

# **SECURITY SECTOR GENDER TASK TEAM FRAMEWORK**

**Dr. Eleanor Nwadinobi  
&  
Andy Iji**

# Introduction

- **Security Sector in Nigeria is in need of reform in line with the global best practices.**
- **Key areas of interest should include gender considerations in recruitment, deployment, promotion, leadership and the policies that provide adherence to implementation**
- **Development of security sector gender task team as an intersectoral gender integration strategy**

# BACKGROUND

- Rule of Law and Empowerment Initiative working with the UN Women in Nigeria identified key issues to be addressed in the development of the task team
- Develop a framework to support the establishment of a Security Sector Gender Task Team to include but not be limited to:
  - Composition and leadership of the task team,
  - Mandate and responsibilities of the task team,
  - Operational guidelines for the establishment and activities of the task team
- Proffer recommendations to improve gender mainstreaming into security processes

# Key findings

- The security sector in Nigeria is very hierarchical and therefore approval and sign off on any intervention is required by the head of the institution.
- Access by ordinary citizens and members of the public who depend on these state institutions for protection is immensely difficult. Civil-security relations are poor and mutual trust has been eroded
- Communication is restricted and there are bureaucratic hurdles even with letters. In some cases a letter is acknowledged, in other cases there is a lengthy process to see an officer
- The administration of a questionnaire raises suspicion around divulging of state security secrets

- There are some sectors that have enjoyed good relationship with of security sector focused civil society
- Only two sectors have gender policies and they are poorly implemented
- There is little or no interagency interaction due to the territorial nature of each institution in sharing intelligence, however gender may offer a safe common ground for interactions
- There is currently no interagency network or platform like the proposed security sector gender task team.

# Nigeria Police Force

Established in 1960

NPF has 20 IGPs.

No female IGP

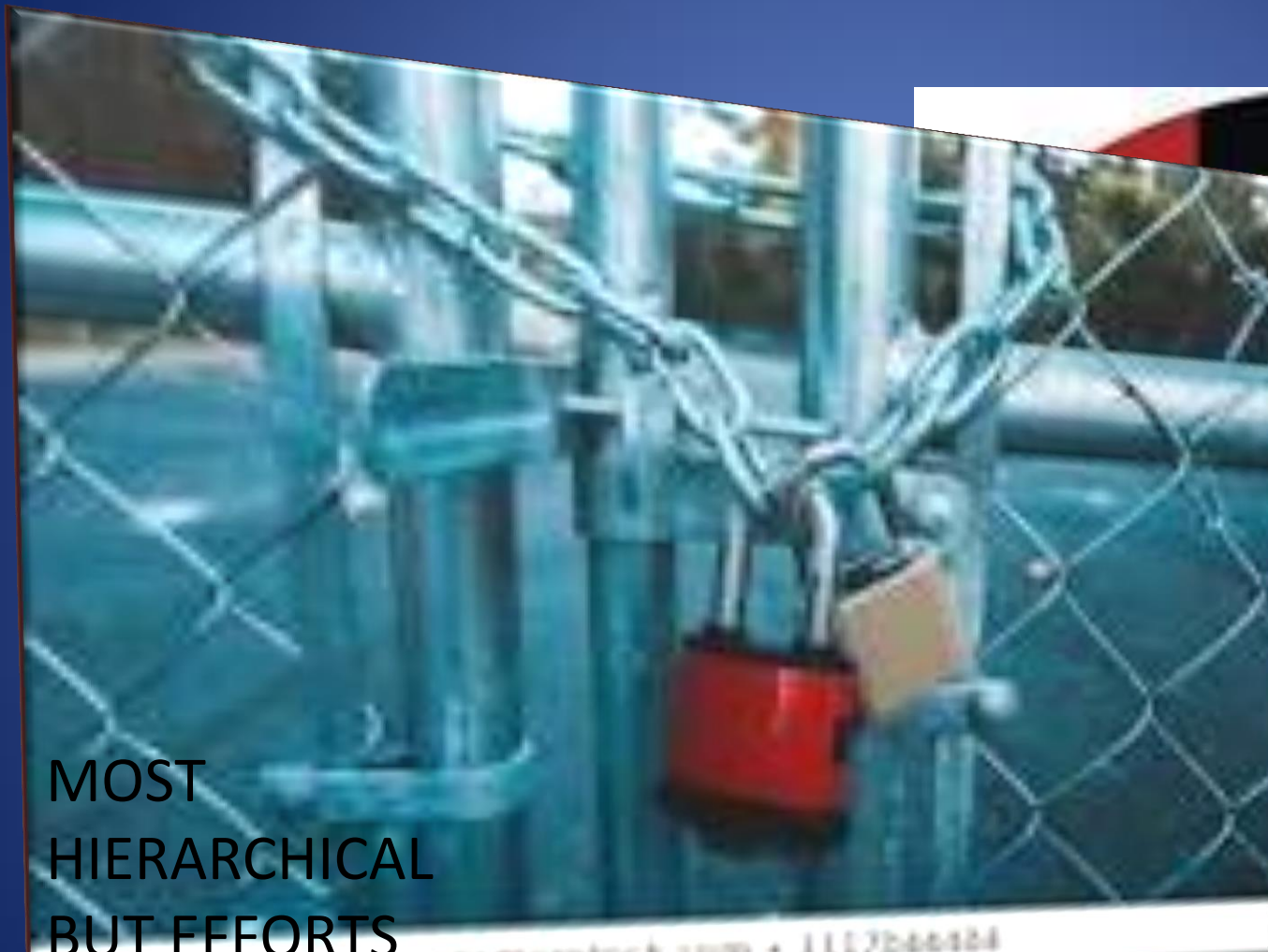
Has Gender policy yet to be adopted

Has a functional Gender Unit

Women in Leadership is low



# Nigerian Army



MOST  
HIERARCHICAL  
BUT EFFORTS  
BEING MADE ON  
GENDER  
INTEGRATION





# NSCDC



The NSCDC established in 2003

4 Comptroller Generals

No female Comptroller General

No gender policy

Gender friendly in postings

Women in Leadership position is low



# Nigerian Air Force

AIRFORCE  
HIGH WALL



Road to  
NAF  
Blocked

# Nigerian Navy



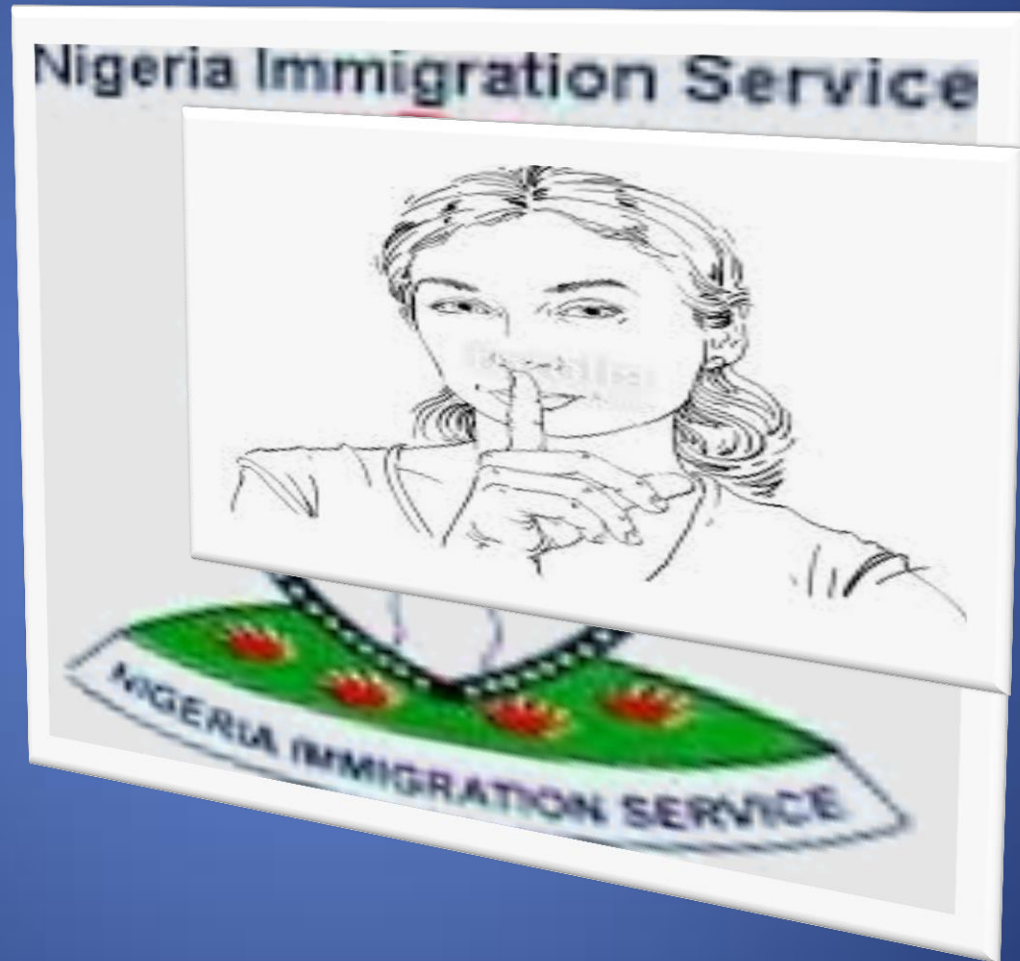
NAVY HQ

# Nigeria Correctional Service

- Established in 1872
- No Female Controller General
- Gender Policy developed and yet to be adopted
- 30% of the workforce is females
- 10% of leadership is women
- Gender related practice such as separate cells for women is observed

# Nigeria Immigration Service

Access  
limited



# Department of State Security Service

Very  
protective  
of  
intelligence  
e





# National Drug Law Enforcement Agency

Little  
information  
on the  
website



# Federal Road Safety Corps

FRSC has  
never had a  
female  
corps  
marshal





# National Intelligence Service



Intelligence  
is for the  
service

# Nigeria Customs Service

NCS have a long  
chain of command



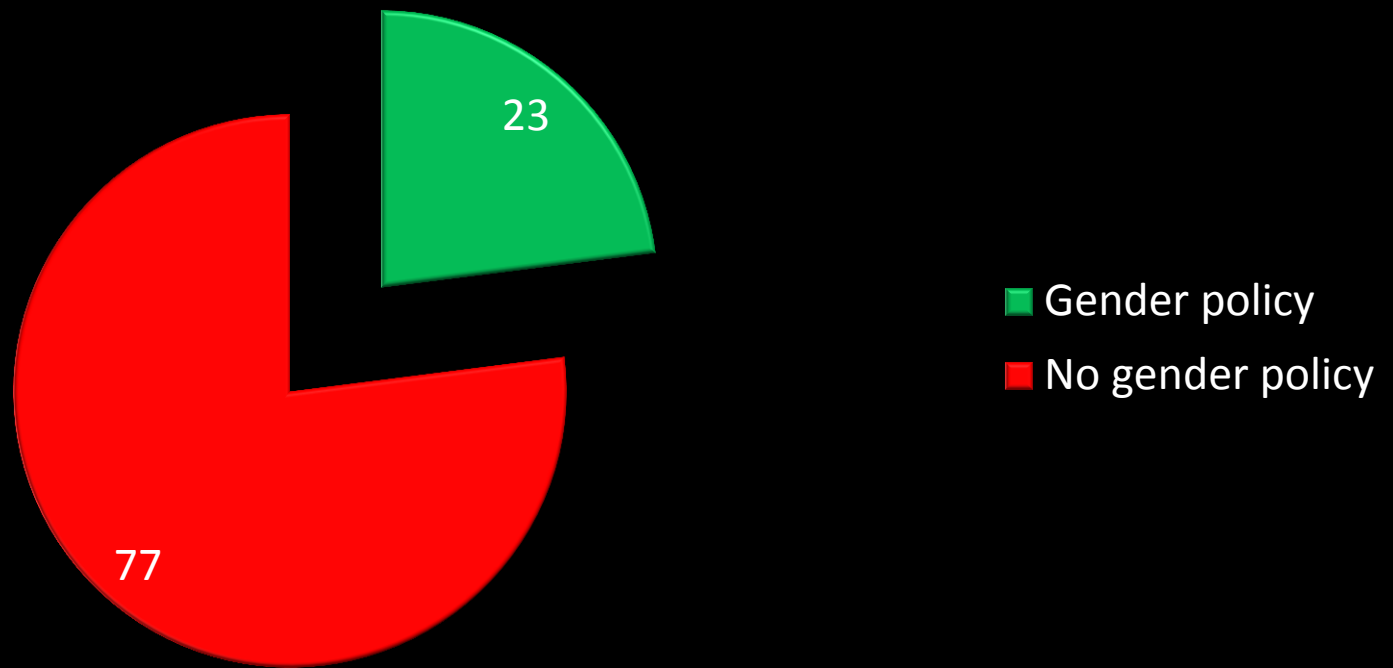
# National Youth Service Corps

NYSC leadership has  
never had a female



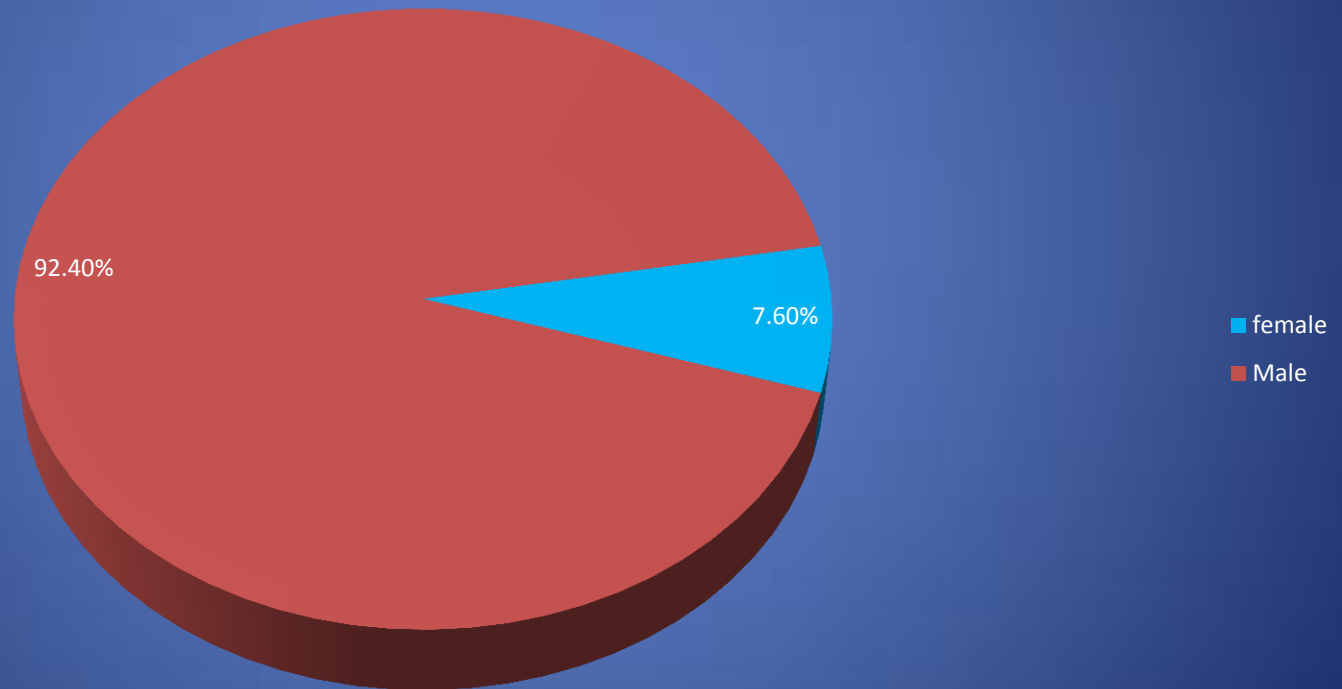
# Representation of the Development of Gender Policy among Security Agencies

% of Agencies that have Gender Policies



# Representation of Women in Leadership in the Security Agencies

Heads of agencies since creation



# Observations

- The security sector in Nigeria is very hierarchical and therefore approval and sign off on any intervention is required by the head of the institution.
- Access by ordinary citizens and members of the public who depend on these state institutions for protection is immensely difficult.
- Communication is restricted and there are bureaucratic hurdles with letters. In some cases a letter is acknowledged, in other cases there is a lengthy process to see an officer
- The administration of a questionnaire raises suspicion around divulging of state security secrets

- There are some security sector agencies that have enjoyed years of security sector focused civil society
- Only two sectors have gender policies and they are poorly implemented
- There is little or no interagency interaction due to the territorial nature of each institution in sharing intelligence, however gender may offer a safe common ground for interactions
- There is currently no interagency network or platform like a security sector gender task force.



# Composition of Security Task Force Team

- A nominee of the head of the security sector
- The head of the gender unit for the institutions that already have gender section
- In the absence of a gender focal person an individual who is knowledgeable in matters of gender mainstreaming may be nominated
- Task force team members will have a designate and an alternate from each institution
- Mentees will have observer status

# Leadership of the Task Team

- Position of leadership to consider could include
- Coordinator
- Assistant Coordinator
- Secretary
- Civil relation officer
- Inter-agency liaison officer
- Welfare officer

# Tenure

- The tenure of service will be a maximum of two years as long as the officer is in service to ensure continuity and institutional memory

# Terms of Reference of task force

- To discuss options and draft a work plan of the task force
- To discuss strategic options of how to advance the work of the task force
- To develop strategies to improve communication between security sector agencies
- To identify and propose quarterly theme and sub-themes for gender integration
- To identify mentees within each agency as members will conduct intra agency mentoring as part of succession planning to deal with attrition
- To develop strategies for intra and inter agency mentoring to attract new members to the task force
- To summarize outcomes and publish the report

# Activities of the Task Force Team

- Work with CSOs towards security sector gender reform
- Work toward improving civilian and security personnel relationship
- Ensure implementation of gender policies where they exist
- Lead efforts towards the existence of gender policies
- Intra agency mentoring on gender integration
- Unite efforts toward the protection of vulnerable persons in conflict zones.
- Support women and girls in the post conflict and reconstruction era
- Advancing women, peace and security agenda within the security sector

# Oversight and Monitoring

- To ensure that the task force operates within its mandates, the following agencies of government will be responsible for the oversight of the task force team
- Police Service Commission
- Office of the national security Adviser
- Ministry of police Affairs
- Defence committees from National Assembly
- Civil Society Organizations

# Recommendations

The first recommendation of for the proposed name to be changed to SECURITY SECTOR GENDER TASK TEAM as the word “force” connotes an undemocratic, overbearing or imposed stance.

The setting up of the task team will be the first of its kind and will therefore require buy- in from the topmost officer of each security sector institution

For those who are yet to establish a gender section, we recommend that an advocacy letter in the form of a policy brief be presented to the head of the establishment requesting a nominee to be part of the task force team



- For the agencies that already have a designated staff for example the Nigeria police force has a head of gender unit, should nominate the head of the unit to be part of the task force team and also the agencies who dedicated an officer to respond to the interview such as Civil Defence corps and the road safety should nominate those officers to be part of the team.
- Terms of reference will need to show clearly that the core mandate of the institutions will not be eroded
- Training and technical support for the task force team members will be required to understand their activities

*Thank you*