



Federal Foreign Office



**UNMAS**



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

# **GENDER BASELINE ASSESSMENT**

**IN STRENGTHENING EXPLOSIVE ORDNANCE THREAT-  
MITIGATION CAPACITIES OF SECURITY SERVICE  
PROVIDERS IN NORTH-EAST NIGERIA**

*MAY 2021*

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## DISCLAIMER

This Assessment Report is prepared by Partners West Africa Nigeria (PWAN) which was engaged with the Explosive Ordnance Disposal Unit of the National Police Force (NPF) and Chemical Biological Radiological Nuclear Explosive unit of the National Security and Civil Defence Corps (NSCDC). The data and information have been collected between August 2020 and February 2021. The Report was written at the request of the United Nations Mine Action Service (UNMAS) to ensure gender sensitized projects are delivered to the national security service providers in Nigeria.

The Report has been prepared for the purpose set out in the Terms of Reference entitled "Gender Baseline Assessment in strengthening explosive ordnance threat-mitigation capacities of security service providers in northeast Nigeria". PWAN understands that UNMAS will provide a copy of this Report to NPF and NSCDC. UNMAS agrees that a copy of the Report can be provided to NPF and NSCDC and also be released publically on the basis that it is published for general information only and that UNMAS does not accept any duty, liability or responsibility to any person (other than PWAN) in relation to this Report.

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## EXECUTIVE SUMMARY

This gender baseline assessment was focused on the departments of two security service providers – the Explosive Ordnance Disposal (EOD) unit of the Nigeria Police Force (NPF) and the Chemical Biological Radiological Nuclear Explosive (CBRNE) unit of the Nigeria Security and Civil Defence Corps (NSCDC).

The NPF is the leading and foremost Law Enforcement Organization in Nigeria responsible for the prevention and detection of crime, maintaining public safety, law and order, protection of lives and property and the enforcement of all laws and regulations with which they are directly charged.

The NSCDC is a paramilitary agency of the Government of the Federal Republic of Nigeria with a mandate to provide measures against threat and any form of attack or disaster against the nation and its citizenry. Their duties and responsibilities include securing the state and the people for peace, justice, freedom, fair play and orderliness.

The two units – EOD and CBRNE, share similar responsibilities of identification, recovery/evacuation and demolition of Unexploded Ordnance (UXOs), detection and identification of radioactive materials out of regulatory control and physical supervision, security and monitoring of movement, usage and storage of chemical, biological, radiological, nuclear and explosive materials.

Findings of this study will support the United Nations Mine Action Service (UNMAS) project plans as they partner with the two security institutions on capacity building activities in explosive ordnance threat mitigation.

This study focused on the EOD unit of the NPF and CBRNE unit of the NSCDC in Borno, Adamawa and Yobe (BAY) states where

UNMAS has been coordinating mine action operations since 2018. Nigeria has continued to experience casualties in 2018, 2019 and 2020 from Non-State Armed Groups (NSAGs) widespread use of explosive devices, including landmines of an improvised nature in the BAY states located in the North-East.

Borno state has been most impacted with reports of victim-activated devices detonated in 76% of the Local Government Areas (LGAs); Adamawa and Yobe states are also affected as victim-activated devices have been detonated in 52% of the LGAs.

This study employed a mixed method design. The research team engaged with relevant officials from the EOD and CBRNE gender units, administrative units, and operations units at the national and state levels of the two security service providers. The findings from this study show that:

- Deployment into the EOD and CBRNE is voluntary and is open to both male and female officers after enlistment into the NPF and NSCDC.
- At the national level, the policy requiring prospective candidates to have a science based educational background is obsolete. However, state commands still maintain

**The NPF is the leading and foremost Law Enforcement Organization in Nigeria responsible for the prevention and detection of crime, maintaining public safety, law and order, protection of lives and property**

this requirement, and this may be a contributory factor to the limited number of female officers within the unit.

- The NPF does not recruit married women, however the NSCDC does. Certain levels of gender inequality in regulations, especially in the Police, are yet to be expunged. These include provisions that women are to perform only traffic control and administrative duties related to women and children.
- At present, the EOD and CBRNE units do not have any female officers within its leadership.
- Cultural and religious norms have been identified as impediments in some instances, to the recruitment of women into the two institutions, especially within the Northern region of the country. The low representation of women within the EOD and CBRNE units is a direct consequence of this gender disparity at the stage of recruitment.
- Some female officers are of the opinion that the functions of the EOD unit are more suited to men due to the high-risk nature of the unit. However, the prevalence of female suicide bombers, and the fact that women are the most affected by explosions may be contributing to a change in perspective of female officers; they have been able to recognize the unique roles that can be played by women in Security Sector Institutions (SSIs) in explosive ordnance detection and disposal.
- Despite the fact that the Nigeria Police Force has a gender policy and NSCDC is in the process of completing its policy and that the country has a Women Peace and Security (WPS) Action plan, gender mainstreaming is yet to be accepted and implemented by the leadership of the two institutions.
- The CBRNE and EOD units have training schools in the Federal Capital Territory (FCT) and Lagos, respectively. These schools receive support on capacity building from local, regional, and international organizations including the United Mine Action Service (UNMAS). There is limited participation of female officers within the training institutions due to the limited number who volunteer to join the unit. Female officers within the unit are of the junior cadre and are not within management or any other related positions.

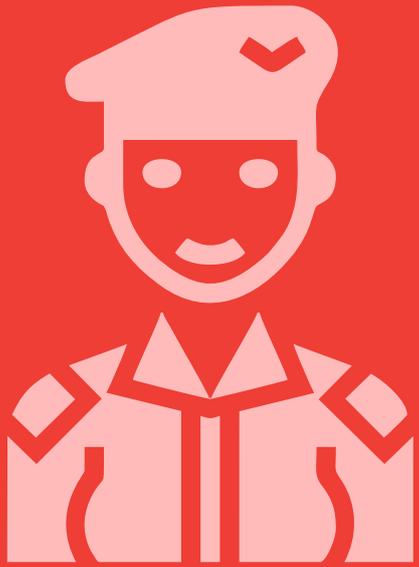
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## KEY RECOMMENDATIONS FROM THE STUDY INCLUDE THE FOLLOWING:

- Gender parity must be taken into consideration during training exercises for the EOD and CBRNE units. This can be achieved by specifically requesting for female officers to participate in the training sessions. Specially designed sensitization and orientation courses targeting female officers from other operational units should be carried out with the aim of providing background knowledge, functions, relevance and importance of the EOD and CBRNE units to encourage more volunteers to join.
- Deployment to the EOD and CBRNE units is voluntary; however, inconsistencies on the requirement for a science-based educational background at the national and state levels might pose a challenge for officers without that background willing to join both units. The elimination of this requirement should be enforced at the state level, to ensure that all officers are provided the opportunity to participate in explosive ordnance disposal.
- Female officers who are deployed to more decision making and operational offices within the EOD and CBRNE, should be sensitized on the duties, functions, and importance of the EOD and CBRNE units. The importance of the inclusion of female officers within both units should be emphasized, especially considering the relevant number of suicide bombers and victims that are women.
- The two institutions need to adopt gender policies to effectively address gender inequality issues contained in their regulatory acts and orders. The gender policies should equally address gender sensitivity to include more female officers at the management and decision-making levels of the NPF and NSCDC. The Federal Ministry of Women Affairs charged with ensuring compliance of Nigeria's adoption of the UNSCR1325 should partner with UNMAS to promote NPF and NSCDC to formulate and adopt gender policies that should deploy more female officers as heads of specialized operational departments such as the EOD and CBRNE respectively.
- Civil Society Organizations (CSOs) should engage communities, traditional and religious leaders in particular, in the North-East to support the need for women to participate in the Security Service Provider Sectors. These leaders should be educated on the key role of women in Peace and Security given the large numbers of women and children who are victims and also suicide bombers in the conflict affected areas in the BAY states.
- The United Nations Mine Action Service (UNMAS) should engage with the EOD and CBRNE units on the need for gender parity and inclusion of women in explosive ordnance response. Engagement should be carried out at the headquarters level with senior management of both agencies to promote institutionalization of reforms; engagement and advocacy with officers in charge at the state level is also necessary to ensure implementation of reforms.



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ORDNANCE THREAT-MITIGATION  
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## INTRODUCTION

### BACKGROUND

The conflict in north-east Nigeria is in its tenth year and continues to cause untold suffering for millions of Nigerians, particularly women and children.

Over <sup>36,000</sup> people have been killed in Borno, Adamawa and Yobe (known as the 'BAY States') since the conflict started in <sup>2009</sup>; almost half of them are civilians, countless women and girls have been abducted, and children have been drafted as carriers of Person-Borne Improvised Explosive Devices (PBIED).

For instance, in <sup>2020</sup>, more than <sup>147</sup> civilians were killed, and <sup>327</sup> were injured as a result of ongoing military and non-state armed group (NSAG) activities. The majority of the victims are males. In <sup>2019</sup>, civilians represented <sup>49%</sup> of the victims of explosive ordnance incidents, including PBIEDs and Vehicle-Borne Improvised Explosive Devices (VBIEDs).<sup>1</sup>

Women and girls are victims of sexual violence and assault from insurgents and they are left to deal with devastating consequences such as HIV infections, unintended pregnancies, motherhood and other health-related complications and trauma.

The United Nations Mine Action Service (UNMAS) works to eliminate the threat posed by mines, explosive remnants of war, and improvised explosive devices by coordinating United Nations mine action, leading operational responses at the country level, and supporting the development of standards and policies.

This gender baseline assessment of the security service providers aims to determine the gender gaps in terms of the extent to which the female security service providers can

realize their rights and potential in their day-to-day operations and the factors that contribute to gender disparity and inequalities between men and women.

### Aim of the Study

This study is a gender baseline assessment of security forces related to the EOD unit of the NPF and CBRNE unit of the NSCDC, with a focus on Borno, Adamawa, and Yobe states (BAY states) and the Federal Capital Territory (FCT), Abuja.

The main objective is to contribute to the UNMAS training project plans to strengthen Explosive Ordnance threat-mitigation capacities of security service providers in North-East Nigeria.

The study examines the correlation between these factors with policy issues and cultures that inhibit the effectiveness of women in the activities of the EOD and CBRNE units.

The specific objectives are:

- **Contribute to UNMAS understanding of the context**, and inform realignment of project activities to transform gender dynamics in the light of strengthening explosive ordnance threat-mitigation capacities of Security Service Providers (NPF and NSCDC) in North-East Nigeria



Over 36,000 people have been killed in Borno, Adamawa and Yobe (known as the 'BAY States') since the conflict started in 2009

- Examine the understanding of project stakeholders (NPF and NSCDC) on the gender dynamics, risks and opportunities in the operation areas.
- Identify learning, documentation of good practices, and contribution to broader advocacy on gender equality (Sustainable Development Goals 5) Recommend measures and strategies for stakeholders on

how to execute project activities on capacity building to the benefit of all gender groups while promoting the inclusion of female officers and their empowerment.

- Examine the factors behind the low numbers of female officers in the EOD unit of the NPF and the CBRNE unit of the NSCDC.

## DESCRIPTION OF CONTEXT AND RISKS

Armed conflict prior to the Cold War era was seen as war between sovereign states, but since the end of the Cold War, the phenomenon of armed conflict has transformed with the rise of non-state armed groups (NSAGs) against their own government.

The dynamics of conflicts have embraced a new trend of using sophisticated weapons to attack innocent civilians who cannot defend themselves.

Historically, violent clashes have been limited to the use of machetes, bows and arrows, catapult; however, the systematic annihilations adopted by the NSAG have led to severe casualties among the vulnerable groups.

The largely intra-state coloration of these conflicts around the world has given a new role to women to take part in peacebuilding both at the global, national and at the community levels. This emerging role is closely knit to the landmark document of United Nations Security Council Resolution (UNSCR) 1325 reaffirming the importance of women's participation and involvement at all levels of the peace and security agenda.

Therefore, those that do take into account issues of gender, overwhelmingly fail to address structural inequalities and power dynamics which are the foundation of gender discrimination. Many of these arguments, especially those that have been brought into mainstream discourse, are instrumentalist in their approach, seeing women as instrumental in bringing about sustainable peace, and focusing narrowly on 'what women can do for peace', neglecting the issue of what peace can do for women.

Other peacebuilding initiatives and movements employ essentialist definitions of women, confining them to their roles as mothers and caregivers, and thus denying them access to the broader agenda of peacebuilding and conflict resolution.

The patriarchal nature of Africa leaves its mark on Nigeria with paucity of legal frameworks for inclusion of women in peacebuilding and conflict resolution. Also, militarization of peacebuilding processes is on the increase, posing obstacles to implementing the Women, Peace and Security agenda.

This is compounded by low levels of literacy among women which have resulted in them not knowing their rights, potentials, and opportunities. Postcolonial African culture has not positioned women in places of authority since men are considered as the head of the household, community and religious circles.

This has resulted in relegating women to the background in the society, low levels of literacy among women have resulted in them not knowing their rights and opportunities.

Since the 1967 civil war; the country in 1967, Nigeria has experienced one form of violent conflict to the other. The proliferation of small arms was attributed to electoral injustice, and religious intolerance coupled with a high level of poverty and unemployment, key elements that are viewed as fuels for conflicts

However, of all the triggers, arms proliferation is believed to be responsible for Nigeria's violent clashes. The phenomenon not only encouraged rebel movements to raise arms against their states, but it also made peacekeeping and humanitarian intervention strenuous and even dangerous in the region.

Criminality has negatively affected economic development and Foreign Direct Investment (FDI) as foreign investors find it unattractive to do business in Nigeria.

NSAG, namely Boko Haram – Islamic State West Africa Province (BH-ISWAP) faction, and Boko Haram – Jama'atu Ahlus Sunna Lidda'Awati Wal-Jihad (BH-JAS) faction-- continued to routinely carry-out attacks against civilians and clash with national security forces for the control of territory.

A third group, Ba Koura, has recently appeared and has been seen operating mostly in Diffa region of Niger. In September 2019, this group pledged allegiance to BH-JAS. The NSAGs attacks and increased militarization in the region continue to have a devastating impact on women and girls.

In addition to NSAG's abduction of girls, their recruitment as suicide bombers, sex-workers and forced laborers, NSAG's attacks are leading to an increased rate of women and girls internally displaced, who are forced to seek shelter in various Internally Displaced Persons (IDPs) camps across the nation.

The UN Office for the Coordination of Humanitarian Affairs (UNOCHA) estimates the number of persons internally displaced as a result of the conflict with NSAG in the north-east to be 1.9 million with 7.9 million people affected. After more than ten years of conflict, the humanitarian crisis in the BAY states remains one of the most severe in the world today. The majority of the people in need are in Borno State, the epicenter of the crisis. One in four of the affected population is under 5 years of age.

NSAG shifted from primarily employing guerrilla tactics and proselytizing to using bombs and Improvised Explosive Devices

(IEDs), rifles, grenades, and tanks. The frequency and intensity of attacks and the consequent fatalities increased dramatically after 2010. The group expanded beyond the North-East into other Nigerian states and internationally in 2011, with bombings.

NSAG does not just pose an existing threat to Nigeria, but it has disrupted governance and caused a complex humanitarian emergency around Lake Chad. Its strident messages exacerbate intra-Muslim tensions and worsen Muslim-Christian relations in the region.

The group is resilient and adaptive. In early 2015, Nigerian and neighboring countries militaries dislodged the sect from North-East Nigerian towns it controlled; BH responded with a new wave of rural massacres and suicide bombings, including bombings in Chad's capital N'Djamena. This has led to the creation of the Multinational Joint Task Force (MNJTF) by the Lake Chad Basin with Cameroon, Chad, Niger, and Nigeria.

NSAG has roots in North-East's religious landscape and in intellectual currents connecting North-East Nigeria to the Middle East. Theologically, BH resembles other "Salafi-Jihadi" movements around the world, although BH was also shaped by local dynamics of preaching and politics.

This external link changed the narratives of humanitarian emergencies created by the activities of BH, evident in a surge in internal displacements and exodus of rural people to other neighboring countries as refugees. The activities have gone beyond the use of machetes, guns, burning down of houses to use of IEDs with its collateral damages.

Like in any conflict, explosive munitions that did not function properly or were abandoned,

known as Explosive Remnants of War (ERW) contaminate north-east Nigeria. Up to 10–20% of the fired explosive munitions have malfunctioned. These incendiary devices range from small arms ammunition and air-dropped bombs to include grenades, rockets, mortars, artillery and tank shells.

The rocket attack against Maiduguri on 23rd February 2019 illustrates this fact with one unexploded 122mm rocket landing in the vicinity of a primary school and another one landing in Teachers' Village IDP Camp.

There is a heightened risk to encounter ERW in newly or temporarily accessible areas. With a predominant agricultural sector, access to land and waters is hampered while land farmers, herders, fishermen, hunters, and traditional beekeepers are at risk.

There are two predominant uses of IEDs that affect civilians:

- IEDs emplaced along roads,
- PBIED attacks (notable carriers are women, girls and boys).

The majority of incidents reported are Victim Operated IED (VOIED), more precisely in the form of Pressure Plates. They meet the definition of a landmine and do not discriminate between security forces, civilians, and humanitarian-development actors.

Since 2014, the Government of Nigeria and the international community have provided significant humanitarian assistance, with a focus on saving lives in the three states most affected by the conflict. In recent years (2016–2017), this has been accompanied by a mobilization of development partners, coordinated by the government, to support the stabilization and recovery of conflict-affected areas, working in line with the humanitarian actors.

The NSAGs have been consistently associated with territorial control, forced recruitment, hostage-taking, and violence against women and girls as well as men and boys. BH is notorious for employing various tactics for terrorizing communities.

In February 2014, 59 boys were killed at a Federal Government College in Buni Yadi, Yobe State by BH, and girls were ordered to leave school and get married. A few months later, in April 2014, over 200 schoolgirls were abducted in Chibok, Borno State, with BH insisting that the girl child's education is taboo. In February 2018, NSAG was also responsible for the abduction of 110 schoolgirls in Dapchi, Yobe State. Since 2013, at least 1,000 children have been abducted by NSAG.

Some NSAGs are also associated with changing marriage practices and incentivizing early marriage by forcing the victims to either marry one of the armed group members or be married out, since the victims are in their custody. In some communities, NSAGs have eased the cost of marriage ceremonies by sponsoring them and ordering the payment of dowry to the bride instead of her family, thereby incentivizing girls to marry early. Reports document that families in NSAG affected areas arrange early marriages for their daughters to reduce pressure on household resources and in exchange for protection.

Between 2009 and 2017, the Armed Conflict Location and Events Database (ACLED) reports 2,378 conflict events across Nigeria with BH as an actor. During this period, the BAY States experienced the highest number of conflict events associated with the NSAG with 1,678, 219, and 179 events, respectively. For instance, a total of 1,947 cases of recruitment and use of children by armed groups were reported in 2018. Sexual and gender-based violence is pervasive, with 99% of reported cases being against women and girls.

## FEDERAL CAPITAL TERRITORY - ABUJA

Nigeria lies between latitude 40° and 140° north of the equator and longitudes 30° and 140° east of the Greenwich Meridian. The country lies entirely within the tropical zone. It occupies about 923 773 km<sup>2</sup> (about 3% of Africa's landscape). The last census in Nigeria was in 2006 with a population of 140 million.

According to the United Nations data, the Nigerian population by July 2020 is estimated at 206,139,589. However, the exact size of the population and its growth rate has long been a contentious issue because of their implications for ethnic balance, electoral competition and the allocation of federal revenue.

The natural resources and the geo-strategic location in West Africa make Nigeria a key player within the continent and also globally. The geographical location of the Federal Republic of Nigeria is on the Gulf of Guinea in Western Africa, between Benin in the West and Cameroon in the East. In the North are Chad (NE) and Niger (NW).

Nigeria operates a Presidential system of government and has 36 federating units and the Federal capital. Nigeria has six geo-political zones, namely: North-west, North-east, North-central, South-west, South-east and South-South. There are two Houses of Parliament- The House of Representatives and the Senate which form the legislative arm of government.

The cultural, religious, and social heterogeneity remain agents of diversity rather than unity. Many of the internal conflicts witnessed in the country are aftermaths of the polarization and have remained the bane of Nigeria's tortuous history of instability and underdevelopment that has not known any détente.

Nigeria has had to grapple with ethno-religious conflicts, insurgency and banditry that have led to destructions of lives and property at one point or the other.

Abuja is the capital city of Nigeria, located in the center of the country within the FCT. The FCT is a microcosm of Nigeria in terms of the ethnographic and demographic characteristics, all ethnic groups and religions are accommodated. As the city became the Federal Capital, virtually all parastatals, agencies and the private sector have their headquarters in Abuja.

The city has been subjected to several bombardments at various times. On the 01 October 2010, explosions near the Eagle Square, venue of the nation's Independence Day celebrations, claimed 12 lives, leaving many injured. Again, on 31st December 2010, an explosion at Mogadishu Cantonment Mammy Market, Abuja, claimed about 10 lives.

On the 16th of June 2011, the Nigeria Police Force headquarters was bombed by a suspected suicide bomber. Three persons were killed, and many vehicles damaged. On August 26, 2011, a suicide bomber drove into the United Nations building in Abuja, killing 25 persons and injuring 60. On the 25th of June, 2014, a bomb attack on a busy shopping district killed at least 21 people and injured 52 more.

The legal framework for the Explosive Act in Nigeria was created in 1964 and the Explosive Regulations 1967 to guide the activities surrounding explosive activities such as purchase, and transportation, usage, among others. The NPF is the only security agency mentioned in the Act for enforcement purposes with the Ministry of Mines and Power as supervising Ministry.

The Federal Republic of Nigeria signed the Convention on Cluster Munitions on 12 June 2009 but has not ratified the Convention. The

process for ratification appears to be relatively slow due to lack of prioritization. Moreover, Nigeria voted in favor of a key UN General Assembly (UNGA) Resolution Promoting Implementation and Universalization of the Convention in December 2018.

This includes removing legislations and other barriers for women's participation and also providing technical and financial support to women's organizations and leaders to address the gender dimensions of armed conflict and enhance women's participation in peace processes.

In post-conflict societies, this support is critical as institutions are redefined, restructured or newly created and new laws and regulations are developed.

The National Action Plan (NAP) under UNSCR 1325 in Nigeria, which was launched in 2013 by the Federal Ministry of Women Affairs, 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 forces in the country. The second National Action Plan for the period of 2017-2020 was launched by the Federal Ministry of Women Affairs and Social Development on the 9th of May 2017. This updated plan identified violent extremism and post-conflict and reintegration issues.

In addition to the finalizing NAPs for the implementation of UNSCR 1325, Nigeria has ratified international treaties and conventions such as the Convention on the Elimination on All Forms of Discrimination Against Women (CEDAW), the Optional Protocol to CEDAW as well as the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (the Maputo Protocol). The Federal Government of Nigeria also adopted a National Gender Policy in 2006.



## NORTH-EAST

North-East region comprises six states, namely Adamawa, Bauchi, Borno, Gombe, Taraba, and Yobe. This region has been affected by different conflicts over the last decade.

The conflict in North-East Nigeria is primarily attributable to Jama'atu Ahlus Sunna Lidda'Awati Wal-Jihad also known as Boko Haram, this group has been responsible for human rights violations across Nigeria, Chad, Cameroon, and Niger. The violent radicalization of the BH members and the resulting military operations has reportedly affected nearly fifteen million people since 2009.

This conflict has triggered an acute humanitarian crisis with forced displacement, with devastating social and economic impacts on the population, further deepening underdevelopment and regional inequalities. Fourteen million people across the six states

(out of a total population of 18 million) are estimated to have been affected by the conflict, with 8.7 million people in need of humanitarian assistance.

The most affected states are the BAY states, and the most affected groups are women, children, and young persons. Boko Haram's tactics have included multiple modes of attack, including suicide bombings, seizure and destruction of entire villages, forced displacement, abductions, sexual violence targeting women, and forced recruitment of men. Although BH-held territory has reduced in size over the last few years, the group continues to perpetrate consistent attacks in North-Eastern states.



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people across the six states are estimated to have been affected by the conflict.

**8million+**  
people in need of humanitarian assistance.



This conflict further deepened underdevelopment and regional inequalities.

## CONCEPTUAL FRAMEWORK

### INSURGENCY

Insurgency is defined as an organized movement that aims to overthrow a constituted government through subversive means and armed conflict. This definition implies that insurgent groups employ clandestine and unlawful means towards achieving an end, which could be political, religious, social, or even ideological.

Insurgency, as defined above, becomes violative of the constitution's criminal law and the international treaty obligations of a nation in the following circumstance: when it constitutes an attack on defenseless citizens and other property resulting in injuries, loss of lives and properties as well as forced or massive internal displacement of people out of their habitual places of residence.

According to Akani, the insurgency has led to the death of tens of thousands of both civilians and Nigeria's finest military officers; it has occasioned a total strangulation of the economy as investors and employers of labour are apprehensive; it has resulted in the wanton destruction of lives and property as well as other adverse impacts.

### EXPLOSIVE ORDNANCE

Conceptually, explosive ordnance is defined as encompassing mine action's response to the following munitions: mines, cluster munitions, unexploded ordnance, abandoned ordnance, booby traps, other devices (as defined by CCW APII), and improvised explosive devices.

This term is used by U.S. Army explosives safety personnel to refer to all military munitions that have been used, discarded, buried, or abandoned. The term encompasses the materials, such as UXO, materials in soil from partially exploded or decomposing ordnance that make the soil reactive and ignitable, and munitions that have been discarded or buried. It also encompasses facilities, equipment, and other materials with high enough concentrations of explosives to present explosive hazards.

An IED is defined as a device placed or fabricated in an improvised manner incorporating explosive material, destructive, lethal, noxious, incendiary, pyrotechnic materials or chemicals designed to destroy, disfigure, distract or harass.

EOD means therefore to detection, identification, field evaluation, render safe, recovery, and disposal of EO. EOD may be undertaken: (a) as a routine part of mine clearance operations, upon discovery of EO; (b) to dispose of ERW discovered outside hazardous areas (this may be a single item of ERW or a larger number inside a specific area); or (c) to dispose of EO which has become hazardous by deterioration, damage or attempted destruction.

**EOD means the detection, identification, evaluation, render safe, recovery, and disposal of Explosive Ordnance.**



## THE NIGERIA POLICE FORCE

The Nigeria Police Force (NPF) is the leading and foremost Law Enforcement Organization in Nigeria. The 1999 Constitution, as amended, in Section 214(1) provides:

"There shall be a Police Force for Nigeria which shall be styled 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".

Further to the above, Section 215(a) provides for the appointment of the Inspector-General of Police (IGP) from the serving members of the Force.

The specific duties of the NPF are succinctly provided under Section 4 of the Nigeria Police Act 2020 as follows: "The Police shall:

- Prevent and detect crimes and protect the rights and freedom of every person in Nigeria as provided in the Constitution, the African Charter on Human and People's Rights and any other law,
- Maintain public safety, law and order,
- Protect the lives and properties of all persons in Nigeria
- Enforce all laws and regulations without any prejudice to the enabling Act of other security agencies,
- Discharge such duties within and outside Nigeria as may be required of it under this Act or any other law
- Collaborate with other agencies to take any necessary action and provide the required assistance or support to persons in distress, including victims of road accidents, fire disasters, earthquakes and floods.
- Facilitate the free passage and movement on highways, roads and streets open to the public; and
- Adopt community partnership in the discharge of its responsibilities under this Act or under any other law; and

- Vet and approve the registration of private detective schools and private investigative outfits.

The Nigerian Constitution provides: "The members of the Nigeria Police Force shall have such powers and duties as may be conferred on them by law."

By the above provisions, constitutional validity is given to such enactments as the Police Act and other laws like the Criminal Code, Penal Code, Prevention of Crime Act, Criminal Procedure Act, Administration of Criminal Justice Act, Child Rights Act, Federal Highway Act, Electoral Act, Firearms Act, Liquor Laws, Road Traffic Laws, Coroners Law, Explosive Act, and providing assistance during disaster among others which have all conferred enforcement powers on the Police Force.

The list above is not exhaustive as there are still other numerous Federal and State enactments that have vested the police with the power of enforcement.

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 while the Commissioner of Police is appointed for a state by the Police Service Commission (PSC)). The Nigeria Police Council provides general supervision of the police and advises the President on the appointment of an IGP.

The Council's composition includes the President, State Governor, the head of the Police Service Commission, and the Inspector General of Police, among others.

There are Deputy Inspectors-General of Police (DIGs) to assist the IGP. Currently, seven (7) DIGs are administering 7 major Departments of the Force. According to Section 3 of the Police Act, the Deputy Inspector General of Police is the second in Command of the Force and shall act on behalf of the Inspector General during

his/her absence though this rank is not specially mentioned in the Constitution, it has legal backing, because the Police Act is a law made by the National Assembly in accordance with the constitution.

Female officers, where necessary, are also eligible for these positions as long as they meet the criteria. Every other rank below the IG, takes command orders from the IG in the performance of their lawful duties.

The Police presently have 17 Zonal Commands, headed by Assistant Inspectors General of Police. Women are eligible for promotion to the ranks of AIG and DIG when a vacancy opens in the officer's zone of origin.

The Nigeria Police Force operates a vertical organizational structure that is basically intended to enhance discipline. As a regimented organization, the flow of authority is from top to bottom, while the reporting process is from bottom to top. This organizational structure promotes internal control, improves monitoring and evaluation, and enhances the level of supervisory efficiency and accountability geared towards enhancing discipline.

Each of the thirty-six states of the federation and the FCT is headed by the Commissioner of Police (CP) assisted by Deputy Commissioner in charge of Finance and Administration (DFA), as second in command. Others are Deputy Commissioners of Police (DCPs) in charge of Operations and State Criminal Intelligence and Investigations Department (SCIID). They are assisted by Assistant Commissioners of Police (ACPs) in the Departments and Area Commands at various State Commands.

Introduction of women into the NPF began in the 1940s when some Nigeria female leaders expressed interest in such reform in the Police Force. In 1944, a delegation of the political and social section of the Women's Party advocated the recruitment of female Constables into the

Force, proposing that "Women between 40 and 50 years of age be employed as Police Constable because they would be better able than men to prevent prostitution and deal with female criminals".

The Force's recruitment process gives equal opportunity to both male and female officers to be recruited into the NPF without discrimination.

However, the Force Order (FO) No. 430 Sub 81 (Administrative Instruction No. 23) provides, among other things, that "a woman candidate for enlistment in the Police force shall be unmarried". Men are exempted from the said restriction; therefore, at recruitment, a vast number of eligible female candidates are already disqualified by their marital status.

The same educational qualifications are required from male and female candidates seeking enlistment into the NPF. There are three points of enlistment into the Force. These are: (1) Constable, (2) Cadet Inspector, and (3) Cadet Assistant Superintendent. The first two are junior and upper junior entry levels, respectively, while the third is the lowest senior officer rank or cadre.

Candidates seeking enlistment into the Force as Constables are expected to possess a School Certificate with five credits. Those aspiring to be enlisted as Cadet Inspectors are expected to possess a post-secondary diploma (such as National Certificate of Education, Ordinary National Diploma, or equivalents). Enlistment as Cadet Assistant Superintendent requires a bachelor's degree or equivalent.

However, in the light of lower literacy levels and lower enrolment at higher levels of education by women, coupled with other prejudices, the rate of female recruitment is inhibited. Also, in terms of age, the minimum requirement for male candidates seeking

enlistment as a recruit constable is 17, while that of women seeking enlistment is 19.

The implication of this is that there is an implicit assumption that the maturity of a 17-year-old male is equivalent to a 19-year-old female.

Section 85 of the Force Order provides the duties of a female Police Officer: the investigation of sexual offences against women and children; recording of statements from female witnesses, female suspect and from children, attendance when women or children are being interviewed by male police officers, the searching, escorting and guarding of women prisoners in police Stations, and escorting of women prisoners to/from police stations, school crossing duties, crowd control, and where women and children are present.

Women police officers recruited to the General Duties Branch of the Force may be employed some office duties, namely: clerical duties, telephone duties, office orderly duties to relieve male police officers from these duties.

The provisions on duties and deployment show discrimination against women as they are treated differently from men in terms of the practical content of the Police Training School curriculum. Specifically, women police officers are not trained in the handling of firearms. Section 123 of the Police Regulations states that "A Woman Police Officer shall not be called upon to drill underarms or to take part in any baton or riot exercise."

In essence, women are excluded from 'core police duties' and consequently denied the 'honour', status, and career advancement associated with deployment to those duties. Related to the discourse, before the marriage of a female police officer, 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."

On the contrary, a newly recruited male officer police is allowed to get married on completion of the training. The conditions for marriage affect women more than criteria stipulated for men.

The contradictory and discriminatory aspect of Force Order Subsection 88 does not favor female officers as it declares: 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.

Furthermore, Section 126 of the Police Act states that: "A married woman police officer who is pregnant may be granted maternity leave in accordance with the provisions of general orders" while Section 127 of the Police Act states 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." The gender imbalance in NPF has attendant implications for women as not many are found in the decision-making bodies of the various formations in their



A married woman police officer who is pregnant may be granted maternity leave in accordance with the provisions of general orders

institution.

Contrary to the provisions of Section 86 of the Force Order which prohibits women from drilling under arms, women now not only drill under arms but also bear arms both for duty and their personal protection. Besides, women police now head Zonal/State Police Commands, Divisions and other Force formations. Importantly NPF shows remarkable progress on female officers' roles despite the fact that regulations have not been amended as yet.

The NPF has a gender unit currently headed by the Gender Adviser to the Inspector General of Police who is a Deputy Commissioner of Police; the Gender Adviser coordinates affairs of the unit, and its various desks at the state command level.

Promotion scheme in NPF 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 (CP). The completion of these courses and related examinations are crucial given to determine eligibility for promotion to a higher rank irrespective of gender.

As of 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.



## THE NIGERIA POLICE FORCE

The NSCDC was first introduced in May 1967 during the Nigerian Civil War within the then FCT of Lagos for the purpose of sensitization and protection of the civil populace. It was then known as Lagos Civil Defence Committee. It later metamorphosed into today's NSCDC in 1970.

On inception, the NSCDC intended to carry out some educational and enlightenment campaigns in and around the Federal Capital of Lagos to sensitize members of the civil populace on enemy attacks. Most Nigerians living in and around Lagos territory at the time had little to zero knowledge about war and its implications.

Members of the Committee, conducted awareness raising to the general public through electronic and print media on how to handle situations such as air raids, bomb attacks, identification of bombs and how to dive into trenches during bomb blasts. In 1984, the NSCDC was transformed into a national security outfit.

In 1988, a significant restructuring of the NSCDC led to the establishment of Commands throughout the federation, including Abuja, and the addition of special functions by the Federal Government.

NSCDC is a paramilitary agency of the Government of the Federal Republic of Nigeria with a mandate to provide measures against threat and any form of attack or disaster against the nation and its citizenry. The NSCDC is statutorily empowered by Act No. 2 of 2003 and amended by Act 6 of 4th June 2007.

Their duties and responsibilities include securing the state and the people for peace, justice, freedom, fair play, and orderliness: The principal focus of NSCDC is in the area of

broad-based information network monitoring of movement of persons; vandalism of all types, monitoring and supervision of private guard companies or any other duties assigned by the supervising Ministry of Interior.

Occasionally, the NSCDC is also engaged in rescue operations, crisis management, and complimentary security roles with security outfits such as the State Security Service (SSS), National Intelligence Agency (NIA), NPF, the Army and Immigration as indicated in the gazette or assigned by the government of Nigeria.

A hierarchical structure of command and control has been designed with the Commandant-General as the head.

The Attorney General of the Federation empowered the NSCDC to institute legal proceedings against any person or persons suspected to have committed an offence, maintain a squad that bears firearms, among others, to strengthen the Corps in the discharge of its statutory duties, in accordance with the provisions of the Constitution of the Federal Republic of Nigeria.

The NSCDC has six directorates, namely: Directorate of Administration, Directorate of Disaster Management, Directorate of Intelligence and Investigation, Directorate of Operations, Directorate of Technical Services, and Directorate of Critical Infrastructure and National Assets. The NSCDC also has eight zones.

The NSCDC roles were specified and demarcated from those of the police, the paramilitary agencies, and the Army, Navy, and the Air Force to prevent roles clashes and duplications of duties and responsibilities.

In terms of gender sensitivity, the NSCDC appointed a Gender Desk Officer in March 2020. The Peace and Conflict (Resolution) under the Gender Unit of the NSCDC regularly engages with women organizations and structures in the community as the need arises, for advocacy and enlightenment.

This unit, in accordance with the Gender Desk Officer at the federal level, will be replicated in all Zonal and State Commands. She further stated that the NSCDC gender policy was being drafted at the time of this study.

There are different uniforms for female personnel, including pregnant women, for every rank/level.

There are equal salary scales and emoluments for both male and female officers are the same.

NSCDC's promotions and appointments to the ranks of Commandant/Assistant/Deputy Commandant General are based on shortlists and oral/written interviews. At the time of this study, two women have risen to the Rank of Assistant Commandant General (ACG) in the NSCDC.



## Borno State

### GEOGRAPHICAL AND SECURITY PROFILE OF BORNO STATE

The area referred to as the North-East geopolitical zone was one of the states created in 1967 and was called North-Eastern State with headquarters in Maiduguri. The North-Eastern state was later divided into Borno, Bauchi, and Gongola States in 1976.

The state shares borders with three of Nigeria's Francophone neighbours, namely: The Republics of Cameroon, Chad, and Niger. Some nationals of the four countries - Nigeria, Cameroon, Chad, and Niger - surround and rely on Lake Chad for livelihoods.

The receding Lake Chad has led to the rise of criminal activities across the borders, alongside trade in fish, beans, cattle, sheep, hides, and skin, pepper, tomatoes, and potash, among others. The long and porous borders and low presence of government have created opportunities for trans-border crime, including small arms and light weapons into Nigeria. This was first occasioned by the instability in the Republic of Chad and lately the collapse of Libya.

The state has been the epicenter of the conflict between Boko Haram terrorists and the Nigerian State. The terrorists keep exploiting their knowledge of the terrain and ungoverned spaces that facilitate movement undetected and launching surprise attacks on towns, villages, and security, particularly, but not exclusively, military locations. Boko Haram has proven to be adaptable and inventing various tactics to continue to unleash violence, resulting in death and destruction; it resorts to IEDs, including the use of female suicide bombers to maim and kill civilians.

### THE NIGERIA POLICE FORCE, BORNO STATE COMMAND

In 1930, the Nigeria Police Force was created without affecting the existence and operations of different police formations in other regions. Even with the attainment of independence on 1st October 1960, Native Authority Police continued to exist, particularly in Western and Northern Nigeria, with the Sheriff system in the Eastern part.

Later the separate police organizations were brought under the central authority of the NPF. The decision to merge the police under the control of the NPF was announced in February 1968.

One of the measures taken to regulate the police was the promulgation of the Police Act in 1943. This has been the primary legal instrument that defines the functions and responsibilities of the police. Although the number of women in the police was negligible, the Act specified the role of women police officers distinct from men in the Force Order.

Those roles were usually restricted to duties related to women and children. Even those recruited to general duties were only to perform 'clerical, telephone and office orderly duties.

The general rules defining the functions of the police are crime prevention, detection and apprehension of offenders, preservation of law and order, protection of life and property and enforcement of all laws and regulations which they are directly charged, and performance of military duties outside Nigeria as may be required of them by the act or any other law.

## NIGERIA SECURITY AND CIVIL DEFENCE CORPS, BORNO COMMAN

The Borno State Command of the NSCDC was established in 1996. The establishment of the Command bolstered the NSCDC's capacity to respond to the threats posed by Boko Haram as its terrorist activities.

Thus, the Corps had its officers trained in weapons handling and participating in counter-terrorism operations. The NSCDC officers are appointed to the Theatre Command of Operation Lafiya Dole, under the control of the

military. Women have been active in the operations of NSCDC but are not generally allowed to take part in assignments that are considered to be risky for women, for example, night duties, rioting, and crime scenes.

The socio-cultural terrain in Borno has not allowed female officers to actively participate in the security sector, unlike in other states of the federation.



## Adamawa State

### GEOGRAPHICAL AND SECURITY PROFILE OF ADAMAWA STATE

Adamawa State population in 2020 is estimated to be about 4,771,005. The NSAG operations, sustained and enhanced by the proliferation and illicit flow of small arms and light weapons within the area, have resulted in the death of many and the displacement of others, including security personnel, law enforcement officers, and civilians, mostly women and children.

Although the initial response to counter the NSAGs by the Federal Government of Nigeria was generally adjudged to be abysmally weak, the change in the strategic leadership of the military institutions in 2015 seemed to turn the tide against the insurgent group.

For instance, since 2015, counter-insurgency efforts have resulted in the recapture of 20 Local Government Areas (LGAs) out of 27 in Borno State, 12 out of 17 in Yobe State, while the 7 LGAs out of 21 heavily affected in Adamawa State have witnessed lesser attacks since 2016, but other displaced people have fled to IDP camps in Adamawa for safety.

Another dangerous dimension to insecurity in Adamawa State is the forceful abduction or kidnapping of women and girls to demand ransom. Since 2018, kidnapping cases in the State have been on the increase. Many people have been kidnapped in Yola, the state capital, and the contiguous towns without much uneasiness because they are either not reported or under-reported.

While some have attributed this to part of the Boko Haram terrorist insurgency, others have argued that the increasing rate of kidnapping is a new wave of criminality being perpetrated by other criminal groups. Adamawa State has suffered from the use of IEDs by the insurgents to attack the civilian population at one time or the other.

Although relatively new (established in 2015), the Multi-National Joint Task Force (MNJTF) have had notable achievements, including the destruction of terrorist camps, the arrest or 'neutralization' of hundreds of terrorists, and the destruction of IED-making factories and equipment.

The MNJTF has recaptured 80% of the territory that had once been under Boko Haram's control. Those various efforts that seek to mitigate the impact of IED are often collated under the broad heading of Counter-IED (CIED). The arrangement has helped in mitigating the effects of IEDs in Adamawa State and its environs.

### NIGERIA POLICE FORCE, ADAMAWA STATE COMMAND

According to an Open Society Institute report published in 2010, there are 12 Zonal Commands. President Muhammadu Buhari GCFR created an additional 5, each of which is headed by an Assistant Inspector General (AIG) of Police. Zone 3 comprises Adamawa, Gombe, and Taraba States with its headquarters in Yola, Adamawa State.

Several specialised units can be found within the NPF, such as the Border Patrol, Bombs Disposal Squad, Ports Authority Police, and the Special Anti-Robbery Squad (SARS). NPF, Adamawa State Command is one of the Commands in every state of the federation.

There are female officers in the Command, but the level of their involvement in risk-taking assignment is quite minimal due to religious and cultural issues.

## NIGERIA SECURITY AND CIVIL DEFENCE CORPS, ADAMAWA STATE COMMAND

Under the Constitution of the Federal Republic of Nigeria, the Attorney General of the Federation empowered the Corps to institute legal proceedings against any person or persons suspected to have committed an offense. It can also maintain an armed squad in order to bear firearms among others to strengthen the Corps in the discharge of its statutory duties. The Adamawa Command of the NSCDC at the time of this study is headed

by a male officer. The NSCDC has been giving the police support in the area of security and joint operations where necessary. The NSCDC has a higher percentage of female officers among the security agencies in Nigeria but the number of female officers in their CBRNE unit is relatively low both in Adamawa State and the headquarters in Abuja; please refer to Chapter 6 (6.1 and 6.3).



## Yobe State

### GEOGRAPHICAL AND SECURITY PROFILE OF YOBE STATE

Yobe State remains one of the educationally less developed in the federation. In 2013, girls' net enrolment stood at 15%. Adult and youth literacy rates were 52% and 40% in 2008. About 66% of most of the rural population have limited access to potable water.

Through Water, Sanitation and Hygiene (WASH) projects development agencies are increasing efforts to improve access of the population to clean portable, especially for about 1.4 million people thought to have been displaced following the Boko Haram insurgency in 2013.

Despite the peaceful scenario in the state compared to Borno and Adamawa, it is still considered negative. Roads and farmlands are contaminated with 'wartime' IEDs and bombs just as wells are contaminated with chemical substances. Nonetheless, security actors played key roles in the attainment of the present state of security in Yobe State.

However, critiques of the approaches utilized in the peacebuilding processes that led to the current security situation indicate that women were not adequately and overtly carried along in the process. This negates the tenets of inclusion and gender-responsiveness.

Yobe State is one of the states currently recovering from a fleeting insurgency associated with Jama'atu Ahlis Sunna Lidda'awatiwal-Jihad (JAS). The JAS conflict which became violent in the North-eastern part of Nigeria from July 2009, when NSAG launched coordinated attacks on locations in Bauchi, Borno and Yobe States with aggrieved youths as the major actors.

In Yobe State, before 2009, incidents associated with the use of explosive ordnance for violent purposes were never apparent. This

is despite the location of a fertiliser blending plant in Gujba and quarry sites in many places in the state.

The level of insecurity took a new dimension in Yobe State when the insurgents started using IEDs and other related devices to attack markets, buildings, and other public places.

The impact of these devices can be devastating. Generally, in the north-east region (Chibok, Bama, and Konduga in Borno State, parts of Adamawa State, and parts of Yobe State), blast injuries also occur in addition to missile injuries because of the additional use of bombs, shells, grenades, and land mines of an improvised nature.

As a result of the various conflicts in and around Yobe State, as of June 2018, Yobe had 136,662 IDPs. In March 2018, NSAG abducted 110 girls from a school in Dapchi, the capital of Bursari LGA. This was a rare incident, and 101 of the girls were returned to town reportedly unharmed. To date, it is unclear whether one of the students abducted from Dapchi, named Leah Sharibu, has been killed or released.

It is pertinent to underscore that security actors contributed a lot towards mitigating the recurring nature of IED incidents in Yobe State. Key among the actions taken by security actors in curbing IED incidents in the state include EOD activities, victim assistance activities, and risk education activities. Key actors in this direction include the NPF and NSCDC in addition to the military and other security agencies.

## METHODOLOGY AND JUSTIFICATION

### RESEARCH DESIGN

This research employed a descriptive, correlational and review method to establish a baseline of the gender inclusivity of the security institutions being evaluated. A fully participatory approach and problem-solving analysis and synthesis was adopted.

This was broadly divided into qualitative and quantitative methods. The qualitative method comprised the use of secondary sources such as books, journals, articles, legal documents (Acts), reports and other related documents while the quantitative was derived from interviews and administration of questionnaires, some of which were administered via an online survey. Key informant interviews (KII) and focus group discussions were conducted with senior officers in focal security agencies and other selected staff.

### POPULATION AND RESPONDENTS

Within the security institutions of study- the NPF and NSCDC, a total of 111 (47 female, 64 male) personnel were interviewed in different influencing capacities; their feedback was obtained via key informant interviews, focus group discussions and online surveys.

381 citizens (202 female, 179 male) were interviewed to get their perception of service delivery received from the EOD unit of the NPF and NSCDC.

KIIs and Focus Group Discussions (FGDs) were conducted with senior officers in focal security agencies and other selected staff such as Deputy Inspector General of Police (Operation), Force Secretary, Commissioner of Police, EOD, Force Gender Desk Officer, and nine (9) selected officers from both the NPF and the NSCDC.

For the FGDs, the officers from the NPF were

selected from the EOD unit, and an equal number of officers were selected from CBRNE and the Forensic department of the NSCDC.

### SAMPLING DESIGN

Purposive sampling was used in the light of security issues in the region of study. At the same time, the citizens were selected using a simple random sampling to obtain their views on security issues and response from the EOD team during the peak of insurgency. Samples for the research included the top echelon of the institutions, middle rank and junior ranks, with equivalent numbers of female and male frontline officers and senior leadership.

### DATA GATHERING PROCEDURE

Data collection for this study was designed to allow critical stakeholders to lean into the conversation. Members of civil society organizations and citizens in the areas of study were also interviewed to ensure a rounded view of the impact of the service delivery and also on the security institutions. 52.78% of respondents were female, and 47.22% were male. 60% of respondents were between the ages of 28 and 47, and 60% of respondents have a minimum of a Bachelor's degree. The interviews ensured the participants were able to express themselves without restraint.

### DATA GATHERING INSTRUMENTS

A combination of research tools and methodologies including desk research, secondary analysis, field observation, stakeholder analysis, investigations and analyses, phone interviews, internet resources and facilities notably emails, KIIs and FGD were used for this study.

First, a desk-based literature review examining the current evidence-based information on gender mainstreaming and responsiveness was undertaken, which in turn informed the development of a conceptual framework and research methodology.

The key informant interviews and focus group discussion were designed to have participants responding to probe, follow up and exit questions. This was important to avoid bias or awkward questions due to the sensitivity of the topic of discussion. The questions were written in a way that cannot be answered with a simple "Yes" or "No" answer.

The same method was used to design questionnaires for both online surveys.

## PRIMARY SOURCES

To undertake an institution-based participatory research, focus group discussions (FGD) with 8-16 persons, one for NPF and another for NSCDC were carried out concurrently in the two institutions under review.

KIIs were used to elicit information from stakeholders such Deputy Inspector-General of Police (DIG), Inspector-General of Police (AIG), Commissioner of Police (CP), Deputy Commissioner of Police (DCP) and the two Gender Desk Officers at Federal and at the State levels.

A protocol for field investigation and tools was developed to correspond to various stakeholders and the focus of the present research. Semi-structured interview questions were used to complement the online survey question which focused on broad and specific objectives of the study which helped the study to garner useful data, information and substantial empirical materials on causes of the

gender gap in the activities of the two institutions.

The instruments were designed as guides for field assistants who were trained to use and adapt them to suit the different categories of stakeholders in small group discussion, FGDs, and other KIIs. Meetings and interviews were organized with the two institutions at the federal and state level.

## SECONDARY SOURCES

Concise efforts were made to further strengthen the analytic frame and methodology of the assessment through in-depth re-analysis of existing data sets and information from the existing literature and official documents.

Thus, extensive re-analysis of existing data was provided an opportunity to access the data sets which provide interpretations, conclusions, or knowledge additional to or different from those presented in previous studies on the issues that were being investigated. Secondary sources that include published materials, articles, reports, magazines, and journals which contain materials on the subject were regularly consulted.

A review of documents, reports, analyses, assessments and strategic planning documents produced by UNMAS, international human rights, bilateral and multilateral development agencies, State Governments, Federal Government of Nigeria (FGN), and other stakeholders including non-governmental organizations (NGOs) was undertaken.

## STATISTICAL TREATMENT OF DATA

The data collected from the survey tools online were subjected to descriptive statistics using a three-way cross-tabulation by segregating the security institution into type, gender and their responses to the questions posed to them using frequency and percentages. This was done with the help of Minitab while the focus group discussion and key informant interviews were analysed using the Nvivo tool to get insights from the response of the respondents across the three states.

## LIMITATION OF THE STUDY

The officers interviewed seemed not to have full knowledge of the questions asked. While some were conversant with the questions around EOD and CBRNE without having much knowledge in the area of gender sensitivity including women representatives, fewer people were abreast of gender issues without having the knowledge of the EOD section. This study is a short-term assessment which could be expanded to a long-term comprehensive study in the future.

extensive re-analysis of existing data was provided an opportunity to access the data sets which provide interpretations, conclusions, or knowledge additional to or different from those presented in previous studies on the issues that were being investigated.



# FINDINGS

## NATIONAL LEVEL (ABUJA)

This report's findings are a combination of all the research tools, KIs and FGDs and online survey.

### RECRUITMENT AND PROMOTION IN THE EOD UNIT OF THE NPF

Senior police officers provided insight into the activities of the EOD department and its evolution. Female officers are working in the department both at the Federal and at FCT Command in Abuja.

Questions regarding the low involvement of women in the department were clarified that women do not want to be part of the department due to fear, family responsibilities (marriage), and cultural/religious factors that may have constrained them from serving in the EOD. Historically, the EOD unit of the NPF had been limited to officials who had a science-based educational background and knowledge.

However, over time, anyone with a university degree or its equivalent could join the EOD. The current statistics of women within the EOD department at the NPF headquarters is approximately 12%; At the FCT Command, EOD unit has 86 staff, comprising 9 females and 77 males.

One of the respondents said: Women are needed, especially when it comes to searching, crime scene evaluation, counselling and other aspects in the unit. According to the respondent, it is easier for female officers to take care of female victims during emergency response.

**The current statistics of women within the EOD department at the NPF headquarters is approximately 12%**

## CAPACITY BUILDING, TRAINING AND RETRAINING IN EOD UNIT OF THE NPF

The EOD school in Lagos trains newly recruited officers. The EOD unit has also received training and support from the US Embassy, Interpol, Italy, China, North Carolina, Russia, and other countries. Though some trained officials work at the EOD unit, some have been posted to other departments due to promotion or skills that are relevant in another department. As of October 2020, four (4) officers from the EOD unit were scheduled to attend a training in Russia on Chemical Contents and Allied Product.

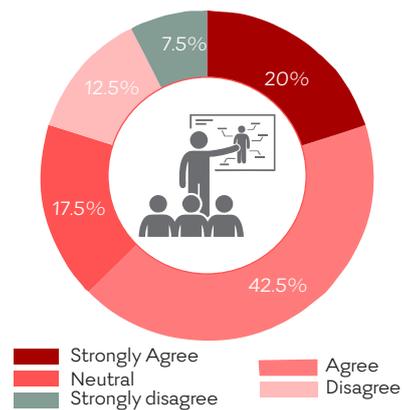


Figure 1: National-level responses to the question if training and/or awareness-raising programs are implemented within the NPF and NSCDC

## POLICIES AND WOMEN IN EOD UNIT OF THE NPF AND CBRNE UNIT OF THE NSCDC

The Acts establishing the NPF and NSCDC have no clause restricting women from joining the institutions and the EOD and CBRNE. Traditionally, the Police Departments had separate roles for men and women, but this has been modified in recent times to be gender-balanced. The two selected institutions' recruitment policies slightly vary, given the possibility of recruiting married women for NSCDC while the NPF do not recruit married women into the institution.

### KNOWLEDGE GAPS IN GENDER MAINSTREAMING/POLICY

The research found that the majority of NPF and NSCDC officers do not have adequate knowledge about gender mainstreaming including the existence and the service carried out by Gender Desk Units of the two institutions. From both the KIs and the FGDs, 80% of the officers (both male and female) do not understand the concepts and policies regarding gender sensitivity and responsiveness.

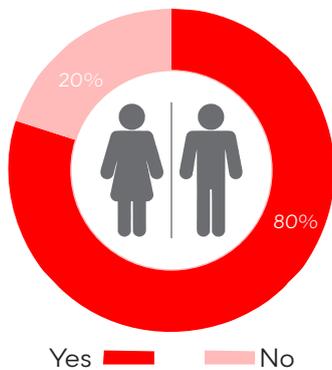


Figure 2: National-level responses to: "Are whether gender issues such as equal opportunity opportunities and representation are incorporated into training in your unit?" content

### KNOWLEDGE GAPS IN GENDER MAINSTREAMING/POLICY

From the two security institutions, 77.5% of the respondents are not aware of UNSCR 1325/NAP, including some staff of the Gender Desk unit. The two institutions do not have an operational gender policy at the time this research was conducted.

The NPF Gender Policy, according to the Gender Advisor to the IGP, is still under review while the NSCDC is in the process of drafting a gender policy for their institution. The gender mainstreaming tools being adopted by the NPF and NSCDC are based on practice and not duly reflected in the regulatory acts and operational policies which are yet to be amended

### MORE TRAINING ON GENDER-RELATED ISSUES

In recent times, the two institutions have incorporated training in gender-related issues through collaborations with non-governmental organizations such as Partners West Africa Nigeria (PWAN), and government agencies such as the National Agency for the Prohibition of Trafficking in Persons (NAPTIP).

The training sessions were conducted on gender mainstreaming and conflict and peace. A majority of the survey respondents (62%) agreed that training and awareness creation will unlock the potential of female officers in their respective institutions.

Training sessions will increase women's confidence in their ability to compete in fields that men are stereotypically believed to perform more strongly in, particularly dealing with explosive ordnance.

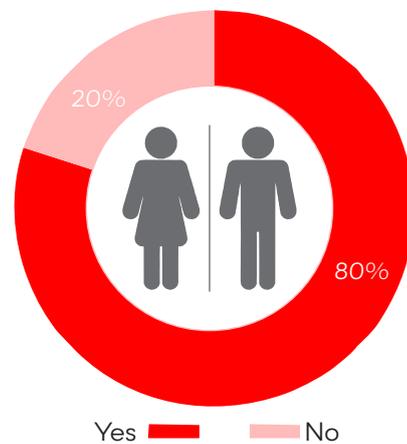


Figure 4: Responses to "Women are offered equal opportunities to serve in units other than domestic violence/family support units."

Trainings will increase women's confidence in their ability to compete in fields that men are stereotypically believed to perform more strongly in, particularly dealing with explosive ordnance.

## NEED FOR CAPACITY BUILDING AND EQUIPMENT

From the interviews conducted, the two institutions are in dire need of capacity building in general duties and specifically in EOD and CBRNE Units to enhance their specialty. For instance, the last training conducted for EOD unit of the NPF was in 2015. The EOD unit of NPF requested more knowledge in Post Blast Investigation and Advanced Technical Training to identify, neutralize and safely dispose bombs.

The CBRNE requested more knowledge and skills in the following areas

- Robotic and explosive incident countermeasure
- Instructor training for Frontline Educators,
- EOD trains the trainers' course, among others.

The two institutions mentioned separate but related equipment required for effectiveness and efficiency. The EOD unit of the NPF listed equipment such as Explosive Vapor Detector-3500 (EVD-3500), Bomb Suit, Hook and Line, Mines Sweeper, X-ray Machine, Robot and Seeker 400, among others. According to the CBRNE unit of the NSCDC, the department needs the following: full bomb suit, explosives, particulates and vapour detector, rigging kit, binoculars and deep metal detector, among several.

## I. EQUAL OPPORTUNITY AND TRAINING

In terms of recruitment, the terms and conditions of service are the same, irrespective of gender. The initial policy in the Police Act where women are meant to work in the administrative segment of the Force, was seen as discriminatory and has over the years evolved in practice to be more inclusive though this has not been duly amended in the Police Act.

The NPF has not totally jettisoned that idea as female officers are relegated to serve as support staff. Improvement is, however, noticeable, as women now serve in departments other than domestic and family support units of the institutions. From the respondents, 82.5% agreed that women can serve in other specialized departments since they all have equal opportunity.

In terms of benefits, male and female officers enjoy equal rights concerning healthcare, housing, retirement, and family benefits; 87% of respondents agreed to this. However, in terms of paternal leave, women are granted four months' maternity leave while men in the NSCDC are not given any paternal leave, but the proposal is already with the management to consider paternity leave for the men.

For officers in the NPF, four months' maternity leave also applies to women. Paternity leave for male officers has not yet been proposed.

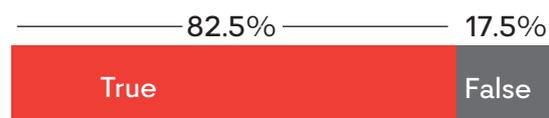


Figure 4: Responses to whether or not women are offered equal opportunities to serve in units other than domestic violence/family support units."

### INADEQUATE SENSITIZATION FOR FEMALE OFFICERS

From the FGD, 80% of officers from the NPF alluded to awareness as the main tool to attract female officers into the EOD, while 75% also agreed that same is required to attract women into CBRNE to allay the fear that the unit's job is sensitive and best suited for men.

Since the belief that the department is meant for men is the reason for fewer women in the units since joining the EOD and CBRNE is voluntary, more women need to be encouraged to do so. Upon enlistment and while at the training colleges, there should be focused attention given to the EOD so that officers in training are already aware and have foreknowledge of what the EOD department is all about.

The nature of work carried out by officers of EOD and CBRNE, working at blast scenes (such as detection, identification, rendering self, demolition, evacuation of victims, detonate active devices, among others) add to the belief that the duties are majorly for male officers. However, some female officers disclosed that the unique needs of their work attracted them to the departments as some of the suicide bombers, and victims of the blasts are females.

Of the survey, 67.5% of female personnel are more included in social-work-oriented roles such as medical care for the blast victims and counselling than male personnel. Sensitization is needed to change the status quo, and role modelling will increase gender mainstreaming in the two units.

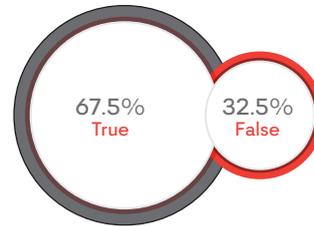


Figure 5: Respondents agree that female personnel are more included in social-work-oriented roles than male personnel.

### CULTURAL INHIBITIONS

Cultural impediment has been a long-standing issue confronting woman joining the security institutions and explosive ordnance units in the two institutions. Traditionally, security service provider institutions have been considered as the exclusive reserve of men, and women found in the sector were stigmatised. Stigmatization has often caused women to shy away from enlistment. The number of female officers from the northern part of Nigeria is low due to cultural and religious reasons.

### MODIFICATION OF FEDERAL CHARACTER POLICY

The Federal Character Policy is considered during recruitment, and the number to be recruited is communicated to the 774 Local Government Areas in Nigeria without recourse to gender sensitivity or a specific number of females to be recruited. Consequently, several local governments can send the list without including any female applicants. This is seen as a factor in the gender gap in both NPF and NSCDC

## **BORNO STATE - FINDINGS**

Of the survey respondents, 80% were aware of the functions of the NPF, while 75% of NSCDC respondents understood the role of the office; 80% of the respondent during the FGD were also conversant with the demands of their respective security organizations, as they made references to the statutes that established them. The respondents mentioned the prevention of crime, the apprehension of suspects, implementing the law, and maintaining law and order.

### **GENDER REPRESENTATION AND SENSITIVITY WITHIN THE NPF AND NSCDC**

Respondents from the survey for security institutions believe that the inclusion of women in EOD/CBRNE is a welcome idea. They argue that police authorities need to institute measures to attract female officers. The practice is that all officers are given the same notice of recruitment into the EOD/CBRNE, but only those with interest would apply.

According to one respondent, a female officer who was meant to take the aptitude test left because she felt she was the only female amid male officers. From the perspective of Civil Society Organizations (CSOs), a respondent claimed that the challenge for women to be EOD or CBRNE is the physiological characteristics of a woman can be a hindrance, especially when menstruating.

Several factors account for the low representation of women at the Borno state command. First is the low level of education among women in Borno State. Gender disparity in education is predominant in Borno State, especially as high female illiteracy and adolescent girl marriage remain serious issues.

At the same time, Borno State has a high number of girls not in secondary school. In 2012, girls' enrolment in public primary schools and public secondary schools in the state was 39.4% and 41.3%, respectively.

The psychological trauma following the activities of NSAG in 2014 when over 200 Chibok schoolgirls were kidnapped from a secondary school has compounded this statistic. Poverty is one of the leading factors contributing to these dismal statistics, especially as basic education indicators have shown that girls' enrolment in school, attendance, and transition remain generally low.

According to FGD, these issues of the low enrolment of girl children in schools and poverty are the factors affecting females joining NSCDC in Borno State. The FGDs also revealed that posting women officers to Borno Command comes with fear as the officer would not want to stay, especially married women, because of family.

Between January to March 2020, 3 female officers that were transferred sought redeployment because of family pressure. From the findings through interviews, socio-cultural perception about security jobs, especially in Borno State, affirms that security job is a man's, not a woman's job.

There is a tendency to stereotype women that join the security agencies' services as "daring women". Also, the dressing of women security officers is deemed to clash with religious beliefs, and this has reduced the number of women involved in the security sector, and the NSCDC in particular.

Just like in the case of the NSCDC, gender representation in the NPF and EOD is low due to the general factors peculiar to north-east and Borno in particular. The interviews and FGDs conducted revealed prevalent cultural impediments for women to join the security sector in the State.

One of the respondents said, “In this environment, women have no freedom to choose their careers without the approval of the family. They see police work as a job that women should not engage in. This is because there are places women should not be found, and the dressing code contravenes the tradition in the State.”

This response implies that women are limited in their choices of career, hence the low participation of women in NPF in the Borno State Command.

The low representation of women in the police, in particular, is not restricted to Nigeria. Although Nigeria started recruiting women into the Police in the 1950s, the women were largely supportive of their male counterparts. This attitude still partly exists among the people within the confines of tradition and religion.

The socio-cultural orientation has been

apprehensive and disdainful towards western education. Borno State people embrace Quranic education more than western education; this is a contributory factor to the low level of female enrolment in the NPF and EOD as well.

Education has a profound effect on girls' and women's ability to claim other rights and achieve status in society, such as economic independence and political representation.

A female respondent said there is no incentive to attract women into joining NPF and EOD, so female officers feel the risk in the job of the EOD unit should have been complemented by giving a hazard allowance and life assurance. An incentive of any sort can increase women's enrolment for police work in Borno State.

All the respondents in the NPF and NSCDC believe that their organizations do not have enough women representation. For the NSCDC, the ratio of females to males is 7:1. The ratio in the police is within the same range. All the respondents from CSOs alluded to the fact that women are underrepresented in both NPF and NSCDC.

The table below represents the perception about the representation of women in the two security sectors from the survey:

The female gender is under-represented in security sector institutions	Male		Female	
	Yes	No	Yes	No
NPF	11	4	3	1
NSCDC	10	4	6	1
<b>TOTAL</b>	<b>21</b>	<b>8</b>	<b>9</b>	<b>2</b>

Table 1- Respondent feedback on representation of women in security sector institutions

As regards sensitivity to special needs for nursing mothers, the majority of respondents from NPF (80%) and the NSCDC (90%) informed that women do enjoy maternity leave, which is usually granted along with annual leave so that they can spend four months taking care of their children, newly born babies.

The respondents also say that the NPF reduced the hours of reporting to work for lactating mothers. The NSCDC female officers who give birth can come to work two hours ahead of the reporting or closing early from work, whichever suits them. Toilet facilities are different for males and females.

According to a female respondent, the female NSCDC officers can bring their nannies and babies to the office. There is a provision within the Command where babies and nannies can be kept to take care of officers' cradle babies during work hours. It was a house close to the office which the women identified and are using. It was not provided by the Command.

When a similar proposal was presented to the NPF, it was discouraged with the justification that it could have been too risky creating a space for lactating mothers within the premises of the Command.

When asked about their motivation for joining the institution, most of the female respondents (70% of the respondents of NPF and NSCDC) stated that they joined the security organization because they have "passion for the job". A large proportion (60%) of the female respondents in NPF said they gladly joined EOD as a result of the mode of dressing of the officers in EOD.

When probed to explain what they mean by "passion for the job", some of them said it allows them to participate in securing Nigeria, while some said that it helps them fight injustice.

Some of the respondents in the FGD hold a contrary position as they said that some of the officers joined because they did not get the jobs they desired. One respondent said the opportunity to use the uniform to intimidate people and extort money motivates the officers.

Internal policy within the police also constitutes a barrier for women to join the NPF and EOD. For instance, as discussed earlier, Section 127 of the Police Act that forbids married woman to be enlisted is seen as discriminatory in nature with its attendant conditions where a serving female officer who wishes to get married is required by the provision of Section 124 to obtain the authorization of the police authorities – the approval of the Commissioner of Police.

This has been debated and later became the subject of litigation resulting in a court verdict nullifying that requirement for female police officers. In addition to this, a female police officer who marries a civilian (non-police) would have to surrender her accommodation if she lives in the barracks. Female officers see this as discrimination.

## CONTRIBUTION TO THE SECURITY SITUATION

Specific contributions by the NPF to the security situation in Borno were seen in the area of military duties and synergy. According to FGD, police is increasingly involved in counterterrorism against the NSAG and have embarked on operations alongside the military in the state.

On the part of NSCDC, a male respondent said it is their responsibility to monitor private guard companies after licensing. They see this as important in terms of protection of the state from the activities of vandals and other criminals.

Both the Police and Civil Defence mention their role in various organised security arrangements involving the vigilante which earlier was working with the military. The security agencies are all part of the Rapid Response Squad that is patrolling the highways to prevent attacks and abduction of commuters, including responding to attacks against villages that were becoming rampant and reversing the gains made.

They have succeeded in minimizing the attacks. The Civil Defence respondents also stated that they are helping to contribute to ensuring food security by the creation of and their participation in the protection of farmers as Agro Rangers. The Borno State Government is funding the activities of the Agro Rangers.

The NSCDC was particularly satisfied with its creation of a Peace and Conflict Resolution Unit, which has been useful in getting people to utilise alternative dispute resolution to address cases brought to them. They revealed that they have two female officers of the five officers in the unit. Below is a description of what they were able to achieve

Our contributions in resolving conflicts can be seen from what we were able to achieve. In 2019, we received 589 cases/complaints and we were able to resolve 439 cases with 69 on-going and 21 cases that we could not resolve went to court. Some of the cases that involve trafficking are referred to the National Agency against Trafficking in Persons (NAPTIP).

In 2020, from January to June, we received 341 cases/complaints and resolved 203 with 57 on-going and 76 cases are pending. We had one case withdrawn and four cases referred to court. In July, we received 74 cases and have resolved 7 with 14 pending and six are on-going. In August, we received 101 cases/complaints and resolved 59, one case was transferred and another was withdrawn with the remaining pending.

We were trained at various times by UNDP, which made an assessment of our work by interviewing participants in the cases that we handled. The evaluation report was positive. We were trained by the British Council (BC), Norwegian Refugee Council (NRC), International Office of Migration (IOM), United Nations Development Programme (UNDP) and the European Union (EU) including Konrad Adeneur Foundation. In my group, there were 7 women while men were 17.

The cases above were treated and handled collectively by both male and female officers. Every team has mixed male and female officers.

Except for one male officer who arrived into Borno State about two years prior to this study, 40% of the female respondents from NPF reported that they were on duty during the intensity of attacks by NSAGs. They pointed out that the security agencies have contributed to reducing the severity of the security challenge in the state.

A significant proportion of male respondents from the NPF (40%) stated that they partner with the military to coordinate the security situation. NPF is the leading security agency that interacts with the public and gathers information and intelligence. Police are usually the first responders during violent conflicts.

Five of the 10 respondents from the NSCDC had similar responses. They also pointed out that, unlike the NPF, NSCDC personnel do not live in barracks. The respondents explained that the officers lived in the midst of civilians, interface with them to gather intelligence, and share with their colleagues that are serving with Response Squad and Theatre Command to support the security operations in the state.

The NSCDC also ensures that the security of public buildings such as the mega schools built by the Borno State Government are not vandalized. NSCDC demarcates danger zones and provides shelter and security to IDPs.

#### ASSIGNMENT, POSTING AND TRAINING OF OFFICERS TO WITHIN THE EOD UNIT OF THE NPF/CBRNE UNIT OF THE NSCDC

To assign a job to officers in the two institutions, two respondents (one from NPF and another from NSCDC) posited that officers in the Department/Unit have to undergo training for other tasks such as administrative duties or to conduct searches. The Command has also started accepting officers from non-science-based disciplines to work with EOD and CBRNE after the requisite training.

The EOD department has 40 officers with five (5) women and 35 men serving in the department. According to one male respondent, the female officers are committed to their jobs without any problem.

A male respondent said during the period he headed the explosive unit, the female officers were as competent as the male officers. According to him, "Although the EOD is a specialized department/unit, women officers have been deployed to the EOD and are undertaking their assigned responsibilities with the same level of commitment and competence as their male counterparts."

One As regards training, one of the respondents in the EOD held the view that "nothing serious could be done with training"... According to him, after the general training, the officers need specialized training so they can be competent. According to him, non-science-based educational background officers would be limited in their expertise, unlike the science-based officers.

Another female respondent provides some details that there is no document for gender mainstreaming in the EOD, but women have the intellect, and the work requires quick thinking and accuracy.

According to her "All opportunities are available to female officers. One female officer was sent to Botswana. In all trainings women are involved. I have five females working with me, and three of them are exceptional in intellect and operations. Two of them did well in their course. They are very good."

## GENDER MAINSTREAMING AND KNOWLEDGE ON UNSCR 1325

The respondents demonstrated awareness of the United Nations Security Council Resolution 1325, although not all of them understood the details of its content. Half of the NPF respondents were aware of the importance of the Resolution for the protection of women in conflict areas and in the resolution of conflicts.

From the EOD, 40% of the officers understood the concept of NAP and UNSCR 1325 and its position on women. Of the NSCDC respondents, only 35% had knowledge of gender mainstreaming and UNSCR 1325. This reveals a gap in the understanding of these documents.

Some of the female personnel from both EOD and CBRNE could barely express themselves in the English language, which is a constraint to their comprehension of these documents.

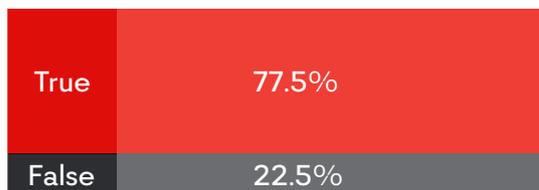


Figure 6: Responses to the question "Are you aware of the UNSCR 1325 Nigerian National Action Plan (2017-2020)"

As regards the gender dynamics the respondents believe that the issues of punishment have been addressed in the law. One respondent said an officer may exercise discretion and "it is best so long as it is within the ambit of the law."

Another respondent stated that: gender does not matter. Truancy will be treated the same. Some offences may require physical drills. This is where gender matters. The biological, physiological and anatomical considerations

may come in.

But in training there is no difference. Another respondent states that the nature of the offence will determine the punishment. Some respondents in the NSCDC say that there are no women, as they are "men in skirts" while a police respondent says, "We are all officers, there are no men or women." One respondent observes that the aim of sanctions is to deter others from committing the same offence. According to him "gender sensitivity is not a reason for discriminatory sanctions. Physical punishment may not be the best option in dealing with errant officers. The aim is to bring the officer back on track."

According to a female respondent, the issue of involvement of women in crisis management and decision making are tied to the number of women available and across various ranks in the NPF.

According to a female Divisional Police Officer, she handled conflict within the division related to discrimination and harassment. From NSCDC, a female officer headed the Department of Crisis Management, but has been reassigned following routine reshuffling of officers. She also said she handled conflict matters internally.

In this environment, women have no freedom to choose their careers without the approval of the family. They see police work as a job that women should not engage in.

## ADAMAWA STATE-FINDINGS

### ANALYSIS OF BOTH NPF AND NSCDC USING THE REPORTS OF KIIs AND FGDs

The engagements with stakeholders (NPF, NSCDC and CSOs) in Adamawa State took place between 23rd to 30th August, 2020. For the NPF FGD, six (6) officers (5 males and 1 female) comprising the EOD Commander, administration officer, Gender Desk Officer participated.

Of the six officers that participated in the FGD for NPF, four of them have spent 10 years each in the EOD while one has spent 9 years and the only female respondent in the group has spent 4 years in the EOD unit. For the NPF KII respondents, each of the three officers interviewed have spent about 10 years in the Unit.

The NSCDC FGD also had 6 officers (3 males and 3 females) drawn from the CBRNE, Crisis Management, Medical and Administration

Departments. However, only 2 of them are of the CBRNE Unit. One of them has spent 6 years in the Unit while the other has spent 18 months in the Unit.

A total of 8 participants (5 males and 3 women) were also drawn from CSOs during the FGDs, namely:

- Pastoral Resolve (PARE),
- Atiku Center,
- Civil Society Coalition for Poverty Eradication (CISCOPE)
- AGAOJ
- ALADAMA
- Center for Financial Inclusion (CFI) and
- MATASA 360.

Below is a table showing the number of persons interviewed during the exercise and the gender breakdown of the respondents.

Organisations	No. Of FGD	No. of FGD Respondents	Number of KII	No. of KII Respondents	Total No. of Respondents	Male	Female
NPF	1	6 (5 male & 1 female)	3	3 (2 male & 1 female)	9	7	2
NSCDC	1	6 (3 male & 3 female)	5	5 (5 male)	11	8	3
CSOs	1	8 (5 male & 3 female)	Nil	Nil	8	5	3

Table 2- Number and gender of respondents from survey exercise

### UNDERSTANDING STATUTORY FUNCTIONS, OF THE NPF AND NSCDC

NPF respondents submitted that they are for maintaining law and order in the society, apprehending and prosecuting criminals, crime prevention, and protecting the citizens, among others.

Explosives Ordnance Department of the NPF is responsible for the operation/removal of

UXO/ neutralizing IED/ diffusion of IED/UXO, advance party of VIPs and ensuring that they take inventory of Explosive Ordnance Disposal for construction and blasting activities of companies in the State.

Only officers with NSCDC respondents listed protection of critical national infrastructures, protection of lives and properties, and rescue operations during disasters as major statutory

functions of the organization. CBRNE of NSCDC monitors and supervises the movement and use of explosives for blasting activities by companies in the state and collaborating with other security agencies for rescue operations for disaster management. The solid minerals department of the organization performs similar functions to those of the CBRNE

### GENDER SENSITIVITY AND REPRESENTATION WITHIN THE NPF AND NSCDC

In the NPF EOD Unit, female participation is grossly under-represented. The EOD of the Adamawa State Command has 34 officers with 31 males and 3 females. The NPF does not have female representation in the management, but both the Community Policing Unit and the Gender Desk Unit are headed by female officers.

Overall, 90% of the respondents submitted that NSCDC has a male ratio of 60% male to 40% female in Adamawa State. The CBRNE has only 2 personnel, and both of them are males. However, NSCDC has female officers in senior management positions as heads of units and departments in the Adamawa State Command.

In the NSCDC, female officers are not subjected to any form of corporal punishment, and even when they are punished for any offence committed, female officers are never detained for more than 2 hours, whereas male officers could be detained for about 24 hours.

The lack of female officers serving in the CBRNE unit was attributed - by respondents - to the recruitment and deployment requirements for the department as only officers with science-based educational background are deployed to those departments.

Since the number of female officers with science-based background recruited into the institution is extremely low in comparison to the male counterparts, the ratio in the department is understandably low.

Respondents submitted that the organization has the Gender Desk, Provost, and SERVICOM as part of its internal mechanisms for dealing with cases of discrimination and sexual harassment among their personnel, and according to the respondents, the mechanisms are very effective.

In the NPF, all officers, irrespective of sex, are subjected to the standard disciplinary measures. Female officers are mostly restricted to administrative assignments and usually leave the office not later than 6.00 pm. The employees of the EOD unit leave office no later than 4.00 pm. This also serves as an attraction to other female officers, however, in case of emergency, the employees are required to work longer hours based on the circumstance.

Training on gender and sexual harassment hold in-house as part of monthly awareness creation among officers of the organization, but there is no discrimination in selecting officers for external training when such opportunities arise.

According to CSOs, apart from the limitations and challenges posed by deployment of only personnel with science background to both the EOD and CBRNE by the respective security organizations in a state like Adamawa and some parts of the country - cultural bias concerning career opportunities and choices for female children education is also a serious limitation to implementing gender balance in the security sector in Nigeria.

Certain careers like the security sector are perceived to be mostly for male children and in

rare cases where female children with good science orientation are identified, they are mostly encouraged to pursue careers in “less stressful and more dignifying” sectors such as nursing, teaching or the civil service.

### CONTRIBUTIONS TO SECURITY SITUATION IN THE STATE

On the security situation in the State, all nine respondents across KIIs and FGDs listed kidnapping, violent activities of Shilla boys, communal clashes, and GBV as the major security concerns while stating that activities of insurgents are restricted to the northern part of Adamawa State comprising Michika, Gulak, Hong and other communities in the Madagali LGA.

They, therefore, declared that Adamawa State has technically entered the recovery/post insurgency era, which underscores actions on sweeping of communities erstwhile held by insurgents for mines and other explosives.

In the NPF EOD Unit, the female participation is grossly under-represented. The EOD of the Adamawa State Command has 34 officers with 31 males and 3 females. The NPF does not have female representation in the management, but both the Community Policing Unit and the Gender Desk Unit are headed by female officers.

Respondents submitted that the organization has the Gender Desk, Provost, and SERVICOM as part of its internal mechanisms for dealing with cases of discrimination and sexual harassment among their personnel, and according to the respondents, the mechanisms are very effective because she had taken a matter to the Provost’s office and it was well-handled. In the NPF, all officers, irrespective of sex, are subjected to the standard disciplinary measures.

Female officers are mostly restricted to administrative assignments and usually leave the office not later than 6.00 pm.

The employees of EOD unit leave office no later than 4.00 pm. This also serves as an attraction to other female officers, however, in case of emergency, the employees are required to work longer hours based on the circumstance. According to respondents, currently, the NPF has an additional responsibility of providing security at the United Nations Office/Hub opened in Mubi as a response to the insurgency.

At the same time, they also monitor the movement of explosive materials and urea fertilizers that could be used for IED. Since Adamawa also has a large population of agrarian communities, this is a critical aspect of the function of the NPF because fertilizers are freely sold in the open market. So there exists a high risk of it getting into the hands of insurgents and other criminals who might want to use them for illegitimate activities like manufacturing of explosive devices.

### ASSIGNMENT, POSTING AND TRAINING OF OFFICERS WITHIN TO THE EOD UNIT OF THE NPF/CBRNE UNIT OF THE NSCDC

Only officers with a science educational background are deployed to the department. Before an officer is deployed to the Explosive Ordnance Disposal Unit, such an officer must have spent at least three years in the service of the NPF, and officers deployed to EOD take mandatory basic EOD training.

## GENDER MAINSTREAMING AND KNOWLEDGE OF UNSCR1325

There is generally a low level of awareness concerning UNSCR 1325 and NAP (2017 – 2020) among the respondents, but 80% of the respondents have some understanding of affirmative action and implementation of

gender sensitivity in the organization and the State Command in terms of deployment of female officers for low-risk operations and administrative duties.

S/N	VARIABLES	NPF (EOD)	NSCDC (CBRNE)
1	Number of Personnel	34 (male 31 & female 3)	2 (male 2 & female 0)
3	Tasks and assignments	Females mostly perform administrative functions and head of Gender Desk/Unit	Female personnel not assigned to night patrols/assignments and high-risk operations. Females perform administrative tasks and screen female participants at public functions
4	Disciplinary Measures/Punishments	Unified punishments for all personnel, male and female	
5	Preferential Treatments	Female officers in EOD allowed closing not later than 4.00pm while female officers in other departments close not later than 6.00pm.	Nursing mothers are given special considerations in tasks allocation

Table 3: Summary of Finding from Adamawa

## YOBE STATE-FINDINGS

### STATUTORY FUNCTIONS OF THE NIGERIA POLICE FORCE AND THE NIGERIA SECURITY AND CIVIL DEFENCE CORPS

- The respondents underscored that the statutory function of the Nigeria Police Force is to maintain law and order. This aligns with the constitutional provision which asserts that the NPF is statutorily established to prevent and detect crime, apprehend offenders, preserve law and order, protect lives and property, and duly enforce all laws and regulations. These are the fulcrum of the mandate of police security in Nigeria.
- From the statutory functions of the two security organizations, it looks like the NSCDC is to compliment the NPF in ensuring that lives and properties are protected.
- There are 2874 officers in the Yobe State Command of the NPF. Only 11% of them are women. There are 792 officers in the Yobe State Command of the NSCDC. Only 6% of them are women.
- Respondents, especially representatives of CSOs agree that dwindling revenue sourced from the center, environmental problems, leadership capacity gaps, inter-ethnic rivalries, illiteracy, and lack of adequate manpower and infrastructure that would drive development continued to be drivers of conflict. De-industrialization, high levels of subsistence farming and the inability of state actors to create an environment for the exploration of mineral resources in the state continue to place the state at a disadvantage of having a robust and viable source of generating revenue internally. The result is a high rate of unemployment and under-employment

that made youths vulnerable to be lured and recruited to partake in violent conflicts.

### SECURITY INSTITUTIONS AND GENDER SENSITIVITY

Even though most of the respondents could not provide a satisfactory explanation on the concepts of 'gender sensitivity' and 'gender-responsiveness' until the researcher of this study expounded what they mean, all the respondents representing the NPF and the NSCDC asserted that their agencies were gender-sensitive and gender-responsive. Respondents confirmed Gender Desks exist in the Yobe State Commands of the NPF and the NSCDC.

They mentioned the effectiveness of the codes of conduct of the organizations: officers are expected to be honest, polite, tolerant, fair and impartial to all. In consequence, no officer is allowed to embark on or abet gender-based violence in the organization.

Principles guiding the conduct of officers in the agencies and appropriate channels for complaints of grievances and wrongs are defined. Though only four female officers represented the NSCDC and one female officer represented the NPF in the FGDs, the respondents portrayed their agencies as disciplined.

Findings also showed that officers in the NPF and NSCDC are exposed to training on issues that relate to gender awareness and sexual harassment via workshops organised by non-governmental organizations in 2017 and 2019. Nevertheless, not all officers undergo formal training in respect of these topics. Leaflets and handbills that sensitise on these topics are circulated to raise the consciousness of the officers in Yobe State Commands.

The leaflets serve as non-formal training

platforms. Some officers asserted that these topics are covertly embedded in their initial training when recruited.

There are separate toilet facilities for male and female officers in the Yobe State Commands of the NPF and the NSCDC. Similarly, the Area Commands of the NPF and the Divisional Police Headquarters have Gender Desks, in addition to the one at the Command Headquarters. In the NSCDC, each department has a gender focal person who looks into issues relating to gender discrimination and harassment.

## CONTRIBUTIONS TO THE SECURITY SITUATION IN YOBE STATE

Respondents underscored that the Yobe State Command of the NPF played significant roles in changing the security narrative of the state. For instance, the EOD unit's response to incidents within the state and working in concert with the military, assisted in the detection, identification, recovery, evacuation, rendering safe and disposing of IEDs on several occasions thus foiling the plans of the insurgents.

The EOD unit has provided explosive intelligence information to the NPF and sister security actors such as the Army and Airforce. The EOD unit has conducted several sweepings of venues and screening exercises that made the environment bomb-free, it was done with both male and female officers. The EOD unit recovered and disposed an RPG9 very close to the Police State Command headquarters recently.

The EOD unit detected, recovered and disposed some IEDs planted at a military checkpoint in Dapchi in 2019 and responded to a mine incident in Mazdam along Biu road when a military vehicle stepped on a mine leading to the loss of one soldier in 2019.

On the part of the NSCDC, respondents

emphasized that they have contributed immensely in changing the security situation in the state. For instance, the agency, working in conjunction with other security actors such as NPF, Army and Airforce, contributed in the maintenance of peace and order at the peak of the insurgency and after.

The agency has also provided surveillance over infrastructures, thus safeguarding them from vandals. Also, intelligence gathering and information sharing alongside investigated criminal cases have assisted in the prosecution of suspects, evacuation of the civilian populace from danger areas. Furthermore, the agency is involved in providing first aid to victims of insurgent attacks, provision of medical services and management of shelters for IDPs at the peak of the insurgency.

The agency has also assisted in crowd control during any emergency such as bomb blasts, general crime control and prevention and state functions. The Command monitors the inflow of chemical substances such as urea to block access to insurgents for the production of IEDs. The Command has been proactive in responding to domestic violence and rape cases.

## RECRUITMENT, TRAINING AND PROMOTION IN EOD OF THE NPF AND CBRNE OF THE NSCDC

All the respondents had a clear understanding of the functions of the EOD and the CBRNE. However, some civil society organizations representatives that participated in the FGD were only familiar with the EOD. This implies that the activities of the CBRNE are not glaring to them.

None of the respondents from the NPF and the NSCDC has spent less than five years in the Yobe State Command of their respective

organizations. There are 14 officers in the EOD unit of the NPF as at the time of this report. Only 1 of them is a female officer. The CBRNE unit of the Yobe State Command of the NSCDC has 5 officers, 3 of them are males and two of them are females.

On recruitment, officers have to join the agency before being deployed or mobilised into the EOD or the CBRNE unit. Deployment into each of the units is therefore voluntary. However, no matter one's willingness to be deployed or mobilised to the unit, one must have a science-based educational background.

Thus, officers without this background are not qualified to be deployed or mobilised to either EOD or CBRNE units. However, when the science prerequisite was reviewed to accept officers from other backgrounds, the officers applied and have been trained before joining the unit.

All the respondents working in the EOD or CBRNE units stated that they developed interest in joining the unit because they wanted to serve the nation. Also, those that joined after the start of the protracted armed conflict stated that they joined because the NSAGs were using IEDs to threaten the populace. In consequence, they joined the unit to protect and save lives and properties.

Though no other unit in both organizations perform the functions of EOD or CBRNE units, screening of persons for explosive devices at event centres could be done by officers in units other than the EOD.

However only the EOD unit defused IEDs and other explosives. In the NSCDC, for example, in responding to bomb incidents, all the units in the Disaster Crisis Management Department work as a team. Those in the Medical Department provide first aid and evacuate

victims; those in the CBRNE unit conduct impact assessment; those in the intelligence unit conduct post-blast investigations, those in the Operations unit control the crowd and cordon the area, etc.

The last five years have witnessed some changes in personnel and function in the EOD unit of the NPF and the CBRNE unit of the NSCDC. For instance, the NPF lost some personnel to the insurgency, some retired and others were transferred from the Command. None of the 14 officers in the EOD unit of the NPF has attended less than 3 trainings. This has enhanced their capacity to carry out their duties. Experience and training have made them respond with dexterity and with little or no casualties. They have more modern equipment now compared to when they started in 2011 and part of 2015.

Unlike responding to incessant bomb attacks through battle area clearance as obtained from 2011 to 2015, they now do more recovery, rendering safe and disposing of explosive mobile ordnance. They have also intensified awareness creation on explosive risk, unlike five years ago when the emphasis was chiefly on detecting and attacking IEDs.

As for the CBRNE unit of the NSCDC, the last five years are not without changes in respect of personnel and function. The unit started with two officers – male, now they have 5 (2 female). They have undergone a series of courses, thus boosting their efficiency and effectiveness. The training they received has improved unit capacity to function. They have been supplied with additional equipment to enhance their functions; although still inadequate, this provides an opportunity for improvement.

Despite the encouragement provided to female officers to join the EOD and the CBRNE

units and the non-restriction for pregnant women to join the units, the number of women in each of the units is still low. This is not disconnected from cultural conditioning that discourage women from joining military or paramilitary agencies.

Women must first join the NPF or the NSCDC before they could be deployed or mobilised to the EOD or CBRNE unit. Similarly, mine action activities are believed to be men's jobs and risky, especially with inadequate modern equipment.

The study revealed that no female officer has ever headed the EOD unit of the NPF, likewise the CBRNE unit of the NSCDC. Even though some female officers have left or are contemplating leaving the NPF and the NSCDC, there are no records of any female officers leaving the EOD or CBRNE units.

The respondents stated that gender-responsiveness guides the assignment of roles in both organizations. Thus, it was found that only one female officer from the EOD unit performs the post-bomb blast investigation, creates awareness on explosive risks, screening of persons for detection of explosives, and sweeping of venues, despite attending 3 training and passing tests on the demolition of bombs during the trainings.

In the case of the CBRNE unit of the NSCDC, the female officers perform most of the assignments their male counterparts perform; pregnant women are usually excused from getting exposed to chemicals.

## GENDER MAINSTREAMING AND THE UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325 KNOWLEDGE OF UNSCR1325

All the respondents to the KIIs are not aware of the United Nations Security Council Resolution 1325. Similarly, none of the respondents clearly articulated any national gender policy they know. The researcher had to explain to them what the resolution is all about. Roles are assigned to officers within the limit of their physical and mental competence irrespective of gender. Pregnant women are respected and allowed to proceed on a 4-month maternity leave.

Female representation in NPF and NSCDC remain abysmally low. For instance, there are only 51 female officers out of 792 employees in Yobe State Command of the NSCDC. Due to this reason, some units and departments consist zero representation of women.

Respondents stated that in some cases, restrictions exist concerning the roles assigned to male and female officers. In principle, female officers are supposed to do anything male officers do within their physical, emotional, and cognitive competence.

But then, discretion is used to exempt them from some responsibilities. Female officers do not arrest male suspects alone, just the way male officers do not arrest female suspects without a female officer being present.

The study found that the same kind of disciplinary action is applied for male and female officers in NPF and NSCDC. Respondents assert that there are no different codes of conduct for women.

They are all officers. The respondents emphasized that women are involved in crisis management and decision making, based on

their rank. There is no affirmative measure to have female officers in the management team of each Commands. In the NSCDC management team, there is a female officer who is an Assistant Commandant and in charge

of the Potiskum Area Office. Two female officers are serving as Divisional Officers in two different divisions but are not in the management team.

# CONCLUSION AND RECOMMENDATIONS

## RECOMMENDATIONS

Increasing women's participation in the security sector requires multiple efforts from different angles of action.

The following recommendations aim to improve the gender imbalance in the sector at the National and State levels.

- **Sensitization and Awareness**

Government, through the National Orientation Agency (NOA), should demystify the phobia that female children and parents have for serving in these departments through active advocacy and publicity of opportunities and incentives available for females willing to join the security sector in general and the department in particular.

- **Cultural Reorientation**

Sensitization and awareness campaigns should be carried out by the gender advisers of the two institutions to address the religious and cultural inhibitions against female enlistment into security agencies. This can be done through advocacy and collaboration with Non-State Actors to sensitize the public. Cultural and religious leaders can be part of the channels to disseminate the information to the parents and girls in their various jurisdictions.

- **Capacity Building**

Capacity building is an important aspect of security institutions. The officers should be trained in Explosive Ordnance management and disposal. The Government and international organizations should specifically expand and train the EOD officers in the Police and Explosive Unit in the NSCDC. Emphasis can

be laid on the Explosive Unit of the CBRNE when it comes to explosive ordnance training and capacity building; officers of the unit made reference to the need for additional capacity and provision of more training opportunities. Female officers should be included in the trainings. Trainings should be provided in all the six geo-political zones, with particular attention to the North-East States where insurgency remains active.

- **Procurement of Equipment**

Lack of equipment for officers to perform their functions in the security institutions is a key aspect. There is a need for modern equipment to enhance effectiveness and security of officers performing EO related tasks. Mobile laboratories for chemical agent monitors, contaminations kits and protection equipment should be provided.

- **Training and Re-training**

Training and retraining is a key component of the security sector. There is a need for refresher and new technical training programmes for security personnel to be able to confront the dynamics of violent conflict in the society.

The following training are recommended:

- Robotic and explosive incident counter measure.
- Instructor training for Frontline Educators,
- Post Blast Investigation
- EOD train-the-trainer course.

Female officers should participate in these trainings, perform their tasks and become role models for other female officers. Trainings providing basic skills to the trainees – even if they are drawn from other departments – should be encouraged. After attending these

basic trainings, officers may be deployed / to EOD and CBRNE units. This may encourage more women to volunteer for EOD and CBRNE. Training and crash programs for non-science based female officers who might be willing to serve in the departments should be implemented as a short-term measure to immediately bridge the yawning numerical gap between male and female officers serving in the departments

- **Review of Federal Character Policy**

Federal Character Policy was framed to reflect every Local government to be represented in the security sector. There is a need to review the Policy to be aligned with the National Gender Policy, for example suggesting a specific percentage of women to be recruited from each local government when sending lists for recruitment to the 774 local governments.

- **Capacity Building for Gender Desk Officers**

The Gender Desk Officers should have skills in gender mainstreaming and have knowledge about the NAP, UNSCR 1325 and the gender policies existing within their institutions. They should be able to stand against discrimination, harassment and abuse of women in their respective organisations. The Gender Desk Officers should lead internal awareness campaigns to encourage female personnel to voluntarily submit their candidatures to join the two specialized units.

Also, during training in Colleges, Gender Desk Officers- supported by the heads of the EOD and CBRNE units – should be invited as guest lecturers to speak on the activities of the EOD and CBRNE laying emphasis on the gender inclusiveness to curb gender inequalities in the NPF, the Gender Desk Officers should be included the panel for recruitment and

promotion and participate in this way to decision making of the institution.

- **Gender mainstreaming into all units of the NPF and NSCDC**

The NPF should finalize the draft Gender Policy and raise awareness training for all officers and get them to reflect the provisions of the policy in their work. There is a need to incorporate UNSCR 1325 and the NAP to the activities of officers where possible.

This is important given that the officers are operating in a large conflict environment with millions of displaced persons and plans to return them to their communities. This policy should contribute in having more women in the security institutions.

Refresher retraining courses on gender mainstreaming are necessary given the lack of knowledge about it. Some forms of awareness raising on gender mainstreaming should be provided annually within NPF and the NSCDC. This can be implemented in coordination and support from NGOs, UN agencies and international organizations to increase more participation. This will help in institutionalizing healthy gender practices and mainstreaming them in security services.

- **Female Officers' Special Needs**

The NPF and NSCDC must pay keen attention to the specific needs of female officers in the EOD/CBRNE units so that other female officers can be motivated to join the units. There is a need for separate toilet facilities and Water and Sanitation Hygiene (WASH) in offices for female officers, this might encourage more female volunteers into the units. Personnel protective equipment should be provided. . Specific trainings on post-blast

handling of women and children victims and families should be introduced into the two units of the institutions.

- **Review of existing grievance mechanisms for discrimination and harassment**

The existing grievance mechanisms for discrimination and harassment should be strengthened and improved so that officers from lower ranks will feel safe and protected in reporting misconduct. This will contribute to create an enabling environment where every officer feels valued, safe and protected and may serve as a motivating factor for female officers to join the EOD and CBRNE units.

- **Recruitment Policy Framework Review**

It might be necessary to design a targeted recruitment drive supported by a policy/framework to encourage the enlistment of more women into the security institutions. This will also promote the 35% affirmative action as provided within the National Gender Policy.

- **Review of recruitment strategy at the state level**

Community-driven recruitment policy that simplifies the processes and makes them more accessible to potential female recruits should be enacted and implemented. This may involve senior officers of both the NPF and NSCDC with CSOs incorporating grassroots mobilization for female personnel as part of their respective recruitment processes as recruitment exercises tend to concentrate on cities at the expense of the rural communities.

- **Special incentives for female officers at the state level**

Special incentives should be put in place for female officers deployed to these departments. Such incentives should include accelerated promotions, special hazard allowances, and scholarship to read science courses for children of officers in the department, robust insurance schemes, and adequate compensation for officers who may incur disabilities in the course of service or compensation for their families in case of fatalities.

## CONCLUSION

This study finds that the broader gender inequalities within both institutions of focus have a direct effect on participation of women within the EOD and CBRNE units.

Time is ripe to find ways and means of increasing the participation of women in the security sector Borno, Adamawa and Yobe State to mitigate the impact of munitions to the affected communities.

This strategy can be achieved through public sensitization and reorientation; previous efforts at this have resulted in the current gains. Sustaining these gains, however, needs the support and cooperation of all stakeholders, speaking and working together towards attaining these security and gender goals.

## **APPENDIXES**

## GENDER BASELINE ASSESSMENT- STRENGTHENING EXPLOSIVE ORDNANCE THREAT MITIGATION CAPACITIES OF SECURITY SERVICE PROVIDERS IN NORTH-EAST NIGERIA

### FEDERAL LEVEL KEY INFORMANT INTERVIEWS

#### Background

The Rule of Law and Empowerment Initiative, also known as Partners West Africa Nigeria (PWAN) is a non-governmental organization aimed at promoting good governance, accountability, and transparency by expanding opportunities for citizens' engagement.

As part of our Citizen Security program area, PWAN with support from the United Nations Mine Action Service (UNMAS) is conducting a Gender Baseline Assessment in furtherance of strengthening explosive ordnance threat mitigation capacities of Security Service Providers at the Federal Level, Adamawa, Borno and Yobe States.

UNMAS aims to reduce the impact of explosive ordnance on conflict affected communities by strengthening explosive ordnance threat mitigation capacities of the Nigeria Police Force (NPF) and the Nigeria Security and Civil Defence Corps (NSCDC) in North-east Nigeria. To ensure that this is achieved in a gender-sensitive manner, and to promote inclusiveness and optimum participation, PWAN seeks to support this process by promoting gender equality in mine action.

Respondents- High ranking officers of the Nigeria Police Force (NPF) and the Nigeria Security and Civil Defence Corps (NSCDC) at the Federal Level including but not limited to officers from Operations department, Explosive Ordnance Unit (EOD), Gender Desk, Force Secretary and Administrative department.

#### Part A: Background Inquiries

1. What is the statutory role/ function your organization performs?
2. What is your specific role/ function within the organization?
3. Can you provide some information on the current security situation/ predominant security challenges within your location?
4. How has your organization and specific office contributed to changing the security situation?
5. What is the current ratio of male to female officers within the Command?
6. What do you understand by gender sensitivity and responsiveness?
7. Would you describe your organization as gender-sensitive and responsive?
8. If you believe your organization is gender-sensitive, please provide some insight as to why.
9. If you believe your organization is not gender-sensitive, please provide some insights as to why.
10. What are the internal institutional structures to support gender sensitivity? eg. Gender focal points.
11. In what ways can your organization improve in this regard?

**Part B: Recruitment, Promotion, and Assignment generally and within the Explosive Ordnance Unit (EOD)**

1. What was the proportion of male to female applicants during your most recent recruitment exercise?
2. Has this number increased, decreased or remained the same as compared to previous recruitment exercises?
3. What active steps if any, have been taken to elicit a change in these figures?
4. If there was any action taken, how has this impacted the representation and recruitment of women?
5. Are there male vs female targets for recruitment of officers?
6. Are you aware of the functions of the Explosive Ordnance Unit (EOD)?
7. Please explain in detail the functions of the EOD unit.
8. Is there a special recruitment exercise for officers of the Explosive Ordnance Unit (EOD)?
9. What is the process of assignment of officers into the EOD unit?
10. Is there any specialized training given to officers who join the unit?
11. How many officers are currently in the EOD unit? How many women, and how many men form the unit?
12. Have there been any female officers as part of the unit in the past?
13. Are women officers encouraged to join the EOD unit? If yes, how? If no, why?
14. What methods can be put in place to encourage more female participation within the EOD unit

**Part C- Gender Mainstreaming and the United Nations Security Resolution 1325**

1. Have you heard about the UNSCR 1325 Nigerian National Action Plan (2017-2020)?
2. If you have, what specifically do you know about the National Action Plan?
3. How has your organization and specific office contributed to its implementation?
4. Is gender parity taken into consideration when assigning officers to different departments/ units?
5. What gender-sensitive practices have been implemented to ensure equal access to opportunities?
6. Are there any gender restrictions with regards to roles or responsibilities that apply to male or female officers? If yes, please elaborate on the gender restrictions.
7. What are the gender dynamics of disciplinary processes within your institution? Do disciplinary actions for men differ from that of women?
8. Are women actively involved in crisis management and decision making?
9. What are either the internal or external oversight mechanisms to investigate issues of discrimination, or harassment and gender-based violence?

## GENDER BASELINE ASSESSMENT- STRENGTHENING EXPLOSIVE ORDNANCE THREAT MITIGATION CAPACITIES OF SECURITY SERVICE PROVIDERS IN NORTH-EAST NIGERIA

### STATE LEVEL KEY INFORMANT INTERVIEWS

#### Background

The Rule of Law and Empowerment Initiative, also known as Partners West Africa Nigeria (PWAN) is a non-governmental organization aimed at promoting good governance, accountability and transparency by expanding opportunities for citizens' engagement.

As part of our Citizen Security programme area, PWAN, with support from the United Nations Mine Action Service (UNMAS) is conducting a Gender Baseline Assessment in furtherance of strengthening explosive ordnance threat mitigation capacities of Security Service Providers at the Federal Level, Adamawa, Borno and Yobe States.

UNMAS aims to reduce the impact of explosive ordnance on conflict-affected communities by strengthening explosive ordnance threat mitigation capacities of the Nigeria Police Force (NPF) and the Nigeria Security and Civil Defence Corps (NSCDC) in north-east Nigeria. To ensure that this is achieved in a gender-sensitive manner, and to promote inclusiveness and optimum participation, PWAN seeks to support this process by promoting gender equality in mine action.

#### Part A: Background Inquiries

Respondents- High ranking officers of the Nigeria Police Force (NPF) and the Nigeria Security and Civil Defence Corps (NSCDC) in Adamawa, Borno and Yobe States including but not limited to officers from Operations department, Explosive Ordnance Unit (EOD), Gender Desk, Force Secretary and Administrative department.

1. What is the statutory role/ function your organization performs?
2. What is your specific role/ function within the organization?
3. Can you provide some information on the current security situation/ predominant security challenges within your location?
4. How has your organization and specific office contributed to changing the security situation?
5. What is the current ratio of male to female officers within the Command?
6. What do you understand by gender sensitivity and responsiveness?
7. Would you describe your organization as gender-sensitive and responsive?
8. If you believe your organization is gender-sensitive, please provide some insight as to why.
9. If you believe your organization is not gender-sensitive, please provide some insights as to why.
10. What are the internal institutional structures to support gender sensitivity? eg. Gender focal points.
11. In what ways can your organization improve in this regard?

### Part B- Gender Mainstreaming and the United Nations Security Resolution 1325

1. Have you heard about the UNSCR 1325 Nigerian National Action Plan (2017-2020)?
2. If you have, what specifically do you know about the National Action Plan?
3. How has your organization and specific office contributed to its implementation?
4. Is gender parity taken into consideration when assigning officers to different departments/ units?
5. What gender-sensitive practices have been implemented to ensure equal access to opportunities?
6. Are there any gender restrictions with regard to roles or responsibilities that apply to male or female officers? If yes, please elaborate on the gender restrictions.
7. What are the gender dynamics of disciplinary processes within your institution? Do disciplinary actions for men differ from that of women?
8. Are women actively involved in crisis management and decision making?
9. What are either the internal or external oversight mechanisms to investigate issues of discrimination or harassment, and gender-based violence?

### Part C- Questions specific to Explosive Ordnance Unit (EOD)

1. Are you aware of the functions of the Explosive Ordnance Unit (EOD)?
2. Please explain in detail the functions of the EOD unit.
3. What is the process of recruitment into the EOD unit?
4. Is there any specialized training given to officers who join the unit?
5. How many officers are currently in the EOD unit? How many women, and how many men form the unit?
6. Are women officers encouraged to join the EOD unit? If no, why?

## WOMEN, PEACE AND SECURITY PROGRAMME- GENDER ASSESSMENT OF SECURITY AGENCIES

### FOCUSGROUP DISCUSSIONS

#### Background

The Rule of Law and Empowerment Initiative, also known as Partners West Africa Nigeria (PWAN) is a non-governmental organization aimed at promoting good governance, accountability and transparency by expanding opportunities for citizens' engagement.

As part of our Citizen Security programme area, PWAN with support from the United Nations Mine Action Service (UNMAS) is conducting a Gender Baseline Assessment in furtherance of strengthening explosive ordnance threat mitigation capacities of Security Service Providers at the Federal Level, Adamawa, Borno and Yobe States.

UNMAS aims to reduce the impact of explosive ordnance on conflict-affected communities by strengthening explosive ordnance threat mitigation capacities of the Nigeria Police Force (NPF) and the Nigeria Security and Civil Defence Corps (NSCDC) in north-east Nigeria. To ensure that this is achieved in a gender-sensitive manner, and to promote inclusiveness and optimum participation, PWAN seeks to support this process by promoting gender equality in mine action.

#### Part A: Background Inquiries

1. What is the statutory role/ function your organization performs?
2. What is your specific role/ function within the organization?
3. Can you provide some information on the current security situation/ predominant security challenges within your location?
4. How has your organization and specific office contributed to changing the security situation?
5. What is the current ratio of male to female officers within the Command?
6. What do you understand by gender sensitivity and responsiveness?
7. Would you describe your organization as gender-sensitive and responsive?
8. If you believe your organization is gender-sensitive, please provide some insight as to why.
9. If you believe your organization is not gender-sensitive, please provide some insights as to why.
10. What are the internal institutional structures to support gender sensitivity? eg. Gender focal points.
11. In what ways can your organization improve in this regard?

Part B: Recruitment, Promotion, and Assignment generally and within the Explosive Ordnance Unit (EOD)

1. Are you an officer of the EOD unit? If yes, please explain your specific function
2. If you are not a member of the EOD unit, please explain to the best of your knowledge, the functions of the unit.
3. Are you aware how many men, and how many women are in the EOD unit?
4. Is there any specialized training given to officers who join the unit?
5. Do you believe the EOD unit is gender-sensitive?
6. Do you believe the unit is receptive towards recruiting female officers? Please explain your answer.
7. What methods can be put in place to encourage more female participation within the EOD unit?

## LIST OF CSOs THAT PARTICIPATED IN FOCUS GROUP DISCUSSION

### GENDER BASELINE ASSESSMENT

#### YOBE

- North-east Youth Development Initiative
- Tameka Community Development Initiative
- Hope Interactive
- Yobe Youth Programme
- Marhuje Foundation
- Child protection and Women Empowerment Initiative

#### BORNO

- International Federal of Women Lawyers (FIDA)
- Women in New Nigeria Initiative
- MYCN
- Bama Initiative for Human Development
- KMDY
- Gender Equality Peace and Development Center
- Center for Women and Children Development Initiative
- Borno Coalition for Democracy and Progress

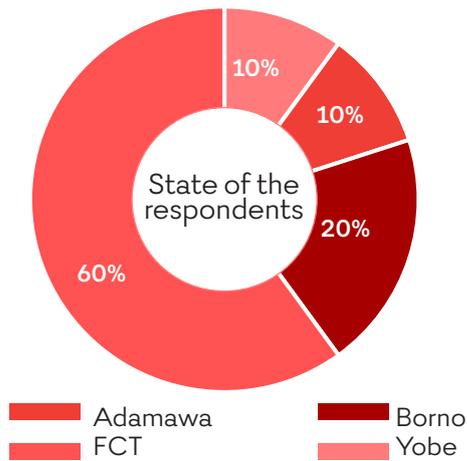
#### ADAMAWA

- Pastoral resolve (PARE)
- Atiku Center
- Civil Society Coalition for Poverty Eradication (CISCOPE)
- AGAOJ
- ALADAMA
- Center for Financial Inclusion (CFI)
- MATASA 360

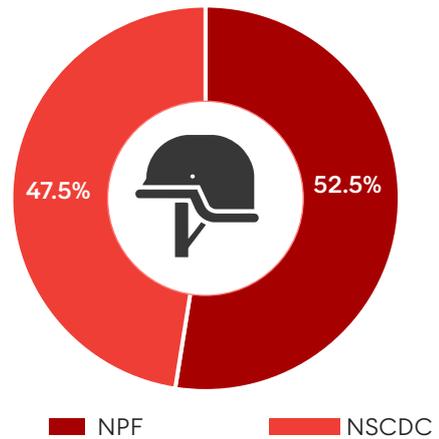
## SURVEY QUESTIONNAIRE AND RESPONSES

### GENDER BASELINE ASSESSMENT IN STRENGTHENING EXPLOSIVE ORDNANCE THREAT-MITIGATION CAPACITIES OF SECURITY SERVICE PROVIDERS IN NORTH-EAST NIGERIA

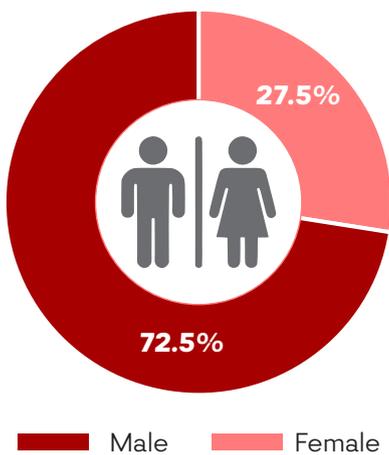
1. State of the respondents



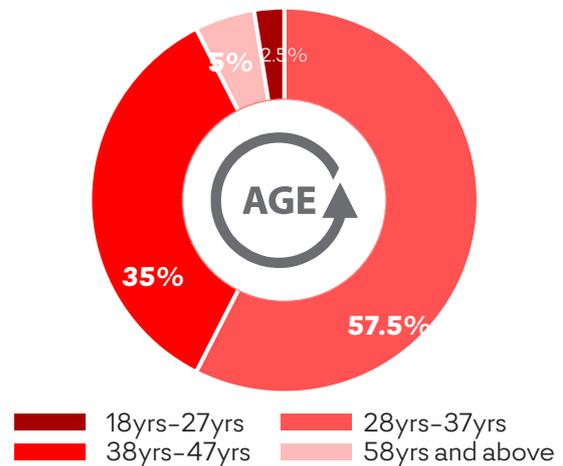
2. Security Agency



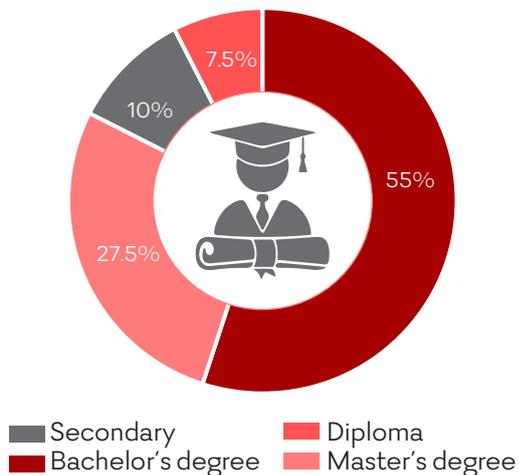
3. Gender of the security operatives



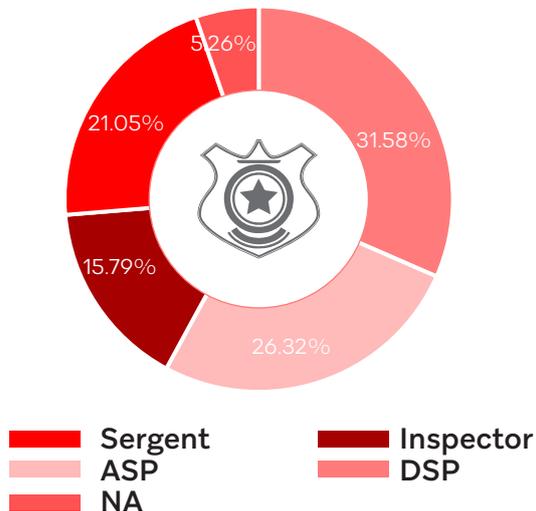
4. Age Group



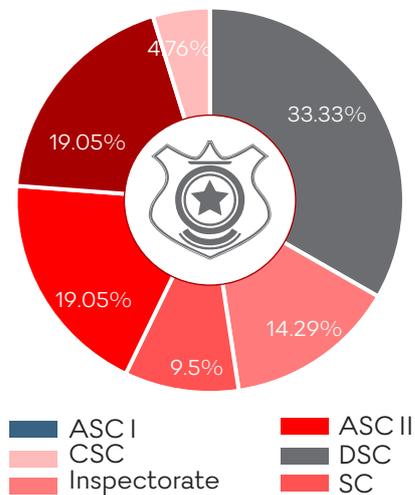
5. Educational Qualification



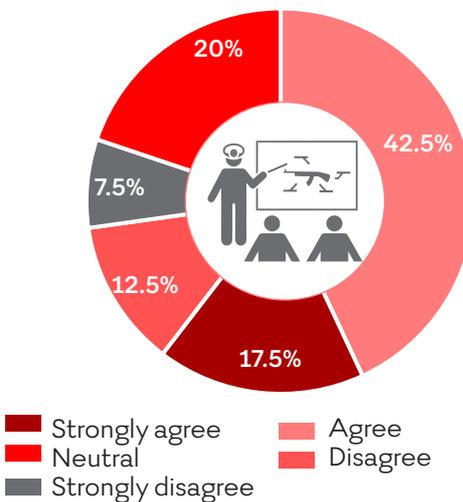
6. Ranks in NPF



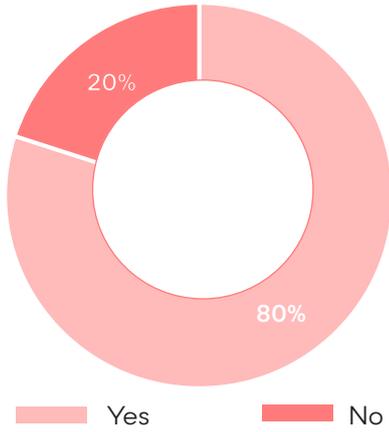
7. Ranks in NSCDC



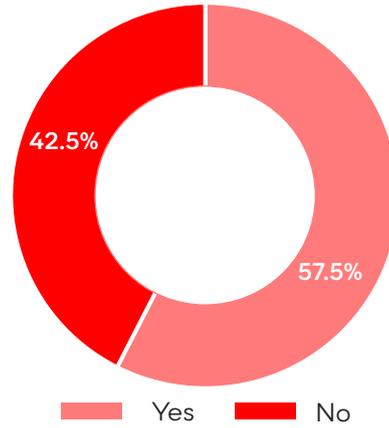
8. Training and awareness-raising have been implemented in my institution



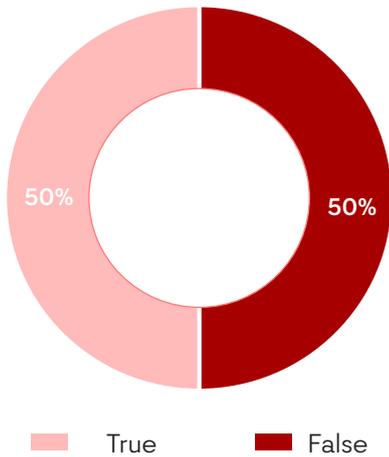
9. Are Gender issues such as equal opportunity and representation incorporated into training in your unit?



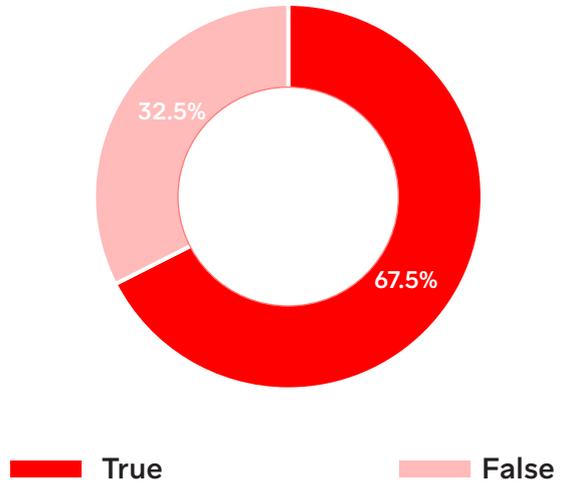
10. Are there preferences given to male more than female personnel in your unit?



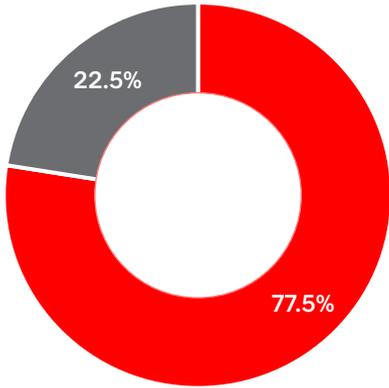
11. Male personnel are more included in intelligence gathering than female personnel.



12. Female personnel are more included in social-work-oriented roles than male personnel.

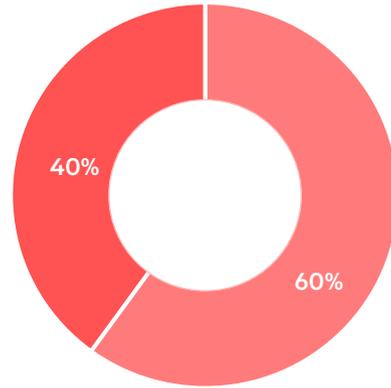


13. Male officers have their crime report investigated more than when female officers report a crime



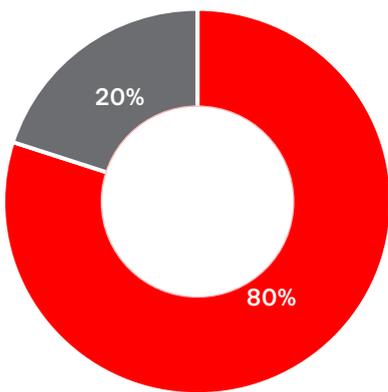
True False

14. Women officers are excluded by law from certain roles within the security sector.



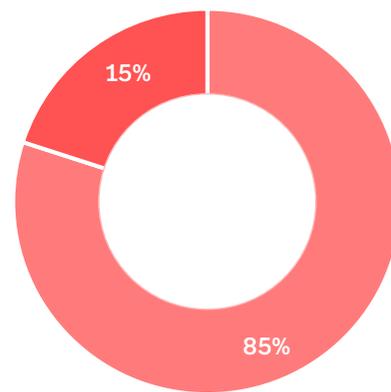
True False

15. Is there provision of personnel to make complaints against colleagues or agency on Gender-Based Violence?



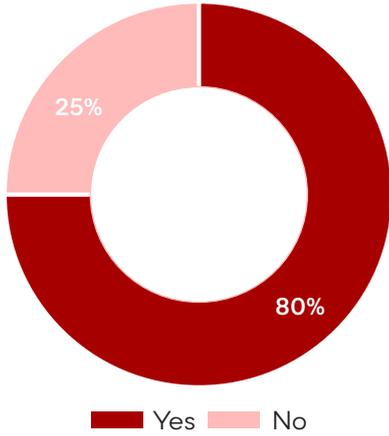
True False

16. Complaints mechanisms within the institution are equally made accessible to both gender.

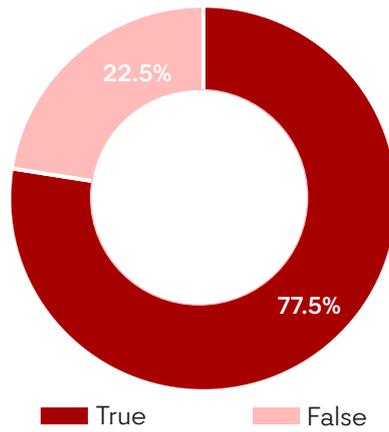


True False

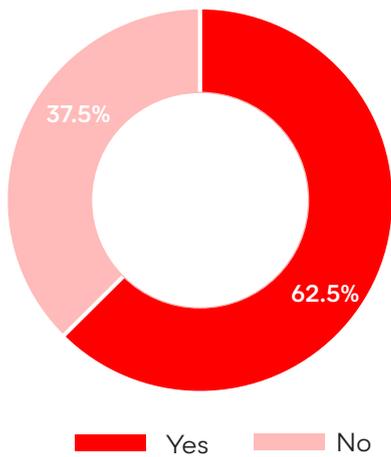
17. The female gender is under-represented in most security sector institutions.



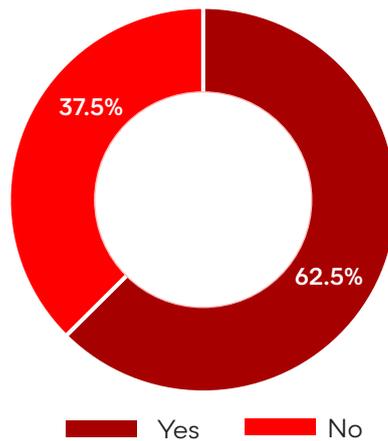
18. There are differences in the number and percentage of males and females at each level/rank.



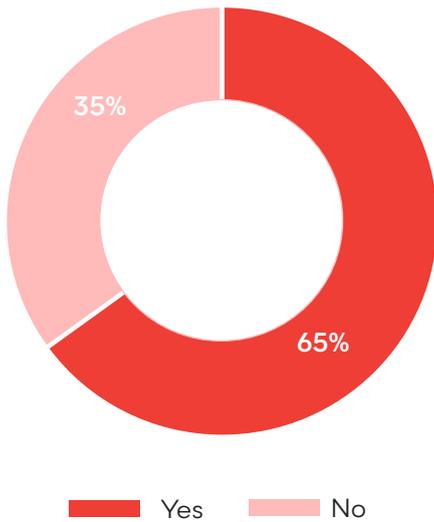
19. Are there limits placed on the percentage of female personnel or recruits within your unit



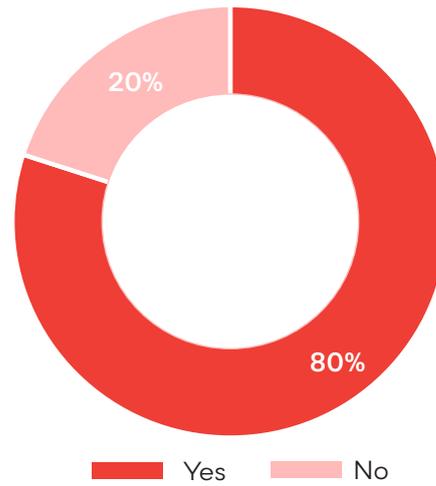
20. In recent times, there have been good measures in place to encourage and support female applicants



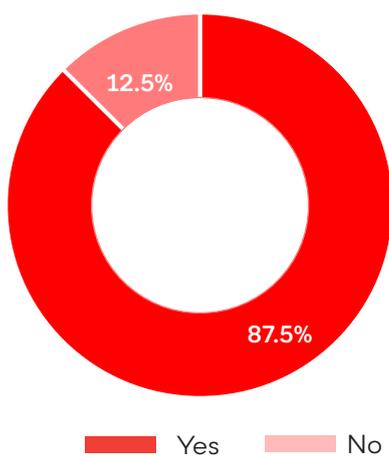
21. There are differences in the recruitment criteria and process for males and females.



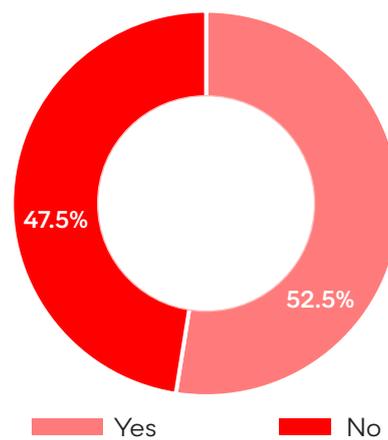
22. Job descriptions accurately match the requirements of the job in such a way that it does not discriminate against either women or men.



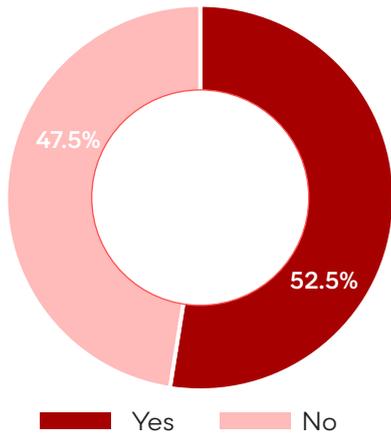
23. Does your job description require an understanding of and/or commitment to gender equality and human rights?



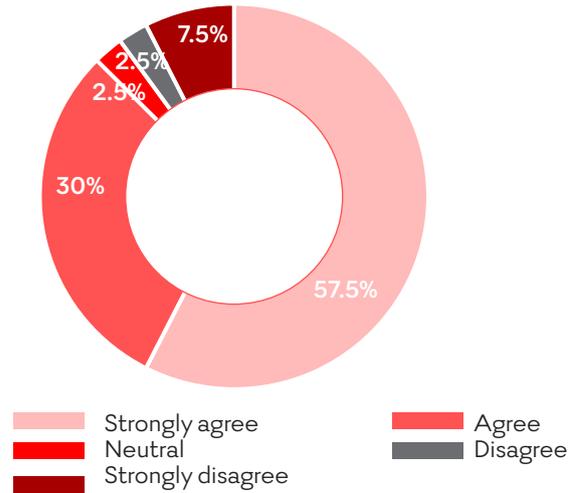
24. In the security sector institution, female officers are less retained than their male counterparts.



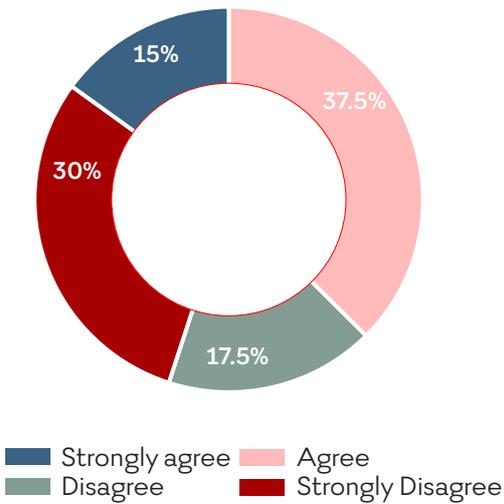
25. Sexual harassment; discrimination and abuse; an unsupportive environment among others forms part of the reasons why female staff are less retained in the security



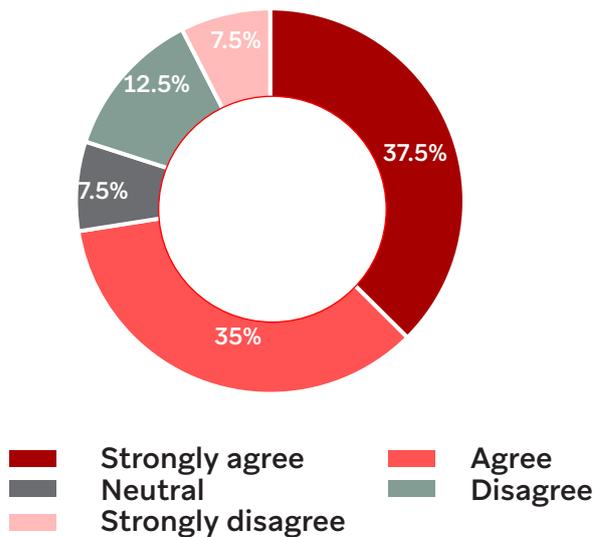
26. Male and female officers enjoy equal rights in relation to healthcare, housing, retirement, and family benefits.



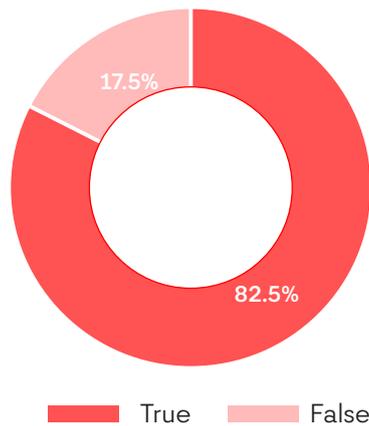
27. To be effective, security sectors should have clearly defined gender-based positions of power/authority.



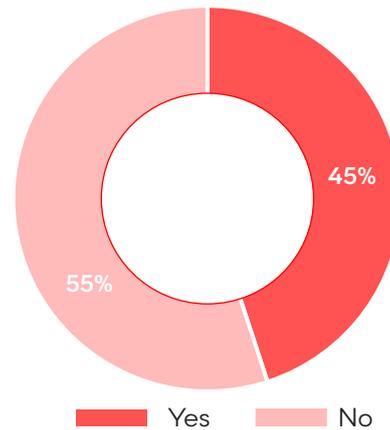
28. In the security sector power should be evenly distributed among personnel irrespective of gender.



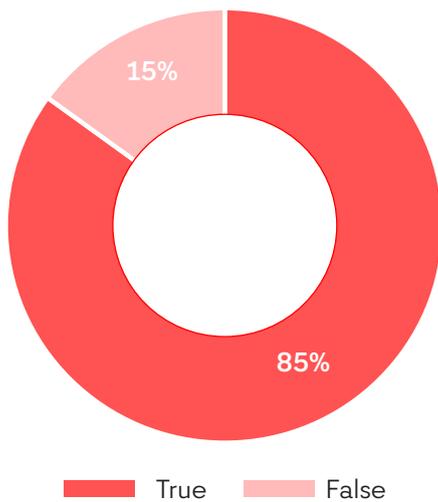
29. Women are offered equal opportunities to serve in units other than domestic violence/family support units



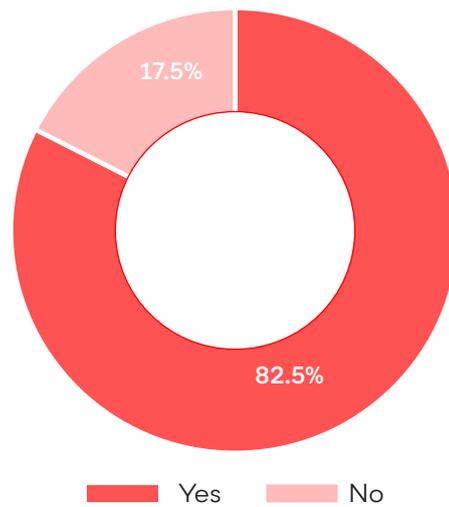
30. There are positions in the security sector from which women or men are formally or informally excluded.



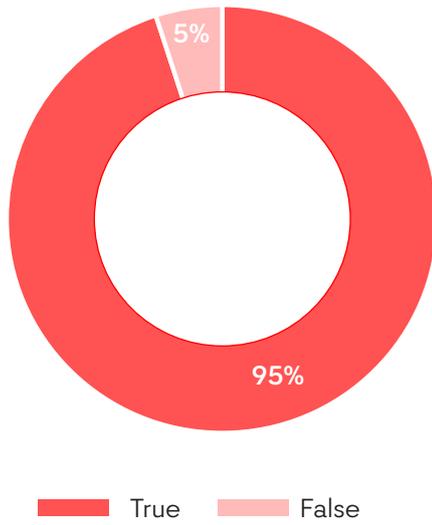
31. Women can still attain the highest level position in the security sector/institution.



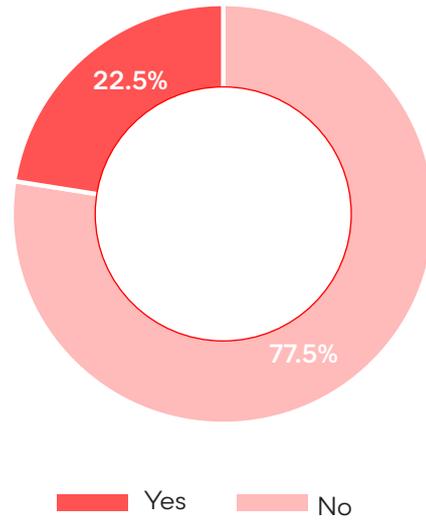
32. Data are collected and analyzed on the respective promotion of male and female staff.



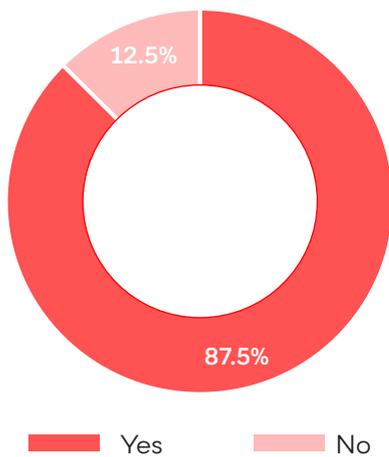
33. Men and women at the same rank/level are being paid an equal amount.



34. Are you aware of the UNSCR 1325 Nigerian National Action Plan (2017-2020)



35. Are women actively involved in crisis management and decision making?



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