

Good Practices On Gender

among West African Security Agencies

A Compilation of Conference Proceedings on Gender Mainstreaming

Edited by
Kemi Okenyodo
and Abena Abioye

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 **CLEEN**
FOUNDATION
Women's Justice Network

**Good Practices On Gender among West African
Security Agencies:
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Gender Mainstreaming**

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Table of Contents

Acronym.....	ix
Preface.....	xiii
Acknowledgement.....	xv
Welcome Remarks Kemi Okenyodo	1
Opening Remarks Thomas Mattig	5
Keynote Address on Gender Mainstreaming in the Nigeria Police Force Hafiz Ringim	7

Experiences, Successes and Challenges of Gender Mainstreaming in the Security Sector in Nigeria

Gender Mainstreaming in the State Security Services: Successes and Challenges Marilyn Ogar	11
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Second Plenary Session: Comparative Experience from the West Africa Subregion

Lesson Learnt on Mainstreaming Gender in the Liberia National Police Cecil B. Griffiths	15
Lessons Learnt On Gender Mainstreaming In the Sierra Leone Police Supt Isha Bangura	23
Mainstreaming Gender in Security Organisations in the Subregion: The Experience of KAIPTC Aissatou Fall	27

Final Report

Report of the One-Day National Conference On Gender Mainstreaming.....	39
Policy Brief: Mainstreaming Gender in the Nigeria Police Force	45

Acronyms



AMISOM	African Mission in Somalia
AU	African Union
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CLEEN	Centre for Law Enforcement Education
CIVPOL	Civilian Police of the United Nations Mission
CSP	Conflict and Security Programme
DDR	Disarmament, Demobilisation and Reintegration
DSRSG	Deputy Special Representative of the Secretary General
DPKO	United Nations Department of Peacekeeping Operations
ECOWAS	Economic Community of West African States
EGDC	ECOWAS Gender Development Centre
EMP	École de Maintien de la Paix
FES	Friedrich-Ebert Stiftung



GBV	gender based violence
GPS	Ghana Police Service
GTZ,	Deutsche Gesellschaft für Technische Zusammenarbeit
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
IIP	International Institutions Programme
INEC	Independent National Electoral Commission
IPSO	Integrated Peace Support Operations
KAIPTC	Kofi Annan International Peacekeeping Training Centre
LNP	Liberia National Police
MONUC	United Nations Organisation Mission in the Democratic Republic of Congo
NDC	National Defence College
NGOs	nongovernmental organisations
NPF	Nigeria Police Force
PDT	Pre-deployment Training
PKO	Peacekeeping Operations
PSOs	Peace Support Operations
SEA	sexual exploitation and abuse
SGBV	Sexual Gender Based Violence
SGTM	Standardised Generic Training Modules
SLP	The Sierra Leone Police
SSS	State Security Services
SSS	Special Security Service
UN	United Nations
UNAMID	United Nations Hybrid Mission in Darfur
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNIFIL	United Nations Interim Force in Lebanon



UNMIL	United Nations Mission in Liberia
UNOCI	United Nations Operation in Cote d'Ivoire
UNPOL	United Nations Police
UNSC	United Nations Security Council
UNSCR	United Nations Security Council Resolution
WACPS	Women and Children Protection Section
WAPOL	West Africa Police Course
WPSI	Women Peace and Security Institute

Preface



THE poor representation and status of women in policing all over the world have become a reference point in any discourse on police transformation. In Nigeria, the status of women in Nigeria Police Force has been characterised by poor representation, male chauvinism, discriminatory rules and practices against women which have continuously hampered women's participation in policing. Police organisations all over the world including the Nigeria Police Force are undergoing reforms aimed at meeting the needs of the communities they serve. Gender mainstreaming in the Nigeria Police Force is thus imperative in ensuring an absolute police reform where the needs of diverse groups of people including women are met. For gender mainstreaming to be achieved in the Nigeria Police Force, there is the need for the removal of all obstacles that impede women's participation.

Against this backdrop, CLEEN Foundation with support from the Fredrich Ebert Stiftung organised a conference on Gender and



Policing at Bolton White hotel, Abuja on 7th March 2011.

The objectives of the conference were to:

- ▶ bring key stakeholders in security and policing in Nigeria together to discuss issues relating to gender policies in the Nigeria Police Force;
- ▶ identify steps that have been taken so far and what needs to be done to train gender sensitive police officers and bring authentic gender mainstreaming to the NPF; and
- ▶ identify the ingredients of an effective gender approach to policing and what needs to be done beyond mere training measures.

This publication brings together the proceedings of the conference in which deliberations reached beyond the case of the Nigeria Police Force alone. It is divided into three sections. Section one focuses on addresses and speeches delivered during the opening session on the conference. Section two dwells on papers presented during the plenary sessions while section three focuses on the final report of the conference together with a policy brief on Gender and Policing in the Nigeria Police Force.

Our hope is that stakeholders in security and policing in Nigeria would find this publication useful in understanding the major problems that hamper women's participation and gender mainstreaming in the Nigeria Police and measures that need to be taken in dealing with them.

Acknowledgement



THE CLEEN Foundation would like to commend the efforts of all individuals and groups who contributed to this publication and the proceedings of the conference on Gender Mainstreaming in the Nigeria Police Force. We acknowledge with sincere gratitude the funding support of Friedrich-Ebert Stiftung, without which the conference and this publication would not have been possible.

CLEEN Foundation is also grateful to the Nigeria Police Force and the State Security Services, especially the support and commitment of the Inspector General of Police, Hafiz Ringim, and the Inspector General of the Sierra Leone Police, Francis Munu. We are grateful to the all our international delegates-- Mr. Cecil Griffiths, the President of the Liberian National Law Enforcement Association, Supt. Isha Bangura of the Sierra Leone Police, and Ms. Aissatou Fall from the Kofi Annan International Peacekeeping Training Centre who honoured our invitation to the conference and for their immense contributions by sharing



spectacular experiences on gender mainstreaming in their respective organisations and countries during the conference.

Finally, we acknowledge the management and staff of CLEEN Foundation, particularly the project team based in the Abuja office, who made the conference happen.

Welcome Remarks

By Kemi Okenyodo
Deputy Executive Director, CLEEN Foundation



DISTINGUISHED ladies and gentlemen, on behalf of CLEEN Foundation and the Fredrick Ebert Foundation, I welcome you all to this one-day national conference on gender and policing in Nigeria. This conference is geared towards bringing key stakeholders in security and policing in Nigeria together to discuss issues relating to gender policies in the Nigeria Police Force (NPF), what steps have been taken so far, what needs to be done to train gender sensitive police officers and bring authentic gender mainstreaming to the NPF; the ingredients of an effective gender approach to policing and what needs to be done beyond mere training measures.

Some of us might be wondering the reason participation in this conference was extended to other security organisations in the country. The reason is that police reform is part of a wider security sector reform which is ongoing in the country, and a coordinated security sector reform needs a periodic or issue-



based platform which creates opportunity for experiences to be shared and lessons learnt. This we hope to achieve at today's conference.

Police organisations around the world play an important role in the society. They are responsible for the maintenance of peace and order; upholding the rule of law and carrying out their duties such that they are sensitive and mindful to the needs of members of the community. Police around the world are undergoing one form of reform or the other and these are aimed at trying to improve their response to, and protection of individuals and communities they serve. Reform is driven by various factors, namely: internal reviews, public pressure, government decisions, international attention and/or post conflict recovery. The reform processes in most of the countries are supported by the establishment of strengthening of an accountable, effective, equitable and rights-respecting police organisation. A central pillar on which a viable police reform agenda is built is the need to focus on ensuring that the security needs of diverse groups within its community are properly understood and incorporated into the structure and operations of the police.

The continued poor representation and status of women in the Nigeria Police Force is derived from layers of discrimination and exclusion suffered by female members of the Nigerian society. Therefore to understand the status of women within the Nigeria Police Force there is a need to understand the discriminatory rules; these rules should be investigated, analysed and explained by applying insights provided by concepts of gender and patriarchy.

The Nigeria Police Force is not isolated from the discriminatory practices and norms that are prevalent in the country. This has led to poor internal control mechanisms that should be aimed at reducing to the barest minimum or possibly totally abolishing gender based discriminatory practices such as



those entrenched in the Police Act. For example, a woman cannot join the Force married; female officers need to seek the consent of the Inspector General of Police before they can get married; female officers that get married to civilians have to give up their official accommodation (if living within the barracks).

In modern day policing, the police organisation should be a representative of the community it serves. It should aim at providing support and essential services in the area of ensuring the safety and security of its local community members.

In 2001, the then Centre for Law Enforcement Education, Nigeria (now CLEEN Foundation) carried out a study to analyse the status of policewomen in the Nigeria Police Force with a view to identifying the level of representation and career prospects of women in the Force. The study also analysed the organisational rules, regulations and culture that either enhance or inhibit the participation and performance of women within the Nigeria Police Force, on equal basis with their male counterparts.

CLEEN Foundation had hoped that the findings of the study would provide a framework for institutional reforms which would be geared towards increasing the representation of women in the Force and improved gender relations within the police force and the wider Nigerian society.

Our aspirations has somewhat been fulfilled but there are opportunities for improvement. For example the quota for recruitment of women into the Force was put at 20%. In November 2009, UNIFEM organised a training workshop for police officers at Bolingo Hotel in Abuja during which areas of gender issues that are related to policing were identified such as the areas of discrimination earlier listed.

To ensure a gender sensitive police organisation as part of the ongoing police reform initiatives in the country, there is a need to ask certain critical questions. First, we should ask whether women are adequately represented in the NPF to foster a sense of



belonging in our society's womenfolk. The reason we need to ask this question is because an organisation that is internally gender biased is ill equipped to be responsive to gender needs in the community. Secondly, do the current policing practices / approaches respond innovatively to identified gender specific needs and insights that have been derived from new learning about gender relations within the community or do these policing practices / approaches retain prejudices? Thirdly, in view of the upcoming 2011 general elections has there been a forum to identify, analyse and discuss the possible gender biased security situations that might present themselves?

We hope that the discussions at this conference would create an opportunity to pose these questions and attempt to answer them. One expected output of this conference is the development of a policy brief which shall be used to drive advocacy of having a gender responsive Nigeria Police.

We thank the Fredrick Ebert Foundation for providing us the support for convening this conference and look forward to working with the foundation and other stakeholders here present in taking forward the recommendations which shall be made at

Opening Remarks

By Mr. Thomas Mattig
A Resident Representative, Friedrich Ebert-Stiftung



AFTER the experience of vicious dictatorship in the twentieth century, Germany was careful to embed the police in society. Rule of law, accountability, political education and zero tolerance against corruption are today recognised as key pillars of the police work in Germany.

It was not until the 1980's, however, that women were admitted to the police service. The German police has for a long time been dominated by men, and thus by male thought patterns. Today, the German police is facing similar challenges of opening itself up to descendants of immigrants.

In a democracy, it is very important that the police force reflects the diversity of society. This will enable it to include the views of all societal groups, and it will prevent the police from being seen as pursuing an agenda of its own.

Gender mainstreaming has a very high significance here. The police needs to address the specific problems of men and women.



To do so, it must not only include more women in the service, including in its higher ranks, but it must also mainstream its policies accordingly.

These issues pertain to Nigeria and Germany alike. I therefore welcome the initiative of CLEEN Foundation to further push the work that has already been done on gender and policing in Nigeria. The Friedrich-Ebert Stiftung (FES), a German private, nonprofit organisation committed to promoting social democracy, has in the past year partnered with CLEEN Foundation on the police sector reform. We are glad to carry on our work in this vital area and to further support the work of the Nigerian Police Force.

Keynote Address on Gender Mainstreaming in the Nigeria Police Force

By Hafiz Ringim
Inspector General of Police, Nigeria Police Force



DISTINGUISHED ladies and gentlemen, policing in Nigeria emerged through the British Colonial Government. In 1900 the British colonial Government established a police force or constabulary for territories after the amalgamation of hundreds of nationalities and societies into two political blocks: Colony and Protectorates of Southern and Northern Nigeria. In 1930, a national police force called the Nigeria Police Force was established. The Independence constitution of 1960, the Republican constitution of 1963 and the 1999 constitution of the Federal republic of Nigeria all make provisions for the establishment of Nigeria police and stipulate their duties and powers. The duties and powers of the police set out in these statutes include (i) prevention and detection of crime; (ii) preservation of law and order; (iii) apprehension and prosecution of offenders; (iv) protection of life and property; (v) due enforcement of all laws and regulations with which they are



directly charged; and (vi) performing such military duties within and outside Nigeria as may be required by them.

When Gender is mentioned most people feel threatened and see it as a means of competition between men and women for dominance, thereby making the male counterpart to feel uneasy about his position being taken by a woman. Gender mainstreaming is equality given or assigned to both men and women without discrimination. In other words there should be room for favourable competition between both sexes and not favouring one gender against the detriment of the other.

The Nigerian Police Force is not an exemption to this, over the years what has been inherent in the administration of the force has been one that sees a male domineering terrain. As such when policies are made and decisions taken it has been seen to favour the male counterpart.

This cannot be said to be our fault, but the inheritance of the colonial principles since 1949 which has made it nearly impossible or more challenging to operate the principle of gender mainstreaming. As the world evolves and the clamour for equal representation of both men and women has become inevitable, we in the Nigerian Police Force would not be left out in this new development.

This will enable us carry out our specified goal of protecting lives and property as well as restoring order in cases where conflict arises effectively, we must be seen to have equal representation; as such the general public will feel welcomed to approach any of our officers both male and female without fear of intimidation or favour.

It is my utmost believe that we should also have men who are gender friendly in the force, this is the only way we can successfully push for the reform that has long been over due in the Nigerian Police Force to be all inclusive for a dynamic and strong democratic policing.



**Experiences, Successes and
Challenges of Gender
Mainstreaming in the Security
Sector in Nigeria**



Gender Mainstreaming In the State Security Services: Successes and Challenges

By Marilyn Ogar
Assistant Director Public Relations, State Security Services



Preamble

THE State Security Services (SSS) was established in 1986 by the National Security Agencies Decree No 19 (Now National Security Agencies Act Cap. No 70 LFN 2004). Its statutory roles include the prevention of detection in Nigeria of any crime against the internal security of Nigeria and the Protection and preservation of all non-military classified matters concerning the internal security of Nigeria. The Services is an equal opportunity employer and does not discriminate on the basis of sex, tribe and religion, through the recruitment process is competitive.

Gender Mainstreaming in the State Security Services

Oftentimes, it is thought that gender mainstreaming is only a post conflict building effort without realising its usefulness in gender equality and balancing approach to governance and organisational management. The State Security Services is



charged with intelligence operations including acquisition and management for the advancement of policy.

Given the Nigerian cultural environment which gender stereotyping is rife, management appointment is most likely to be skewed in favour of men known for their dominance in different spheres of life. This is not so in the State Security Services where the training curriculum is the same for both sexes. In appointments, women are given appreciable consideration with the men. Of the 36 states, women are holding leadership positions in at least fifteen (15) and across the local government areas women are appointed Security Chiefs.

At the national headquarters, with seven (7) Directorates, women are the highest decision making body. The State Security Services leadership is gender sensitive, as a result, women of which are actively involved in operational deployment, transfer, accommodation allocation (office and residential), and other welfare matters.

The successes have been enormous. There are hardly work place conflicts arising from gender based discrimination. The general orientation of staff and disciplinary enforcement do not give room for victimisation of staff on the basis of sex. Team spirit and work place harmony are at all time high with increased productivity. Some subsisting challenges which limit women involvement in operation and administration are:

1. Life threatening environments
2. Long official hours; which poses domestic challenges.

However, as part of attempt to address their challenges, the Service has posted a woman to lead its liaison in Independent National Electoral Commission (INEC). Women have also had to lead teams to states where the INEC re-run elections were held successfully. These pre-emptive measures underscores the importance the Service attaches to gender mainstreaming as a credible action plan for integrating the values of both sexes in decision making.



**Second Plenary Session:
Comparative Experience from the
West Africa Subregion**

Lesson Learnt on Mainstreaming Gender in the Liberia National Police

By Cecil B. Griffiths
President, Liberia National Law Enforcement Association



Introduction

LIBERIA was founded and colonised by freed American slaves with the help of a private organisation called the American Colonisation Society in 1821-1822, on the premise that former American slaves would have greater freedom and equality there. Slaves freed from slave ships also were sent there instead of being repatriated to their countries of origin.

In 1925, Constabulary Police Force was established under the Commonwealth District of Monrovia under the direction of Major Abraham Butler as its first Superintendent. The Liberian Police Force began a process of decentralisation in 1949 based on recommendations of Sergeant Leon M. Jordan from Kansas City, United States of America, who had been contracted to help establish a decentralised police force. The Constabulary Police Force was placed under the supervision and control of the Department of Justice, through an act of the Legislature, and the



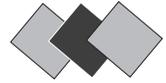
administrative title of Superintendent of Police was changed to Commissioner of Police, with Mr. Charles L. Cooper becoming the first Commissioner. In 1960, the National Police Force was reorganised and the nomenclature of the head of the Police was changed from Commissioner to Director by an act of Legislature with Mr. E. Luzon Harmon becoming the first Director

The military coup of 1980 led by Master Sergeant Samuel K. Doe brought serious disruption in the professional development of the police and other security services. The previous high level of professionalism was undermined by poor supervision and control. As a result of the perceived role of the police and other security services in fermenting the civil conflict, the Accra Comprehensive Peace Accord which brought an end to the 14 years conflict called for the restructuring of the Police and other security services. Reform efforts have been underway since 2004, with the Police de-activating over two thousand five hundred officers, and recruiting and training new officers.

The objective of this presentation is to discuss the various policies and structures that have been put in place in the Liberia National Police geared towards mainstreaming gender in the Police service, and protecting women in the general population, and the challenges experienced in the implementation of these strategies. The CPA called for the restructuring of various statutory security agencies including the Armed Forces of Liberia, the National Police Force, the Immigration and Customs departments and the Special Security Service (SSS).

Reform of the Liberia National Police

Initial decisions on the reform of the Liberia National Police was made by the Rule of Law Implementation Committee, headed by the Deputy Special Representative of the Secretary General (DSRSG) for Rule of Law, with members drawn from the leadership of the various security services. The Civilian Police of the United Nations Mission (CIVPOL), now United Nations



Police (UNPOL) took the lead in the reform of the Police.

In pursuant to the reform Initiatives, key decisions that were made were as follows:

1. All police officers were asked to re-apply
 2. Vigorous vetting and screening was conducted of all applicants both for those serving and new recruit applicants
- Over two thousand police officers were disqualified and deactivated from the Police for a variety of reasons to include:

- Low academic credentials
- Poor service records
- Violations of human rights abuses during the war
- Meeting the criteria for pension by age of long service
- Disability and poor health
- Those who did not re-apply were also deactivated

National Gender Policies that Enhanced Police Gender Programme

- National Action Plan on the Implementation of United Nations Security Council (UNSC Resolution 1325)
- Development of a National Gender Policy
- Setting up of a task force to address issues of sexual and gender based violence
- Strengthening laws on sexual gender based violence, and women's rights

Gender Mainstreaming Initiatives

1. Development of Liberia National Police Gender Policy:

The process of mainstreaming gender in the Liberia National Police (LNP) started in February 2005, when the LNP approved its Gender Policy. The LNP Gender Policy which was approved on February 2005 sought to address fundamental issues such as:

- ♣ Correct the imbalances of gender representation in the police
- ♣ Use the framework of the National Gender Policy to gender mainstream within the police



- ♣ Ensure increased participation of women at decision-making levels
- ♣ Use the framework of the National Gender Policy to support the integration of women into the mainstream of the Police development initiatives at sectoral level.
- ♣ Establish gender responsive regulations, procedures and practices necessary for the protection of women in the police in situations of sexual and gender bias.

The Liberia National Police Gender Policy

This framework also seeks to provide an overview of gender issues within the context of the police that needs to be addressed. It seeks to give an understanding as to how the reality of gender mainstreaming can be enforced within the Police, taking into account the historical perspectives embedded in the attitudes and conduct prevalent in security and rule of law institutions.

Gender issues identified in the Policy

- Gender and recruitment and retention.
- Gender mainstreaming in education and training.
- Gender balance in promotion
- Gender balance in position of authority and decision making.
- Gender sensitivity in transfers and placement.
- Sexual harassment at work places.
- Gender sensitive roles of women.
- Gender responsive policing for crimes committed against women in the police.
- Women's rights are protected and promoted.
- Monitoring mechanism.

2. Establishment of Gender Affairs Section

The Gender Affairs Section was established with the aim of supporting, monitoring, advising and reporting on the



implementation of the LNP Gender Policy. The section was established in March 2008. The head of the Gender Affairs section is the LNP's gender focal person who liaises with the Ministry of Gender and Development and other women's organisations dealing with Gender issues

3. Establishment of the Women and Children Protection Section within the LNP

In September 2005 with the support of United Nations Mission in Liberia (UNMIL), United Nations Development Fund for Women (UNIFEM) and United Nations Children's Fund (UNICEF), the LNP established the Women and Children Protection Section (WACPS). The mandate of the WACPS is to investigate all forms of violence against women in Liberia; investigate and handle cases of domestic violence, sexual abuse, prostitution, illegal adoption and child abandonment, human trafficking and also investigate cases of juvenile in conflict with the law.

The Women and Children Protection Section

- ♣ The WACPS has officers assigned to all major police stations and detachments in the country, and plans are underway to build the headquarters of the section.
- ♣ In 2009, the Women and Children Protection Section handled over three thousand cases.
- ♣ Three officers of the LNP were charged and forwarded to court for gender-based violence related offences, by the Section in 2009.

4. Incorporating of gender sensitive modules in the training curriculum, and providing gender training for all officers of the LNP.

- ♣ In order to provide an appreciation of gender issues to officers of the LNP, all officers undergoing basic recruit training are



provided a 6-hour mandatory training on gender issues, covering sexual exploitation and abuse, sexual and gender based violence, sexual harassment, domestic violence, etc.

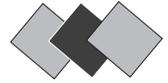
Incorporation of Gender sensitive modules in the training curriculum

- ♣ The National Police Training Academy also provides a one-week specialised training on gender issues for officers assigned to the Women and Children Protection Section
- ♣ Other international nongovernmental organisations (NGOs) have also conducted workshops for police officers on gender issues.

National SOP on Responding to Sexual and Gender Based Violence

In an effort to enrich the training and capacity building of police officers in handling gender related cases, the Justice and Gender ministries have developed training manuals for the use of the police.

- In 2009, the Ministry of Gender and Development developed a National Standard Operating Procedures for the Prevention and Response to sexual gender-based violence (SGBV) in Liberia to ensure a coordinated and multisectoral approach to SGBV and response.
- The Women and Children Protection Section of the Liberia National Police utilises this manual in responding to cases of sexual and gender-based violence. The manual contains:
 1. Introduction/background for the National SOP Framework
 2. The Criminal procedure
 3. Guiding principles for law enforcement agencies
 4. Procedures and responsibilities in prevention and response by sector security, legal/justice, and health and psychosocial
 5. Coordination by the Ministry of Gender and Development
 6. Monitoring and Evaluation



Handbook on Sexual Assault

Also in June 2009, the Ministry of Justice developed a Sexual Assault and Abuse Police Handbook for use by the Women and Children Protection Section of the Liberia National Police.

The handbook has two components, the first dealing with how to investigate sexual violence cases in Liberia, including an overview of the Liberian criminal justice system's response to crime; reporting and first response, victim interview and complaint; taking statements; gathering evidence, and charging and arrest; and the second part deals with legal prohibitions against gender based violence (GBV) in Liberia.

5. Meeting the 20 percent threshold for females in the Police

In order to increase the recruitment of women in the Police to meet the 20% recommended by the Poverty Reduction Strategy, the Liberia National Police, In collaboration with the Ministry of Gender and Development, and the Ministry of Education, and other Women's group, developed a special programme for women who did not meet the high school graduate criteria for joining the police.

The programme targeted female high school drop-outs who underwent a three-month tutorial at one of the universities after which the female candidates sat for a special examination administered by the West African Examination Council.

Those who passed the exams were given the opportunity to enrol as police recruits and undergo the police training. The first all female recruit class graduated one hundred and fifty female officers. The second training class following had 143 graduates with over 80 percent females. The present percentage of females in the police is about 16-18 percent.



Lessons learnt

- ♣ Countries emerging from a civil conflict or crisis have greater opportunities to undertake reforms of the security sector, and gender mainstreaming can be considered critical in the process.
- ♣ Developing a gender policy for the police service and putting in place the necessary structures to implement the policy will significantly help to enhance gender mainstreaming in the police.

The role of external actors such as the Ministry responsible for gender affairs, oversight bodies dealing with the police, and NGOs is critical in supporting gender initiatives by:

1. Building the capacity of the police to develop the policies and structures

2. Monitoring the implementation of the policies and providing feedback to the national gender initiatives for corrective measures if lapses are observed.

- National gender initiatives can help to provide a strong framework and motivation for police gender mainstreaming initiatives.
- The structures developed must be adequately resourced for them to be effective
- National gender initiatives can help to provide a strong framework and motivation for police gender mainstreaming initiatives.

The structures developed must be adequately resourced for them to be effective.

Lessons Learnt On Gender Mainstreaming In the Sierra Leone Police

By Supt Isha Bangura
Head, Family Support Unit, Sierra Leone Police



Preamble

THE Sierra Leone Police (SLP) was established following the founding of the Colony of Freetown in 1808 as a settlement for freed slaves. Police authority then was only restricted to the Colony of Freetown. By 1889 colonial authority had been extended to the provinces. Police authority was also extended to these areas and performed largely paramilitary duties as opposed to the civil police back in the colony. The force at this point became known as the West African Frontier Force. A Royal Gazette of October 1894 established the Sierra Leone Police Force. Following independence in April 1961, the Sierra Leone Parliament passed the Police Act of 1964 to consolidate and amend the law relating to the organisation, discipline, powers and duties of the SLP.

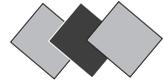
SLP before the restructuring process in 1998 had little or no consideration for gender mainstreaming. The concept was new especially after a protracted civil war wherein state structures and



institutions were vandalised. Sierra Leone as a country was still far behind in meeting its international obligations in ratifying international agreements, Conventions and Protocols on Gender mainstreaming. Awareness raising was very low on the positive implications of gender mainstreaming on developmental programmes.

There were marked inequalities between male and female representation at the strategic level at key decision making institutions in the country including the Sierra Leone Police. There was no clear cut programme of action, vision and policy framework on gender mainstreaming reforms. Political and administrative will to fully mainstream gender issues at all levels in the Sierra Leone Police was visibly absent. Advocacy skills, capacity building and access to requisite information relating to gender mainstreaming were also lacking. The SLP's commitment to gender and mainstreaming reforms can be illustrated under the following headings:

- › Development of a gender mainstreaming policy to guide the overall implementation;
- › Development of a sexual exploitation, harassment and abuse policy to discourage sexual harassment and abuse in the police;
- › Appointment of women at the senior and middle levels of the organisation;
- › Development of an accelerated promotion scheme for women that are university graduates , certificate and holders of other professional qualifications to reduce the gap between men and women in the senior and middle level cadres of the organisation;
- › Development of a quota system for women in promotions and recruitments;
- › Training and capacity building remains an integral component of the SLP rolling strategic plan;



- › Increased advocacy and outreach programmes to universities and other areas showcasing the image of the SLP in order to attract more male and female recruitment in the SLP.

However there are barriers that impede gender mainstreaming in the SLP and they are as follows:

- i. Occupational segregation
 - ii. Stereotype roles and responsibilities for women such as school crossing, station diarist, etc.
 - iii. Misconception of lack of professional commitment of women such as punctuality, absenteeism, short work span, etc
 - iv. Absence of role models
 - v. Absence of mentors
 - vi. Male chauvinism
 - vii. Non-acceptance in certain occupations with the police
 - viii. Conviction that their productivity levels are low
 - ix. Sexual harassment, intimidation and victimisation
-
- ♣ Apart from these, some challenges that compound to limit gender mainstreaming include:
 - ♣ Socio-political Environment (Sierra Leone is still yet to achieve 30% representation of women in the legislative arm of government which is the decision making body of the state)
 - ♣ Weak and untimely implementation of International policies on gender mainstreaming by the government
 - ♣ Lack of sufficient knowledge and information on empowerment issues
 - ♣ Absence of advocacy and lobbying skills in promoting gender mainstreaming issue across the board
 - ♣ Unequal representation of women at strategic decision making bodies
 - ♣ Low level of education

Mainstreaming Gender in Security Organisations in the Subregion: The Experience of KAIPTC

By Aissatou Fall

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Preamble

THE Kofi Annan International Peacekeeping Training Centre was established in January 2004 as a result of the heavy involvement of Ghana and other West African States in peace support operations (PSOs). This high demand for peacekeeping underscored the need for uniform standards of training for peacekeepers. KAIPTC is thus a regional centre of excellence where education, training and research concerning PSO are delivered with the highest academic and professional standards. Whilst initially serving as a regional centre of excellence, the long-term vision and strategic plan of KAIPTC is to develop eventually into a state-of-the-art international facility for education, training and research embracing all aspects of PSOs such as conflict prevention and post conflict reconstruction. The training and research programmes of KAIPTC cover a wide spectrum of subjects and participants or students come from diverse backgrounds including the military,

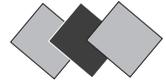


security sector, diplomatic and non-governmental agencies, who are or likely to be involved in peace support operations. Thus, KAIPTC's programmes target and offer regional and international participants the opportunity to develop and enhance their expertise on the operational aspects of peace support operations including best practices in the field of peacekeeping. It is operational and multi faceted working in partnership with National Defence College (NDC) in Abuja , Nigeria and the École de Maintien de la Paix (EMP) in Bamako, Mali together

This presentation is divided into six parts and it is aimed at discussing the experience of mainstreaming gender in security organisations from the perspectives of the Kofi Annan International Peacekeeping Training Centre (KAIPTC). As part of its efforts to strengthen the capacity of its beneficiaries, KAIPTC introduced new courses in 2010 on sexual exploitation and abuse in conflict and post-conflict reconstruction, and mainstreaming gender into peace and security institutions and mechanisms. The research focus areas are corruption, post-conflict peace-building, conflicts, money laundering, human trafficking, oil and security in West Africa, cross-border crimes, reconciliation and justice, maritime security; and piracy and illegal fishing.

Within KAIPTC there are ongoing discussions on gender mainstreaming. They include:

- Commitments to mainstreaming Gender into Peace and Security related issues;
- Recognition of the importance of mainstreaming Gender as there can be no sustainable peace if gender-related issues are overlooked in conflict prevention, peacekeeping, peace building or in any attempt to restore normalcy in countries affected by conflict, instability or in post-conflict reconstruction phase;
- compliance with the recommendations of the various International instruments such as the Convention on the



Elimination of all forms of Discrimination Against Women (CEDAW), UNSCR 1325, 1820, 1888 and 1889, and regional instruments such as the African Union (AU) Gender Policy, Economic Community of West African States (ECOWAS) Gender Policy well as the commitments and frameworks on Gender, Peace and Security; UNDP, UNFPA and UNIFEM.

Gender mainstreaming has also been addressed as a cross-cutting issue through our various training programmes, publications and workshops. Where relevant, critical gender issues are also raised in a stand-alone module in the IPSO, DDR, Rule of Law, WAPOL, UNAMID, Election Observation and other negotiation courses. The Centre encourages women's participation in the various training courses and gives a fair balance in the selection of courses participants. It also gave a significant contribution to the elaboration of a manual on Mainstreaming Gender and Women's Issues in PSOs, 2009 (an ECOWAS focused manual which has been used to enhance sub-regional capacities of civilian, military and police; result of a joint collaboration of GTZ, EGDC, KAIPTC and Wipsen-A).

Since 2010 considerable efforts have been made towards the implementing of the Women, Peace and Security Institute Project which is funded by the United Nations (UNDP, UNFPA and UNIFEM) and other bilateral donors such as the Royal Kingdom of the Netherlands and Norway as well as the creation of the Gender, Peace and Security Programme.

This programme entails:

- Protection of civilian women and girls against sexual and gender-based violence;
- Mainstreaming gender into peace and security institutions and mechanisms;
- Gender courses for the police: WAPOL, AMISOM and UNAMID.



WAPOL (West Africa Police) Course

- Aimed at enhancing individual law enforcement skills and knowledge to improve interpersonal relations and team work in diverse cultures;
- Promote a common understanding of international policing in conflict resolution;
- In 2009, 35 participants (Ghana, Nigeria, Togo, Benin, Cote d'Ivoire, Senegal, Mali, The Gambia, Niger, Liberia and Sierra Leone attended the WAPOL course. Gender distribution (7 males, 28 females).

The AMISOM Course

- A Pre-deployment Training (PDT) which aims to prepare police officers for assignment in African Mission in Somalia (AMISOM) and other AU/UN Peace Support Operations (PSO);
- Provide participants with an overall understanding of conflicts in Africa, AU/UN systems and principles of Peacekeeping Operations (PKO);
- Equip Police officers with knowledge on how to prepare for PKO;

In 2009, two courses were run, bringing together 44 police officers from Sierra Leone.

The UNAMID Course

- A Pre-deployment basic course for cleared police officers who are to be deployed to the United Nations/African Union Hybrid Mission in Darfur (UNAMID);
- This course has specifically been designed for the KAIPTC in association with the United Nations department of Peacekeeping Operations (DPKO);
- Aims at enhancing the capacity of police officers who are about to be deployed to UNAMID by providing them with basic



knowledge at both, operational and service delivery levels relating to the roles, responsibilities and Operating procedures of UNPOL officers in an Integrated Peace Support Operations (IPSO).

- To complement and enhance the Induction training in the mission areas, and to lessen the time taken for deployment of personnel at the mission grounds;
- Special mention is also made on cross-cutting issues such as Sexual Exploitation and Abuse (SEA), Gender, Vulnerable Groups and HIV/AIDS;
- The training standards are in accordance with the United Nations Standardised Generic Training Modules (SGTM's) and mission specific Training Modules (STM's) for Darfur;
- The training also has an inbuilt component of capacity building for African trainers to provide further and subsequent training at KAIPTC.
- In 2008 (January to December) a total of 441 police officers (of which 58 females) were trained (12 courses of 2 weeks each); participants from were from various countries including Ghana, Nigeria, Ugandan, Zambia, Togo, Sudan, and Tanzania.
- In 2009, 203 police officers (of which 23 were female) trained (5 courses of 2 weeks each); participants from Ghana, Nigeria, Uganda, Zambia;
- Military pre-deployment trainings.

The Gender Peace Programme is one of the key programmatic areas at the Research Department of the Kofi Annan International Peacekeeping Training Centre (Conflict and Security Programme, CSP); International Institutions Programme (IIP);

- A three-year programme (2010-2012) fully dedicated to gender, peace and security-related issues;
- A programme that aims to mainstream gender into KAIPTC's two main activities: RESEARCH and TRAINING;
- The first and fully-owned KAIPTC programme on gender,

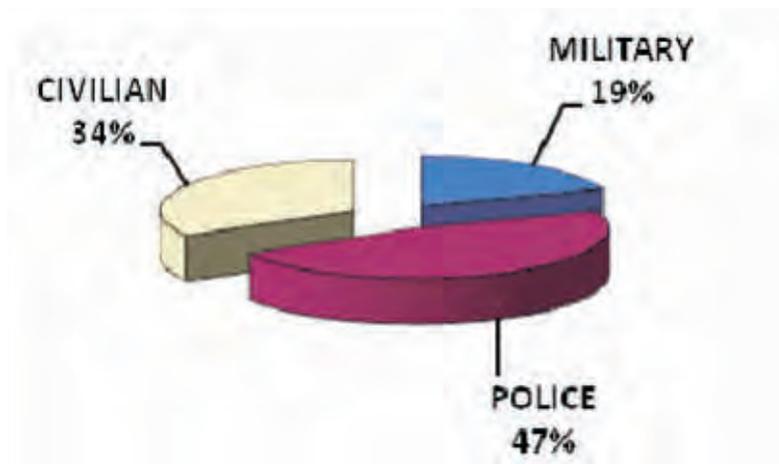


Figure I: Distribution per component in 2010.

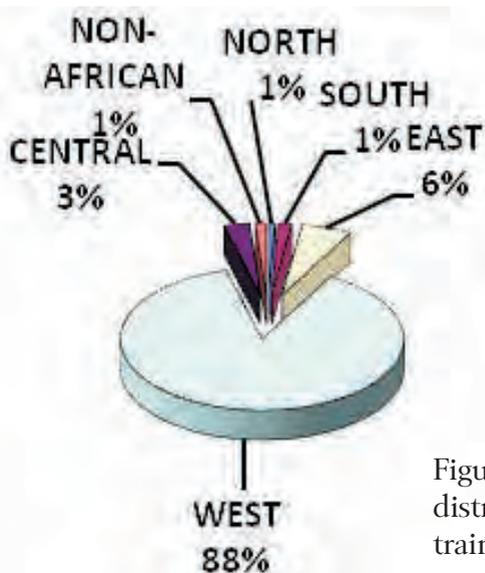


Figure II: Regional distribution of the trainings in the Institute.

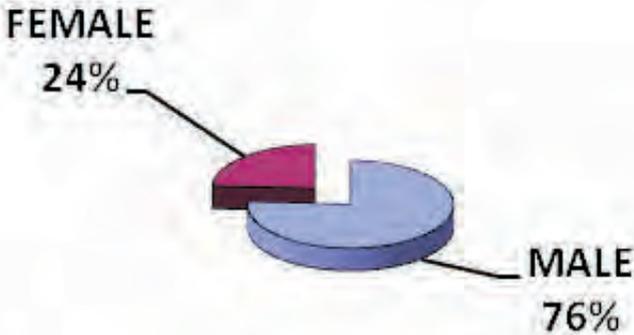


Figure III: Gender distribution of the participants.

women, peace and security;

- In fulfilment of the recommendations of the various regional and international frameworks and commitments with regards to Gender;

- Was created in February 2010, following the restructuring of the Research Department into key programmatic areas of research.

- Mainstreaming gender into the existing core courses has been the practice. Sexual exploitation and abuse (SEA) committed on civilians has become a key issue in the peace and security agenda ;

- SEA deserves a course on its own; therefore the need to have a very comprehensive course on SEA (from prevention to occurrence and assistance to victims);

- Problems are not fully addressed, as long as peace and security institutions and mechanisms are not gender sensitive and



do not allow to put into practice the knowledge and skills acquired. Therefore, the need to sensitize actors working in these institutions and /or making the policy in the peace and security mechanisms on the importance of having gender sensitive polices, structures and programming.

Objectives

- Ensure that the different actors (civilian, military and police) dealing with the protection of civilian, in particular with regards to Gender-based violence, are fully equipped with the necessary skills and knowledge to prevent SEA and assist the victims, whenever SEA occurs;
- Provide actors (civilian, military and police) working in national and regional bodies dealing with peace and security with a better understanding of gender dynamics in their work, and equip them with the necessary skills and knowledge to mainstream gender into their activities, structures, programming, budgeting and policy;
- Build in-house capacities for the ECOWAS Subregion;

Strategies

1. Publications;
2. Trainings;
3. Workshops and international conferences;
4. Policy briefs and Security briefings;
5. Advocacy and networking;
6. Experience sharing;
7. Partnerships and fundraising.

Activities for 2011

- Field works in targeted West African countries (SEA and gender mainstreaming in peace and security institutions and mechanisms);
- 2 publications;



- 1 workshop and 1 international conference on SEA
- Two new courses on gender;
- A gender policy for KAIPTC
- Mobile courses
- Fundraising;
- Partnerships.

Conclusion

KAIPTC, while building subregional capacities (civilian /military /police) has been mainstreaming gender;

More and more committed to gender equality:

- Creation of the GPS
- Implementation of the WPSI
- Drafting of a gender policy
- Ongoing discussions with some partners for the training of the police of SEA issues
- Mobile trainings
- Training on request
- Gender Resource centre
- Critically address gender-issues within its broad research agenda
- Offer platform for advocacy and debate on gender peace and security issues.



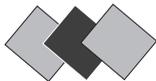
Final Report

Report Of The One-Day National Conference On Gender Mainstreaming In The Nigeria Police Force Organised By CLEEN Foundation In Collaboration With Fredrich Ebert Foundation On Monday, 7th March, 2011, At Bolton White Hotel, Abuja



Preamble

THE security of lives of the citizens and property, maintaining rules and order are parts of the core constitutional duties of the Nigeria Police Force. This has made the clamour for an effective, accountable and responsive Nigeria police central in national discourses in the country. However, to achieve such a high expectation, a gender sensitive police force is equally crucial. There are increasing concerns about the discriminatory approach to gender issues within the Nigeria Police Force. In other words, women are not seriously considered in gender mainstreaming. Women are not only poorly represented in the Force; female officers are not adequately protected and not given equal opportunities like their male counterparts . As a critical segment of the society, it is a major deficiency that needs to be urgently addressed.



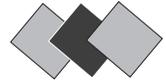
It is in view of the above that CLEEN Foundation, which has been at the fore of the campaigns for effective policing and social justice system in Nigeria, has taken the lead in advocating for the establishment of a gender conscious police organisation as a major aspect of the proposed police reform. The theme of this conference, “Gender Mainstreaming in the Nigeria Police Force”, was thus apt timely. This international conference which drew participants from the Nigeria Police Force (NPF), State Security Service (SSS), Sierra Leone National Police, Liberia National Police, Kofi Annan International Peacekeeping Training Centre (KAIPTC), media and other organisations was held in collaboration with Fredrich Ebert Foundation. The agenda of the conference was to deliberate on this challenge with a view to providing practicable solutions for appropriate action.

Key Observations Made at the Conference

1. Gender Discriminations in the Nigeria Police: There are organisations where women have suffered discriminations like the Police Force. It was confirmed that women officers are not allowed posting to head State Commands of the Nigeria Police Force.

2. Culture-induced Discriminations: There are cultural notions or perceptions that prevent women from assuming some sensitive positions in our society or actualising their potentials. For example, participation in political activities is mainly seen as an exclusive reserve of men. In other words, women are not easily considered as fit for such volatile contest considering their physiology. Women are not considered fit for some positions because of the thinking that such jobs prevent them from handling their primary responsibilities properly to their families.

3. Policy of Exclusion: The conference observed that there are institutional policies that exclude women from taking certain positions in the society, especially in the police force. For instance,



a married woman is not permitted to seek enrolment into the Nigeria Police Force.

4. Uneven Marital Rules: It was observed too that for a woman police officer to get married, she must seek the permission of the Inspector-General. This was considered as unfair and insensitive rule because it does not apply to the male officers.

5. Outdated Rules: Some of the policies in use in the Nigeria Police are outdated and made during the colonial rule. Some of them have been in existence since 1941 and need to be reviewed.

6. Lack of Self Confidence: Women sometimes contribute to their problems. It was noted that in several circumstances, women have turned down certain challenges thereby fuelling perceptions of inferiority.

7. Sexual Mistrust: It was observed that women also encourage discriminations among themselves. For instance, some First Ladies and highly placed female government functionaries prefer to work with male officers than female officers for the fear of unholy attraction of female officers to their spouses or for some personal reasons.

8. Language Factor: The conference noted that the use of language in the Nigeria Police discriminates against women. For example, the use of the word “officers and men” is ambiguous. Also, the use of the words such as “he”, “himself” and “his” exclude women from the mainstream.

9. Pregnancy Factor: The conference was not impressed with the fact that pregnancy, which is a product of natural reproduction and sustenance of human race, has become a recurrent factor used as an excuse to discriminate against women in the Police Force and several other organisations.

It was however acknowledged that, statistically, in the State security Service (SSS), the tendencies for gender discrimination are highly minimal. It was observed that the organisation is gender sensitive as there are no discriminations on the basis of sex. For



instance, the organisation has fifteen (15) state chiefs who are women. Out of seven directorates, three are women.

The West African Experience

1. The relative experience of gender insensitivity in Sierra Leonean Police is not quite different from that of the Nigeria Police. For example, it was observed that the police force is meant for men and not for women in that country. This is reflected in the wide gender population gap of the Police Force in Sierra Leone in the ratio of 84 percent and 16 percent.

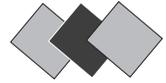
2. The sentiments against women in political positions is not different from what is obtainable in other West African countries where women's candidacy are not encouraged or supported; people still prefer to vote men politicians than voting women. 3. In Liberia also, the situation is comparatively similar. In order to confront these challenges, the country came up with some policies aimed at enhancing gender sensitivity.

4. Some of the challenges militating against gender sensitivity in Liberian Police are stereotyping of roles and responsibilities, male chauvinism, sexual harassments, intimidation and victimisation. This point was equally highlighted in the experience shared from the courses and operations of the Kofi Annan International Peacekeeping Training Centre.

The centre has created in February 2011 a programme fully dedicated to gender, the Gender, Peace and Security Programme. Part of the outcomes of this programme will be the creation of two courses: one on sexual exploitation and abuse in conflict and post-conflict reconstruction and the second one will be on Mainstreaming Gender in Peace and Security Mechanisms and Structures.

Moreover, the centre is implementing a project which is called The Women, Peace and Security Institute, which is funded by the United Nations and other bilateral donors.

KAIPTC identified sexual exploitation and abuse (SEA)



committed on civilians as key issue in peace and security agenda preventing gender mainstreaming which the centre hopes to include as a core course. However, there are fears that this problems will persist unless relevant institutions concerned with crucial matters of peace and security take gender sensitivity seriously.

The Challenges to Reforms in Gender Mainstreaming

The following have been identified as the major inhibitions to necessary reforms towards addressing the challenges of gender mainstreaming in the Nigeria Police Force:

1. Lack of political will from relevant authorities was identified as a major problem facing attempts at reforms to address this problem.
2. Poor implementation of policies: The lack of commitment of relevant agencies of government to implement policies aimed at correcting gender insensitivity.
3. Poor or Absence of Advocacy: It was noted by the conference that the campaign for gender mainstreaming has not really being impactful due to poor or absence of advocacy from the civil society organisations.
4. Male Chauvinism: The conference noted that since the society is largely male dominated in terms of beliefs and philosophies, especially in Africa where this perception is still very strong, it has been difficult to convince the police authorities on the crucial need for gender mainstreaming in the Force.
5. Poor Representation of women at committees and panels where decisions concerning women are taken.
6. Absence of institutional policies to properly address the challenges of gender mainstreaming in the Police Force.

Recommendations

1. Equality of Rules: It was suggested that, the same laws and rules such as the rules of marriage, should apply to both male and female police officers.



2. Review of Discriminatory Rules: All-inclusive policies that would help carry along female officers in the Police Force should be promoted so as to accommodate women who are a significant segment of the nation's population.

3. Equal Opportunities should be provided for both male and female officers in the Police Force. This includes the areas of recruitments, welfare packages, training, promotions, postings and others.

4. Advocacy and Education: The conference strongly recommends a need for more advocacy by the civil society organisations with a view to educating women and enlightening people on the need to develop positive attitude on gender mainstreaming. This would enhance understanding which would towards accommodating women in organisations that may want to use feminity as a basis for discriminations.

5. A pro-active approach to Recruitment in the Nigeria Police Force with regard to gender sensitivity should be urgently considered for a policy action.

6. Self Defence for Female Officers: The female officers in the Nigeria Police Force should be equipped and armed to enable her defend herself like her male counterpart. Both male and female officers face similar dangers and so they respectively deserve equal opportunities for self defence, more so because women are more susceptible to coercion and harassments.

**Mainstreaming Gender in
the Nigeria Police Force**



Introduction

POLICE reform can be said to the transformation or change of a police organisation into a professional and accountable police service, practising a style of policing that is responsive to the needs of local communities. Gender refers to the roles and relationships, personality traits, attitudes, behaviours and values that society ascribes to men and women, while sex refers to the biological differences between males and females. Gender refers not simply to women or men but also to the relationships between them. Gender roles vary widely within and across cultures, and can change over time.

Nigeria is a patriarchal society and therefore possesses mechanisms within the society that confer little protection for the rights of women. This has made gender advocacy more inclined to women's rights.



The Nigeria Police Force has been plagued with various challenges such as:

1. Poor response rates to crimes committed against certain social groups;
2. Excessive use of force against minority /vulnerable groups, indigenous peoples etc;
3. Exclusion or low representation of some groups within the police institutions;
4. Misconducts and abuse of functions;
5. Refusal to register certain complaints;
6. Poor investigation skills leading to low conviction rate;
7. Lack of accountability; and
8. Lack of public confidence.

The Nigeria Police Force and response to Gender Based Violence

The Constitution of the Federal Republic of Nigeria (1999) provides in Section 214(1) that:

There shall be a police force for Nigeria, which shall be known as the Nigeria Police Force, and subject to the provisions of this section, no other police force shall be established for the Federation or any part thereof.

Section 4 of the Police Act Cap P19 Laws of the Federation of Nigeria 2004 details the duties of the Police to include the following:

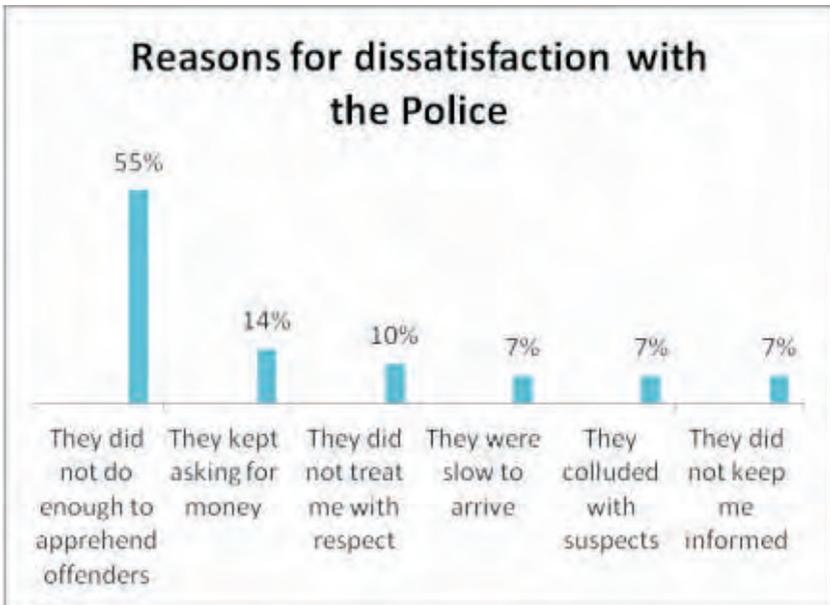
1. Prevention and detection of crime;
2. Apprehension of offenders;
3. Preservation of law and orders;
4. Protection of life and property;
5. Due enforcement of laws and regulations with which they are directly charged;
6. Performance of such military duties within or without Nigeria as may be required of them, or under the authority of this or any other Act.

Efficient and professional discharge of these responsibilities are expected to facilitate public cooperation with the Nigeria



Police Force through increased allocation of resources from the public coffers and crime reporting as well as intelligence gathering. Efficiency and professionalism can be evaluated by the reporting of crime, especially from disadvantaged groups such as women.

The findings from the CLEEN Foundation Crime Victimization Survey of 2010 show that there is a low reportability rate of gender based violence in Nigeria. Seventy-two percent (72%) of the 158 women who said they reported cases of GBV victimisation made the reports to 'other authorities' apart from the police. The low reportability rate to the police could be linked to the findings from the same survey which showed that forty-eight percent (48%) of those that reported were not satisfied with their encounter with the police. The reasons for their dissatisfaction are illustrated below:





The data from the Crime Victimization Survey does not provide information to be able to assess if the victims that reported cases to the police would have received better treatment if they had met with female police officers or specially trained officers at the police stations. However various literature has shown that a woman who is a victim of gender based violence is more likely to report a female officer and it is also a good practice to have a trained police woman present during the investigation process.

Gender and Policing

For operational efficiency, it is important that gender is mainstreamed into the Nigeria Police Force. Specific advantages of mainstreaming gender into the police are:

1. It creates a representative and more effective police service;
2. It ensures a non discriminatory and human rights promoting police organisation and culture;
3. It is in compliance with obligations under international laws and instruments; and
4. It provides effective provision of security for men, women, girls and boys;

For the above to be achievable CLEEN Foundation makes the following recommendations:

1. Recruitment policies and practices should be reviewed to ensure that women possessing high educational qualifications are attracted into the Nigeria Police Force. Female personnel should be eligible for posting beyond waiting on female politicians and others;
2. Policies should be reviewed to ensure that women are retained in the Nigeria Police Force;
3. The operational protocols and procedures of the Nigeria Police Force should be reviewed. These operational protocols and



procedures should be non-discriminatory, including gender sensitive language and incorporating the different security needs of men, women, girls and boys including specific provisions on gender based violence;

4. Ensure that the senior management of the police are committed to the revised procedures and protocols and that financial resources are allocated for implementation and integration of new information into all training sessions;

5. The police should commit to translating all protocols and procedures into relevant languages and embark on massive publicity campaigns;

6. As GBV is one of the most common threats to public security, the police ought to ensure that an effective process of addressing it is devised. This would include encouraging the investigation and prosecution of perpetrators of GBV crimes including providing appropriate support and referrals for all victims of GBV; and

7. Providing specialised units or police stations that would handle cases relating to GBV.

References

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Tara Denham, Police Reform and Gender (INSTRAW and Geneva Centre for the Democratic Control of Armed Forces (DCAF))

Good Practices On Gender among West African Security Agencies

The poor representation and status of women in policing all over the world have become a reference point in any discourse on police transformation. This publication brings together the proceedings of a conference that sought to identify steps that have been taken so far and what needs to be done to train gender sensitive police officers to bring authentic gender mainstreaming.

Though originally expected to focus on the Nigeria Police Force, attendance at the conference spanned the breadth of West Africa, from Nigeria, through Ghana to Liberia and Sierra Leone. It is against this backdrop that the richness of this publication would be appreciated.

The mission of CLEEN Foundation is to promote public safety, security and accessible justice through empirical research, legislative advocacy, demonstration programmes and publication in partnership with government and civil society.

