role models could encourage and influence the young girls' interests in national security affairs.

5 *Enactment of Legislation*

Measures to address gender underrepresentation in critical sectors and institutions in Nigeria have been undermined by the fact that many gender discriminatory practices are grounded in institutional acts or guidelines and widely accepted cultural and religious norms.

The legislature (National and State House of Assemblies) should enact laws to override or prohibit all laws, guidelines and practices that foster discrimination on the basis of gender such as the discriminatory provisions in the Police Act (Sections 124 and 127), obnoxious inheritance laws, and cultural practices like forced marriage, and among others.

The legislative intervention should be complemented by vigorous grassroots awareness programme by the National Orientation Agency to tackle religious and cultural biases that discourage girls from taking a career path in national security institutions.

6 *Review of discriminatory institutional practices*

Discriminatory practices in recruitment, postings and placements have tended to perpetuate and exacerbate gender inequality in the three security institutions, thereby suppressing the potential and voices of women in contributing to responsive security provisioning.

To this end, the Chief of Army Staff, the Inspector General of Police (IGP) and the Commandant General of the NSCDC should set up special committees within their respective institutions to thoroughly review policies, guidelines, procedures and practices that foster or entrench discrimination on the basis of gender within their institutions.

7 Adoption of institutional gender policy

There is the need for concerted advocacy by civil society organisations in partnership with women in position of influence or authority to mount pressure on authorities to undertake institutional reforms that promote the evolution, review or adoption of a gender policy.

Such initiative will ensure the promotion of gender justice and equity as core institutional values and allow for a more robust, institutionalized approach to addressing gender concerns peculiar to their organization.

The adoption of such policies is crucial because public officials cannot be held accountable for gender sensitive service delivery unless there is a mandate or requirement for the promotion of gender equality and women's rights.

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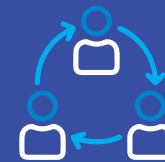
8 Promotion of the culture of gender sensitive statistics

Efforts at promoting gender equality will as a matter of necessity grapple with the availability and reliability of gender statistics.

In this wise, it is crucial to design and implement specific capacity building programmes for relevant staff and units of these state security institutions to promote a culture of gathering, compiling and storing data in a gender sensitive manner.

The Ministry of Women Affairs could collaborate with other stakeholders to advocate for gender audit of these institutions, with a view to framing and delivering bespoke capacity building for relevant personnel of these institutions in the area of generating gender statistics to inform policies and practices that catalyse gender equality.

Such collaboration should equally aim at mounting strong advocacy to gradually dismantle the unfounded culture of secrecy in the nation's security institutions that denies stakeholders access to needed data to inform policy formulation or programmatic interventions that will contribute to efficient service delivery, especially in the security sector.



The Ministry of Women Affairs could collaborate with other stakeholders to advocate for gender audit of these institutions

-pg 20



The legislative intervention should be complemented by vigorous grassroot awareness programme by the National Orientation Agency

-pg 19



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-pg 19



Gender Assessment in the Security Sector-Nigerian Army,
Nigeria Police Force and the Nigeria Security and
Civil Defence Corps at the Federal Level

DISCUSSION ON GENDER REPRESENTATION IN SECURITY SECTOR INSTITUTIONS

Across the globe, women are still only a tiny portion of the security sector. As of 2015, reports reveal that 97% of military peacekeepers and 90 per cent of Police officers are men. In 2009, the UN launched a global effort to increase the number of women in Police forces, with the goal of reaching 20 per cent of Officers in peace operations.

Across Africa, some inroads are being made. In 2010, Rwanda launched its National Action Plan to implement UN Security Council resolution 1325, aiming to increase women's presence in peace and security at all levels.

Before 2009, there were only fifty female Police Commissioned Officers; but by 2012 there were already one hundred and thirty-seven. In December 2015, Rwanda was the top contributor of female Police officers to UN Peacekeeping Missions, with one hundred and fourteen (114) women; and the third highest contributor of female Military, mission experts and Police combined, with three hundred and thirty-nine (339) women, trailing Ethiopia and South Africa.

The inclusion of women in the Nigeria Security Sector is a discussion that has long been in contention especially as it relates with the cultural and socio-political structure of the country. Security agencies like the Police and other paramilitary agencies have continued to make steady progress on the inclusion of women in their services.

Limitations of the Study

This study was limited by the lack of accessibility to the Nigerian Army and the NSCDC. The federal level researcher was not availed documents on recruitment, condition of service and statutory duties of officers, despite applications for same, as they were tagged classified.

The bulk of the information utilized for the two agencies were based on the focused group discussions and other secondary sources.

The Major limitation encountered in the research was access to information and personnel. Vital documents and data on conditions of service and data on gender disaggregation were not availed to the researcher most especially by the Nigerian Army (NA) and the Nigeria Security and Civil Defence Corps (NSCDC).

The oversight/supervising ministries and commission namely: The Ministry of Defence, Ministry of Police Affairs, Ministry of Interior and the Police Service Commission (PSC) did not also respond to requests for policy and strategic inputs.



The bulk of the information utilized for the two agencies were based on the focused group discussions and other secondary sources. -pg 21

GENDER INCLUSIVITY IN THE NIGERIAN ARMY

The Nigerian Army (NA) is the largest component of the Nigerian Armed Forces, and is responsible for land warfare operations.

Its establishment is provided for in Section 217 (1), Part III-C of the Nigerian Constitution as follows; "There shall be armed forces for the Federation which shall consist of an Army, a Navy, an Air Force and such other branches of the Armed Forces of the Federation as may be established by an Act of the National Assembly".

Also, Part 1 of the Armed Forces Act 1994 (as amended) "There is hereby established for the Federation an Armed Forces which shall be maintained and administered as set out in this Act and comprises the Nigerian Army, the Nigerian Navy and the Nigerian Air Force (in this Act referred to as the "Army", "Navy" and "Air Force") respectively".

The statutory duties of the Nigerian Army include:

- Defending Nigeria from external aggression;
- Maintaining its territorial integrity and securing its borders from violation on land, sea, or air;
- Suppressing insurrection and acting in aid of civil authorities to restore order when called upon to do so by the President, but subject to such conditions as may be prescribed by an Act of the National Assembly; and
- Performance such other functions as may be prescribed by an Act of the National Assembly (Section 217 (2) Part C, Constitution of the Federal Republic of Nigeria, 1999) There are no provisions in the Armed Forces Act for specific duties of female officers in the NA.

The Army is headed by the Chief of Army Staff (COAS), who is appointed by the President (Section 218 (2) Part C, Constitution of the Federal Republic of Nigeria, 1999). The army is majorly divided into formations called Divisions. The present COAS is Lieutenant General Tukur Yusuf Buratai. There has never been a female COAS since the establishment of the Nigerian Army.

The Nigerian Army's commitment to gender mainstreaming may best be exemplified by the admission of females into the regular combatant course in the Nigerian Defence Academy (NDA) since 2010.

The entry point determines the extent an officer can grow in the job, there are different entry points in the army: the regular Combatant Commission, the Short Service Combatant Commission, the Direct Regular Commission, the Direct Short Service and the Executive Commission.

All the commissions have limited career paths, except for the Regular Combatant Commission. (Arabinrin Betty Anyanwu Akeredolu, "The Nigeria Military and Gender Discrimination" Nov 16, 2017) The Regular Combatant Commission allows for career growth and provides the opportunity to head any of the services up to the ranking of the Chief of Defense Staff.

The former President Goodluck Jonathan approved for the military to allow females interested in becoming Combatant Officers of the Nigerian Armed forces to be admitted into the Regular Combatant Commission of the Nigerian Defence Academy (NDA) for the first time in 2010. The first set of twenty females nicknamed "Jonathan Queens" were first admitted into the course in 2011. It is expected that these female

The duties of the Nigerian Army Women's corp are basically psychological operation specifically in the North East

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The Nigerian Army is the largest of the three components of the Nigerian Armed Forces; its jurisdiction is on land.

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There has never been a female COAS since the establishment of the Nigerian Army.

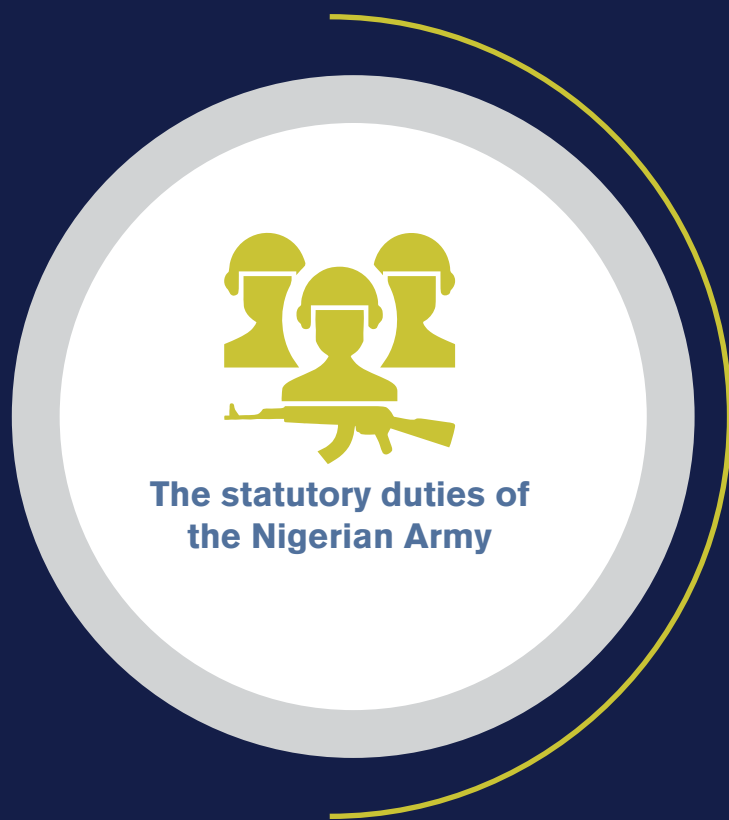
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cadets would progress with their male counterparts and would have the same opportunities to reach the apex, Only time will tell if any of them would emerge the first female service chief.

The formation of the Nigerian Army Women's corps by the current COAS is a notable achievement in the effort to increase and expand gender representation in the male dominated service.

The duties of the Nigerian Army Women's corp are basically psychological operation specifically in the North East where women and girls are now being involved in insurgency either as victims or villains. Although this move is laudable because it advances the quest for gender inclusivity, it is hoped that the officers of the corps would not be caged within the "conventional female roles".

The Nigeria Army in June 2020, also developed its policy on prevention and response to Sexual Exploitation and Abuse (SEA) for internal and external operations.



- 1 Defending Nigeria from external aggression
- 2 Maintaining its territorial integrity and securing its borders from violation on land, sea, or air
- 3 Suppressing insurrection and acting in aid of civil authorities to restore order when called upon to do so.
- 4 Performance such other functions as may be prescribed by an Act of the National Assembly

THE NIGERIA POLICE FORCE

Nigeria Police Force was established through the instrumentality of Section 214 (1) of the Constitution of the Federal Republic of Nigeria which posits that “there shall be a Police Force for Nigeria, which shall be known as the Nigeria Police Force, and subject to the provisions of this section no other police force shall be established for the Federation or any part thereof”.

The Nigeria Police Force shall be under the Command of the Inspector-General of Police and any contingents of the Nigeria Police Force stationed in a state shall; subject to the authority of the Inspector-General of Police, be under the command of the Commissioner of Police of that state (Section 215 (2)).

This indicates that the Nigeria Police Force operates a federal structure, with the Inspector General of Police as the overall head, in the Force Headquarters, Abuja, while the state commands are headed by Commissioners of Police.

The Inspector General of Police is appointed by the President on the advice of the Nigeria Police Council from among serving members of the Nigeria Police Force (section 216 (2), while the Commissioner of Police is appointed for a state by the Police Service Commission (PSC) (Section 215 (1) b).

Apart from the central command in the Force Headquarters, Abuja and the state commands provided for in the constitution, the Police presently has twelve zonal commands, headed by Assistant Inspectors General of Police, area commands headed by Assistant Commissioners of Police and divisions headed by a senior police officer from the rank of Assistant Superintendent of Police.

Since its inception, a female officer has never been appointed to the office of the Inspector General of Police.

The Police Act provides for the general duties of the police thus “The police shall be employed for the prevention and detection of crime, the apprehension of offenders, the preservation of law and order, the protection of life and property and the due enforcement of all laws and regulations with which they are directly charged, and shall perform such military duties within or outside Nigeria as may be required of them by, or under the authority of this or any other”.

Since its inception in 1861, the Nigeria Police which was born out of consular guard of 30 members formed in 1861 in Lagos colony, later transformed into Hausa constabulary in 1879 has had a tremendous increase in manpower and responsibility, that in 1955, 20 pioneer Police women officers were recruited.

As at July, 2010, the total number of the Nigeria Police Force stood at 291,094, 87.6% male Police officers and 12.4% female Police officers. Within the rank of Senior Police Officers (ASP II to IGP), the population is 18,745, with a sex distribution of 95% male officers, and only 5% female senior officers.

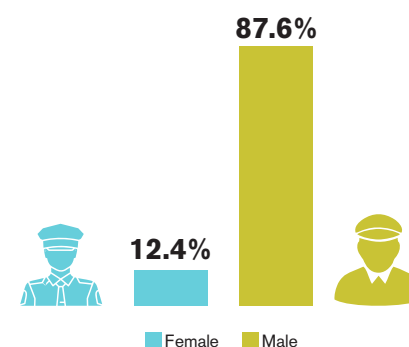
For the rank and file (Constables to Inspectors of Police), the total population is 272,350 comprising 87.1% male junior officers and 12.9% female junior officers, Although current statistics on the gender distribution of the police personnel strength is not accessible, data in Appendix C contains the list of policewomen who have risen to the decision-making ranks and those that occupied sensitive command offices between 2007 and 2016.

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As at July, 2010, the total number of the Nigeria Police Force stood at 291,094, 87.6% male Police officers and 12.4% female Police officers. Within the rank of Senior Police Officers (ASP II to IGP), the population is eighteen thousand, seven hundred and forty-five (18,745), with a sex distribution of 95% male officers, and only 5% female senior officers.

For the Rank and File (Constables to Inspectors of Police), the total population is 272,350 comprising 87.1% male junior officers and 12.9% female junior officers

Currently, the requirements for recruitment, training and posting in the police discriminate against women thus limiting their potentials to serve.

The Force Orders (F.O.) No. 430 Sub 81 (Administrative Instruction No. 23) provides amongst other things that “a woman candidate for enlistment in the Police force shall be unmarried”, meanwhile no similar restriction applies to the men, therefore, at recruitment, a vast number of eligible female candidates are already disqualified by virtue of their marital status, meanwhile, no such restrictions apply to the male officers.

The duties of women police are enshrined in sub-section 84 of the Force Order, it provides that “women police officers shall by a general rule be employed for duties which are connected with women and children, particularly the following duties: investigation of sexual offences against women and children, recording of statement from female witnesses, be present where women and children are being interviewed by male police officers, guarding women prisoners, crowd control where women and children are present in large numbers and school (Zebra) crossing duties.

Section 85 also provides for office or administrative duties for General Duty (GD) women police officers as follows: clerical duties, telephone duties and office orderly duties.

The foregoing suggests clearly articulated feminine duties which may indeed be seen as a set of less important duties to which female officers of the force were relegated by the Force Order.

However, the sensitivity of those duties may only be appreciated as they relate with international best practices and religious/cultural principles precluding very close interaction between the opposite sex, in discharging duties such as prisoners care, search, interrogation/interview of suspects and crowd control of protesters who are predominantly female and children.

Complaints of all forms of abuses on women and children especially in the custody of the police would have been a recurrent decimal without these specific assigned roles to female officers. This specific Force Order may not necessarily amount to insensitivity or relegation.

Before a woman in the police can marry, she must have served in the police for three years after which she will apply for permission to marry and the fiancé will be investigated (Section 124, Police Acts) according to Section 87 of the Force Order, “a woman police who wishes to marry is made to first apply in writing to the Commissioner of Police requesting permission to marry and giving the name, address and occupation of the person she intends to marry, permission will be granted for the marriage, provided that the intended husband is of good character”.

The duties of Women Police includes that **“women police officers shall by a general rule be employed for duties which are connected with women and children**

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-pg 25

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This policy is discriminatory as it does not apply to male officers, though the Nigeria Police Gender Advisor, DCP Margaret Ochalla posited that it is designed to ensure the protection of young female officers.

Meanwhile, sub-section 88 of the Force Order states that a married woman police officer shall not be granted any special privileges by reasons of marriage and shall be subjected to posting as if she was unmarried. This policy may not be seen as discriminating, however, it indicates a posture of insensitivity.

A senior female police officer did note that the inconsiderate posting of women police especially the married ones may negatively affect their families.

The Police seem to have taken steps to address to content of Force Order 88 because of subsequent circular such as the circular dated 19th February 2001 which directed thus "All female Police personnel from the rank of Constable to Inspector should not be transferred out of their Zonal Commands, except (if) it is absolutely necessary" it further directed that "henceforth, priority should be given to female Police officers in area of accommodation in event of transfer.

Some of the contents of the Force Order have over time been phased out in practice, though without any legal backup. The Force Orders have undergone revision since 2007, but till date there are no specific changes in the statutory duties of female police officers. As a result, it is possible to notice variations in recognition and practice of the provisions of Force Order 88 across state formations and depending on the personality of the Commissioner of Police.

The following areas have had deviations by practice, but no corresponding legal backup or policy change: the duties of women police are no more restricted to the provisions of section 84/85, they now perform normal general duties just like the men.

Contrary to the provisions of section 86 of the Force Order which prohibit women from drilling under arms, women now not only drill under arms, but also bear arms both for duty and their personal protection. More so, women Police now head zonal/state police commands, divisions and other formations of the force.

Promotion in police is based on availability of space, establishment, seniority and the officers passing the prescribed examination(s).

Some of these examinations include: Terminal examinations at training schools, Confirmation Examinations, Promotion Course Examinations, Junior Command Course Examination for Deputy superintendents of Police (DSP) and superintendents of Police (SP), Intermediate Command Course Examination for middle cadre officers of the rank of Chief Superintendent of Police (CSP) Senior Command Course for Assistant Commissioners of Police (ACP), Executive Policy and Strategic Courses for Commissioners of Police.

These courses and their examinations or successful completion are crucial for promotion to the next rank. Once appointed, officers run promotions according to their courses or batches irrespective of the gender, officers that do not pass them would not be promoted.

Given the fewer number of female officers recruited each year, their career progression and the positions they will eventually occupy higher up in the Police hierarchy are insignificant in comparison to their male colleagues whose ratio at recruitment stage is much more. This is a major factor that determines subsequent career prospects.



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GENDER INCLUSIVITY IN THE NIGERIA POLICE FORCE

The Nigeria Police Force has over the years evolved to be gender sensitive. Successive Inspectors General of Police have acted in their different discretionary levels to advance the cause of gender inclusion.

The Nigeria Police Gender Policy was initiated during the tenure of Inspector General of Police (IGP) Hafiz Ringim, in the year 2010, however, the then Acting IGP Suleiman Abba appointed ACP Kolawole Olabisi as the first Gender Advisor in 2014, to head the reconstituted Force Gender Unit.

This was in line with the Nigeria Police Gender Policy. It is important to note that though it is claimed by some police sources that the gender policy was eventually launched by IGP Mohammed Dahiru Abubakar, the only copies available to this researcher remains the final draft copy. Several enquiries were made but no final approved document could be traced.

Despite the foregoing, it may suffice to observe that the Nigeria Police Gender Policy, first of its kind amongst the SSIs, is a document that seeks to protect the rights of the vulnerable, by proffering a policy thrust or guideline which would direct actions of members of the Force in

line with acceptable patterns, to achieve the aims of societal development.

Its objectives include to: institutionalize gender mainstreaming framework as a core value in the Nigeria Police Force; to infuse into the Police Act/Regulations the principles of the United Nations (UN) Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and other global, regional, and national frameworks that support gender equality and women empowerment; and reduce the current gender gap in the Nigeria Police Force, make the Force an equal opportunity employer; and to build the capacity of the Nigeria Police Force; personnel to effectively handle cases of gender based violence/violence against women.

If eventually, this gender policy is approved, it is expected that it would translate to an unprecedented milestone in gender inclusivity within the force and will surely be a point of reference for other institutions, as the provisions are carefully crafted to ensure all facets of inequality are addressed. It may be useful to state that DCP Ochalla stated that the policy remains under review at this time.

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-pg 27

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”



Responses from Strategic Senior Officers of the NPF

1 What is the nature of gender representation and composition of focal Security Sector Institutions (SSIs)?

80%

of the respondents affirmed that there was an increase in the number of female officers promoted in the last promotion exercise



60%

of respondents affirmed that the number of female officers promoted has increased since 2007 **while 40% stated that the number remained the same.**

60%

of respondents stated that women are rarely posted to operational beats/duty posts in the force; **very few female officers have held such offices.**

80%

of the respondents stated that no female officer had headed a Police Mobile Force (PMF) squadron, except the female squadron in the FHQ.



80%

stated that women are not allowed to mobilise into the conventional PMF Squadron, **20% stated otherwise.**

there is only a slight improvement in gender representation in the composition of the Police

2 What is the status of integration of gender sensitivity within the security sector institution from 2007 till date?

80%

of respondents opined that the **Police is gender sensitive**

it provides specific welfare conditions aimed at the female officers, such as separate accommodation and rest rooms.

60%

averted that **gender parity is taken into consideration in the deployment/posting of officers in the Nigeria Police Force**

100%

stated that Force Order(s) and Police Acts clearly stipulate specific duties for women police *but in practice, these have been expanded; women and men do all duties now.*



80%

of respondents averred that women Police now bear arms, although there has not been a corresponding change in legislation.



100%

stated that the Police has mechanism for handling reports of domestic violence against their staff.

3 Are there discriminatory policies and practices that hinder the recruitment, performance and career advancement of women in the Security Sector Institutions?

100%

stated that there are equal promotion opportunities for policemen and women.



However, the disparity in representation is traceable to fewer women that were recruited at different times.

80%

of the respondents disagree that there are no policies precluding women from career progression

however the poor women representation was traced to poor recruitment ratio.

60%



of the respondents agree that the number of women promoted to the rank of AIG has increased since 2007.

100%

of respondents stated that there is increase in women police representation in foreign operations especially UN peace keeping.

although the high women representation is because the UN specifically indicated its gender requirement.

60%

of respondents stated that the status of women deployment to the North East is not satisfactory

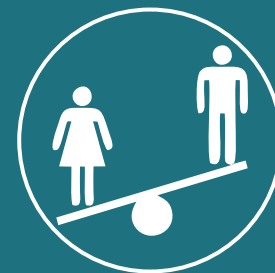
The foregoing indicates that there are very few discriminatory policies and practices that hinder the performance and career advancement of women in the Police, rather, the push and pull factor is that the disproportionate male to female officer ratio at recruitment causes imbalance in subsequent career paths.

Objectives of the Nigeria Police Gender Policy



Institutionalize gender mainstreaming framework as a core value in the Nigeria Police Force

To infuse into the Police Act/Regulations the principles of the United Nations (UN) Convention on the Elimination of all Forms of Discrimination Against Women



reduce the current gender gap in the Nigeria Police Force

Make the Force an equal opportunity employer



Build the capacity of the Nigeria Police Force personnel to effectively handle cases of gender-based violence/violence against women.

THE NIGERIA SECURITY AND CIVIL DEFENCE CORPS

All participants described the NSCDC as being gender sensitive and responsive, as women and men are equally treated, appointment is balanced, Women are however, given preferential treatment, they are posted to less dangerous duties and the Corps has a (Family) Peace and Conflict Unit where family issues are resolved.

Women participation in the corps has been more than the men as at the inception of the Corps, but with the expansion of duties and approval to bear arms, the need for more male officers for field work arose.

The number of male officers is now slightly higher than that of the female. there are standard/compulsory training courses on sexual exploitation, abuse, Gender Based Violence, etc., but they are ONLY for officers in related units.

As of the time of the field research, the corps did not have a gender advisor/ gender focal person. The corps recently appointed a gender desk officer in March 2020. The peace and Conflict (resolution) Unit of the NSCDC engages regularly with women organizations and structures in the community as the need arises, for advocacy and enlightenment.

There are appropriate uniforms for female personnel, including pregnant women, at every rank/level. The salary and emoluments of both male and female officers are the same. The promotion process in the corps is not balanced; it does not consider seniority or year of entry. To be appointed/promoted to the ranks of Commandant / Assistant/ Deputy Commandant General, oral and written interviews are conducted for shortlisted officers.

Women are rarely shortlisted hence their chances of making it to the top are very slim.

The arbitrary promotion process to the topmost ranks needs to be regularised, to end inequality and encourage female inclusion.

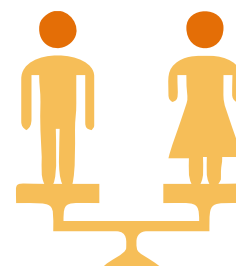
Discussion on gender representation in Security Sector institutions

Across the globe, women are still only a tiny portion of the security sector. As of 2015, reports revealed that 97% of military peacekeepers and 90% of Police officers were men. In 2009, the UN launched a global effort to increase the number of women in Police forces, with the goal of reaching 20% of officers in peace operations.

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-pg 29



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-pg 29

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-pg 29

GENDER INCLUSIVITY WITHIN THE NIGERIA SECURITY AND CIVIL DEFENCE CORPS

The Nigeria Security and Civil Defence Corps (NSCDC) has been in existence since 1967, but it was established by Act 3 of 2003 with numerous security responsibilities.

This Act was amended in year 2007, to further strengthen and empower the Corps for better service delivery.

Some of the basic duties of the Corps are to: assist in the maintenance of peace and order and in the protection and rescuing of the civil population during the period of emergency. recommend to the Minister the registration of private guard companies, from time to time, inspect the premises of private guard companies, their training facilities and approve same if it is up to standard, have power to arrest with or without a warrant, detain, investigate and institute legal proceedings.

There are no specific duties for women in the corps.

The entry point or appointment conditions of the Corps are seen as the most liberal. One could be appointed into different cadres or ranks, unlike most other agencies where the career journey starts from a particular point.

No woman has ever risen to the rank of Commandant General, but few have risen to Assistant Commandant Generals of the Corps.

As at July 2020, the Corps currently has 2 women as ACG; 1 in charge of oversight on private guard companies, and another in charge of the technical directorate. 3 women are currently state commandants (Bayelsa, Gombe and College of Security Management, Ogun state). The Focused Group Discussions revealed that there are no discriminatory enlistment embargo in the corps, both men and women are given equal conditions.

Section 2.5 of the NSCDC condition of service provides that on first appointment, unmarried female staff (officers) shall remain unmarried for the first two (2) years after which marriage approval would be sought for. The process involves interview and checks/profiling of the suitor. Such checks do not apply to male officers.

The NSCDC has no specific codified policy on gender, however, the corps since its inception, had been most accommodating and considerate of women in terms of recruitment, and posting.

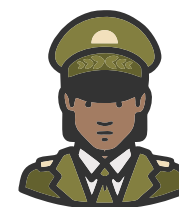
Findings revealed that at inception, there were more female officers than males, this may be due to initial perception of the corps by the Nigerian populace as they were not armed ab initio.

Moreover, the process of approval for its establishment lingered for some time, before it eventually became a reality. Upon the approval, man power was sought mainly through transfer of service and placement based on educational qualification such that both the married, unmarried, aged and civil servants nearing retirement were drafted into the Corps.

Men and women of all ages irrespective of marital status or sex, with some having spent so many years in their different Ministries, Departments and Agencies were absorbed and placed on ranks equivalent to their ranks from their former offices.

This precluded stringent gender restrictions that till date, marriage is not an impediment for recruitment and there were more female officers than the males.

However, since the approval to bear arms was granted to the corps and its duties expanded, conscious efforts are being made to recruit more males than the females.



No woman has ever risen to the rank of Commandant General, but few have risen to Assistant Commandant Generals of the corps.

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Findings revealed that **at inception, there were more female officers than males.**

-pg 32

...however, since the approval to bear arms was granted to the Corps and its duties expanded, **conscious efforts are being made to recruit more males than the females.**

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Basic duties of **Nigeria Security and Civil Defence Corps**



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

Recommend to the Minister the registration of private guard companies, from time to time



Inspect the premises of private guard companies, their training facilities and approve same if it is up to standard

Have power to arrest with or without a warrant , detain , investigate and institute legal proceedings



“ There were more female officers than males, this may be due to initial perception of the corps by the Nigerian populace as they were not armed ab initio. Moreover, the process of approval for its establishment lingered for some time, before it eventually became a reality. Upon the approval, man power was sought mainly through transfer of service and placement based on educational qualification such that both the married, unmarried, aged and civil servants nearing retirement were drafted into the Corps. ”



HIGHLIGHT OF KEY/MAJOR FINDINGS



Despite the international, regional and national frameworks notably, the UNSCR - 1325 and the National Action Plan, there is no political will on the part of the government and heads of the SSIs to consolidate same, neither is there a system for sustainability through adoption of actionable gender mainstreaming policies

Most officers are ignorant of the provisions and focus of the UNSCR 1325 as well as the National Action Plan (2017-2020).




Although there has been a slight improvement in gender mainstreaming across the key security institutions since 2007, present practices are replete with loopholes which are still exploited to maintain the status quo

For the period under review, there has not been any female appointed to head these institutions.




Gender inclusion seems dependent on the discretion of the heads of the SSIs, the institutionalization of gender mainstreaming has been the bane of inequalities in the sector.



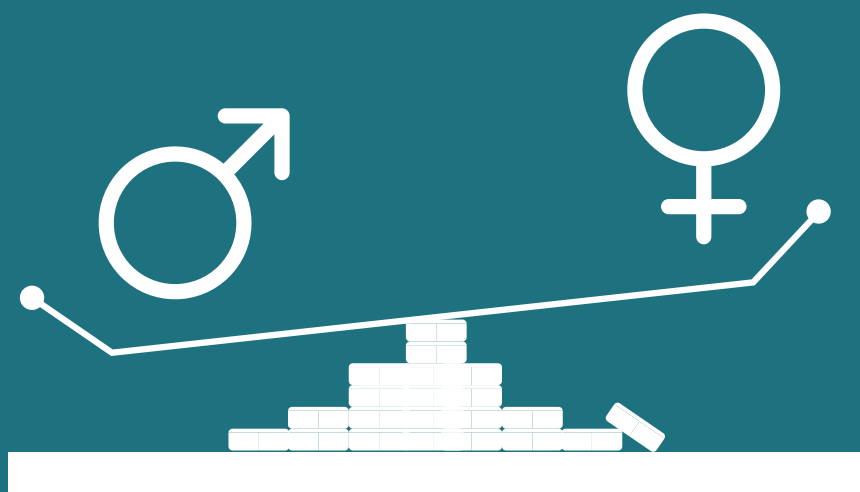
The Nigeria Police is the only SSI that has a gender policy document, however, since its initiation almost ten years ago, passing through five successive IGPs, it is yet to be approved by the office of the Inspector General of Police for subsequent implementation. Instead, the Police gender advisor posited that the draft is still being reviewed. This raise concerns as to the will to ratify and implement same.

There are discriminatory practices in all the sampled security agencies and these hamper the effectiveness of the female officers and limit their relevance especially in key operational duty posts and decision making levels in the respective institutions.

Although female officers are currently not denied placement/posting or promotion, the proportion of women recruited each year reduces their chances.

“Men and women of all ages irrespective of marital status or sex, with some having spent so many years in their different ministries, departments and agencies were absorbed and placed on ranks equivalent to their ranks from their former offices.”



CONCLUSION AND RECOMMENDATIONS

Gender mainstreaming has been on a very slow pace in the Nigerian security sector as a result of strong resistance hinged on cultural and religious beliefs.

The three sample SSIs at this time, do not have structured gender policies that are institutionalized and sustainable. The NPF do have a pending gender policy but it remains under review and a draft copy only.

There exists what may be deemed transient steps in practice that address gender mainstreaming issues in the three institutions.

Such efforts are usually lauded as rare considerate goodwill on account of their being perceived as unprecedented gestures, though gender inclusion is a right and not a favour. Effective gender sensitive policy reforms ensure that women are promoted to the higher echelons in order to subsequently serve as role models for other females wishing to enlist and to also form part of the decision making bodies of the security agencies.

The Nigerian army has taken a bold step in allowing female cadets in the regular combatant commission course at the Nigerian Defence Academy. This must be attributed to political will

during the tenure of President Goodluck Jonathan.

The numbers are negligible at this time but it is hoped that the few female officers will in some years attain relevant senior ranks that will strengthen the push for more affirmative steps to be taken on gender mainstreaming in the Nigerian Army.

A careful study of the Nigeria Police Gender Policy, the outcome of partnership and support of the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) shows that if the final draft copy is fully adopted and implemented by the Police leadership, issues of gender mainstreaming would be significantly addressed. It is important to note that that the draft copy of the Police Gender Policy comprehensively addresses GBV in its entirety.

It can be concluded that the three security institutions looked at from 2007 till date, have taken useful steps to address gender related issues. What is apparent is that they are uncoordinated and largely not standardized to ensure continuity and strict adherence. Equally, it is important that the Civil Society Organisations (CSOs) remain steadfast in campaigns pushing for full implementation of the National Action Plan.



Effective gender sensitive policy reforms ensure that women are promoted to the higher echelons in order to subsequently serve as role models for other females

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The Nigerian army has taken a bold step in allowing female cadets in the regular combatant commission course at the Nigerian Defence Academy.

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“ Equally, it is important that the Civil Society Organisations (CSOs) remain steadfast in campaigns pushing for full implementation of the National Action Plan. ”

The following recommendations are hereby tendered:

- 1** All SSIs to review recruitment policies to reflect adoption of the 35% Affirmative Action Plan, to ensure that the ratio of men to women is balanced from recruitment stage.
- 2** The supervising ministries of the SSIs viz: The Ministry of Defence, Ministry of Police Affairs, Ministry of Interior and the Police Service Commission (PSC) to ensure that the three SSIs fully comply with the provisions for gender mainstreaming in the National Action Plan.
- 3** The Nigeria Police Force to take steps to conclude review of the final draft copy of the Police Gender Policy.
- 4** The Nigerian Army and the Nigerian Security and Civil Defence Corps to consolidate all their existing gender plans into binding gender policies to ensure gender mainstreaming.
- 5** The UN Entity for Gender Equality and the Empowerment of Women (UN Women) to meet with the Police leadership to determine how the review of the gender policy can be fast tracked and finally adopted.
- 6** The leadership of the SSIs to convene a team to review the provisions of their conditions of service with a view to isolating all discriminatory practices that should be expunged.



Gender Assessment in the Security Sector-Nigerian Army, Nigeria Police Force and the Nigeria Security and Civil Defence Corps in Bauchi State

GEOGRAPHICAL AND SECURITY PROFILE OF BAUCHI STATE

Bauchi State, created in 1976 with its seat of power and capital in Bauchi city, is one of the six states in the north east zone of Nigeria. With a land area of 549,260km², which is about 5.3% of Nigeria's total land mass, Bauchi State is bordered by eight other States: Kano, Jigawa, Plateau, to the west; Adamawa, Taraba, Yobe and Gombe to the north east; and Kaduna to the north west.

The state is divided into 20 Local Government Areas (LGAs) and three Senatorial Districts.

The State has a total population of 4,676,465 that is predominantly youth, engaged in peasant and subsistence farming, fishing, hunting, blacksmithing, and crafts and trading.

This has implications for the nature and character of crime and criminality in the State. For instance, youth gangsterism and thuggery, armed robbery, drug abuse and rape are the most prevalent crimes in the State with the youth as perpetrators.

Although located in the north-eastern zone, Bauchi State has largely been isolated from the activities of the Boko Haram terrorist group that has been prevalent in the neighbouring Adamawa, Borno, Yobe and Taraba States.

It has also been isolated from the recurrent conflicts between sedentary farmers and nomadic herders, that have been recurrent, especially in Adamawa and Taraba States.

However, the high and long range hills and large expanse of tick forests like the Balmo, Falgore, and Yankari forest in the State, which extend from Sambisa to the entire north

central zone, "have made Bauchi a hiding place and a safe haven for not just the Boko Haram terrorist group but also for the killer herdsmen and other criminal elements that operate within and outside the north east and north central zones."

The state, however, is not isolated from the activities of some other criminal and cult groups, which operate within the State. Among others, some of the most prevalent crimes in Bauchi State include youth gangsterism and thuggery, armed robbery, and rape, which occur very often in the urban cities; and kidnapping, drug trafficking and abuse, which are rampant in the rural areas.

Rape, drug trafficking and abuse are the most rampant crimes against women. Crime and criminality are mostly driven by drug abuse. Between 2017 and 2019 about 3,000 cases of rape were reported to the police, more than 90 cases reported in 2019 alone.

The cases of rape that occur may be higher than figures provided by the police because "attempts are made by both the perpetrators and victims, especially in the rural areas to conceal the cases in order to save victims and their families from shame and ridicule." Victims of rape in the State are mostly young girls between the ages of 12 and 16.

However, cases of rape involving girls, far below the age of 10 have also been reported. Greater number of the perpetrators of rape are young and middle age men, although a case involving a 75 year old man has been reported.

Respondents at the Focus Group Discussions attributed the high rate of rape cases in the state to several factors, which include the early



4.68 million

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prevalent crimes

some of the most prevalent crimes in Bauchi State include **youth gangsterism and thuggery, armed robbery, and rape**, which occur very often in the urban cities; and kidnapping, drug trafficking and abuse, which are rampant in the rural areas.

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and indecent exposure of young girls to hawking of wares and trade along the streets, drug abuse by young men and the activities of ritualists.

However, the Commissioner of Police, Bauchi State Police Command, Mr. Habu Sani, asserted that while rape cases involving minors may be rampant, they are mostly driven by desire and sexual urge rather than ritual activities.

While the security agencies attribute crime and criminality including violence to the existence of cult and criminal groups, some respondents during a Focus Group Discussion with members of the Civil Society Organisations (CSOs) stated that some personnel of the security agencies, especially the police and army have also been implicated in crimes such as rape and extortion that impact on the security of women and girls.

Police and military personnel on patrol have on several instances illegally arrested innocent women and girls going about their legitimate

businesses on flimsy charges of “loitering only to demand sex for bail.”

The two most ferocious criminal and cult groups in Bauchi State are the Sara Suka (literally meaning cut and stab) and the Ba Beli, “a group of illegal frontiers of instant adjudication of supposed crimes which usually execute innocent people devoid of the notion of fair hearing” (Awofadeji, 2018).

Although the origin of Sara Suka, in particular, dates back to the late 1980s and early 1990s, which as an organised group of hunters served as a functional mechanism and socio-cultural organisation for the purposes of providing jobs to the teeming population and as a social protection activity in which the members protected their environments from attack by thieves, armed robbers and other forms of external invasion (Yakubu and Ali, 2017), its activities since the return to democracy in 1999 has largely been influenced by political patronage, for the purpose of perpetrating political violence (Ilelah, 2015), which has had “negative



impacts on the economy and security of women and girls in the state.”

The Ba Beli, which is a relatively new group operates as a vigilante. However, the group illegally accords its members the power of adjudication and execution of suspected criminals without authorisation. Both the Sara Suka and the Ba Beli groups operate mostly in the urban centres of the state.

These security features notwithstanding, Bauchi, generally, maintains a relatively low level of crime and criminality, compared to states within the north-eastern and north central zones.

This low level of crime in the State may be due to collaboration among security agencies in the State. Principally, the management of security crises in the State has been through an inter-agency forum involving the military, the police, the NSCDC and other para-military security agencies that operate in the State.

Apart from the state security council meetings, the forum holds its security briefing meetings on the last Thursday of the month, hosted on rotational basis by heads of security agencies in the state, where it plans and organises joint security operations that deal with security issues in the State.

For instance, the 33 Artillery Brigade of the

Nigerian Army in Bauchi coordinates Operation Flush, which is a joint security operation involving the Army, the Police, the Department of State Security (DSS), the NSCDC and other security agencies in the state.

From interactions held with heads of the selected security agencies, there is evidence of collaboration and cordial relationship among security agencies in dealing with security challenges within the state, which may well explain the low level of crime and criminality in the state.

There is also a subsisting engagement between the Bauchi State Ministry of Women Affairs and the security agencies, especially the Police in dealing with gender based security challenges in the State.

However, there are no institutionalised or entrenched mechanisms for sustaining this engagement.

The implication is that a change in the leadership of either the security agencies or of the ministry can undermine the prospect of ongoing engagement and collaboration between the security agencies and the Ministry. Until this is done, crime and criminality, even in their low level, will continue to affect women and girls most adversely.

Effective gender sensitive policy reforms ensure that women are promoted to the higher echelons in order to subsequently serve as role models for other females

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“

Principally, the management of security crises in the State has been through an inter-agency forum involving the military, the police, the NSCDC and other para-military security agencies that operate in the State.

”



Three security agencies, namely, the Nigerian Army, the Nigeria Police Force and the Nigerian Security and Civil Defence Corps were purposively selected for the survey.

Data for the study were generated through Key Informant Interviews (KIs) and Focus

Group Discussions (FGDs) conducted between 9th and 18th October 2019, 2019 in Bauchi State. Table 1 provides details of the number of KIs and FGDs conducted. The KIs and FGDs were complimented with data from secondary sources.

Security Agencies					
Serial	Agency		KII	FGD	
1	Military		Nigerian Army	1	-
2	Para-Military		Nigerian Police Force	2	1
			NSCDC	1	2
3	Governmental Organisations		Bauchi State Ministry of Women Affairs	1	1
			National Council of Women Societies	-	1
4	CSOs		Gender-Based NGOs	1	1

Limitations of Study

A major limitation to the study was the unwillingness of the Nigerian Army to participate in the both the KIs and FGDs with the other security agencies. The Army stated that there was no approval either from the Defence or Army Headquarters to grant interviews.

However, the non-participation of the Army did not negatively impact on the eventual outcome of this study as reliable information were generated from some of the senior officers at the 33 Artillery Brigade through unofficial channels.

DISCUSSION ON GENDER INCLUSIVITY IN SECURITY SECTOR INSTITUTIONS

Nigeria Police Force

In Bauchi, the State Police Command is divided into 30 Divisional Police Offices, 5 Area Commands, and 5 Divisions, which are further divided into 42 Sectors.

The Command has a total personnel force of 3,662. Of this number, only 246, which constitute a paltry 6.7%, are women. This falls far below the 35% women representation in security agencies provided by the 2017 National Action Plan.

At the strategic level, there is only one female officer, Lami Mohammed Yukari, the Deputy Commissioner of Police in charge of Medicals, among 7 others that make up the management team of the State Command.

At the operational and tactical levels, there are no women among the 30 Divisional Police Officers and the 5 Area Commanders. The 246 female officers “are mostly junior officers who cannot be engaged even as DPOs.” But as a measure to reflect gender representation, the female officers are posted to various units of the Command; Administration, Anti-

Kidnapping, Criminal Investigation, and Intelligence.

This notwithstanding, gender representation at the decision-making level of the Command does not reflect a compliance with the NAP by the Command.

The Bauchi State Police Command has a Gender Desk Office, headed by the Gender Desk Officer, Nancy Dapyen. Created some three years ago, the Office is domiciled in the State Criminal Investigation Department (CID) with only three staff members: two women and a man.

Although the Bauchi State Police Command “has a policy of single-digit response time (1-9 minutes) to crime”, the low number of personnel in the Gender Desk Office remains a major challenge in meeting the single-digit response time policy of the Command, especially in situations of crimes affecting women and girls.



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NIGERIAN SECURITY AND CIVIL DEFENCE CORPS

The Nigerian Security and Civil Defence Corps is established by the NSCDC Act, 2007 (as amended) with the mandate to assist in the maintenance of peace and order and in the protection and rescuing of civilian population during a period of emergency.

It also has the responsibility for “the maintenance and protection of national critical infrastructure such as oil pipeline installations, electrical installations, among others.” These, among others, form the bulk of the responsibilities of Bauchi State Command of the Corps.

Structurally, the Command is divided into 20 Divisional Offices, spread across the 20 LGAs of the State and 3 Area Commands, that are manned by Assistant Commandants. It has a total work force of 947 personnel, out of which only 39, representing 4%, are women.

The Management of the State Command is made up of the State Commandant, the Deputy State Commandant and all Heads of Department. At an extended level, the 5 Area Commandants, who are not below the rank of Assistant Commandants and the 20 Divisional Commandants form part of the Management. Currently, no woman is either a Head of Department, Divisional Commandant or a Zonal Commandant.

The implication of this is that women are completely excluded from decision-making processes and leadership positions in the State Command, which does not indicate a compliance with the provisions of the National Action Plan.

This low level of women representation is peculiar to Bauchi State and some other states in the North. Gender representation in the NSCDC is very high in the South as some state commands like Imo and Akwa Ibom have more women officers at both strategic, operational and tactical levels than men officers.



Women are completely excluded from decision-making processes and leadership positions in the State Command, which does not indicate a compliance with the provisions of the National Action Plan.

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33 ARTILLERY BRIGADE OF THE NIGERIAN ARMY

Beside the 33 Artillery Brigade, there are other military formations in Bauchi State, namely, the Nigerian Army Armour Corps Headquarters, the Nigerian Army Armour School, and a Unit of the Nigerian Air Force.

The 33 Artillery Brigade is one of the 3 Brigades under the 3rd Armoured Division (3 Division) of the Nigerian Army with headquarters at Rukuba Cantonment, Jos, Plateau State. The other Brigades are the 21 Armoured Brigade Maiduguri and the 23 Armoured Brigade Yola (Peters, 1997).

Among other things, the main function of the 3rd Armoured Division is to ensure the protection and security of areas bordering the Republic of Chad. Thus, as the operational Brigade in Bauchi, the 33 Artillery Brigade provides support to the 3rd Armoured Division's area of responsibility, especially land warfare operations which includes the war against the Boko Haram insurgency.

It is also responsible for the maintenance of internal security of Bauchi State and its environs in support of the Nigeria Police and in aid of civil authority.

The three main units under the 33 Artillery Brigade include 33(1) Biu, 33(2) Shandam, and 33(3) Maiduguri Field Artillery Regiments. However, because of the ongoing Counter terrorism operations, 2 of the Units (33(1) Biu and 33(3) Maiduguri) are detached from the Brigade. Operationally, 33(1) Biu is under Sector 2 Damaturu while 33(3) Maiduguri is under 37 Artillery Brigade Maiduguri.

However, the two Units are administratively under the 33 Artillery Brigade Bauchi.

Before now, female officers were only recruited through Direct Short Services and Direct Regular Courses and were posted only to some specific corps such as Supply and Transport, Medical, and Ordnance, that do not engage in regular combat. Very few women were posted to Infantry, Artillery and Armour corps.

In 2014, there was an understanding between the office of the wife of the President and the leadership of the Nigerian military institutions to ensure that women are recruited or admitted as regular cadet officers into the Nigerian Defence Academy. This has resulted in the recruitment of several regular female cadet officers in the Army and across the Navy and the Air Force.

There are, however, very few female officers currently in the 33 Artillery Brigade Bauchi (see Table 2). This is also the case in all the Nigerian Army formations across the North East.

The development is a response to the directive from the Army Headquarters to withdraw most female officers from the theatres of operation in the North East to avoid their exposure to the challenges of excessive violence associated with the ongoing counter-terrorism operations in the area.

However, the Army Headquarters has approved that female officers may be deployed to non-violent internal security operations (ISOs) and be rotated every three months. Thus, the current number of female officers across the various units and sub-units in the Brigade are as tabulated below:



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No. of Female Officers in 33 Artillery Brigade, Bauchi



Source: Data provided by staff of the 33 Artillery Brigade Bauchi

The data from the table show very clearly that even the few female officers in the Brigade do not hold leadership positions. For instance, the Brigade Commander and the Chief of Staff are men.

Currently, the Brigade does not have a Gender Desk Officer. The Legal Officer, a man, also performs the functions of the Gender Desk officer.



KEY FINDINGS

1 **General Low Level of Gender Representation**

Interactions with the security agencies indicate that there is a general low level of gender representation and gender mainstreaming into decision-making processes and leadership positions across the security agencies surveyed.

As at the time of the field interviews and Focus Group Discussions, none of the agencies met the provisions of the NAP that “women should form at least 35% of the military and security force in the country.”

Only the Nigeria Police Force had one female officer (Deputy Commissioner in charge of Medicals) as a member of the management team in Bauchi. The management teams of both the Nigerian Army and the Nigerian Security and Civil Defence Corps do not have any female officers as members.

Recruitment into the NA, NPF and NSCDC is centrally conducted at the national headquarters. State commands and offices play no role in this process. Thus, the level of gender representations and gender mainstreaming in decision-making processes and leadership positions at state commands and offices of the security agencies is largely a reflection of the policy and procedure at their various headquarters.

However, the abysmal low level of gender representation among the security agencies in Bauchi State may have further been exacerbated by peculiarities in cultural and religious practices, low level of education and marital preferences within the State.

In Bauchi State, cultural and religious practices are major factors that hinder women recruitment into security agencies. For instance, “very few Muslim women are allowed either by their parents or husbands to be recruited into security agencies.

Female security officers who wear uniforms of trousers are looked down upon and perceived to be women of easy virtue. Most husbands and parents would prefer their wives and daughters to work in the mainstream civil services, especially as primary or secondary school teachers rather than in security agencies.”

The foregoing assertion agrees with the finding of a 1981 study on Bauchi which noted that “socio-cultural complexities have restrained women from participating in certain modernisation and industrial developments in their economies” (Martin, 1981:vi).

Another factor that accounts for low level of gender representation in security agencies in Bauchi is low level of education among women. For instance, in 2017, the National Bureau of Statistics indicated that the percentage of girls between ages 15 and 24 who are literate was just 25.6 compared to states like Abia and Cross River with 98.2 and 94.3 per cents respectively (NBS, 2018: 51).

Although Bauchi State is currently implementing a free and compulsory education, especially for women, there are no incentives for those who comply and no punishment for those who fail to comply. Thus, “street trading and early marriage remain the order of the day for many young girls of school age.”



Mainstream civil services

Most husbands and parents would prefer their wives and daughters to work in the mainstream civil services, especially as primary or secondary school teachers rather than in security agencies.”

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Free and compulsory education

Bauchi State is currently implementing a free and compulsory education, especially for women, **there are no incentives for those who comply and no punishment for those who fail to comply.**

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Low level of education may also account for discrepancies in career growth for women in the security agencies.

For instance, Bauchi State Commissioner of Police, Habu Sani noted that the female officers in the State Command “are mostly junior officers who cannot be engaged even as DPOs.” This is equally the case in the NSCDC.

However, discrepancies in career growth for women in the Nigerian Army is informed by the mode of recruitment. For instance, before 2014, female officers were mostly recruited through Direct Short Services and Direct Regular Courses, which limit their career growth because the conditions of service are less advantageous for them than for those recruited as regular cadet officers.

When recruited through Direct Short Services and Direct Regular Courses, female officers are posted to service support arms of the army, namely, Supply and Transport, Medicals, and Ordnance, where less promotion priorities are given as against those recruited as regular cadet officers and posted to Infantry, Artillery and Armour Corps.

Secondly, because promotion in the Army is based on the same criteria irrespective of mode of recruitment, those recruited through Direct Short Services and Direct Regular Courses are often limited in knowledge and age. Thus, they easily fail promotion exercises, which entails loss of rank and seniority to those recruited as regular cadet officers.

2 **Poor Knowledge and Low-Level Awareness of UNSCR 1325 and NAP (2017-2020)**

There is general low level of knowledge and awareness, among security agencies, governmental organisations and CSOs of the existence of UNSCR 1325 and Nigeria's National Action Plan (NAP) for the implementation of the Resolution.

During the interviews and Focus Group Discussions, only the Commissioner of Police, among the heads of the other security agencies, displayed a good understanding of the Resolution. The rest, including the Gender Desk Officers of the Police and NSCDC, the Ministry of Women Affairs and representatives of CSOs were not aware of the existence of the Resolution.

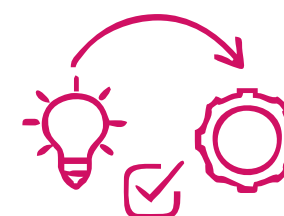
This lack of knowledge and awareness may help to explain why despite the various collaborative engagements between Bauchi State Ministry of Women Affairs, National Council of Women Societies (NCWS), and other gender based CSOs with the security agencies on gender-based security challenges, no previous or current attempts have been made to conducted a sensitization advocacy for gender mainstreaming and compliance with the National Action Plan by the security agencies.

Thus, the security agency agencies do not seem to be under any pressure whatsoever or in any hurry to implement the National Action Plan.



Discrepancies in career growth for women in the Nigerian Army is informed by the mode of recruitment.

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The security agency agencies do not seem to be under any pressure whatsoever or in any hurry to implement the National Action Plan.

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3 *Gender Sensitivity in Security Agencies*

Of the three security agencies surveyed, the Nigerian Army and the Nigeria Police Force appear to be more gender sensitive than the NSCDC.

Both the Army and the Police have institutionalised policy, legal and institutional frameworks for dealing with gender representation in the service. For instance, besides having a separate Corps for women – the Nigerian Army Women Corps – which was established to “harness the potentials of female officers and soldiers to build a Force ready to support Nigerian Army Operations and Engagements”, it also has Gender Desk Offices in all Divisions, Brigades and Units.

However, the 33 Artillery Brigade Bauchi currently does not have a Gender Desk Officer. Its Legal Officer also doubles as the Gender Desk Officer.

Moreover, the Harmonized Terms and Conditions of Service (HTACOS) for the Nigerian Army has a chapter that deals with issues relating to female officers. Similarly, Sections 118 to 128 of the Police Act, CAP P19, LFN, 2004, clearly spelt out the conditions for enlistment, interview, employment and general duties of women police.

This notwithstanding, the Nigerian Army and the NPF like the NSCDC, still suffer from under representation of women especially in decision-making processes and leadership positions.

This can be explained from the fact the existing policies for gender representation and mainstreaming in leadership and decision-making positions in the security agencies are

more of mere 'tokenism' than initiatives born out of a genuine need for institutional reforms.

For instance, certain provisions of the Police Act and Regulations cannot be considered to be gender sensitive. Rather, they are detrimental to female police officers.

4 *Gender Responsiveness in Security Agencies*

All the security agencies surveyed gender policy frameworks. Although the policy frameworks do not reflect the provisions of UNSCR 1325 and Nigeria's National Action Plan, they however, clearly define how officer relate with members of the public during ISOs, on the one hand, and between and among male and female officers, on the other hand.

For instance, it is a rule that female officers must form part of the contingents for ISOs to handle issues that relate to women. Similarly, in the security agencies, especially in the Army, male and female officers receive the same training and participate together in training exercises on gender-related policies and procedures, equality and human rights.

However, policies that define the relationship between male and female officers differ from one agency to the other. For instance, it is only the female police officer that is required by policy to obtain a written permit from the Commissioner in her state of service before marriage.

Although a Federal High Court sitting in Lagos had in a ruling nullified the constitutional validity of Regulation 124 made pursuant to the Police Act (Cap P19) Laws of the Federation of Nigeria (see Suraj, 2012), which states that “a woman police officer who is desirous of



in the security agencies, especially in the Army, male and female officers receive the same training and participate together in training exercises on gender related policies and procedures, equality and human rights.

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marrying must first apply in writing to the Commissioner of Police for the state command in which she is serving, requesting permission to marry and giving name, address and occupation of the person she intends to marry.

Permission will be granted for the marriage if the intended husband is of good character and the woman police officer has served in the force for a period of not less than three years”, the Commission of Police informed that the practice still subsists in the NPF because its original intention is “to safe the female police officer from being exploited by dubious suitors and criminal elements who may take advantage of her position to extract information on issues of national security.”

In the army, such policy applies both to male and female officers. There is no such policy in the NSCDC. Secondly, married male and female army officers can live with their spouses in the barracks.

In the police, only the male officers that are allowed live with their wives. Female officers do not enjoy such rights.

Furthermore, it is an operational policy in the Nigerian Army including the 33 Artillery Brigade Bauchi to ensure that female officers and the wives of officers who live within the barracks are protected against all forms of domestic violence.

All agencies surveyed have a policy of prompt response to all security emergencies, disaster occurrences, especially gender-based security challenges.

However, in the police, response to any of such emergencies requires clearance from a superior officer. In the army and NSCDC, no specific clearance may be required to respond.

In fact, it is considered a dereliction of duty in the Army “if an officer fails to respond to a security emergency especially a gender based security emergency.”

5 Lack of Institutionalised Frameworks for Engagements

In dealing with gender based security challenges, the Bauchi State Ministry of Women Affairs has continued to engages with security agencies in the State. However, there is no institutionalised framework for sustaining the engagements.

The implication is that a change in leadership of either the security agencies or of the Ministry can result in the negation of the ongoing engagements and collaboration between the security agencies and the ministry.



In the police, **only the male officers that are allowed to live with their wives.** Female officers do not enjoy such rights.

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6 Public Trust for Security Agencies

In Bauchi State, there is lack of trust for security agencies by the public, especially women and girls.

Personnel of the security agencies, especially the police and army have been implicated in crimes such as rape and extortion that impact on the security of women and girls.

Police and military personnel on patrol have on several instances illegally arrested innocent women and girls going about their legitimate businesses on flimsy charges of “loitering only to demand sex for bail.”



In dealing with gender based security challenges, the Bauchi State Ministry of Women Affairs has continued to engages with security agencies in the State. However, there is no institutionalised framework for sustaining the engagements.

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This low level of public trust on the police and the army agrees with the findings of the 2018 NIPSS National Security Threat Perception Index which reported that people in five out of the six geo-political zones in Nigeria do not have confidence and trust in the Nigeria Police Force (NIPSS, 2018).

However, such accusations are not common among personnel of the NSCDC. The reason may be that personnel of NSCDC do not live in the barracks. It is part of the conditions of service that personnel “live among the people they are employed to protect as a way of building trust and confidence that enable intelligence gathering.”



RECOMMENDATIONS

Based the findings, the following recommendations are hereby proffered;

1 **General Low Level of Gender Representation**

To address the general low level of gender representation in the security agencies, the President of the Federal Republic of Nigeria, through the Ministers of Defence, Interior and Police Affairs, should direct the Service Chiefs, the Commandant General of the Nigerian Security and Civil Defence Corps, and the Inspector General of Police to commence an immediate implementation of the provisions of the UNSCR 1325 and the National Action Plan for the Implementation of the Resolution 1325 on mainstreaming women in peace and security and gender representation in leadership positions and decision-making processes not later than First Quarter 2020.

In compliance to the presidential directives, the Service Chiefs, the Inspector General of Police and the Commandant General of the Nigerian Security and Civil Defence Corps to ensure that gender representation is mainstreamed into leadership positions and decision-making processes in the various services in all state commands and across formations including Bauchi State.

2 **Poor Knowledge and Low-Level Awareness of UNSCR 1325 and NAP (2017-2020)**

To address the challenges of poor knowledge and low level of awareness of the UNSCR 1325 and NAP (2017-2020) by the leadership and officers of the security agencies, the Service Chiefs, the Inspector General of Police and the Commandant General of the Nigerian Security and Civil Defence Corps should collaborate with the UN Women and Partners West Africa Nigeria to design and implement a special training and capacity building workshop for Gender Desk Officers, Legal Officers and Public Relations Officers of the various services in all state commands and across formations including Bauchi State.



President of the Federal Republic of Nigeria should direct the Service Chiefs to commence an immediate implementation of the provisions of the UNSCR 1325 and the National Action Plan for the Implementation of the Resolution 1325 on mainstreaming women in peace and security and gender representation in leadership positions and decision-making processes not later than First Quarter 2020.

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3 **Gender Sensitivity in Security Agencies**

The management teams of the Bauchi State Commands of the Nigeria Police Force and the Nigerian Security and Civil Defence Corps should develop state-specific gender policy frameworks that seek to address gender sensitivity in their Commands.

Most fundamentally, the Inspector General of Police should direct immediate compliance with the court ruling in Lagos that declared the policy directive requiring female police officers to obtain approval from the Commissioners of Police in their State of Service before marriage a violation of their fundamental rights across all state commands including Bauchi. On the other hand, Sections 118 to 128 of the Police Act, CAP P19, LFN, 2004 should be amended to make them gender friendly and sensitive. More specifically, in line with the ruling of a Federal High Court sitting in Lagos that

nullified the constitutional validity of Section 124 made pursuant to the Police Act (Cap P19) Laws of the Federation of Nigeria, the Section should either be expunged from the Police Act or amended to ensure that both male and female police officers are subjected to the same regulatory provisions. Similarly, Section 127, which provides that “an unmarried woman police officer who becomes pregnant shall be discharged from the force, and shall not be re-enlisted except with the approval of the Inspector-General” should be expunged from the Act because it is not gender sensitive.

4 Gender Responsiveness in Security Agencies

The Bauchi Ministry of Women Affairs should collaborate with gender-based Civils Society Organisations, such as the National Council of Women Societies, Bauchi State Chapter, Women Wing of the Christian Association of Nigeria (WOWI CAN), Bauchi State Chapter and the Federation of Muslim Women Association of Nigeria (FOMWAN) to organise a state-wide sensitization advocacy for gender mainstreaming and implementation of the UNSCR 1325 and the National Action Plan by the security agencies not later than the first quarter of 2020.

5 Lack of Institutionalised Frameworks for Engagements

On the one hand, the Honourable Commissioner, Bauchi State Ministry of Women Affairs should collaborate with the President, National Council of Women Societies, Bauchi State Chapter to develop an institutionalised framework for

engagements with security agencies in the State on issues that deal with gender based violence security challenges in the State.

On the other hand, the Bauchi Ministry of Women Affairs should collaborate with gender based Civils Society Organisations, namely, the National Council of Women Societies, Bauchi State Chapter, Women Wing of the Christian Association of Nigeria, Bauchi State Chapter and the Federation of Muslim Women Association of Nigeria to organise a state-wide sensitization programme in schools, market places, churches and mosques on the dangers of exposing young girls of school age to street hawking and early marriages as a way of addressing the increasing rate of rape cases in the State.



Security agencies should develop internal operational mechanisms that include corporate social responsibilities such as medical outreaches, participation in the ongoing safe school initiatives of the government, organisation of community sporting activities and award of scholarship to certain some individuals.

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6 Public Trust for Security Agencies

To build trust and confidence between the security agencies and the members of the public, the Bauchi State Commands of the Nigerian Army, the Nigeria Police Force and the Nigerian Security and Civil Defence Corps, should develop internal operational mechanisms that include corporate social responsibilities such as medical outreaches, participation in the ongoing safe school initiatives of the government, organisation of community sporting activities and award of scholarship to certain some individuals. More importantly, security agencies should employ more of soft approaches and gender friendly strategies in Internal Security Operations (ISOs) in Bauchi State.

CONCLUSION

As this report has demonstrated, the low level of knowledge and awareness of the recommendations of the UNSCR 1325 and the National Action Plan among the leadership of the security agencies has resulted in a general low level of gender representation and gender mainstreaming into decision-making processes and leadership positions across the security agencies surveyed in Bauchi State.

This may further have been exacerbated by peculiarities in cultural and religious practices, low level of education and marital preferences within the State.

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Gender Assessment in the Security Sector-Nigerian Army,
Nigeria Police Force and the Nigeria Security and
Civil Defence Corps in Benue State

PROFILE OF BENUE STATE

Located in the North Central zone or what is popularly referred to as Nigeria's Middle Belt region, Benue State was created on February 3, 1976 by the late General Murtala Muhammed's military administration.

The state derives its name from the River Benue which is the second largest river in the country and the most outstanding geographic feature in the state. It lies between longitude 7° 47' and 10° 0' East and latitude 6° 25' and 8° 8' North and shares boundaries with five other states namely: Nasarawa State to the north, Taraba State to the east, Ebonyi State to the south, Enugu States to the south-west and Kogi State to the west.

The state also shares a common boundary with the Republic of Cameroon on the south-east. With a total of 23 Local Government Areas (LGAs), Makurdi is the administrative and political capital of the state. The state is predominantly inhabited by the Tiv, Idoma and Igede people, who speak Tiv, Idoma, and Igede languages respectively (see McKenna and Charly, 2018).

Popularly referred to as the "Food Basket of the Nation", Benue State is a rich agricultural region where crops such as oranges, mangoes, sweet potatoes, cassava, soya bean, guinea corn, flax, yams, sesame, rice, groundnuts and palm trees are grown in commercial quantities.

The state has a land mass of 34,059 km², and a total population of 4,253,641 based on the census. Benue is the 9th most populous State in Nigeria, with an average population density of 99 persons per km².

However, the distribution of the population according to LGAs shows marked duality. For instance, there are areas of low population density, such as Guma, Gwer East, Ohimini, Katsina-Ala, Apa, Logo and Agatu, each with less than seventy persons per km², while Vandeikya, Okpokwu, Ogbadibo, Obi and Gboko have densities ranging from 160 persons to 200 persons per km².

Makurdi LGA has over 380 persons per km². The population distribution by gender in Benue state tilts in favour of the female with 50.2% of the total population while the male constitutes 49.8% of the total population.

Security wise, Benue State has been the epicentre of the recurrent violent conflict between sedentary farmers and nomadic herders ravaging the Middle Belt region of Nigeria.

According to the International Crisis Group (2018), the conflict, has evolved from spontaneous reactions to provocations to a more deadly planned attacks, particularly in Adamawa, Benue, Nasarawa, Plateau, and Taraba States.

As at January 2018, over 40,000 people have been displaced by the conflict (Kazeem, 2018) scattered in about nine different Internally Displaced Persons (IDPs) camps across the State. The conflict has had profound implications for livelihood, especially food security for women, girls, and children (Okolie and Addo, 2018).

Beside the conflict between sedentary farmers and nomadic herders, other sources of insecurity in Benue State include "armed robbery, kidnapping, land disputes, homicide, and common theft."

More specifically, there is the prevalence of cases of gender based violence that manifest in sexual and physical abuse and rape, which



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is the most rampant, especially in conflict areas. As at December 20, 2019, a total of 40 cases of rape had been recorded by the Gender Desk Office of the Benue State Police Command. Kidnapping of young girls and middle-aged women is also prevalent in the state.

According to Mrs Doshima Ageh, Director, Ministry of Women Affairs and Social Development, crime and criminality in Benue state are perpetrated by “individuals operating as criminals and not by cult groups” because they are no cult groups in the state. This information agrees with the assertion by the Commissioner of Police that there are no “criminally inclined groups or cult groups in the State.”

The perpetrators of crime and gender based violence in Benue State include young and middle-aged men and security personnel.

According to participants at the FGD for CSOs, there have been cases of security personnel brutalizing, assaulting and harassing innocent women and young girls, especially in crisis situations.

In 2017, a female director at the Benue State Internal Revenue Service (BIRS) was brutalized by an Assistant Commission of Police (ACP) for minor traffic offence.

A state-wide mass protest led by the Benue State Chapter of the National Council for Women Society (NCSW) against the incident, led to the demotion and redeployment of the police officer. Other security related issues that have implications for women in Benue State are rooted in family life and harmful cultural practices, which include early marriages, forced marriages, early childbirth, denial of inheritance, domestic violence and abandonment.

The foregoing issues have implications for accessing security, justice and legal services, in line with SDG number 16, especially by women.

For instance, it was observed that access to these services is difficult for women in Benue State. Several reasons were given for this situation. First, there is the issue of cultural perception.

Women are generally considered as those that are supposed to be seen and not heard.

Another related cultural issue is the belief that even when a woman has a case, a man should present her case to the security or judicial services and where such a man is either unavailable or unwilling the woman would have to forego her right to seek for justice.

There is also the issue of limited access to education. Adult literacy rate in Benue is 45.1% against a national adult literacy rate of 56.9%. Of the total 1,902,791 literate adults in Benue State in 2010, some 818,653 (or 43.02%) are women (see NBS, 2012).

This should be viewed against the fact that women are the majority in Benue State. Illiteracy hinders the ability of many women to access security and legal services.

Another reason advanced is the fact that assessing security services such as lodging a complaint at a police station or initiating a court process would usually require money in one form or the other.

Since women are relatively poorer and mostly dependent on the men folk, they are reticent about embarking on search for security and legal services.

The foregoing notwithstanding, Mr. Mukadas Mohammed Garba, Commissioner of Police, Benue State Police Command noted that the



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State has been relatively peaceful since May 2019 due to the collaborative efforts of security agencies within the State, including their adoption of a more preventive rather than reactive approach to security management.

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LIMITATIONS OF THE STUDY

The study was limited by the non-availability of official nominal rolls that would show female personnel as a percentage of the total number of personnel. However, the security agencies were able to supply statistics on the number of female personnel serving at the state commands including the 707 Special Forces Brigade of the NA.

JUSTIFICATION FOR THE STUDY

At the policy and governance levels, there is an increased awareness, including in Africa, of the gendered impact of violent conflicts. Nevertheless, as the recent and ongoing violent conflicts in Nigeria reveal, gender inequalities in society are exacerbated in situations of conflicts.

Men, women, boys and girls may all be victims or perpetrators of violent conflicts, but women and girls are systematically targeted for gender based violence such as rape, forced marriages and sexual harassment.

In Benue State, the conflict between sedentary farmers and nomadic herders has led to the internal displacement of hundreds of thousands of women and girls with attendant implications for their lives and livelihoods.

Although exact numbers of human casualties have been difficult to provide due to the frequency, intensity and scope of the conflicts, as at October 2015, over 2,000 persons had been killed in the Middle Belt region including Benue State while Nigeria sustained a \$13.7billion USD yearly economic loss between 2013 and 2015.

In 2016, an estimated 2,500 deaths and 62,000 displacements were recorded in the region. In early 2017, over 549 people died across 14 States including Benue Nigeria and in January 2018 alone, 168 deaths were recorded in Adamawa, Benue, Taraba, Ondo and Kaduna states.

Furthermore, awareness and documentation of sexual violence in conflict zones have contributed significantly to understanding and exposing sexual and gender based violence against women. However, prevention of such violence and prosecution of perpetrators is lacking.

Violent conflicts in Nigeria disrupt social norms and women, as mothers bear the brunt of these conflicts.

While peacebuilding interventions are meant to provide opportunities to change the trend, there has been a decline in women's participation in peace processes in Nigeria, even though women have played central roles in the management of violent conflicts in the North Central region of Nigeria where Benue State is situated (Ogbonnaya, 2019).



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GENDER REPRESENTATION IN SECURITY AGENCIES IN BENUE STATE

Generally, there are variations in the way gender issues are placed within the organograms of the three security institutions surveyed in Benue State.

For instance, the NPF has a dedicated Gender Desk Office at the State Police Command headquarters with several gender focal points in some of the Divisional Police Offices across the State.

The Gender Desk Office in the Benue State Police Command headed by Superintendent of Police, Ann Onyaema Ameh, has eight Officers; four female officers and four male officers. It was also observed that the Gender Desk Officer at the Benue State Police Command has access to the Commissioner of Police and is in a direct reporting line to the Commissioner of Police.

This may well explain why “the Police in Benue State has recorded up to 70% efficiency in response to gender-based violence in the State.”

The NSCDC has just a gender desk officer without a Gender Desk Office. Assistant Superintendent of Corps, Chinasa Ochor, who holds forth as the Gender Desk Officer is primarily of the Peace and Conflict Resolution (PCR) Unit of the Department of Crisis Management of the State Command.

Even the PCR Unit does not have adequate human capacity to perform its primary responsibility. With only 4 Officers, 3 female and 1 male officers, the Unit headed by Chief Superintendent of Corps Peter Akpam, is grossly understaffed to perform its primary function.

In relation to gender sensitivity, the 707 Special Forces Brigade of the NA in Benue State is completely different from the other two services. It neither has a Gender Desk Officer nor a gender focal point of any kind. However, all gender related issues are handled by the General Staff Officer in charge of administrative matters.

Structurally, the Benue State Command of the NPF is divided into 6 Area Commands and 35 Divisional Offices. The 6 Area Commands are all headed by male officers while there is only a single female DPO (Wadata Divisional Police Station), among the 35 DPOs in the State. The Command also has a total personnel force of 5,046.

Out of this number, 789 are females, which constitute about 15.6% of the total personnel force. At the State Command in Makurdi, the management team is made up of the following; Commissioner of Police (CP), Deputy Commissioner of Police in-charge of Administration (DC-A), Deputy Commissioner of Police in-Charge of Operations (DC-O), Deputy Commissioner of Police in-charge of Criminal Investigations (DC-CID), Assistant Commissioner of Police in-charge of Administration (ACP-A), Chief Superintendent of Police in-charge of Administration (CSP-A), and Staff Officer Senior (SOS).

There is no female officer in the management team. The closest to the management team is the Gender Desk Officer (GDO), SP Ann Ameh and the State Public Relation Officer (SPRO), DSP Rachael Anaeneh. However, both the GDO and the SPRO do not participate in management meetings.



Gender Desk Office

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no female officer in the management team.

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The implication of this is that female officers in Benue State Police Command are not part of decision-making process in the State.

The NSCDC has three Area Commands, one of which is headed by a female Assistant Commandant and 24 Divisional Commands, three of which are headed by Chief Superintendent of Corps. The Command has a total personnel force of 1,775.

Out of this number 414 are female officers, which constitutes 23% of the total personnel force. At the Command headquarters in Makurdi, the NSCDC has nine Departments, three of which (Finance, Welfare and Planning, Research & Statistics) are headed by female officers.

Out of 14-member management team of the Command, only 5 are female officers. At the 707 Special Forces Brigade of the NA, Makurdi, there are a total of 157 female soldiers.

Some inferences could be drawn from the information provided above. First, there is very low female representation in the three services surveyed in Benue State.

From the statistics provided, none of the three security agencies met the NAP provision of having female officers constitute 35% of its total personnel force.

Secondly, female officers are not part of the decision-making processes in any of the services surveyed. Thirdly, this raises the urgent need for gender mainstreaming at the decision-making levels in the all security agencies in Benue State.

Some reasons were adduced by respondents during the field interviews that may explain the general low level of female representation and in particular at the decision-making levels in

the security agencies. For some, “security services deal a lot with violence and conflict management and women have a natural aversion to violence.”

For others, it is due to “low level of educational attainment among women,” which is responsible for absence of qualified female officers to head decision-making positions in the services.

For instance, apart from the NSCDC where very insignificant number of women occupy decision-making positions, in the whole of Benue State Police Command, there is no female Assistant Commissioner of Police (ACP), which is the rank that qualifies you to be appointed as an Area Commander. The same applies to the NA.

This opinion is supported by Mrs Doshima Ageh, who stated that “ignorance and lack of knowledge among women may be responsible for their low representation in security agencies.”

According to her, even when women are recruited, they do not assert themselves in leadership positions because of their low level of understanding of what it takes to build a career and profession in the security services. There are others who opined that low women representation is due to “gender stereotyping and cultural mindset that see security job as male dominated profession.”

The aforementioned reasons may also have been supported by the absence of institutional and legal frameworks in the security agencies, except of course with the NA, that deal specifically with issues of gender mainstreaming.

For instance, there are no specific gender policies in both the NPF and NSCDC at the Federal and Benue State levels. According to



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Even when women are recruited, they do not assert themselves in leadership positions because of their low level of understanding of what it takes to build a career and profession in the security services. -pg 60

the Gender Desk Officer, a draft gender policy developed by the NPF since 2010 is yet to be approved by the leadership and management of the NPF.

Rather, what obtains, especially in the NPF are regulations and policies that are fundamentally detrimental to the growth of female officers in the Force. For instance, Sections 118 to 128 of the Police Act, CAP P19, Laws of the Federation of Nigeria (LFN), 2004, which clearly spelt out the conditions for enlistment, interview, employment and general duties of women police have provisions that are not gender friendly.

Among other qualifications for a woman to be enlisted into the NPF, she must be “not less than 19 years and not more 25 years of age and must be unmarried.” Secondly, the law also provides that “a woman police officer who is desirous of marrying must first apply in

writing to the commissioner of police for the State Police command in which she is serving, requesting permission to marry and giving the name, address, and occupation of the person she intends to marry.

Permission will be granted for the marriage if the intended husband is of good character and the woman police officer has served in the Force for a period of not less than three years.”

This law has continued to persist even in Benue State despite a Federal High Court ruling in Lagos that nullified the constitutional validity of this legal provision (see Suraj, 2012).

Thirdly, the law also provides that “an unmarried woman police officer who becomes pregnant shall be discharged from the Force, and shall not be re-enlisted except with the approval of the Inspector-General.”

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DISCUSSION ON GENDER PRACTICES IN THE SECURITY INSTITUTIONS

Notwithstanding Nigeria's adoption of a NAP in relation to UNSCR 1325, certain gender discriminatory practices and policies that have negative implications for gender mainstreaming in the security agencies persist.

At the recruitment stage for example, female applicants into the NA and the NPF are expected to be single, unmarried and without children. However, these conditions do not apply in the NSCD.

If recruited, female trainees are not expected to get pregnant during the 6-months recruitment training period. Although this can be explained from the strenuous nature of the training and the potential negative health implications on both pregnant female recruit and the unborn child, it does not negate its discriminatory nature.

Similarly, female recruits are not permitted to get married otherwise, they will be dismissed from the training. Again, these restrictions do not apply to male recruits. Even after training, in both NPF and NSCDC, female officers are not allowed to get married until after 2 years in service, and even then only after obtaining permission from either the Commissioner of Police (for junior ranks) or from the Inspector General of Police (for senior officers) and the State Commandant of NSCDC.

In the case of the NA, the waiting period before getting married is even longer, as a female officer will have to serve for 3 years before getting married, after obtaining the necessary approvals from her superiors. An additional hazard is that if a female officer, either in the NA, NSCDC or the NPF gets pregnant without official authorization to get married, she will be dismissed from service.

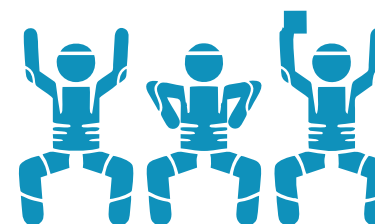
On gender related issues in work environment, respondents indicated during the FGD with security agencies that the NPF in Benue State does not have gender segregated toilets for both male and female officers.

There is also no segregated washrooms provided to cater for special needs of female officers. This is, however, not the case with the NA and the NSCDC. Another issue related to working environment, is the issue of baby-friendly working spaces. In general, even though there is no written policy to that effect, nursing female officers in NA, NPF and NSCDC, are not expected to bring their babies to work.

There are, however, some positive discriminatory practices that obtain in the security agencies. In the NA, for instance, even though female officers are very few, they are involved in all aspects of military work and operations. According to a respondent, "female soldiers are involved in all forms of operations. The only limitation is just on their biological construct which must be specially considered."

Furthermore, within the Non-Commissioned Officers (NCO) cadre, there were female officers across all the ranks from the ranks of Private, through to the highest rank of Master Warrant Officer (MWO). In the NPF, female officers are not deployed to certain areas such as, Operations, which are considered the domain of male officers.

This was captured by a female participant during the FGD with security agencies who noted that; "we were not included during the farmers/herders conflict operation". However, the Commissioner of Police



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In the NA, even though female officers are very few, they are involved in all aspects of military work and operations.

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informed that female officers have been posted to Administration, Medicals, Crime and Investigation, Traffic Control and Store.

According to him, “because women are more patient than men, they are mostly posted to the Criminal Investigation Department (CID) and are used as Investigating Police Officers (IPOs).” Similarly, in the NSCDC, there are relatively fewer female officers than their male counterpart in Operations.

However, there are no official policies in any of the security agencies surveyed that provide for a discriminatory posting for female officers. For instance, in NCSDC Benue State Command, the Deputy Commandant in charge of Welfare is a female, which is one of the highest positions after the State Commandant.

In the NPF, however, the practice of non-involvement of female personnel in field operations, or limited appointed into certain positions, has over the years become an accepted unwritten institutional culture.

There are also certain practices that can be termed as positive discriminatory practices

within the NA, the NPF and the NSCDC with respect to work conditions for female personnel. For example, each of the 3 security agencies grants female personnel a 3-months maternity leave, which male officers are not entitled to.

Another positive discriminatory practice with regards to female personnel is the granting of compassionate posting on grounds of marriage.

This policy of compassionate posting for reason of keeping families together, subject to application and approval applies in all the three security institutions.

Similarly, female personnel can apply for her posting to be cancelled on compassionate grounds if the posting will take her away from her family or her husband.

However, the granting of such requests on compassionate ground is neither assured nor automatic as they depend on the personal considerations of the approving officer. For instance, in Benue State, on average, “only about 20% of such requests are eventually granted in the NPF.”



HIGHLIGHT OF MAJOR FINDINGS

The following major findings were made from the assessment:

a) There is a very low level of awareness among the personnel of the three security institutions of UNSCR 1325 and the NAP (2017-2020). About 78.26% of the respondents are not aware of the existence of the two documents. Even the remaining 13.04% of respondents are only aware of the UNSCR 1325 and unaware the NAP. This has implications for the implementations of the provisions of the documents.

b) There are both positive and negative discriminatory gender-related policies and practices within the three security institutions analysed. While some of the negative gender discriminatory practices are official policy, others are not written down policies but rather have become institutional culture over the years. For example, in the NPF, female personnel are not usually posted to the operations branch or appointed as DPOs. Also, in NSCDC female personnel were not involved in field operations like during the Herders/Farmers conflict.

c) At the state level, the three security institutions have very little powers to influence gender policies, gender related practices and/or female representation within their structure. This is because, all policies and recruitment issues are determined at the headquarters in Abuja and local units based at the state only implement policies or accept personnel posted to them.

d) Despite women being in the majority in Benue State, the ratio of men to women recruited and currently serving in the three security agencies, is heavily skewed in favour of men at an average 90%: 10%.

e) The relatively low representation of women in the three security agencies is attributable to some cultural practices, low level of education, discriminatory recruitment practices and discriminatory work environment policies, among others.

f) There are similar policies across the three security institutions with regards to the following gender related issues;

- Recruitment of married females: In principle, all three security agencies, require women wishing to be recruited to be unmarried, or at least declare that they are not married and have no children.
- Female recruits remain single during the recruitment period: All the three security agencies require their recruits to remain unmarried and not become pregnant during recruit training.
- Moratorium for female personnel to remain unmarried: In the three security agencies there is a requirement for female personnel to remain single until after two years, and for the NA three years, after graduation from recruitment training.

g). Access to security and legal services is very difficult for women in Benue State due to a variety of factors which include cultural issues, weak economic or financial base, and low level of education.

h). The most prevalent gender related crimes/issues in Benue early marriages, forced marriages, early child birth, denial of inheritance, domestic violence, abandonment and SGBV.

i). Although Gender Desks exist in the



discriminatory gender-related policies

There are both positive and negative discriminatory gender-related policies and practices within the three security institutions analysed.

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gender related crimes

The most prevalent gender related crimes/issues in Benue early marriages, forced marriages, early child birth, denial of inheritance, domestic violence, abandonment and SGBV.

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three agencies studied, they are structurally weakened by low personnel capacity as in the NPF and NA and complete absence of the office as in the NSCDC. In the NSCDC for instance, there is only one female officer who doubles as Gender Desk Officer and as Assistant Superintendent of Corps. She does not have an office, no other staff and no operational logistics of any kind. Furthermore, Gender Desk Officers do not have the administrative autonomy to initiate processes nor do they have budgetary allocations and logistics to perform their functions. For instance, none of the services has operational vehicles for their gender offices.

j. At the state level the security sector agencies do not have much leverage regarding the gender policies since the unit at the state level only carry out whatever policies were handed down to them from their services headquarters in Abuja.

For example, at the state level, neither the 707 Special Forces Brigade of the NA, the Benue State Police Command nor the NSCDC have any powers to influence gender mainstreaming during recruitment or postings.



Influence leverage

Security sector agencies do not have much leverage regarding the gender policies since the unit at the state level only carry out whatever policies were handed down to them from their services headquarters in Abuja.

Lessons Learned/ Implications for Policy

From the study, the following lessons with implications for policy were evident:

a). With regards to gender related policies and practices within the Nigerian security sector in general, and the NA, NSCDC, and the NPF in particular, it is crucial that future efforts at advocating for WPS and gender sensitive policies and practices are targeted at the federal level rather than at the state level.

This is because, policies are formulated at the federal level in the various services headquarters and units at the state level have very little or no influence or role in the formulation of gender related policies. Also practices that are adopted at that level tend to easily permeate to the local levels and normally accepted as a standard norm.

At the state level, all that is done is to implement what was decided at the federal headquarters level. Hence, security units at the state governments and local levels have no powers over such matters given that security is on the Exclusive Legislative list.

In order to bring a positive change in discriminatory policies or practices, it is crucial to target the federal /services headquarters level, because it is it easy to transmit these policies down to the local units such as the NA 707 Special Forces Brigade, the Benue State Police Command and the Benue State Command of the NSCDC .

However, for issues that are cultural which may need awareness and possibly law making, continuous advocacy should be sustained, targeting the state's institutions such as legislature and the relevant ministries and local CSOs.



Policy formulation

policies are formulated at the federal level in the various services headquarters and units at the state level have very little or no influence or role in the formulation of gender related policies. -pg 65



Continuous advocacy

for issues that are cultural which may need awareness and possibly law making, continuous advocacy should be sustained, targeting the state's institutions such as legislature and the relevant ministries and local CSOs.

b). With regards to gender representation in the three security sector institutions, several factors were found to be responsible for the low female representation.

Chief among these factors is cultural influence with security sector work being seen as a male domain and not the type of work suited for women. This would need more awareness within the local communities to boost and encourage female recruitment.

There is also the need for affirmative action on gender inclusion including legislating on gender quotas that will ensure a gendered recruitment process in favour of women in the security agencies. For example, as part of oversight of the three security agencies, the National Assembly could insist that the Services must show evidence of annual increases of 2% in female recruitment figures.

c). There is also the need to rescind or at least modify or review some of the negative discriminatory written and unwritten policies and practices during both recruitment and time in service which may dissuade some women from joining.

For instance, Sections 118 to 128 of the Police Act, CAP P19, LFN, 2004 should be

amended to make them gender friendly and sensitive. More specifically, in line with the ruling of a Federal High Court in Lagos that nullified the validity of Section 124 made pursuant to the Police Act (Cap P19)LFN, the Section should either be expunged from the Police Act or amended to ensure that both male and female police officers are subjected to the same regulatory provisions.

Similarly, Section 127, which provides that “an unmarried woman police officer who becomes pregnant shall be discharged from the Force, and shall not be re-enlisted except with the approval of the Inspector-General” should be expunged from the Act because it is not gender sensitive.

Furthermore, at the recruitment stage, there is the need to review the policy which prevents young women with children from being recruited as well as the policy that requires female personnel to remain unmarried for two or three years as the case may be.

d). The successful advocacy of the WPS programme, as well as achieving the SDGs 5 and 16, would require more than just having a Gender Desk at the federal headquarters. A concerted effort for these issues to trickle down to the local units is very crucial.

Pregnant Officer

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CONCLUSION

Peacebuilding and transitional processes represent opportunities to transform underlying causes of violence.

In the North Central region, for instance, post-conflict peacebuilding efforts by the Nigerian government and international partners should seek not just to address the root causes of the conflicts but also the challenges of gender discrimination in pre- and post-conflict situations.

The interventions should also seek to enhance the protection of women and girls affected by violence, support women's economic empowerment and social reintegration, and, amplify the roles women play in peace making. This, therefore, makes it important for women to be mainstreamed into decision-making processes at all levels, including in peace processes.

The mainstreaming of women in peace making processes is a critical requirement for sustainable peace in any society. The active participation of all stakeholders in the peace process including law enforcement agencies and justice institutions is required to ensure the mainstreaming of women in the peace process in order to improve access to justice for victims of Sexual and Gender Based Violence (SGBV).

As part of the WPS Programme in Nigeria (2018 – 2020), PWAN with support from the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the Norwegian Embassy conducted a gender assessment of the NA, the NPF and NSCDC in Benue State.

The assessment identified both positive and negative gender discriminatory practices and policies related to women.

The level of women representation during recruitments within the three security agencies was also identified while women's access to justice and security services was also analysed.

The assessment also examined how conducive the working conditions and environment were with respect to female personnel. Some lessons learned were highlighted, including underscoring the policy implications of the study's findings for future WPS programming.

A set of strategic recommendations were proffered towards addressing both the structural and institutional constraints to effective gender representation in the three security institutions surveyed in the state.

It is hoped that the findings from this study will also assist in the implementation of UNSCR 1325 and the launching of Benue State Action Plan for the implementation of UNSCR 1325 in the State.



Assessment

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An Assessment of the
**IMPACT OF THE
COVID-19 PANDEMIC**
On Members Of The
Security Sector Institutions
(SSIS)



Introduction

On December 8, 2019, pneumonia cases of unknown origin were identified in Wuhan, the capital city of Hubei province in China. The pathogen has since been identified as a novel enveloped Ribo Nucleic Acid (RNA) beta coronavirus that has currently been named Severe Acute Respiratory Syndrome Coronavirus 2 (SARS-CoV-2).

This novel coronavirus (nCoV) was identified by Chinese authorities on 7th January 2020 and was temporarily named "2019-nCoV". Corona viruses (CoV) are a large family of viruses that cause illnesses ranging from the common cold to more severe diseases. The nCoV is a new strain that has not been previously identified in humans.

The disease which reportedly spread like wild fire across the city of Wuhan in China, was plague-like and had a very high death rate. The ongoing outbreak of the respiratory disease that was recently given the name Coronavirus Disease 2019 (Covid-19) is the latest threat to global health.

The outbreak was declared a public health emergency of international concern by the World Health Organisation (WHO) on 30th January, 2020 and on 11th March, 2020, the WHO Director General, Tedros Adhanom Ghebreyesus during his opening remark at a media briefing on Covid19, declared the disease a pandemic.

Coronavirus disease spreads primarily through contact with an infected person's body fluids and droplets which are emitted when he or she coughs or sneezes. It also spreads when a person touches a surface or an object that has the virus on it, then touches he or her eyes, nose, or mouth.

As at March 16th the world had recorded 167,515 confirmed cases and 22 African countries including Nigeria had been affected

Covid-19 in Nigeria

Following the developments of Covid-19 pandemic in mainland China and other countries worldwide, the WHO listed Nigeria among other thirteen (13) African countries as high-risk for the spread of the virus.

The first confirmed case of Covid-19 in Nigeria was announced on 27th February 2020, when an Italian citizen in Lagos tested positive for the virus. On 9th March 2020, a second case of the virus was reported in Ewekoro, Ogun State, it was a Nigerian citizen who had contact with the index case.

Amongst the initial group of persons to test positive to the virus, were the son to a former Vice President of Nigeria, Alhaji Atiku Abubakar, the Chief of Staff to the President of Nigeria-Mallam Abba Kyari, the Governors of Bauchi and Kaduna States-Bala Mohammed and Mallam Nasir El-rufai, amongst others.

The Federal Government of Nigeria undertook the following measures to combat the spread of the Covid-19: The President on March 29, while delivering a Presidential address on Covid-19, ordered a lockdown for an initial period of 14 days specifically in the states of Lagos, Ogun, and Federal Capital Territory (FCT), Abuja, while other states across the country followed suit with total and partial lockdown, preventing inbound traffics as a measure to curb the spread.

A 12-member Presidential taskforce was constituted, led by the Secretary to the Government of the Federation (SGF) Mr. Boss Mustapha, other states equally constituted their own taskforces. Isolation centres were set up in Abuja and Lagos, while state governments were encouraged to set up their own, all public places were mandated to provide hand sanitizers and washing materials, social distancing measures were also propagated, as



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both public and private workers were made to stay-at-home, with the exception of essential service providers including security agents and health personnel.

All Federal schools were also closed, although most had shut down before the presidential address. The Nigeria Centre for Disease Control (NCDC) also rolled out measures to contain the spread of the disease.

As the number of persons testing positive began to rise especially in Lagos and Abuja, the

measures were strengthened, with religious and social gatherings completely banned and stringent enforcement of the lockdown directed nationwide.

On 13th April, 2020, the President in a nationwide broadcast on the Covid-19, extended the lockdown for another 14 days effective from same date in the same two states and the FCT.

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Effectiveness of the Security Sector Institutions' (SSIs) Response in the Lockdown Enforcement Including Inter-Agency Collaboration

The enforcement of the lockdown order as pronounced by the President for Lagos, Ogun states and the FCT is the primary responsibility of the Nigeria Police Force (NPF).

It must be noted that several other states across the nation replicated the lockdown orders with the respective governors signing executive orders. The Police as the lead enforcement security agency initiated taskforces working in collaboration with other security agencies.

Key security institutions which form part of the support for enforcement of the lockdown orders both federally and within the various states include: The Armed Forces, the Nigeria Security and Civil Defence Corps (NSCDC), Nigerian Immigration Service (NIS), Nigeria Customs Service (NCS), Nigeria Correctional Service, the Federal Road Safety Corps (FRSC), and the Department of State Services (DSS).

It is critical to note that similar to the provisions of the Electoral Act 2010 on security during elections, the NPF will utilize all the security agencies as support to ensure the protection of all citizenry for as long as the lockdown orders are in effect. A majority of state and interstate borders including that of Lagos, Ogun and the FCT have been closed especially to human traffic, but transportation of cargo and essential services personnel are allowed.

Roadblocks have been set at strategic points especially entrance and exit points, manned by teams made up of police and other officers of various security agencies already mentioned. It is important to emphasize the increased support especially from the Nigerian Army to the Police, noting its constitutional role of defending Nigeria from external aggression,

maintaining its territorial integrity and securing its borders, amongst others.

The NSCDC performs similar roles to the Police and forms a major support agency, especially within taskforces that operate in the states. All security agencies have continued to jointly perform various tasks aimed at ensuring full compliance of all citizens to the lockdown orders, including providing security to private and government sector while distributing palliatives.

The Inspector General of Police (IGP) M. A. Adamu, NPM, mni had cautioned officers and men of the Nigeria Police Force to maintain high standards of professional conduct and desist from trampling on citizens' rights while enforcing the lockdown and social distancing order.

Similarly, the head of the Federal Covid-19 taskforce Mr. Boss Mustapha had at a media briefing of the taskforce on 3rd April, 2020, warned all security personnel against manhandling citizens who disobey the stay-at-home order. Both senior government officials had equally urged citizens to be law abiding and exercise self-restraint while the lockdown lasts.

The effectiveness of the SSI response in enforcement of the lockdown despite the good collaboration among the three SSIs, has been marred by several issues including human rights infringements. Equally, the three SSIs are already plagued with manpower depletion noting the existing security situations in some parts of the country, specifically the Boko Haram in the North-East and banditry in the North-West. This could be evidenced in a recent directive by the Chief of Army Staff, suspending leave passes for all personnel to ensure adequate deployment when the need arises.

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In recent history, Covid-19 is the second pandemic after the 1918 Influenza caused by the H1N1 virus. Clearly, no present security institution especially the three SSIs envisioned or have in place any existing training module or operational response to deal with this present healthcare crisis.

Informal discussions with some senior officers of the NA and NPF indicate that it is now that strategies and implementations thereof are being formulated to address their response to this pandemic. The Nigerian Army is developing strategic operational directives and instructions to guide their personnel on Covid-19.

The NPF is also about to publish The Police Response to Covid-19, which will guide Police personnel both medically and operationally.

This research was unable to find any competent source with regards to the NSCDC but one can assume that they must also be taking steps to develop some form of a Standard Operation Procedure (SOP) to guide their personnel operationally during this pandemic.

Despite the efforts being made by the SSIs to tackle this lockdown order based on healthcare concerns and the burdens of the enforcement, the NPF still have their statutory responsibilities of crime prevention.

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Criminality During the Lockdown

The lockdown has exerted enormous pressure on majority of the citizenry, especially those that depend on incomes from daily sales and supplies. This has led to wide-spread calls for the complete lockdown orders to be varied, to stem the rising economic pressures on most Nigerians.

Consequently, crime index including incidents of domestic violence of most states in the country is on a gradual increase. In a bid to enforce the lockdown, the security agencies are being overwhelmed by these debilitating factors.

The reluctance of the courts and even the Police to take more criminals into custody ostensibly to limit the chances of infection may have exacerbated the situation. In parts of Ogun and Lagos states for example, the alarming increase in crimes, notably looting of shops by the notorious “Awawa/one million boys” allegedly without adequate response from the security agencies has led to various demonstrations by the residents.

On 16th April, 2020, some angry youth in Lugbe a satellite town in the FCT, vandalized a truck containing food items donated by a philanthropist as palliatives to the residents of the area. In response, the IGP through the Force Public Relations Officer DCP Frank Mbah, warned of dire consequences for the perpetrators of these crimes.

Furthermore, the IGP deployed an intervention squad led by the Deputy Inspector-General of Police (DIG) in charge of the South-West to help devise a superior strategy to stop and nab all the hoodlums with a view to battling the crime wave in the region.

The IGP had also in a press release, enjoined the members of the public to be wary of perpetrators of fraud and Cybercrime, as such cases are expected to be on the rise during the lockdown period, with scammers using fraudulent websites, e-commerce platforms, fake social media accounts and e-mails claiming to sell or deliver Covid-19 medical products.



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The Impact on Members of the Security Sector Institutions

The members of the SSIs are by virtue of their enforcement duties exposed to the dangers of Covid-19 because of their daily interaction with members of the public.

The officers who form part of the various lockdown enforcement taskforces, engage with countless numbers of people whose Covid-19 status are unknown. They also provide security for some hospitals including the Covid-19 Isolation Centres and guard groups distributing palliatives nationwide.

These personnel are vulnerable to attacks as well as contacting the disease. At the time of this research, one cannot find evidence of any official provision of Personal Protection Equipment (PPE) such as face masks and gloves to the security personnel. Most of the security agents either privately source such, or have private individuals or groups donate to them.

Equally at this time, it is expected that special budgetary allocations may be eventually made to accommodate special allowances for the task forces or members of the SSIs involved in the enforcement. Oral discussions with some senior officers indicate that some state governors are making such provisions. It is also expected that as the testing capacity is being increased by the NCDC, the personnel of the SSIs seen as frontline responders would benefit from the tests which may give a clear data on their infection status.

Recently, policemen guarding the Ejigbo Isolation Centre lamented over what they termed poor welfare and lack of protective wares in the discharge of their duties this is even as the Isolation Centre located at the Unity School, Ejigbo town in Ejigbo Local Government Area (LGA) of Osun State, has been deserted by the inhabitants including the

isolated one hundred and twenty-seven (127) returnees from Abidjan, Ivory Coast.

The aggrieved persons who overwhelmed the security operatives at the Centre, left in protest over the perceived lack of authenticity of the test results carried out at the facility and lack of proper disposal equipment at various test centres in the State.

The enforcement no doubt exerts psychological strain and extra financial pressure on the officers, as transportation and other services are irregular at this time and at very exorbitant prices. Food prices are also high, yet purchasing power remains the same. Their families who are also part of the wider society, not only live in fear of the virus, but in danger of contagion, in event of the agent's contacting the disease.

Their duties are essentially continuous even as other sectors are shut down. The pressure of the increasing crime trend also exerts pressure on their effectiveness especially in the enforcement of the lockdown orders.

Infringements by Security Agents in the Course of the Enforcements

The lockdown enforcement teams especially those led by the Police and the Army have recorded several incidents of human rights abuses including alleged extrajudicial killings. The National Human Rights Commission (NHRC) confirming this in a report listed out the following human rights infringements involving police and army personnel nationwide:

Thirty-three (33) incidents of torture,
Twenty-seven (27) incidents of violation of right

poor welfare and lack of protective wares

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to freedom of movement, Unlawful arrest and detention, Nineteen (19) incidents of unlawful seizure of property, Thirteen (13) incidents of extortion. Eighteen (18) extra-judicial killings, of which Police was responsible for seven (7) deaths, Nigeria Correctional Service was responsible for eight (8) deaths, Nigerian Army was responsible for two (2) deaths while Ebonyi State taskforce on Covid-19 in Afikpo South was responsible for one (1) death.

Furthermore, incidents of alleged compromise/ extortion by security agents who allow unauthorised vehicles to pass their points in exchange for illegal financial gains inundate the cyberspace, vehicles carrying food stuffs are also reportedly extorted, despite that they are

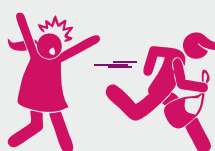
authorized to operate. On 10th April, 2020, a police inspector identified by his name tag as Taloju Martins was filmed counting the sum of forty thousand naira purportedly extorted from a motorist at Ago Palace Road Okota axis of Oshodi/Isolo Local Government Area of Lagos state. This incident was confirmed by the Lagos State Command Police Public Relations Officer who stated that the erring officer had been arrested for appropriate disciplinary actions. Similarly, there are reports of traffic build-up at check points without diligent checks, causing some essential service providers especially healthcare workers to be unnecessarily delayed.



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Nineteen
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Twenty seven
incidents of violation of right to freedom of movement, Unlawful arrest and detention



Thirteen
incidents of extortion.



Eighteen
extra-judicial killings, of which Police was responsible for seven

A Gender Analysis of the Socio-economic Impact of the Pandemic Situation

About 90 million people almost half of Nigeria's population live in extreme poverty, according to estimates from the World Data Lab's Poverty Clock. The scourge of poverty is more pronounced on the female gender than male in Nigeria.

Statistics on poverty in Nigeria indicate that 70% of poor Nigerians are women. Indeed, more than a half of rural women live below the nationally defined poverty line, lacking access to basic education, decent nutrition, adequate health and social services.

Nigeria's 40 million women of childbearing age (between 15 and 49 years) suffer a disproportionately high level of health issues surrounding birth. While the country represents 2.4% of the world's population, it currently contributes 10% of global deaths for pregnant mothers.

Latest figures show a maternal mortality rate of 576 per 100,000 live births, the fourth highest on Earth.

At a time when nations across the world are implementing "stay-at-home" measures, the United Nations Population Fund (UNFPA) warned that women are more likely to shoulder higher proportions of the domestic burden during lockdown.

Rising tensions due to economic losses could lead to a spike in domestic violence behind closed doors during a period when counseling and support services may be stripped back to a minimum. Women in the towns are engaged predominantly in the informal sector, in commerce and distributive trade.

Most women involved in paid menial jobs such as housekeeping, hawking and petty trading have their incomes severely affected by this lockdown.

The socio-economic impacts of the Covid-19 pandemic is most likely to be felt by women across the country Dr. Natalia Kanem, Executive Director of the UN Population Fund (UNFPA), warned that the coronavirus outbreak has "severely disrupted" access to Sexual and Reproductive Health (SRH) and Gender-Based Violence (GBV) services "at a time when women and girls need these services most, It could also exacerbate existing financial inequality between men and women.

The socio-economic impacts of the Covid-19 would affect more women than men in Nigeria especially in the North East, where the plight of women and girls are already perilous, particularly in Internally Displaced Persons' (IDP) camps.

Meanwhile, before the Covid-19 pandemic, domestic violence was already one of the greatest human rights violations. There has been an increase of 243 million women and girls (aged 15-49) across the world being subjected to sexual or physical violence by an intimate partner.

The wellbeing of women considering the impact on their sexual and reproductive health and mental stability should the pandemic continues will inadvertently affect their ability to participate and lead in the recovery of our societies and economy. Women are increasingly, subjected to sexual and gender-based violence, exploitation, and numerous relationship problems, but due to the subsisting movement restriction as a result of the lockdown, their access to the SSIs for the purpose of lodging formal complaints is greatly restricted.

This is against the backdrop of the existence of the Police Rapid Response Unit: an online crime



people almost half of Nigeria's population live in extreme poverty,



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reporting platform. What begs the question is the response time of the dispatch teams of various rapid response lines of the SSIs as well as other emergency response agencies of government, the legitimacy of evidence and ease of its collection.

Furthermore, a number of medical issues ranging from pregnancy complications, child birth and other emergencies mostly peculiar to women are likely to occur at this time. Nigeria had the second highest number of annual maternal deaths in the world in 2010 and contributed 14% of all maternal deaths globally.




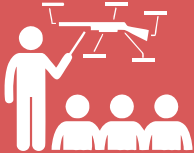




Nigeria is also the country where nearly 20% of all global maternal deaths happen. Between the year 2005 and 2015, it was estimated that over 600,000 maternal deaths and no less than 900,000 maternal near-miss cases occurred in the country. The unavailability of regular transportation systems during this lockdown is preventing a lot of women from access to healthcare and invariably predispose them to maternal mortality, thereby increasing the above statistics.

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Recommendation

- 01**  Government palliatives to be well-articulated and transparently shared to all LGAs for onward delivery to their indigenes.
- 02**  Families of the SSIs especially the junior cadres to also benefit from the government palliatives.
- 03**  Alternative reporting mechanism with rapid response to be activated by SSIs especially the NPF.
- 04**  There is the need to train members of the SSIs and ensure adherence to Standard Operating Procedures for engagement with members of the public during the lockdown.
- 05**  Federal and state ministry of health to improve primary healthcare facilities to better care for Covid-19 patients and prioritize health concerns of pregnant and nursing mothers and their babies.
- 06**  Supplementary budgets to allocate not only special hazards allowances for the SSIs taskforces, but also to provide PPEs for all personnel.
- 07**  Civil Society Organisations (CSOs), the media and other existing complaint response sectors of the SSIs to collaborate to forestall exploitation/extortion of the citizenry.
- 08**  The Human Rights Commission (HRC) to set up oversight teams to monitor and handle cases of extra-judicial killings and other human rights abuses.

GENERAL CONCLUSION

In Nigeria, the low number of women in national security institutions do not reflect their demographic strength or the available talent pool in this social category, despite the fact that women make up about 49% of the Nigerian population, they are largely excluded from governance processes, conflict management structures and peacebuilding mechanisms.

In recognition of the pivotal role of women in conflict resolution and peacebuilding, Nigeria launched its first NAP in August 2013 to domesticate the UNSCR 1325. The 2013 NAP sought a 35% increase in the participation of women in governance including the military and security institutions.

A revised NAP was launched in May 2017 to accommodate emerging issues such as violent extremism as well as address gaps relating to the absence of crisis management and ambiguity in language, among others, that were evident in the first NAP.

Notwithstanding the adoption of frameworks promoting gender equality, gradual implementation of an updated NAP and growth in civil society advocacy for

mainstreaming gender into the structures and processes of governance in Nigeria, progress made in improving women's participation in security institutions and processes has lagged behind.

The deficit is evident in the overall size and share of strategic positions they occupy in these agencies. This assessment has shown that this is due in part to factors that are rooted in social, economic, cultural and religious dynamics of the Nigerian society, and in part because certain institutions' policies or practices reinforce gender discrimination. To be sure, sizeable number of women serve in the nation's security institutions but the numbers dwindle as one goes up the leadership ladder. Reversing this trend will require concerted efforts on the part of diverse stakeholders to dismantle societal and institution-specific encumbrances to gender equality. Thus, measures aimed at addressing institution-specific practices and societal factors that engender inequality are crucial to building security institutions that are not only gender sensitive in personnel structure, but also responsive in security service delivery.





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Notwithstanding the adoption of frameworks promoting gender equality, gradual implementation of an updated NAP and growth in civil society advocacy for mainstreaming gender into the structures and processes of governance in Nigeria, progress made in improving women's participation in security institutions and processes has lagged behind.

Women are grossly underrepresented in national institutions charged with the responsibility of providing security and promoting peace. In the security sector in particular, there is an apparent deficit of women in the critical national security and defence institutions.

The deficit is evident in the overall size and share of strategic positions they occupy in these agencies. This assessment has shown that this is due in part to factors that are rooted in social, economic, cultural and religious dynamics of the Nigerian society, and in part because certain institutions' policies or practices reinforce gender discrimination.

In Nigeria, the low number of women in national security institutions do not reflect their demographic strength or the available talent pool in this social category.

To be sure, sizeable number of women serve in the nation's security institutions but the numbers dwindle as one goes up the leadership ladder.

As a result, women in Nigeria have paid a heavy price in the wave of violent conflicts and crime that have been ravaging the country in the past two decades. They have suffered different forms and levels of sexual violence, criminal victimisation and internal displacement.

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-pg 67

Reversing this trend will require concerted efforts on the part of diverse stakeholders to dismantle societal and institution-specific encumbrances to gender equality.

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Annexe

ANNEXE

Key Informant Interview with strategic very senior Officers of the NPF

Research Question 1:

What is the nature of gender representation and composition of focal Security Sector Institutions (SSIs)?

- 80% of the respondents affirmed that there is increase in the number of female officers promoted in the last promotion exercise. It indicates a high positive response.
- 60 of respondents affirmed that the number of female officers promoted increased since 2007, while 40% stated that the number remained the same.
- 80% of the respondents stated that no female officer had headed a Police Mobile Force (PMF) squadron, except the female squadron in the FHQ.
- 60% of respondents stated that women are rarely posted to operational beats/duty posts in the force, only very few female officers have held such offices.
- 80% stated that women are not allowed to mobilise into the conventional PMF Squadron, 20% stated otherwise.

Therefore, there is only a slight improvement in gender representation and composition of the Police.

Research Question 2

What is the status of integration of gender sensitivity within the security sector institution from 2007 till date?

- 80% of respondents opined that the Police is gender sensitive, since it provides specific welfare conditions aimed at the female officers, such as separate accommodation and rest rooms.
- 60% of the respondents averred that gender parity is taken into consideration in the deployment/posting of officers in the Nigeria Police Force.
- All the respondents stated that Force Order(s) and Police Acts clearly stipulate specific duties for women police, but in practice, these have been expanded, women and men do all duties now.
- 80% of respondents averred that women Police now bear arms, although there has not been a corresponding change in legislation.
- All the respondents stated that the Police has mechanism for handling reports of domestic violence against their staff.

Therefore, there is improvement on the status of integration of gender sensitivity within the Police institution from 2007 till date.

Research Question 3

Are there discriminatory policies and practices that hinder the recruitment, performance and career advancement of women in the Security Sector Institutions?

- All respondents stated that there are equal promotion opportunities for policemen and women. However, the disparity in representation is traceable to fewer women that were recruited at different times.
- 80% of the respondents disagree that there are no policies precluding women from career progression, however the poor women representation was traced to poor recruitment ratio.
- 60% of the respondents agree that the number of women promoted to the rank of AIG has increased since 2007.

iv. 100% of respondents stated that there is increase in women police representation in foreign]]

operations especially UN peace keeping, although the high women representation is because the UN specifically indicate its gender requirement.

- 60% of respondents stated that the status of women deployment to the North East is not satisfactory, as the Army is fully in charge of the theatre, however conventional policewomen serving in the North East are scantily deployed to the different IDP camps from their divisions.

The foregoing indicates that there exist very few discriminatory policies and practices that hinder the performance and career advancement of women in the Police, rather, the push and pull factor is that the insignificant male to female officer ratio at recruitment causes imbalance in subsequent career paths.

Summary of Focussed Group Discussion with Civil Society Organisations (CSOs) Appendix A

Two representatives of CLEEN Foundation, one each from: Policy and Legal Advocacy Centre (PLAC), National Women Wing, Christian Association of Nigeria (NWWCAN), Police Community Relations Committee (PCRC) Women's Rights Advancement and Protection Alternative (WRAPA) and National Council of Women Societies (NCWS) were engaged, and their responses are summarised below.

Seventy percent of the participants have had constant and direct dealings with the SSIs most especially the NPF. 80% have known victims of Gender Based Violence (GBV), only 20% of these cases were reported. The reason was adduced to lack of trust in the security agencies' commitment to satisfactorily treating the cases especially the NPF, whose officers are likely to taunt the victims.

Two of the perpetrators were identified as security agents. The NPF was identified as the most gender sensitive SSI, followed by the NSCDC. Only 10% of the participants is aware of the existence of a gender policy in the NPF. Also, 60% of participants stated that the existence of Gender Desk offices or mechanisms for treating GBV cases in the SSIs is mere lip service, as it has not engendered any significant change. 80% of participants stated that the existence of discriminatory policies within the SSIs affect the performance, career growth and job satisfaction of female officers.

There was agreement by participants that the following strategies could improve gender inclusivity, sensitivity and equality within the SSIs:

- Overhauling the language of our laws to be sensitive especially use of the pronoun HE,
- Recruitment policy to be emplaced and indicate/increase the ratio of women being recruited, all internal discriminatory policies in the SSIs to be scrapped.
- Police to execute the judgement nullifying its discriminatory policies.
- The National Assembly to exercise their oversight to ensure implementation of the National Action Plan by agencies of government.
- Promotion in SSIs to be based on merit.
- Awareness campaigns to be organised by CSOs as well as SSIs, targeted at young women in schools and colleges to encourage their interest in security sector careers.

Summary of the Focussed Group Discussion with SSIs

The Nigerian Army

The Nigerian Army gender advisor Major Janet Osamgbi stated that the Nigerian Army is making efforts towards implementation of the National Action Plan, the formation of the Female Corps is a step in the right direction, the COAS's "A man for a She" mantra ensures protection of interests of the female officers, they are also involved in operations in conflict zones, wherein different vulnerable groups in communities are given opportunity to contribute to solutions/peace process.

Although officially, there is no gender in the NA, women are still given preferential considerations by posting close to their spouses, maternity leave and posting of gynaecologists to areas where women are deployed. The NA allots 5% slot for females in every recruitment, but some states do not feel up the slot as a result of cultural stereotypes, specifically in the North.

The NA has no gender Policy, but Ministry of Defence is making efforts to ensure more participation of women. There is a gender advisor at the Army Headquarters only, whose major responsibility is to advise the management on gender mainstreaming, training, recruitment, promotion and other matters relating to female officers. Female officers are involved in all courses and operational activities including shooting competition. The salary and emoluments of both male and female officers are the same.

The Police

The police gender policy is a step towards implementation of the National Action Plan. Most Participants described the Police as being gender sensitive and responsive, as women and men are equally treated, while women are posted to less dangerous duties.

There are standard/compulsory training courses on sexual exploitation, abuse, Gender Based Violence, etc, but they are only for officers posted or working in gender-related units. The Police do have gender advisors at the Force Headquarters, zonal and State Command levels, whose major responsibility is to advise the management on gender related issues. The Police gender policy is yet to be operationalized and it is not in public domain. There are appropriate uniforms for female personnel, including pregnant women, at every rank/ level.

There are separate, but inadequate secure accommodation for women in all training establishments, barracks, etc. No special provisions are made for women Police sanitary and toilet requirements when on operations. The salary and emoluments of both male and female officers are the same.

There is need for review of Police acts, recruitment policy and other discriminatory policies, with a view to improving women participation, representation and responsiveness.

The Nigeria Security and Civil Defence Corps

All participants described the NSCDC as being gender sensitive and responsive, as women and men are equally treated, appointment is balanced, women are given preferential treatment, they are posted to less dangerous duties and the Corps has a (Family) Peace and Conflict Unit, where family issues are resolved. Women participation in the Corps has been more than the men as at the inception of the Corps, but with the expansion of duties and approval to bear arms, the need for more male officers for field work arose. The

number of male officers is now slightly higher than that of the female. There are standard/compulsory training courses on sexual exploitation, abuse, Gender Based Violence, etc, but they are ONLY for officers in related units.

The Corps does not have gender advisors at this time and neither does it have a gender policy. The peace and Conflict (resolution) Unit of the NSCDC engages regularly with women organizations and structures in the community as the need arises, for advocacy and enlightenment. There are appropriate uniforms for female personnel, including pregnant women, at every rank/ level. The salary and emoluments of both male and female officers are the same.

The promotion process in the Corps is not balanced; it does not consider seniority or year of entry. To be appointed/promoted to the ranks of Commandant / Assistant/ Deputy Commandant General, oral and written interviews are conducted on shortlisted officers. Women are rarely shortlisted hence their chances of making it to the top are very slim. The arbitrary promotion process to the topmost ranks needs to be regularised, to end inequality and encourage female inclusion.

ANALYSIS OF RESPONSES**FOCUSED GROUP DISCUSSION WITH CSOs**

Four representatives from the following CSOs

- a) CLEEN Foundation (two (2) participants)
- b) Policy and Legal Advocacy Centre (PLAC)
- c) National Women Wing, Christian Association of Nigeria (NWWCAN)

S/NO	QUESTION	NUMBER OF RESPONDENTS	RESPONSE	
			Affirmative	Negative
1	What security agencies do you engage with regularly?	CLEEN 1 CLEEN 2 PLAC NWWCAN	All All NPF	None
2	Have you been a victim/ know a victim of gender related crime/ violence?	CLEEN 1 CLEEN 2 PLAC NWWCAN		No, has friends that were victims No, worked with some victims No, has a friend that was No, knows no victim
3	Can you provide information on specific incidents?	CLEEN 1 CLEEN 2	Rape by a Family friend. Defilement of a minor	

		PLAC	Intimate partner abuse. Date rape	Nil
		NWWCAN	Intimate partner abuse by a Police officer	
4	Who was the case reported to?	CLEEN 1	NA (Not Applicable)	Not reported, family intervened
		CLEEN 2		Both reported to the Police
		PLAC		Case not reported
		NWWCAN		Reported to the police, but refused as domestic issue
5	What services did the victim receive from the relevant security institution?	CLEEN 1	NA	
		CLEEN 2	Counselling Offender prosecuted	
		PLAC	NA	
		NWWCAN	NA	

6	Are you aware of any incidents of SEA/ SGBV that were perpetrated by personnel of security agencies?	CLEEN 1	Yes	No
		CLEEN 2	Yes	
		PLAC		
		NWWCAN		
7	If yes, are you aware of any structures that exist where these kinds of cases are reported?	CLEEN 1		No
		CLEEN 2	Yes	
		PLAC	Yes	
		NWWCAN	Don't know	
8	Did you report the case to any of the above structures?	CLEEN 1	NA	
		CLEEN 2	Yes	
		PLAC	Yes	
		NWWCAN	NA	
9	Did you find their services satisfactory?	CLEEN 1	NA	

	How could the service improve?	CLEEN 2 PLAC NWWCAN	Yes NA	No
10	Do the security institutions provide services that cater specifically to the safety and security of women? If yes, what is the impact of these services in your opinion?	CLEEN 1 CLEEN 2 PLAC NWWCAN	Yes, NSCDC is trying, police efforts not widely known. Yes, relatively felt. Yes, but no significant impact. Only lip service Yes, but the level of implementation is the question.	
11	Which of the 3 agencies do you believe is most gender sensitive?	CLEEN 1 CLEEN 2 PLAC NWWCAN	Police Police Police Police	
12	Are you aware of any existing NPF, NSCDC and Nigeria Army gender policies?	CLEEN 1 CLEEN 2 PLAC	Yes, only the Police Yes	No

		NWWCAN	Every agency has	
13	Do you believe these gender policies are implemented effectively?	CLEEN 1 CLEEN 2 PLAC NWWCAN		Not aware No, the will to act is lacking NA Cannot tell
14	Do perceptions of the institution and its role in the community differ between men and women?	CLEEN 1 CLEEN 2 PLAC NWWCAN	Yes, perceptions differ.	No, both believe the institutions have failed No No, both believe the system is failed
15	What do you think the institutions should do to become more gender sensitive, particularly towards women?	CLEEN 1	Commitment to implementation of related policies. The affirmative action to be applied to recruitment and promotion in SSIs. Sensitization of women to seek employment. Review and implement internal gender equality policies	

		CLEEN 2	Legislation to be involved as the root of all laws, Gender equality to be imbibed by legislators especially in the language of the laws (which are usually masculine) Address recruitment imbalance by proper legislation on ratio of male to female, emplace monitoring mechanisms (PSC, NASS, Interior) relevant laws to be reviewed to indicate roles of women.	
		PLAC	Women empowerment, increase in number recruited	
		NWWCAN		

APPENDIX 'B'

FOCUSSED GROUP DISCUSSION WITH SSIs

The Nigerian Army (represented by the Gender Advisor – Major Janet Osamgbi)

1. She has heard about the UNSCR 1325 Nigerian National Action Plan (2017-2020).
2. The NA is making efforts towards implementation of the National Action Plan, the formation of the Female Corps is a step in the right direction, the COAS's 'A man for a She' mantra ensures protection of interests of the female officers, they are also involved in operations in conflict zones, wherein different vulnerable groups in communities are given opportunity to contribute to solutions/peace process.
3. The participant demonstrated correct understanding of gender sensitivity and responsiveness.
4. She described the NA as being gender sensitive and responsive, as women and men are equally treated and although officially, there is no gender in the NA, women are still given preferential considerations by posting close to their spouses, maternity leave and posting of gynaecologists to areas where women are deployed.
5. There is no disparity between gender responsiveness within the NA amongst the personnel, and outside the organization to the general public. Gender related issues are treated equally.
6. The NA has 5% slot for females in every recruitment, but some states do not feel up the slot as a result of cultural stereotypes, specifically in the North.
7. Female officers are sensitised from the scratch to challenge the cultural stereotypes and know their worth.
8. The NA has a gender advisor at the Army Headquarters only, whose major responsibility is to advise the management on gender mainstreaming, training, recruitment, promotion and other matters relating to female officers.
9. The NA has no gender Policy, but Ministry of Defence making efforts to ensure more participation of women. Female officers are involved in all courses and operational activities including shooting competition.
10. The NA rarely engages with women organizations and structures in the community.
11. Male and female officers view gender issues according to their understanding.
12. There is an understanding among male and female officers at all levels about why it is important to address gender issues.
13. At training institutions and refresher courses, officers are briefed about the institution's commitment to gender equality and human rights, its gender-related policies and procedures
14. There are respectful working relations between men and women, some operations may not need gender mix.
15. There are sufficient separate and secure washing and changing areas for female and male staff in all of the institution's facilities
16. There are appropriate uniforms for female personnel, including pregnant women, at every rank/ level.
17. There are separate, appropriate and secure accommodation for women in all training establishments, barracks, etc
18. No special provisions are made for women such as sanitary and toilet requirements when on operations.
19. The salary and emoluments of both male and female officers are the same.

The Nigeria Police Force

1. Only 30% of participants have heard about the UNSCR 1325 Nigerian National Action Plan (2017-2020)
2. The police gender policy is a step towards implementation of the National Action Plan.
3. The participants had varied perceptions of gender sensitivity and responsiveness, 60% could not correctly tell the meaning.
4. 70% of participants described the Police as being gender sensitive and responsive, as women and men are equally treated, while women are posted to less dangerous duties.
5. 30% of participants described the Police as not being gender sensitive and responsive, as very few women have risen to top management positions nor ever been appointed Inspector General.
6. There is no disparity between gender responsiveness within the Police amongst the personnel, and outside the organization to the general public. Gender related cases are treated on their own merits irrespective of who is involved.
7. There is need for review of Police acts, recruitment policy and other discriminatory policies, with a view to improving women participation, representation and responsiveness.
8. There are standard/compulsory training courses on sexual exploitation, abuse, Gender Based Violence, etc, but they are ONLY for officers posted/working in gender-related units.
9. The Police does have gender advisors at the Force level, zonal and state command levels, whose major responsibility is to advise the management on gender related issues.
10. There is a gender policy for the police, but it is yet to be operationalized. It is not widely known about
11. The Police engages regularly with women organizations and structures in the community upon invitation by them.
12. 100% of participants stated that male and female officers view gender issues based on their personal/individual differences not gender.
13. There is an understanding among male and female officers at all levels about why it is important to address gender issues.
14. New staff/recruits are briefed about the institution's commitment to gender equality and human rights, its gender-related policies and procedures
15. 100% of participants stated that there is respectful working relations between men and women, the gender composition of teams is determined by the task.
16. There are no sufficient separate and secure washing and changing areas for female and male staff in all of the institution's facilities
17. There are appropriate uniforms for female personnel, including pregnant women, at every rank/ level.
18. There are separate, but not adequate, appropriate and secure accommodation for women in all training establishments, barracks, etc
19. No special provisions are made for women Police sanitary and toilet requirements when on operations.
20. The salary and emoluments of both male and female officers are the same.

The Nigeria Security and Civil Defence Corps

1. Only one (1) out of three (3) participants have heard about the UNSCR 1325 Nigerian National Action Plan (2017-2020)
2. The participants had varied perceptions of gender sensitivity and responsiveness.
3. All participants described the NSCDC as being gender sensitive and responsive, as women and men are equally treated, appointment is balanced, women are given preferential treatment, they are posted to less dangerous duties and the Corps has a (Family) Peace and Conflict Unit, where family issues are resolved.
4. There is no disparity between gender responsiveness within the Corps amongst the personnel, and outside the organization to the general public. Gender related cases are treated on their own merits irrespective of who is involved.
5. There is need for more appointments of women in the top ranks of the Corps.
6. Women participation in the Corps has been more than the men as at the inception of the Corps, but with the expansion of duties and approval to bear arms, the need for more male officers for field work arose. The number of male officers is now slightly higher than that of the female.
7. There are standard/compulsory training courses on sexual exploitation, abuse, Gender Based Violence, etc, but they are ONLY for officers in related units.
8. The Corps does not have gender advisors at this time.
9. There is no gender policy for the Corps yet.
10. The peace and Conflict (resolution) Unit of the NSCDC engages regularly with women organizations and structures in the community as the need arises, for advocacy and enlightenment.
11. All participants stated that male and female officers view gender issues based on their personal/individual differences not gender.
12. There is an understanding among male and female officers at all levels about why it is important to address gender issues.
13. New staff/recruits are briefed about the institution's commitment to gender equality and human rights, its gender-related policies and procedures at training.
14. All participants stated that there is respectful working relations between men and women, the gender composition of teams is determined by the operational need.
15. There are no sufficient separate and secure washing and changing areas for female and male staff in all of the institution's facilities
16. There are appropriate uniforms for female personnel, including pregnant women, at every rank/level.
17. There are separate, but not adequate, appropriate and secure accommodation for women in all training establishments, no barracks at all for the Corps.
18. No special provisions are made for female officers sanitary and toilet requirements when on operations.
19. The salary and emoluments of both male and female officers are the same.
20. The promotion process in the Corps is not balanced, it does not consider seniority or year of entry. To be appointed/promoted to the ranks of Commandant / Assistant/ Deputy Commandant General, oral and written interviews are conducted on shortlisted officers. Women are rarely shortlisted, hence their chances of making it to the top are very slim. The arbitrary promotion process to the topmost ranks need to be regularised, to end inequality and encourage female inclusion.

APPENDIX 'C'

REPRESENTATION OF SENSITIVE OFFICES HEADED BY POLICEWOMEN FROM 2007 - 2018

S/NO	RANK	NAME OF OFFICER	POST/OFFICE	YEAR
1.	DIG	Ivy Uche Okoronkwo, mni	DIG 2I/C FHQ Abuja	2010
2.	DIG	Chintua Amajor-Onu, fdc	DIG ICT	2015
3.	DIG	Peace Ibekwe Abdallah, fsi, mni,	DIG FCID	2018
4.	AIG	Ogeri Fidelia Azuogu, mni	AIG Vet	2007
5.	AIG	Grace Chita Okudo	AIG Medical	2014
6.	AIG	Adenike Fehintola Abuwa	AIG Medical	2015
7.	AIG	Katafite Helen Adeyemi	AIG Zone 11 Osogbo	2014
8.	AIG	Dorothy A. Gimba, mni	AIG PSC, Jos	2016
9.	AIG	Hilda Ibifuro-Harrison, fdc	AIG Zone 4, Makurdi	2017
10.	AIG	O. M. Obembe	AIG Medical	2019
11.	CP	Abiodun Adebola Ige	CP Osun State	2016
12.	CP	Efunsola Modupeola S.	CP Medical	2016
13.	CP	Stella P. Udosen	CP Nursing	2014
14.	CP	Gbemisola O. Akinpelu	CMDT PCI Lagos	2017
15.	CP	Juliana Iroha	CP Ebonyi State	2007
16.	CP	Atinuke Koyi	CP Interpol FCID	2007
17.	CP	Mercy Iroghama Aigbo	CP FHQ	2009
18.	CP	Margaret Hart	CP Medical	2010
19.	CP	Florence Chinwe Okafor	CP Medical	2010
20.	CP	Dieeye Desire Nsirim	CP Niger State	2012
21.	CP	Felicia O. Noelle	CP Medical	2014
22.	CP	Sherifat Olajoku	CP CCR Lagos	2010
23.	CP	Victory Niro Menta	CP Airport	2014
24.	CP	Aishatu I. Abubakar	CP VET	

25.	DCP	Felicia Ogunjobi	DC Railway	2007
26.	DCP	Martina Adeyemi	DC Anti-Fraud	2007
27.	DCP	Mary Orji	DC Abia State	2007
28.	DCP	Fausatu Oduwole Azeez	DC Co-operative	2017
29.	DCP	Morayo Adeola Odubela	DC Nursing	2010
30.	DCP	Ann Ifeyinma Mokwente	DC Medical	2010
31.	DCP	Olusola Adeola Okhiria	DC Medical	2010
32.	DCP	Bosedede Ayodeji Dawodu	DC Airport	2012
33.	DCP	Idolighiran Omo-Bare	DC Port Authority	2012
34.	DCP	Caroline A. Adelayo	DC Homicide	2012
35.	DCP	Juliana Akinola	DC Medical	2012
36.	DCP	Nnetor Udoffa Aguae	DC Medical	2013
37.	DCP	Titilayo Ramat Adetula	DC Medical	2013
38.	DCP	Veronica Modupe Omofonma	DC Ecowas Commission	2011
39.	DCP	Eva-Maria Chukwu	DC ZCID 9	2012
40.	DCP	Kehide Omotola Olushuyi	DC VET	2016
41.	DCP	Esther Dimka	DC Nursing	2009
42.	DCP	Regina Iyoha	DC Nursing	2012
43.	DCP	Nkechi A. Enehikhuere	DC CCR Lagos	2016
44.	DCP	Juliana Abah	DC Training	2016

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Rule of Law and Empowerment Initiative known as Partners West Africa Nigeria (PWAN) is a non-governmental organization working towards enhancing citizens' participation and improving security governance in Nigeria and West Africa broadly.

We are located in Abuja, Nigeria's capital and have field offices in the North East-Borno and North-West-Kano and other with national and regional reach.

MISSION: Our organization is dedicated to enhancing citizens participation and improving governance and security in Nigeria and West Africa.

VISION: Robust good governance and accountable institutions in Nigeria and West Africa.

VALUES: Integrity, Inclusiveness, Impact and Professionalism.

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