

Evaluating the Operational Effectiveness of West African Female Police  
Officers' Participation in Peace **Support Operations: The Case of  
Ghana and Nigeria**

By Harry Ford<sup>1</sup>



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<sup>1</sup> Harry Ford wrote this paper while working as a Research Intern in KAIPTC from May to August 2007

**Foreword**

**I would like to express my deepest and sincerest thanks to the staff at the Kofi Annan International Peacekeeping Training Centre and the Association of Universities and Colleges of Canada for their support and dedication, and for providing me with the opportunity to conduct independent field work in Ghana. I would also like to thank all the brave individuals I interviewed from the Ghana Police Service and Nigerian Police Force for their openness, honesty, generosity and willingness to share their experiences.**

**All research was conducted between 28 May 2007 and 11 August 2007, and is reflective of that period.**

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## LIST OF ACRONYMS

ACD	Audio Compact Disk
AMIS	African Union Mission in Sudan
AU	African Union
B.A	Bachelors in Arts
B.Sc	Bachelors in Science
CLEEN	Center for Law Enforcement Education
DPKO	Department of Peacekeeping Operations
FPU	Formed Police Units
HRS	Human Resources and Statistics
M.A.	Masters in Arts
M.Sc	Masters in Science
MINUSTAH	Haiti (United Nations Mission in Haiti
MINUSTAH	United Nations Stabilisation Mission in Haiti
MONUC	Democratic Republic of Congo
MSA	Mission Subsistence Allowance
NPF	Nigerian Police Force
ONUC	UN mission in Democratic Republic of Congo
ONUC	United Nations Operation in the Congo
POLASS	Women's Police Association
POTC	Peacekeeping Operations and Training Centre
PSO	Peace Support Operations
SAT	Selection Assistance Team
U.N	United Nations
UNCIVPOL	United Nations Civilian Police
UNISON	United Nations Operations in Somalia
UNMIL	United Nations Mission in Liberia
UNPROFOR	United Nations Protection Force in Yugoslavia
UNTAET	United Nations Transitional Administration in East Timor
UNTAG	United Nations Transition Authority in Cambodia

## 1.0 INTRODUCTION TO OPERATIONAL EFFECTIVENESS OF WEST AFRICAN FEMALE POLICE OFFICERS' PARTICIPATION IN PEACE OPERATIONS

### 1.1 Introduction

The complexity of current armed conflicts and humanitarian situations demands multidimensional approaches to facilitate increased responses towards alleviating suffering, and aiding those in need. Specifically, helping women and children, who are often subjected to the vilest forms of abuse and persecution that one can experience in modern times. A limiting factor in the ability of the United Nations (U.N.) to address the needs of women and children in armed conflict is the fact that members of its own personnel commit acts of sexual abuse and exploitation of women and children while on Peace Support Operations (PSOs). For example, in 2003, the Department of Peacekeeping Operations (DPKO) reported 24 cases of abuse by UN personnel while in theatre<sup>2</sup>. And between 1 January, 2004 and 21 November, 2006, UN investigations into allegations of Sexual Exploitation and Abuse (SEA) illustrate that 319 peacekeeping personnel were involved in such practices in all missions, resulting in the summary dismissal of 18 civilians. In this same regard, seventeen (17) police officers and 144 military personnel were repatriated home for offences connected to SEA in 17 police and 144 military personnel<sup>3</sup>.

In the light of this fact, the U.N. has made considerable progress in its attempt to reform and strengthen its ability to address the needs of women and children. Most notable is the strong advocacy for women to become greater actors in the realm of peace and international security. On 31 October, 2000, the United Nations (UN) Security Council passed Resolution 1325 on Women, Peace and Security that recognizes the important contribution that women can make towards the maintenance of international peace and security. This declaration acknowledges the specific issues that affect women in armed conflict such as forced displacement, sexual and gender-based violence, and infection of HIV/AIDS by opposing fighting forces. This reinforces the need for increasing female participation in post-conflict rehabilitation and peace building initiatives. Most importantly, Resolution 1325 specifically enjoins Member States:

“to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management and resolution of conflict...[and] urges the Secretary-General to see to expand the role and contribution of women in United Nations field based operations, civilian police, human rights and humanitarian personnel”.<sup>4</sup>

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<sup>2</sup> Report of the Secretary-General. Special Measures for Protection from Sexual Exploitation and Sexual Abuse. New York: United Nations. 23 April 2004. <<http://peacewomen.org/un/pkwatch/Discipline/SGreportexpApril2004.pdf>>

<sup>3</sup> Guehenno, Jean-Marie. “USG Guehenno responds on Sexual Exploitation and Abuse by UN peacekeepers”. The Independent. 9 January 2007. 30 August 2007. <<http://www.un.org/Depts/dpko/dpko/ctte/jmg2.pdf>>

<sup>4</sup>United Nations. United Nations Security Council Resolution 1325. New York: United Nations, 2001. <[http://www.un.org/events/res\\_1325e.pdf](http://www.un.org/events/res_1325e.pdf)>

Women are the most underrepresented group on PSOs. In early 2006, it was estimated that women were made up of only 1 per cent of U.N.'s military strength and 4 per cent of its police officers participating in UN operations<sup>5</sup>. This is significantly lower than DPKO's military division goal of 10 per cent female representation of all PSOs.<sup>6</sup>

Increasing female representation on UN operations, in particular female police officers, provides an added and supportive dimension to already complex security situations; allowing them to play greater roles in conflict prevention and resolution situations. The presence of women in peace support operations can make a positive difference. Some examples include improving access and support for local women; providing a greater sense of security to local populations (women and children), and help to reduce conflict and confrontation<sup>6</sup>. Some states have made tremendous strides in increasing female participation in its security forces. In January 2007, as part of the United Nations Mission in Liberia (UNMIL), India deployed a 105 all-female police unit to Monrovia to help stabilize the area and train the Liberian national police force. So far, more than 2,000 new police officers have been trained. The target is for 20 percent of the force to be women, but today, only 5 percent of the Liberian National Police Force is actually employed<sup>7</sup>. The presence of the all-female police unit encourages women to join the police force and raises awareness about gender equality. The deployment of these police officers is also designed to redress the gender imbalance that is pervasive in peace support operations.

However, seven years after the adoption of Resolution 1325, Member States still have not significantly increased the number of civilian female police officers on Peace Support Operations. In the current African security climate, West-African Member-States continue to contribute significant numbers of male police officers to many PSOs worldwide. Between May 2006 and December 2006, African states contributed 11,439 police officers towards the African Union (AU) Mission in Sudan (AMIS). Of this number, only 2,059 were women<sup>8</sup>. Out of a total number of 20 police contributing countries, the total percentage of female police officers deployed from African states amounts to 18 per cent of total force contributions<sup>9</sup>, further illustrating that African states need to continue to work towards achieving and implementing the recommendations outlined in Resolution 1325, and employ more women on peace support operations.

African states have the ability to play a greater role in peace support operations. Increasing the number of female civilian police officers and improving their pre-

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<sup>5</sup> United Nations. "Year in Review 2005 – Female Peacekeepers Wanted". 2006 [http://www.un.org/Depts/dpko/dpko/pub/year\\_review06/female\\_peacekeepers.htm](http://www.un.org/Depts/dpko/dpko/pub/year_review06/female_peacekeepers.htm)

<sup>6</sup> United Nations. "Year in Review 2005 – Female Peacekeepers Wanted". 2006 [http://www.un.org/Depts/dpko/dpko/pub/year\\_review06/female\\_peacekeepers.htm](http://www.un.org/Depts/dpko/dpko/pub/year_review06/female_peacekeepers.htm)

<sup>6</sup> UNAC. *Peacekeeping to Peacebuilding. Lessons From the Past, Building For the Future. Report on the UNA-Canada 50<sup>th</sup> Anniversary of UN Peacekeeping International Panel Series 2006-2007.* (Ottawa: United Nations Association of Canada, 2007) 109

<sup>7</sup> McConnell, Tristan. "All-Female Unit Keeps Peace in Liberia". Women's International League for Peace and Freedom. 31 March 2007. <<http://www.peacewomen.org/un/pkwatch/News/07/LiberianfemPKERS.html>>

<sup>8</sup> Pearson Peacekeeping Centre. West African Police Project Statistics May-December 2006. 31 May 2007

<sup>9</sup> Ibid

deployment training will improve the operational effectiveness of peace support operations and gender mainstreaming within the U.N. and A.U. operations. This study analyzes the respective West African police institutions and provides recommendations towards enhancing their current programs.

## **1.2 Aim and Scope**

This paper examines the capacity of West African police services to enhance the recruitment, training and deployment of female police officers on PSOs. In particular, the study seeks to critically evaluate the current organizational structures of the Ghanaian and Nigerian Police services and their deployment of female police officers in peace support operations

The study therefore, seeks to address two broad questions. First, how can West African states increase the number of female police officers on peace support operations? Secondly, how can these countries improve their respective training procedures of female police officers to become increasingly effective on peace support operations?

This paper prioritizes Ghana and Nigeria as empirical case studies because they contribute a relatively high number of female police officers both towards UN and AU operations within Africa and abroad. More importantly, both countries have begun increasing the number of female civilian police officers' numbers after the adoption of Security Council Resolution 1325 on gender mainstreaming, which poignantly illustrates the impact of the resolution, and the desire of West African countries to empower women to become greater participants in the areas of peace and international security.

## **1.3 Methodology and Limitations**

This study is largely based on primary research methodology. During the period of 1 June 2007 to 30 July 2007, research material was collected and analyzed. The report includes documentation on the selection and training of UNCIVPOL training guidelines, reports from gender security forums, and literature review of selected academic articles. Field research was conducted using formal processes—individual and group interviews, questionnaires, telephone interviews and email. Interviews were conducted with a variety of male and female representatives from the Ghanaian police service and the Nigerian Police Force (NPF), academics, Gender Advisors from the UN mission in Democratic Republic of Congo (ONUC) and the Department of Peacekeeping Operations in New York, Nigeria civil rights activists and governmental representatives.

About 20 police officers and academics from various organizations were interviewed in Ghana. The interviews with GPS personnel were done through unofficial channels. All interviewees were frank about their experiences in the GPS and on peace support operations.

In Nigeria, interviews with female police officers were conducted with the understanding that a police research assistant will be present at all the interviews. The presence of the research assistant made it difficult for the interviewees to speak freely. Even when he was not present at interviews, he would brief potential interviewees about the questions to expect and what to say in response.

Furthermore, access to information was severely controlled by NPF personnel. Hardcopy documentation regarding medical examination requirements, the language laboratory, the number of police officers and their rank in the service, recruitment policies, yearly statistics regarding the recruitment of police officers into the force and pre-SAT tests were made unavailable. Though documentation specifically outlining the courses conducted during the week-long pre-deployment training for personnel set to deploy on missions was shown to the interviewer, the author was not allowed to have a copy and only provided with a summary of what is actually taught. A welcoming aspect is the eagerness of the female Nigerian Police officers that were interviewed while in Abuja to share their peacekeeping experience.

In the light of what took place in Nigeria, the reliability of the information collected remains questionable in comparison with Ghana. Nevertheless, it does provide insight into the activities being undertaken by the Nigerian Police Force.



## 2.0 CONCEPTUAL ANALYSIS OF FEMALE POLICE PARTICIPATION IN PEACE SUPPORT OPERATIONS

### 2.1 Gender and Peacekeeping

There exists numerous documents on gender and peacekeeping operations in the body of literature. But most of these scholarly works are focused on women in the military, with very few of them specifically addressing female police officers in peace support operations.

International Alert's 2002 report entitled *Gender Mainstreaming in Peace Support Operations: Moving Beyond Rhetoric to Practice*, is an extensive analysis on implementing gender mainstreaming policies in the post-Resolution 1325 peace support operations. While highlighting the important contribution Resolution 1325 has made towards women and security, the report illustrates the gender impact of armed conflicts and the role that women can play in all components of peace support operations. The report emphasizes how gender mainstreaming in all areas of PSOs can be implemented into practice. More specifically, the report highlights key areas where women can make an increasingly higher contribution in peace support operations. In particular, it provides a section on women and policing that advocates the increasing role female police officers can play in PSOs. This report highlights the positive role and contributions that women make as members of peace support operations and recommends that states should "increase the number of women police officers in both troop contributing and host nations; Provide training in human rights and humanitarian law, women's human rights and social aspects of conflict, including gender-based violence; Develop an action plan to promote women and increase their numbers in the reconstruction of the national police force; Create a division within the national police force machinery to address gender-based crimes both during and after conflict, and Create departments to counter trafficking of women and girls with guidelines to make perpetrators accountable"<sup>10</sup>. These recommendations are designed to increase gender sensitivity in police operations, and in the deployment of women on peace support operations.

The United Nations 2006 Background Paper *Enhancing the Operational Impact of Peacekeeping Operations: Gender Balance in Military and Police Services Deployed to UN Peacekeeping Missions* is an empirical report, based on the compilation of questionnaire responses provided by half of the Member States of the UN on the operational role and impact of women in the military and police services on peace support operations. The report analyzes the recruitment and deployment of women on peacekeeping operations and their impact. It outlines how women in peacekeeping operations have helped in transforming relationships in host communities, better results in the attainment of operational mandates...and enhancing morale and conduct within the mission<sup>11</sup>. It thoroughly highlights how inaction by governments to remove barriers, and address cultural and marital attitudes, hampers the increasing

<sup>10</sup> International Alert. *Gender Mainstreaming in Peace Support Operations: Moving Beyond from Rhetoric to Practice*, July 2002, < [http://www.international-alert.org/pdfs/Gender\\_Mainstreaming\\_in\\_PSO\\_Beyond\\_Rhetoric\\_to\\_Practice.pdf](http://www.international-alert.org/pdfs/Gender_Mainstreaming_in_PSO_Beyond_Rhetoric_to_Practice.pdf)> 34

<sup>11</sup> United Nations. Background Paper. *Enhancing the Operational Impact of Peacekeeping Operations: Gender Balance in Military and Police Services Deployed to UN Peacekeeping Missions*. 28-29 March, 2006. 11 July 2007.

involvement and deployment of women from military units and police services on peace support operations. This has, adversely, impacted gender mainstreaming policies in peace support operations, and the capacity of most Member States to change their administrative policies, ensure greater enrolment, and enhance pre-deployment training for female military and police personnel. More is required to achieve an optimal deployment of individuals on multi-dimensional operations.

Nadine Puechguirbal's article the *Feminine Face of United Nations CIVPOL* in Haiti examines female civilian police officer participation in UN peacekeeping operations. More specifically, it attempts to draw conclusions that explain why very few women actually take part in UN PSOs. Jointly interviewing four female police officers from different countries serving in the United Nations Stabilisation Mission in Haiti (MINUSTAH), Puechguirbal establishes that these women joined their respective police services to either break cultural taboos within their own countries, or attain professional and intellectually stimulating careers<sup>12</sup>. Puechguirbal concludes by recommending that Member States and the United Nations train more women with the ranks of national police services; ensure flexible working hours for women interested in PSOs; educate women to ensure they become increasingly more independent; demystify a woman's role as wife and mother within a family, and provide them with the opportunity to return home to their families more often<sup>13</sup>. Puechguirbal's article is interesting and carries with it transferable solutions that all police services can utilise to enact change within their organizations, and increase the deployment of women police officers abroad.

## 2.2 The United Nations Civilian Police (CIVPOL)

Police Officers have made considerable contributions to the maintenance of international peace and security since the first deployment of a police contingent in the UN mission in the Congo (ONUC) in 1963. In 1995, civilian police represented only 2 per cent of the total uniformed personnel deployed in UN peacekeeping operations, whereas by the mid-2006 they were over 10 per cent<sup>14</sup>. The growing importance of police officers and their contributions in post-conflict situations highlights the necessity to ensure their active participation in missions abroad.

The primary role of the U.N. Civilian Police is to monitor the local police. Historically, CIVPOL officers were tasked to certify that the local police forces carry out proper policing duties and responsibilities, while ensuring that individual human rights are respected and upheld without any discrimination towards the local population. Though monitoring the local police force in an area of conflict is considered their principal function, in several missions, civilian police officers have been tasked with additional duties to help re-establish the rule of law within a society. Such responsibilities include: "assisting in the reorganization and training of the local police; accompanying local police on patrols; attend[ing] the scene of [a] crime; and

<sup>12</sup> Puechguirbal, Nadine. *The Feminine Face of United Nations CIVPOL in Haiti*. August 2004. <<http://pbpu.unlb.org/pbpu/library/EnglishVersion.pdf>>

<sup>13</sup> *ibid*

<sup>14</sup> Smith, Joshua, Victoria K. Holt, and William J. Durch. *Enhancing UN capacity for Post-Conflict Policing*. Washington DC: The Henry L. Stimson Centre, 2006. pg14 <[http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper\\_Dec06.pdf](http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper_Dec06.pdf)>

to monitor the maintenance of law and order in the vicinity of voter registration offices and polling stations during scheduled elections”<sup>15</sup>. The adoption of these additional duties by the police does not only expand and strengthen the capacity of the UN to effectively police certain areas of conflict, but also enables police officers to help generate public confidence in the police and security forces in post-conflict societies.

There exist three types of policing in PSOs. First, the Traditional Policing Mission is mandated to monitor the behaviour of domestic security forces and report on any human rights violations<sup>16</sup>. Police officers on this type of operation closely supervise the actions of national police services to ensure that these individuals are practicing proper policing. This form of policing uses a minimal number of deployed officers and is not intrusive in the police functions of any particular society.

The second type of police operation is the Transformational Policing Mission. Transformational Policing missions focus on reforming the behaviour of local police and usually training in human rights and community relations<sup>17</sup>; restructuring [through depoliticization] of local forces, reorganization of the force, purging of human rights violators, recruiting new police, and establishing effective changes of democratic authority and oversight<sup>18</sup>; and rebuilding by providing local police with the skills, equipment, and logistical support needed to function effectively<sup>19</sup>. This type of police mission effectively concentrates on re-organizing national police forces in post-conflict situations.

The third type of operation is the Executive Policing Mission. This police operation gives CIVPOL personnel the “authority to carry out law enforcement duties themselves; granting international officers powers of arrest and detention... [and] major reform and restructuring of local police force”<sup>20</sup>. The primary goal of this type of mission is a progressive hand-over of law-enforcement responsibility to national police forces in post-conflict areas.

Civilian Police function as a separate component within peace support operations. CIVPOL serve under the direction and command of a Police Commissioner, who reports directly to the Special Representative of a mission. At the same time, CIVPOL “complements and works closely with other components, e.g. military, humanitarian, electoral and administrative components in the mission”<sup>21</sup>. Working closely with other mission sections strengthens the ability of CIVPOL to carry out its operational objectives.

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<sup>15</sup> United Nations Department of Peacekeeping Operations. United Nations Civilian Police Handbook. New York: United Nations, 1995. pg. 31

<sup>16</sup> Smith, Joshua, Victoria K. Holt, and William J. Durch. Enhancing UN capacity for Post-Conflict Policing. Washington DC: The Henry L. Stimson Centre, 2006. pg. 15  
<[http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper\\_Dec06.pdf](http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper_Dec06.pdf)>

<sup>17</sup> Smith, Joshua, Victoria K. Holt, and William J. Durch. Enhancing UN capacity for Post-Conflict Policing. Washington DC: The Henry L. Stimson Centre, 2006. 16  
<[http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper\\_Dec06.pdf](http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper_Dec06.pdf)>

<sup>18</sup> Ibid 16

<sup>19</sup> Ibid 18

<sup>20</sup> Ibid 18

<sup>21</sup> United Nations Department of Peacekeeping Operations. United Nations Civilian Police Handbook. New York: United Nations, 1995. 31

Formed Police Units (FPUs) are also deployed by the UN as components of peace support operations. FPUs are units of “approximately 125 officers that are trained to minimize public security gaps and deal with dangerous scenarios such as civil unrest or organized crime”<sup>22</sup>. FPUs are “deployed to threaten or use force if necessary, while maintaining a focus on deescalating conflict. While typically associated with specialized training in skills such as crowd-control, FPUs can also be uniquely equipped in other areas, such as border control”<sup>23</sup>. The first deployments of such units for the U.N. were to Kosovo and East Timor.

### 2.2.1 *Financing CIVPOL Members while on Mission*

UN civilian police officers deployed on operations are provided assistance to help cover living expenses while on mission. The Mission Subsistence Allowance (MSAs) covers the cost of “housing, food, and other essentials for individual police officers”<sup>24</sup>. These costs help facilitate the ability of police officers to enjoy an affordable lifestyle while participating in a PSO. The MSA varies on the location of the mission and the situation in which CIVPOL are deployed in. For example, in Kosovo the MSA is \$85 USD per day, while it is \$140 USD per day in Haiti. A higher MSA is provided to civilian police during their first month in the field to defray costs associated with getting deployed in the new locale<sup>25</sup>.

By comparison, Formed Police Units are paid less than their CIVPOL counterparts. FPU are designed, trained and organized militarily. It is expected that such units arrive logistically prepared and self-sustaining. Police contributing countries are reimbursed based “upon the military “specialized” reimbursement rate. This reimbursement rate is currently \$1,331 USD per uniformed officer per month”<sup>26</sup>. Member states also receive \$68 USD per officer per month for clothes, gear and equipment...and reimbursements for wear and tear on contingent owned equipment<sup>27</sup>. FPUs are a cost effective measure employed by the United Nations. Generally, annual costs estimates indicate that it is “nearly twice as expensive for the UN to recruit and deploy individual police officers”<sup>28</sup>, thus explaining the increasing prevalence of such units on UN operations. Member states continually pay the salary of a police officer while he/she is on mission, and do not receive any compensation from the United Nations for the time that their police officers are working abroad.

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<sup>22</sup> Smith, Joshua, Victoria K. Holt, and William J. Durch. *Enhancing UN capacity for Post-Conflict Policing*. Washington DC: The Henry L. Stimson Centre, 2006. 14  
<[http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper\\_Dec06.pdf](http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper_Dec06.pdf)>

<sup>23</sup> Ibid 14

<sup>24</sup> Smith, Joshua, Victoria K. Holt, and William J. Durch. *Enhancing UN capacity for Post-Conflict Policing*. Washington DC: The Henry L. Stimson Centre, 2006. 18  
<[http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper\\_Dec06.pdf](http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper_Dec06.pdf)>

<sup>25</sup> Smith, Joshua, Victoria K. Holt, and William J. Durch. *Enhancing UN capacity for Post-Conflict Policing*. Washington DC: The Henry L. Stimson Centre, 2006. 20  
<[http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper\\_Dec06.pdf](http://www.stimson.org/fopo/pdf/UNPOLWorkingPaper_Dec06.pdf)>

<sup>26</sup> Ibid 20 – rates of 2006.

<sup>27</sup> Ibid 20

<sup>28</sup> Ibid 20

### 2.3 International Qualifications and Training Standards for CIVPOL Deployment

The United Nations has developed basic pre-deployment selection standards for Member States to be used in identifying and selecting qualified men and women for CIVPOL duties on peace support operations. These pre-deployment selection standards serve as minimum preparation requirements in the selection and testing process of personnel for peacekeeping assignments, as certain operations require additional and mission-specific skills that are relevant only to the operation.

The pre-deployment selection standards are as follows:

- a) A police officer must be a sworn member of the police force he/she is representing, and a citizen of their Member State.
- b) A police officer must be physically and psychologically fit and meets the medical criteria outlined in the Medical Support Manual for United Nations Field Operations, without having any substance dependency.
- c) A police officer must obtain a Medical clearance, and the relevant vaccinations and immunizations must be obtained prior to deployment.
- d) A police officer must have a minimum of 5 years experience in an active police capacity. More experience may be a requirement, depending on the mission and specialised skills to be determined by the United Nations.
- e) A police officer must be proficient in their own official language and in the official language of the mission that the Secretariat has determined as the language of the mission.
- f) A police officer must possess a valid drivers licence, be able to operate a 4x4 vehicle in any driving conditions, and pass the required driving test before deployment. An officer has 3 chances to pass the basic driving test.
- g) A police officer must demonstrate that he or she is proficient in the carry, control and use of personal firearms.
- h) A police officer must be of excellent personal and professional integrity<sup>29</sup>.

These guidelines are outlined in the United Nations Selection Standards and Training Guidelines for UNCIVPOL, and are the basic standards for the acceptance and pre-deployment preparation of police officers for peace support operations. Gender sensitivity is absent from the selection requirements, as the regulations emphasize universal impartiality towards the selection of candidates for positions within a mission.

Once national police services have recruited and selected potential candidates, Member-States utilize Selection Assistance Teams (SATs) to conduct assessments based on the skills and qualifications of selected candidates. SATs examine officer-candidates on their knowledge-based language assessments; report writing; comprehension; driving and shooting skills. Upon completion of these evaluations, the SAT team measures the suitability of the candidacy pool for UN deployment. A final report is submitted to the Chief of Police of the national police service with a list of qualified officers attached. Successful candidates are given permission to deploy on missions. Once the candidates are selected, they must fill out a p-11 form and submit

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<sup>29</sup> United Nations Department of Peacekeeping Operations. United Nations Selection Standards and Training Guidelines for UNCIVPOL. New York: United Nations, 1997. pg.8-9, 13.

that to U.N. Headquarters in New York, where the Department of Peacekeeping Operations finalizes the selection of personnel for a UN mission.

The African Union (AU) in conjunction with the UN has only recently begun to implement its own SAT examinations of potential police officers wanting to participate in PSOs. Having realized that the quality of some of the candidates being deployed were lacking, specifically in their language and driving skills, the AU has begun implementing screening procedures of individuals for future operations.

### **3.0 ANALYSIS OF WEST AFRICA FEMALE POLICE PARTICIPATION IN PSOs**

#### **3.1 Ghana Police Service in PSOs**

Historically, Ghana has contributed to international peace support operations since its independence in 1957. The first deployment of Ghanaian civilian police officers was with the United Nations Operation in the Congo (ONUC) in 1960. Seen as one of the largest and complex operations to date, Ghana contributed a 370 member police contingent to the mission, to help reinstate the rule of law and good governance in the Congo<sup>30</sup>. Ghana's dedication to maintaining international peace and security is illustrated in the number of its police officers sent abroad. For example, between 1960 to 2000, Ghana contributed 1,129 police officers towards UN and regional peace support operations in areas such as Namibia, Angola, Mozambique, Cambodia, Bosnia Herzegovina, Darfur and Kosovo; winning accolades for their bravery, dedication and professionalism.<sup>31</sup>

Currently, Ghana is a leading African nation with one of the highest number of deployed police personnel abroad. During the period of May, 2006 to December 2006, Ghana deployed between 427 to 607 police officers for the African Union peace support operation in Darfur and approximately 116 to 158 were women<sup>32</sup>. The number of female police officers participating on PSOs on that mission is impressive, as women constitute an average of 23.31 per cent of the force composition of its monthly deployments abroad<sup>33</sup>, which is above the anticipated 10 per cent goal of the U.N. As of 18 May, 2007, Ghana had 549 police officers participating in UN and AU operations worldwide. Of the said number, 421 are male police officers while 128 are female<sup>34</sup>. More specifically, 116 of the deployed female police officers are serving in the Darfur region and the UN Mission in Southern Sudan.

##### *3.1.1 Recruitment Policy to Enter the Ghana Police Service*

The Ghana Police Service emphasizes equality within its police force, and subjects recruits to the same recruitment policies and standards, regardless of their sexual orientation and intellectual capacity. The basic requirements for candidates are that they "must be between the ages of 18 and 25; deemed physically fit by a medical examination; must be a Ghanaian citizen by birth with no previous criminal record, and have obtained a senior secondary school certificate with five passes including English and Mathematics"<sup>35</sup>. To ensure a greater recruitment of female candidates, men must be of a height 1.73 metres (5ft: 8inc) or above, while women must be 1.63 metres (5ft: 4inc) or above<sup>36</sup>. While relative height disparities exist between men and women, the reduction in height requirements for women is promoted as a measure to

<sup>30</sup> United Nations - Ghana: Four Decades of UN and Regional Peacekeeping p. 2-3

<sup>31</sup> United Nations - Ghana: Four Decades of UN and Regional Peacekeeping p.26-27

<sup>32</sup> Pearson Peacekeeping Centre AMIS Fact sheet African Police Contributing Countries 31 May 2007

<sup>33</sup> Ibid - Fact sheet 2007

<sup>34</sup> Ghana Police Service Current Police deployment Fact sheet – 5 June 2007

<sup>35</sup> Ghana Police Service Recruitment Fact sheet 2006, 6 July 2007

<sup>36</sup> Ibid 6 July 2007

increase enrolment of female police cadets into the Police College (Academies). A physical fitness test is not administered, as it is believed that the medical examination is sufficient to determine the suitability of the candidate's health for policing.

Successful candidates with Bachelor of Arts degrees qualify to attend the Ghana Police College as an officer cadet. Individuals with only a secondary school certificate enter as constable cadets and train at regional training schools such as the Ho Police Training School. The training period for junior and senior ranking candidates consists of a 6 month process, where police cadets complete their theoretical and practical police training sessions, which consist of courses such as basic policing skills, criminal law, management, communications, report writing and self-defence<sup>37</sup>. The fundamental difference in training between junior and senior ranks is that officer cadets are taught additional office administrative courses. Individuals holding a Bachelor of Arts degree undergoes a further 6- month Senior Officers Course to qualify as an Assistant Superintendent of Police. The Ghana Police Service distinguishes its personnel between Officers and Men. Men are referred to as lower ranking male and female police officials, while Officers are equal gendered higher ranking personnel.

After the completion of this period, successful officers and men undergo an additional 1 year to 18 month probationary period where they serve 6 month terms in different police units and departments to familiarize themselves with various aspects of police work to hone their new policing skills at police stations nationwide.

There are currently 20,719 police officers in the Ghana Police Service. Of that number, 4,083 are women. Please refer to the table<sup>38</sup> below for a breakdown of the number of officers in each rank.

**Table 3.1: Number of Police Officers by Rank and Gender**

Rank	Male	Female	Strength
IGP	1	-	1
DIGP	1	1	2
COP	6	1	7
DCOP	19	2	21
ACP	62	12	74
C/SUPT	95	12	107
SUPT	112	11	123
D/SUPT	222	26	248
ASP	283	64	347
AG.ASP	-	-	-
CADET	-	-	-
C/INSPECTOR/RSM	1,486	164	1,650
INSPECTOR/DSM	1,614	227	1,841
G/SERGEANT	3,425	671	1,841
G/CORPORAL	1,192	260	1,452
G/L/CORPORAL	2,211	357	2,568
G/CONSTABLES	5,338	1,779	7,117
RECRUITS	569	496	1,065
<b>TOTAL</b>	<b>16,636</b>	<b>4,083</b>	<b>20,719</b>

Source: Ghana Police Service (July, 2007)

<sup>37</sup> Ghana Police Service Officer Cadet Course Syllabus Police College, 11 June 2007

<sup>38</sup> Table – Number of Police officers and men by rank and gender 25 July 2007.



### 3.1.2 Selection and Training of Police Officers for PSOs

The Ghana Police Service incorporated the UN deployment evaluations for PSOs as part of its own pre-selection process. Ghanaian police officers and men can only participate on UN operations if they are of the rank of corporal and above, and the rank of Sergeant or above for AU missions. Men must have at least 8 years of policing experience, whereas women must have 7 years experience<sup>39</sup>. All officers must be of good character, and must wait for four (4) years, on their return from the previous missions, to participate on another operation. This provides other members of the Ghanaian police service the opportunity to be deployed abroad.<sup>40</sup>

As part of its West African Police Project, the Government of Canada contributed \$50,000<sup>41</sup> towards the creation of an International Peacekeeping Documentation Office at GPS headquarters in Accra. The centre is responsible for organizing and deploying Ghanaian police officers for PSOs. Recruitment for peace support operations is an attractive endeavour that appeals to many Ghanaian police officers. One officer noted that women are drawn to participating in PSOs in order to “get experience, know what is happening in other countries, especially the war torn countries and also to assist in bringing peace and help those adversely affected, especially women and children”<sup>42</sup>. The idea of serving the country is considered an honour and privilege by most Ghanaian police officers and therefore, competition is fierce to be part of an operation abroad. Currently, the Ghana Police Service has the Women’s Police Association (POLASS), an all-female organization that meets once a month to discuss various issues that affect female police officers. POLASS acts as a forum where women educate, share experiences and encourage one another about their experience on PSOs and policing in general.<sup>43</sup>

Once the decision is made to incorporate a police component as part of a peace support operation, a request is sent to Police Headquarters in Accra. From there, a general notice is passed to all regional commanders indicating that the U.N. has made a formal request for police officers and that candidates are required for the mission. The regional commanders send a general notice to all police officers informing them of the opportunity to participate on peace support operations.

As soon as a list of candidates is organized, the Police Headquarters conducts preliminary evaluation and training sessions. The selection and examination process is conducted in 5 zones nationwide. Within these areas, an examination team, known as the “Pre-Sat Team”, examines potential candidates on their qualifications over a 3-4 day period, depending on the number of candidates vying to write SAT examinations. The “pre-SAT team” conducts preliminary evaluations that examine

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<sup>39</sup> Ghana Police Service Peacekeeping Documentation Centre – Selection criteria for deployment on Peacekeeping Operations 20 June 2007

<sup>40</sup> Ibid, 2007

<sup>41</sup> Dr. Ella Kokotsis. 2006 St Petersburg Interim Compliance Report. 9 March 2007, 03 August 2007. < [http://www.g8.utoronto.ca/evaluations/2006compliance\\_interim/](http://www.g8.utoronto.ca/evaluations/2006compliance_interim/)>

<sup>42</sup> Interview with Ghanaian DIGP. 14 June 2007

<sup>43</sup> Interview with Ghanaian ASP. 11 June 2007

candidates on reading, writing and listening comprehension, police report writing, driving skills and, if required, take the candidates to the shooting range to learn the mechanics of how to use a pistol while on mission. Once the evaluations are complete, a list is drawn up and successful candidates are then brought to Police Headquarters and provided with an additional training in advance of the SAT evaluations<sup>44</sup>. This week-long training program is designed to prepare recruits for the SAT examination, spending a day on the reading, writing and listening comprehension aspect, while focusing two or more days on enhancing their driving and shooting abilities. This is designed to ensure that candidates are well prepared in advance to take the SAT test.

Once police officers have passed the SAT tests, their results and curriculum vitae (P-11) are forwarded to United Nations Headquarters in New York, through the Permanent Mission of Ghana to the UN, where DPKO chooses which candidates to select for their mission. If successfully picked for a mission, GPS provides these individuals with a week of pre-deployment preparation. These courses are designed to increase their knowledge on issues such as sexual harassment, ancillary services, and skills in communications, driving and computers, which are instrumental to their preparation for a mission.

### **3.2 Evaluation of Ghana's Female Police Participation in PSOs**

#### *3.2.1 Recruitment*

The GPS employs a general recruitment strategy aimed at both men and women to encourage them to join the police force. In keeping with the policy of equality within the police service, The Ghana Police Service only uses newspaper advertisements and radio announcements to recruit police officers<sup>45</sup>. GPS recruitment exercises occur only three times a year and are dependent on newspapers to circulate the information to the general public. Word of mouth has also been an effective means to recruit police officers into the service. As one officer noted, "I liked how they dressed in their uniforms and what they represented, and I wanted to be like that"<sup>46</sup>. While appearance may attract some women, economic realities motivate others. The limited choices of employment within Ghanaian economy also serve as a recruitment strategy for the GPS. Women either want to join the police service or the teaching profession of the limited employment opportunities in the public sector.<sup>47</sup>

While numerical figures are unavailable to support the validity of the methods used by GPS to increase more women in the police service, current statistical data suggests that GPS is slowly increasing female recruits in the police service. The Ghana Police Service recruitment policy focuses on recruiting 2000 young Ghanaians annually to augment the personnel levels within the service<sup>48</sup>. In December 2006, GPS recruited and trained 1,711 police constables. Of this number, 1,191 were male and 520 were

<sup>44</sup> Interview with Ghanaian Asp. 11 June 2007

<sup>45</sup> Interview with Ghanaian Asp. 17 July 2007

<sup>46</sup> Interview with Ghanaian Sergeant 4 June 2007

<sup>47</sup> Interview with Ghanaian Sergeant 4 June 2007

<sup>48</sup> Recruitment and Training – Ghana Police Service Recruitment Sheet 2006

females<sup>49</sup>. While female police recruits comprise only 46 percent of the total number of individuals posted in 2006, current records demonstrate higher numbers of women becoming police officers. The total number of recruits in 3 January 2007 shows that out of 990 trained recruits, 315 were women<sup>50</sup>, whereas the number of female police recruits posted as of 18 April 2007 was 206 out of 640<sup>51</sup>. Within the period of 2007 alone, 521 women were posted to police stations nationwide, with additional postings yet to occur. However, in a country with a population of 22 Million, and a female population averaging 49.7 per cent<sup>52</sup>, the number of female police officers continues to remain disproportionate to that of men. One official states that the Ghana Police Service generally recruits more women than men<sup>53</sup>. However, statistically that is not the case. While progress has been made, there remains significant room for improvement. The reality is that the recruitment of female police recruits is more of a general commitment to ensure equal opportunity of employment in the workplace than a specific commitment by the GPS to increase the number of women in the service.

### 3.2.2 *Pre-Deployment Training and Preparation*

A limiting factor in the training of female police officers at the Ghana Police College is the lack of instruction on tactical and defensive drivers' training prior to the pre-SAT evaluation. To be eligible for a peace support operation, GPS qualifications state that an officer must have a driver's licence and two years of driving experience<sup>54</sup>. It is not an enlistment requirement for Ghanaian police officers to have their driver's licence, as driving skills are not a pre-requisite in the police service, and GPS recruits individual officers specifically to be drivers. Moreover, GPS currently employs only male drivers in its service.<sup>55</sup> As one officer noted that she "cannot drive [a police vehicle] because [she] wasn't recruited as a driver"<sup>56</sup>. The lack of drivers' training severely limits the ability and effectiveness of women to apply and participate in peace support operations. Few families can afford to own and operate a vehicle, and households who do, only own one vehicle that is primarily used by the husbands.<sup>57</sup> Therefore, most woman lack the opportunity to get a licence and practice their driving skills. Those who do have a licence are often forced to rent a taxi or public transport<sup>58</sup> (mini bus) and practice prior to the test. The existence of these institutional and familial limitations reduces the capacity of women to apply and qualify for peace support operations. Therefore, female police officers are limited in their ability to apply for peace support operations because they do not know how to drive.

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<sup>49</sup> Ibid April 2006

<sup>50</sup> Ghana Police Service Recruitment Sheet 3 January, 2007

<sup>51</sup> Recruitment and Training – Ghana Police Service Recruitment Sheet 18 April 2007

<sup>52</sup> World Bank: Ghana Statistics –2005

<<http://web.worldbank.org/WBSITE/EXTERNAL/COUNTRIES/AFRICAEXT/GHANAEXTN/0,,menuPK:351978~pagePK:141132~piPK:141109~theSitePK:351952,00.html>>

<sup>53</sup> Interview with Ghanaian DGW. 23 June 2007

<sup>54</sup> Ghana Police Service Current Police deployment Fact sheet – 5 June 2007

<sup>55</sup> Interview with Ghanaian Asp. 15 June, 2007.

<sup>56</sup> Interview with Ghanaian Asp. 15 June, 2007.

<sup>57</sup> Interview with Ghanaian Asp. 15 June 2007

<sup>58</sup> Interview with Ghanaian Inspector 7 June 2007

Though not every CIVPOL operation requires personnel to be armed, some missions necessitate police officers to know how to use a sidearm while in theatre. All GPS police officers and men are taught and certified on the use of an AK-47 assault rifle in Police College or regional training depots, but only officer cadets are instructed on how to use pistols<sup>59</sup>. Unless a female police officer is a member of a Mobile Police Unit, she will not have direct access to side arms or a rifle, and insufficient training in using it. During the training prior to the SAT evaluation, both female and male police officers of all ranks are provided with only one day training course and evaluation on the firing range to learn how to use a pistol prior to the pre-SAT evaluation<sup>60</sup>. This significantly limits the ability of female police officers from junior ranks to be an effective member of a peace support operation, as they can become a potential liability while on mission as a result of their insufficient training on the use of firearms. Offering one-day training on the use of sidearm to first timers as in the case of female police officers is inadequate to properly equip them for a peace mission in abroad.

The lack of physical fitness in pre-SAT and SAT evaluations seriously impedes the ability of women to be prepared for peace support operations. Current guidelines only require a candidate to pass a medical examination to determine that the individual is or is not healthy enough to participate on CIVPOL operations<sup>61</sup>. There are no physical [fitness] requirements, as it is assumed that police officers are in good physical condition<sup>62</sup>. The lack of physical training requirements for police officers is of concern, especially for female police officers, who often operate in volatile situations where the use of physical force may be necessary to protect themselves and the population they are serving. The absence of a standardized training requirement can most certainly impede the ability of female police officers to perform their duties effectively. The lack of physical fitness requirements for peace support operations casts doubt on the ability of Ghanaian female police officers to operate in demanding environments, and their qualification for PSOs.

### 3.2.3 *Evaluation Preparation*

Insufficient preparation schedules for the pre-SAT evaluations directly lowers female participation in PSOs. Basic policing experience and years of service underline the administration belief that individuals who write the evaluations should not be given special treatment<sup>63</sup>, as female police officers who have 7 years of experience are expected to write this exam without much preparation. But, as one officer noted, a lot of police officers fail because each test takes only 15 minutes long and people are pushed to provide full answers within that short period of time<sup>64</sup>. Inadequate preparation results in the majority of female police officers not being successful on timed tests, as female candidates selected for pre-SAT evaluations often fail the driving and shooting components of the examinations. As one officer noted “they panic and fear when doing the driving and shooting tests, then drop out...nobody

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<sup>59</sup> Interview with Ghanaian Inspector 7 June 2007

<sup>60</sup> Interview with Ghanaian Inspector 4 June 2007

<sup>61</sup> Interview with Ghanaian Dsp. 13 June 2007

<sup>62</sup> Interview with Ghanaian Dsp. 13 June 2007

<sup>63</sup> Interview with Ghanaian Asp. 15 June 2007

<sup>64</sup> Interview with Ghanaian Asp. 15 June 2007

knows why. Women and men do the same thing, gender wise there is no segregation”<sup>65</sup>.

Additionally, women with families also struggle to find adequate amount of time to prepare for their evaluations. Attending to the well-being of family members often takes precedence over individual needs and can limit the amount of preparation time required to perform well on pre-SAT and SAT evaluations. Without adequate time to prepare for these examinations, women are even more disadvantaged to become participants in peace support operations than their male counterparts. Another factor is the level of education of police officers. In a country where the literacy rate is estimated at 58 per cent of the population<sup>66</sup>, some police officers may have a limited proficiency in English to perform well on the evaluations. Women who lack the time to prepare for the evaluation due to familial responsibilities may feel that their reading, writing and listening and comprehension skills are inadequate and therefore, are apathetic to take the test and participate on PSOs.

#### 3.2.4 *Lack of Language Training*

Interacting with individuals in a different language is paramount to facilitating capacity-building in a post-conflict society. Currently, the Ghana Police Service Peacekeeping department does not provide any language training courses for its police officers as part of its pre-deployment training. Learning basic phrases and greetings in mission-specific areas (for example Arabic for missions in Sudan) is principal to gaining confidence of the people of that region. More importantly, it is especially important for women. Learning how to interact with women and children who are victims of violence, sexual abuse and exploitation, or engaging with civil society groups and showing respect by speaking their language goes well to increasing the operational capacity of police officers deployed on mission.

#### 3.2.5 *Support Mechanisms*

The absence of support mechanisms for Ghanaian police officers also inhibits the effectiveness of their police officers. The well-being of family members is a major priority amongst female police officers and a deciding factor in the decision of female police officers to deploy abroad. The added burden of worrying about family members and their well-being back home while on mission can severely impede the ability of women to effectively do their job. Currently, GPS lacks sufficient support mechanisms in place that enables women to be deployed abroad, knowing that their loved ones are being taken care of. At present, the police services provide an approximate \$300 USD loan to police officers<sup>67</sup> to help organize their affairs at home and provide officer with sufficient money to pay for accommodation and living expenses. Specifically, the primary concern amongst many female police officers is that their children’s health is being looked after, as one officer stated, “its particularly

<sup>65</sup> Interview with Ghanaian Supt. 4 June 2007

<sup>66</sup> World Bank: Ghana Statistics –2005

<<http://web.worldbank.org/WBSITE/EXTERNAL/COUNTRIES/AFRICAEXT/GHANAEXTN/0,,menuPK:351978~pagePK:141132~piPK:141109~theSitePK:351952,00.html>>

<sup>67</sup> Interview with Ghanaian Sergeant 12 July 2007

more for the care and needs of the children at home that we would want [support mechanisms in place]...if my son is sick, the service should be there, because my husband probably won't get the full time off to be there for him"<sup>68</sup>. While it is common practice in the GPS for family members and friends to assist and care for the families of deployed police officers, not every individual is in a position to rely upon others to help their familial obligations while they are abroad. Considering that women are the primary caregivers in the Ghanaian society, this can contribute to the decision of women within the service not to deploy on operations, and limit the ability of female police officers to function effectively while on mission.

### *3.2.6 Lack of Gender Sensitivity Training*

GPS personnel are not provided any gender sensitivity training prior to their deployment on PSOs. Police cadets are taught separate courses on the treatment of women as a vulnerable group and the treatment of children as a vulnerable group. Both courses instruct officers on how to treat women and children who are victims of crime, and international standards and practices applicable when dealing with violence against women and children<sup>69</sup>. These courses, however, provide only limited training on how to deal with victimized women and children. As one officer noted, the courses are not taken seriously, as most police officers learn to just pass, and some will learn to take back to their work place<sup>70</sup>. The absence of refresher courses for all police officers, and a lack of gender sensitivity pre-deployment training, presumably limits their ability to effectively respond to such incidents while abroad. This is especially true for women, who are known as better communicators when dealing with victims of violence and abuse on PSOs. Only members of the Domestic Violence and Victim Support Unit (DOVVSU), who are responsible for handling cases involving domestic violence and the sexual abuse and exploitation of women and children, receive additional training on how to deal with such cases on PSOs. Most female GPS officers are therefore deployed on mission without having adequate training on how to address the needs of women and children in conflict.

## **3.3 Nigerian Police Force in PSOs**

The Nigerian Police Force has also been an active participant in international peace support operations. The first deployment of Nigerian police officers abroad was on the United Nations Operation in the Congo in 1960. Since then, Nigeria has demonstrated its dedication to maintaining international peace and security through the active involvement of police officers on peace support operations. Nigeria has participated in UN missions such as the United Nations Transition Authority in Cambodia (UNTAC) 1989-90, the United Nations Protection Force in Yugoslavia (UNPROFOR) 1992, United Nations Operations in Somalia (UNISON) 1994-95 and the United Nations Transitional Administration in East Timor (UNTAET) 1999-2002.

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<sup>68</sup> Interview with Ghanaian Asp. 11 June 2007

<sup>69</sup> Recruitment and Training – Ghana Police Service Recruitment Sheet 18 April 2007, 13 June 2007

<sup>70</sup> Interview with Ghanaian Dsp. 23 June 2007

In June 2004, the Nigerian Police Force deployed its first Formed Police Unit (FPU) to the United Nations Mission in Liberia (UNMIL) and “became the first country from Africa to deploy FPU on a United Nations peacekeeping mission”<sup>71</sup>. For their exemplary work, Nigerian police officers received commendations for their service, and consequently, request for additional formed units were made. Other formed units were deployed in 2005 to the Democratic Republic of Congo (United Nations Mission in the Democratic Republic of Congo - MONUC) and Haiti (United Nations Mission in Haiti -MINUSTAH). Like Ghana, Nigeria is also a leading African nation with its deployment of personnel abroad. During the period of May 2006 and December 2006, Nigeria deployed an average of 149 to 203 CIVPOL officers on the African Union mission in Darfur<sup>72</sup>. Of that number, there were 33 to 50 female police officers. The number of female police officers participating in African Union Mission in Sudan (AMIS) is one of the highest numbers of personnel from West Africa. Nigerian female police officers averaged 22 to 24 per cent of the total force composition of its monthly deployments in Darfur<sup>73</sup>. As of 17<sup>th</sup> July, 2007, the Nigerian Police Force had 628 police officers participating in UN and AU missions internationally. Of this number, 529 were male police officers while 99 were women<sup>74</sup>. Comprising 18.71 per cent of the current total force deployed abroad, the majority of female Nigerian police officers deployed in Liberia were 33, while 49 were serving in Darfur<sup>75</sup>. Given the depth of the organizational structure of the Nigeria Police Force, the Nigerian Police Force (NPF) has and continues to make positive steps towards increasing female participation on peace support operations.

### 3.3.1 Nigerian Recruitment Methods and Qualifications for Police Officers

The NPF uses newspaper advertisements and billboards to advertise as their sole means to recruit interested individuals into the police service<sup>76</sup>. Enlistment into the Nigerian Police Force is based on three cadres: the Constable Cadre; Cadet Inspector Cadre and the Cadet Assistant Superintendent Cadre. Candidates seeking enlistment as a Constable must possess a school certificate with five credits, including English and Mathematics<sup>77</sup>. For those aspiring to become cadet inspectors, they must possess a post secondary school diploma (such as a National Diploma) to qualify for entry. Candidates vying for enlistment as a cadet assistant superintendent must have an honours degree such as B.A, B.Sc. or an honours postgraduate degree such as M.A., M.Sc.<sup>78</sup>. Aside from formal educational requirements, the table<sup>79</sup> below illustrates additional requirements for Nigerian police cadets.

<sup>71</sup> Smith, Joshua, Victoria K. Holt, and William J. Durch. Enhancing UN capacity for Post-Conflict Policing. Washington DC: The Henry L. Stimson Center, 2006. pg.14

<sup>72</sup> Pearson Peacekeeping Centre AMIS Police Contributing Countries fact sheet 31 July 2007

<sup>73</sup> Pearson Peacekeeping Centre AMIS Police Contributing Countries fact sheet 31 July 2007

<sup>74</sup> Nigerian Department of Peacekeeping and Training Operations- Deployment and Mission Distribution Statistics as at 17 July 2007

<sup>75</sup> Ibid 17 July 2007

<sup>76</sup> Interview with Nigerian AIGP. 18 July 2007

<sup>77</sup> Interview with Nigerian Asp. 17 July 2007

<sup>78</sup> Ibid, 2007

<sup>79</sup> Gender Relations and Discrimination in Nigerian Police Force – CLEEN p.38; Police Service Commission Website

([http://psc.gov.ng/index.php?option=com\\_content&task=view&id=24&Itemid=72](http://psc.gov.ng/index.php?option=com_content&task=view&id=24&Itemid=72))

**Table 3.3 Recruitment Method of Nigerian Police Force**

Requirements	Male	Female
a) Age	19-28 yrs	19-28 yrs
b) Height	Not less than 1.68 metres (5'6)	Not less than 1.63 metres (5'4)
c) Physical Fitness	Certified by a government medical officers as being mentally and physically fit for police service	Certified by a government Medical officer as not being pregnant and as being physically and mentally fit
d) Character	Same as for female candidates	Must be of good character and must have not been found guilty of criminal offence (other than any offence which the Inspector-General accepts as being of a minor nature)
e) Chest Measurement	Not less than 83 cm (34") centimetres when fully expanded and having expansion of not less than 5 centimetres	No specification for female candidates
f) Financial status	Must be free from pecuniary embarrassment	No specification for females
f) Marital Status	No requirement of police Regulations	Must not be married

Source: Nigerian Police Force (July, 2007)

If an individual possesses these qualifications, they qualify to write the Conduct and Recruitment examination, which tests individuals on their Mathematics, English, and general knowledge including current affairs. Once a candidate has successfully passed the examination, they are short listed to attend the police training at a Police College and regional training depots.

### 3.3.2 Police Training

The different police cadres differentiate the amount of time a police officer is trained at the police training facilities. Constable Cadets receive 6-9 months of training, while Inspector Cadets and Assistant Superintendent Cadets both undergo 18 months of police training<sup>80</sup>. The latter two levels of cadets are extensively trained so that once they have completed their training, they enter the force as entry-level managers.

Prior to 1999, the total population of the Nigerian Police Force was 125,000<sup>81</sup>. The military regime during that period placed a moratorium on police training, minimizing its ability to properly train and acquire qualified individuals to police the state. However, in the past 6-7 years, 70 percent of the junior ranks have been recruited<sup>82</sup>. Currently, the Nigeria Police Force has approximately 325,000 to 340,000 police officers and men, and about 200,000 have joined in the past decade<sup>83</sup>.

<sup>80</sup> Interview with Nigerian Asp. 17 July 2007

<sup>81</sup> Interview with Innocent Chukwuma 21 July 2007

<sup>82</sup> Ibid, 2007

<sup>83</sup> Ibid, 2007

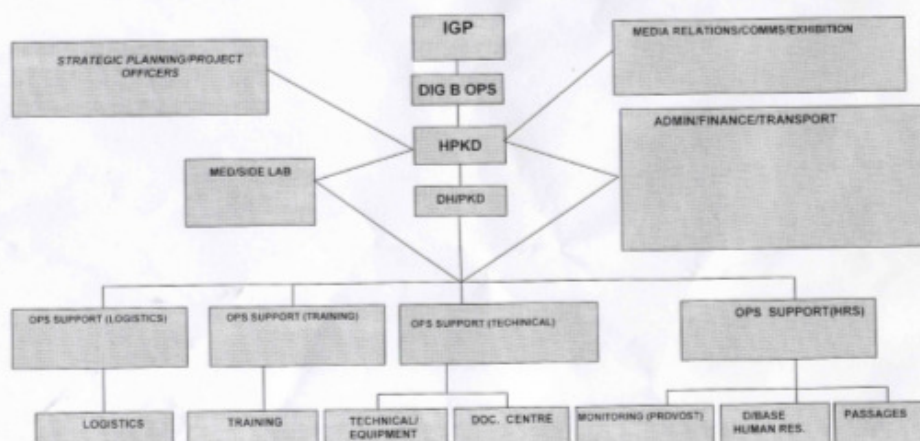


Depending on the cadre, or formed unit, that the cadet is in, training to become a police officer consists of theoretical and practical training, with a strict emphasis on discipline, drill, weapons training, driving, policing skills and report writing<sup>84</sup>. Once a police cadet has completed his or her training, they are assigned to an inspector in a police station where they are assigned to perform general duties in order to develop their policing skills<sup>85</sup>. After graduating from the Police College, officers and men have the opportunity to continue their training and become members of a Mobile Police Unit. In order to do so, individuals must apply for such a position. If selected, they undergo intensive physical and drill training to prepare them for counter-insurgency and riot operations.

### 3.3.3 Peacekeeping Department of the Nigerian Police Force

Proceeding to the development of a peacekeeping department, the Nigerian Police Force would dispatch police officers for peacekeeping operations without pre-deployment training or mission preparation. However, in 2005, the Nigerian Police Force completely restructured its capacity to organize, train and deploy its police officers on peace support operations. The Government of Canada contributed significantly to the creation of a Department of Peacekeeping Operations and Training Centre (POTC) at Police Headquarters in Abuja. Through the guidance and aid of the Pearson Peacekeeping Centre, Canada contributed approximately \$50,000 towards the creation of the department and funds towards sending police officers on courses and workshops<sup>86</sup>. This assistance has greatly enabled the Nigeria Police Force to redevelop its peacekeeping programme, and transform it into a functional department capable of providing peacekeeping training for the Nigerian police. The functional organogram of the peacekeeping department is illustrated in Figure 3.3 below.

**Figure 3.3 ORGANOGRAM - PED**



Source: Peacekeeping Department of Nigerian Police Force (July, 2007)

The operational capacity of POTC is separated into four Operations Support Units (Logistics, Training, Technical and Human Resources/Statistical Data). The

<sup>84</sup> Interview with Nigerian AIGP. 19 July 2007

<sup>85</sup> Interview with Innocent Chukwuma 21 July 2007

<sup>86</sup> K. Christie, Canadian International Development Agency. (Personal Correspondence) 11 July 2007

Operations Support (Logistics) Unit handles kit or supplies procurement and dispensation for police officers, and works in conjunction with the Work/Property Management Office that manages the logistics of the department<sup>87</sup>. The Operations Support (Training) Unit organizes and conducts the training of candidates for peace support operations. Within this unit is the Combat/Field training subunit, which coordinates weaponry, musketry, and riot training. The Counselling/Doctrine subunit is designed to counsel individuals on issues concerning their potential deployment abroad, while the language laboratory, which is not operational, will conduct courses that teach individuals basic phrases and sentences in a multitude of different languages. The Operations Support (Technical) Unit is comprised of the technical/equipment and documentation centre sub units that maintain “a database facility that stores and documents all information about peacekeeping candidates and veterans returning from missions<sup>88</sup>. The fourth major section of the Peacekeeping Department is the Ops Support Human Resources and Statistics (HRS) section. This section is “designed to have a front office, where all volunteers are documented and where veterans upgrade their records. The front office also enjoys the capability, to browse at an instant, all the activities and stages of action that the volunteer has undergone, including his kitting, training, and other preparatory activities, before deployment”<sup>89</sup>. Further supporting these sections are the medical laboratory, which conducts medical evaluations of all candidates<sup>90</sup>; the Transport and Drivers Training Unit that evaluates individuals and their driving abilities, and a Media and Communications Section that acts as a liaison between the department and the public.

### *3.3.4 Selection and training of police officers for PSOs*

The Nigerian Police Force (NPF) incorporates UN CIVPOL testing standards for PSOs as part of their own pre-selection process prior to the SAT evaluations. Nigerian police officers and men can participate on either UN or AU operations if they have a minimum of five years in the police service<sup>91</sup>. Rank is not an issue in the deployment of police officers abroad, though lower ranking officials generally hold the rank of corporal or higher after five years in the service. There is no differentiation in the number of years of service between male and female officers, though all must be of good character. Once they have returned from a mission, a Nigerian police officer must wait twelve months before being redeployed on missions abroad<sup>92</sup>.

The Department of Peacekeeping Operations and Training conducts the pre-SAT evaluations and PSO training of potential candidates from all 37 states in Nigeria. The Nigerian Police Force continually recruits individuals year round for participation on PSOs. A recruitment signal for volunteers is sent out to every police commander of each state in Nigeria. From there, a message is sent to each department to nominate individuals to participate on PSOs. Interested individuals report to Police Headquarters in Abuja for a screening process where officers are interviewed by the Director of the Peacekeeping Department, inspected to see if they are physically fit

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<sup>87</sup> Interview with Nigerian DCP. - Document on Department of Peacekeeping Operations 19 July 2007

<sup>88</sup> Interview with Nigerian DCP. - Document on Department of Peacekeeping Operations 19 July 2007

<sup>89</sup> Ibid, 2007

<sup>90</sup> Interview with Nigerian DCP. 19 July 2007

<sup>91</sup> Interview with Nigerian Supt. 17 July 2007

<sup>92</sup> Interview with Nigerian DCP. 19 July 2007

for duty, and personal information documented in a resource database. This process determines whether or not a police officer qualifies to be deployed as part of a Formed Police Unit (FPU) or as a CIVPOL. If there has been any disciplinary action taking against an officer that has not been resolved, then that officer cannot participate in the mission. After each interview, each officer is designated to a specific training grouping from A-Z, depending on the qualifications of the individual and their level of preparedness<sup>93</sup>. For example, if an officer is assigned to group A, he or she is immediately prepared and evaluated for a peacekeeping operation, whereas individuals placed in group M will have to wait a certain period of time before their group is selected for pre-SAT evaluations and eventual deployment. The utilization of the cyclical system enables the NPF to continually recruit police officers for peace support operations, and be amply prepared to deploy individuals quickly.

Candidates selected for CIVPOL missions are asked to return to their respective states and wait until called upon to write their pre-SAT evaluations. Those who are selected for training as part of an FPU are sent to DesertCom in Gwosa, where they undergo intensive physical and mental training, weapons drilling and riot training to prepare them for deployment on PSOs.<sup>94</sup> Emphasis is placed on driving, shooting, musketry, and discipline to prepare their officers for participation in missions abroad. While at DesertCom, training officers conduct their own screening of candidates, and physically train them. The training lasts for one month. After which, officers return home to their respective stations.

A request is formally made for individuals to return to Police Headquarters to conduct pre-SAT evaluations. The examination consists of an oral interview, report writing test, an audio listening test, a driving test and a shooting test (if required). Candidates must receive a minimum of 70 percent on each test before proceeding to the driving and weaponry evaluations. Successful individuals then wait for the arrival of the UN SAT team and are then recalled to Police Headquarters to conduct the SAT examinations. The Department of Peacekeeping Operations forwards the P-11 and evaluation results of successful candidates to DPKO for selection of personnel for specific missions and final approval. If selected for a mission, the NPF provides these officers with a week long pre-deployment training courses that are specifically designed for each operation to enhance their skills and knowledge in the areas of Basic Computer skills, Human Rights, Code of Conduct for Peacekeepers and Kitting/Dress Code<sup>95</sup>.

Once they have completed their missions, officers (veterans) undergo a debriefing session where they discuss their experiences and the challenges they face while on mission with members of POTC and the Inspector General of Police. These veterans also conduct information sessions to departing peacekeepers, to prepare others for their deployment on missions abroad.

### **3.4 Evaluation of Nigeria's Female Police Participation in PSOs**

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<sup>93</sup> Interview with Nigerian DCP. 19 July 2007

<sup>94</sup> Interview with Nigerian DCP. 17 July 2007

<sup>95</sup> Dept of Peacekeeping Operations Course Revised Policy Manuel – Course sheet 19 July 2007

### 3.4.1 Recruitment

The Nigerian Police Force uses newspaper advertisements and radio announcements to inform individuals to join the police service<sup>96</sup>. These forms of advertisements are seen as successful measures in attaining individuals for the police force. In trying to understand the reason why women join the police force, one female respondent stated that she joined the Nigerian Police Force because she wanted to “reach out to the people in the country...I want to maintain peace even though I [studied] microbiology”<sup>97</sup>. However, one cannot detract from the fact that the high levels of unemployment is a major motivating factor for women to join the police force., as a result of fierce competition amongst Nigerian citizens for scarce and meaningful careers and a lack of options within the work force.<sup>98</sup>

While the Nigerian Police Force does not actively engage in attempts to attract more women into the police force, there are approximately 16, 000 active female police officers in the service out of a force total of approximately 325,000 to 340,000<sup>99</sup>. Women comprise 20.1 per cent of the total force composition. As signatories to several international protocols and conventions, including the Beijing Conference and UN Resolution 1325, the Nigerian government has committed itself to increasing female representation to 10 per cent in all public institutions<sup>100</sup>. It would therefore appear that the Nigerian Police Force has achieved this objective. However, with a population of over 135,031,164<sup>101</sup> and women comprising 49.4 per cent of the populace<sup>102</sup>, the number of female police officers remains significantly disproportionate to the number of men. Statistical data from the Nigerian Police Force was made unavailable to demonstrate the enrolment of females into the police force over an extended period of time to illustrate any change in the number of women joining the force.

Moreover, the recruitment qualification to enter the force openly promotes discrimination, and marginalizes the participation of women within the organization. Interested females cannot be married if they are to join the police service. Section 124 of the Police Regulation states that:

“A women police officer who is desirous of marrying must first apply in writing to the Commissioner of Police for the state command in which she is serving requesting permission to marry and giving the name, address and occupation of the person she intends to marry. Permission will be granted if the husband is of good character and the women police officer has served the force for a period of not less than three years”.<sup>103</sup>

<sup>96</sup> Interview with Nigerian Supt. 17 July 2007

<sup>97</sup> Interview with Nigerian Supt. 16 July 2007

<sup>98</sup> Interview with Innocent Chukwuma – CLEEN 21 July 2007

<sup>99</sup> Interview with Nigerian AIGP. 19 July 2007, Interview Innocent Chukwuma 21 July 2007

<sup>100</sup> Interview with Innocent Chukwuma 21 July 2007

<sup>101</sup> CIA. Central Intelligence Agency World Fact Book- Nigeria. 17 July 2007. 27 July 2007.

<<http://www.cia.gov/library/publications/the-world-factbook/geos/ni.html>>

<sup>102</sup> World Bank. Summary Gender Profile. Gender Statistics 2004. 7 July 2007.

<<http://devdata.worldbank.org/genderstats/genderRpt.asp?rpt=profile&cty=NGA,Nigeria&hm=home>>

<sup>103</sup> Almeika, Etannibi and Austin Agugua. Gender Relations and Discrimination in the Nigerian Police Force. Lagos: Centre for Law Enforcement Education (CLEEN), 2001 55

The logic behind this stipulation is that female police officers are considered more likely to be corrupted and have their authoritative position abused than their male police counterparts.<sup>104</sup> This form of discrimination is evidence of a precondition set by a patriarchal culture within the police force that forces women to submit individual rights to the authority of her employer. In a survey conducted by the Center for Law Enforcement Education (CLEEN) regarding the regulation that enlistment of married women should be repealed, 49.5 percent of police men and 57.0 percent of police women did not support the suggestion to repeal the rule<sup>105</sup>. Many females agree with the position that police women should seek permission from the police administration before they decide to marry. And when asked about why there exists gender based rules that discriminate against female police officers, “74.0 percent and more than one half (55.2 percent) of policewomen and policemen respectively responded that women are the ‘weaker sex’.”<sup>106</sup>

### 3.4.2 Pre-Deployment Training and Preparation

Adequate preparation time for the pre-SAT and SAT evaluations is essential to the success of police officers on peace support operations. Five years of service or more is deemed enough for police officers to qualify to participate on PSOs and be successful during the pre-SAT and SAT evaluations. However, the centre does not provide its officers with adequate assistance to prepare for the examinations. While it does have “ACD player and speakers to help officers prepare for the evaluations”<sup>107</sup>, it is very difficult for individuals to access them if they do not reside in the capital region. All peacekeeping preparation and evaluations are conducted in Abuja, with the exception of training held at DesertCom in Gwosa. Therefore, it is extremely unlikely, and if not impossible, for most women to travel to the region to prepare for the pre-SAT evaluations. Moreover, officers are not allowed to take time off to practice for the evaluation. If a woman has a family, it will be problematic for her to make the time to practice and prepare for the evaluations. Tending to the well-being of family members can limit the ability of women to prepare adequately for the evaluations.

The Nigerian police force does not conduct CIVPOL preparation training before the SAT evaluations. Preparing for the evaluation prior to writing is critical for the success of individuals. However, when questioned on the issue, one officer gave conflicting information as to how exactly the preparation is conducted. Originally stating that “there might not be enough time to prepare them for the SAT, the SAT teams could provide short notice regarding their arrival and that’s why we don’t do pre-SAT training”<sup>108</sup>, the officer later said that the department conducts “2-3 day refresher training for candidates, then SAT teams take them out to test”<sup>109</sup>. However, female police officers did support the fact that drivers training was provided at a point during the entire PSO training. Preparation for these evaluations is dependant on the

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<sup>104</sup> Interview with Innocent Chukwuma 21 July 2007

<sup>105</sup> Almeika, Etannibi and Austin Agugua. *Gender Relations and Discrimination in the Nigerian Police Force*. Lagos: Centre for Law Enforcement Education (CLEEN), 2001 55

<sup>106</sup> Ibid 57, 2007

<sup>107</sup> Interview with Nigerian Supt. 18 July 2007

<sup>108</sup> Interview with Nigerian Supt. 17 July 2007

<sup>109</sup> Ibid, 2007

individual alone. Inadequate preparation by the department decreases the number of police officers, and in particular women, who pass the SAT examination.

A persistent issue for Nigerian women undergoing the pre-SAT and SAT evaluations is the audio examination. Many of the interviewed personnel stated that they had a very difficult time understanding accents on the tapes during the evaluation<sup>110</sup>. Understanding certain English accents was difficult for many of the interviewed individuals.

The driving evaluation is a difficult aspect of the pre-SAT and SAT evaluations. POTC outlines in its peacekeeping deployment qualifications that an officer must have a drivers licence in order to take the driving evaluation<sup>111</sup>. Years of experience is not a requirement, but generally, a woman should be experienced enough to pass the examination. During the interviews, police officers noted that driving a four wheel drive vehicle and its auxiliary gear was a major issue<sup>112</sup>. Some police officers stated that they were used to driving a two-wheel drive vehicle, and it was difficult to practice and prepare for the driving examinations without adequate training.

An interesting issue regarding the deployment of women for peace support operation is weapons training. Personnel from the Nigerian Police Force stated that they received weapons instruction during their basic training. However, the Center for Law Enforcement Education (CLEEN) foundation revealed that women do not receive any formal weapons drill at all as a result of the Police Regulations that governs the actions of Nigerian police officers. Section 123 of the Police Regulations states that “women police officer[s] shall not be called upon to drill under arms or take part in any baton or riot exercise”<sup>113</sup>. This excludes women from working in basic policing professions and subsequently, denying them the ability to advance their careers associated with those duties. While this regulation was created in 1968, a recent fundamental policy change has provided women within the police force the ability to participate in new roles in the Force. In July 2002, the Nigeria Police Force began forming all female mobile police units in all 37 states<sup>114</sup>. These units are designed to respond to situations involving the trafficking of women, rioting of women and child abuse cases<sup>115</sup>. What this means is that women have the opportunity to gain arms training, but only if selected for the mobile police unit. Otherwise, they are unable to and the majority remain in mainly administrative positions. This impedes the ability of women to perform well on the pre-SAT and SAT evaluations, where knowing how to use a weapon is imperative if it is a mission requirement.

### 3.4.3 *Support Mechanisms*

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<sup>110</sup> Interview with Nigerian Supt. 17 July 2007

<sup>111</sup> Interview with Nigerian DCP. – fact sheet 19 July 2007

<sup>112</sup> Interview with Nigerian Dsp. 30 July 2007.

<sup>113</sup> Almeida, Etannibi and Austin Agugua. *Gender Relations and Discrimination in the Nigerian Police Force*. Lagos: Centre for Law Enforcement Education (CLEEN), 2001 42

<sup>114</sup> Women’s International League for Peace and Freedom. “Police Loose Seven Female MoPol” 24 February 2004. 7 July 2007. <<http://www.peacewomen.org/news/Nigeria/Feb04/mopol.html> >

<sup>115</sup> *Ibid*, 2007

The Nigerian Police Force currently does not provide its police officers with any support mechanisms once deployed overseas. A major factor in deploying women with families at home on peace support operations is knowing that their loved ones have the resources and individuals available to help them at home. Nigerian Police officers are paid their regular salary while they are deployed abroad, and individuals do send home cheques for their families to use and live on. Currently, the Government of Nigeria provides an ‘estapode’ or federal government financial assistance that helps police officers with their affairs while on mission. The amount of money that is given to a police officer for a mission depends on what rank the officer holds in the police force<sup>116</sup>. The implication is that the lower the rank, the lesser the amount of money received on a mission mission. Furthermore, access to funds is further complicated due to the fact that “sometimes they pay you before you depart, and sometimes when you return they pay you”<sup>117</sup>. The infrequency in payment of the financial assistance for police officers increasingly limits their ability to find accommodation and become established while on mission.

Interesting, many of the individual Nigerian police officers stressed that the welfare of the family did not impact their decision to be deployed abroad. It was observed that husbands were very understanding and supportive, and family members did come by to visit and help out loved ones<sup>118</sup>. While there exists an extensive social and support network within African communities, not all female police officers have access to this type of support. Thus, contributing to their decision not to participate in missions and create unwanted stress about loved ones back home.

There is also lack of organizational support networks within the Nigerian Police Force that acts as a forum to provide insight and support for police officers. More specifically, there exists no policewomens’ organization, as the [administration] does not differentiate between females and males<sup>119</sup>. However, the creation of such a support network would help facilitate an increase in the deployment of women on peace support operations. Enabling women to share their experiences with other fellow officers provides them with the opportunity to dispel any fears that a woman may have, and provide them with knowledge of what to expect while abroad and how to personally prepare for it.

#### 3.4.4 *Language Laboratory*

The creation of a language laboratory within the peacekeeping department is an innovative aspect of the peacekeeping program. This unit is designed to teach outgoing personnel rudimentary sentences and cultural sensitivity training that will be useful when deployed abroad. Prior to its inception, Nigerian police personnel were not encouraged to learn mission languages, and had to rely on an interpreter<sup>120</sup>. Employing personnel within the department who are fluent in French and Arabic to conduct classes to teach other police officers how to communicate with the local populace increases the effectiveness of the peacekeeping force being deployed. More

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<sup>116</sup> Interview with Nigerian Asp. 17 July 2007

<sup>117</sup> Interview Nigerian Supt. 17 July 2007

<sup>118</sup> Interview with Nigerian Inspector 16 July 2007

<sup>119</sup> Interview with Nigerian Dsp. 16 July 2007

<sup>120</sup> Interview with Nigerian Dsp. 17 July 2007

importantly, this increases the operational effectiveness of women. Teaching female police officer the basic aspects of other languages enables her to increase her confidence building capacity with members of the local populace, and more specifically women and children, and interact more effectively with other PSO personnel. However, the program is still at its infancy stage and therefore requires more time to take shape.

#### 3.4.5 *International courses*

Improving oneself is a promoted aspect within the Nigerian Police Force. Junior and Senior rank officers have access to certain courses to increase their chance of being selected for peacekeeping operations. More specifically, officers can take online courses from the United Nations Institute for Training and Research on modules that are related to PSOs<sup>121</sup>. Such courses allow female police officers to become more qualified to participate in operations abroad, as it provides them with in-depth knowledge and insight on issues related to peacekeeping operations. Even more enticing is the fact that these courses are free for all personnel in Africa, as opposed to personnel from non-African countries who are made to pay upwards of \$1000.00 USD per course<sup>122</sup>. The more qualified and educated a female police officer is, the greater the chances of her being selected to participate in a peace support operation.

### **3.5 Comparative Analysis of the Ghana Police Service and Nigerian Police Force**

The Nigerian and Ghanaian police services share similar issues regarding the operational effectiveness of female police. Nigerian and Ghana police services both do not employ strategies to increase the recruitment of women into the police force. This most likely is a result of a patriarchal mentality within the police services; one where there remains a preference to employ more men than women in a profession considered male dominated. Both Nigerian and Ghanaian police services employ similar means to attract potential female candidates into their police forces. The use of newspaper and radio advertisements is an effective way to attract interested individuals. However, the discriminatory qualifications for the Nigerian Police Force no doubt limit the propensity to attract more female police officers to service. Though there is a quota system in place to ensure that a certain number of women are recruited, the Nigerian Police Force continues to recruit more men than women. Contrarily, the Ghana police statistics denote a rise in the recruitment of women into the Police College and training depots in the past two years. While there is no official explanation for the increase in the number of women in the Ghanaian police force, and no institutional policy in place to ensure greater participation of women in the police service one indication could be a rise in women graduating from the secondary and tertiary school levels. Statistics from the 2007 Preliminary Education Sector Performance Report shows that female enrolment percentages in universities rose from 32.5 per cent in 2003/04 to 34.7 per cent in 2005/06, whereas enrolment rates in

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<sup>121</sup> Interview with Nigerian Dsp. 17 July 2007

<sup>122</sup> Interview with Nigerian Dsp. 16 July 2007



polytechnic schools increased from 28.1 per cent to 30.4 per cent<sup>123</sup>. The increase in enrolment of women in these institutions denotes that women are attaining higher levels of education, and are entering the workplace in greater numbers.

Pre-SAT and SAT evaluations also present many hindrances to female police officers who aspire to be deployed on peacekeeping operations. Both police services do not teach their police officers how to drive at the police training colleges and depots during basic training, and employ male drivers within their respective police forces to drive police vehicles. Women from both police services found preparation for drivers evaluations the most difficult challenge, as access to vehicles and practicing for such examinations proved very complicated. Many West African families do not own vehicles, and even if they do, it always the men who drive. This seriously impedes the ability of women to excel in the pre-SAT and SAT evaluations. Differences do exist in the audio section of the evaluations, as Nigerian police woman expressed more difficulties understanding the accents of English speakers from different countries. Their counterparts in Ghana, however, faced more challenges dealing with the driving evaluation. Weapons' training is also a factor in the training of police officers. Ghanaian policewomen receive firearms training at Police College and regional training depots during basic training, while it remains unclear whether or not all Nigeria female police officers receive weapons drill during basic training. However, it is clear that when a mission requires the use of weapons, that female officers are made to undertake such preparation. Members of both police services that are in Mobile Police Units regularly have access and training to firearms, and perform well in peace operations. But policewomen will continue to have difficulties in performing well on operations that involve firearms if they are not in a position to use them regularly and have limited training on them.

Both police services have not instituted support mechanisms to provide assistance for families with loved ones deployed abroad. Providing such a support service could help avert the likely adverse impact that may affect the social and economic position of the families involved. Interestingly, the all-female POLASS in Ghana is a commendable example of how to motivate women within the police service to join PSOs, and using that forum as a means to discuss issues relating to female police officers and their involvement in missions abroad. Nigerian female police officers did illustrate that their motivation was based on doing better than men<sup>124</sup>, but they lack an organized structure to communicate with others and encourage more women to participate in operations abroad.

Establishing a language laboratory as part of their peacekeeping department strengthens the capacity of female Nigerian police officers to interact with the local populace while on missions. The Ghanaian Police Service lacks this capability, and would do well to install this programme as part of their pre-deployment training to further the development of their female police officers into effective peacekeepers.

Finally, the Ghana Police Service (GPS) does not provide any specific gender based training prior to deployment on PSOs. However, Ghanaian Police cadets are taught courses on the treatment of women and children as vulnerable groups. This

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<sup>123</sup> 2007 Preliminary Education Sector Performance Report – Ministry of Education, 2007.

<sup>124</sup> Interview with Nigerian Inspector 17 July 2007

course instructs officers on how to treat women and children who are victims of crime, and international standards and practices applicable when dealing with violence against women and children<sup>125</sup>, while it is unclear the extent to which the Nigerian Police Force trains its police cadets on human rights and basic police code of conduct. These courses, however, provide only limited training on how to deal with victimized women and children. It is instructive to note that most police officers take courses on gender purposely to satisfy the requirements of the basic test at the cadet schools and not to imbibe the values of gender mainstreaming for their overall social interaction.<sup>126</sup> While both services offer courses on Sexual Abuse and Exploitation (SEA) during their pre-deployment training, instruction on SEA is designed to educate police officers about what SEA is and how to avoid it. Thus, there is very little information on how to address SEA in mission areas. Again, such courses are taught within only one hour during the pre-deployment training. Furthermore, the absence of refresher courses for all police officers on gender mainstreaming prior to the pre-deployment training presumably limits their ability to effectively respond to such incidents while on mission. This assumption is more concerned to women, who are considered better communicators when dealing with victims of violence and abuse on PSOs. Only members of the Ghanaian Domestic Violence and Victim Support Unit and the Nigerian female police officers working in Juvenile and Women Centres, are responsible for handling cases involving domestic violence, sexual abuse and exploitation of women and children, receive additional training on how to deal with such cases on PSOs. Most female police officers from both countries are therefore deployed on mission without having adequate training on how to address the needs of women and children in conflict.

Quantitatively, both countries deploy a relatively high number of women on peace support operations as compared to other countries in the West African Sub-region but very little is being done to enhance their qualitative value. Regardless of a lack of initiative by both police services to attract more women into the force, and in one case, institute approaches that encourages them to deploy, policewomen in Ghana and Nigeria are eager to serve on PSOs abroad. Facilitating and promoting that desire is the key to increasing the involvement and capacity of women to operate well in peacekeeping operations.

### **3.6 Conclusion**

Improving the operational effectiveness of female police officers on peace support operations is dependent on recruiting more females into the police services and enhancing pre-deployment training. Ghana and Nigeria have made significant advances in deploying female police officers abroad. The Peacekeeping Documentation Centres established in both countries offers training for police officers to deploy on peace support operations worldwide. Donor support, especially from the Canadian Government, has helped establish and improve the capabilities of these states towards deploying police officers abroad.

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<sup>125</sup> Ghana Police Service Officer Course Syllabus - 2007

<sup>126</sup> Interview with Nigerian Dsp. 20 June 2007.

Education is the key to enhancing the deployment of female police officers abroad. Allowing female police officers to educate the general public about the police service by actively engaging them at public events and at secondary and tertiary school levels about the activities and opportunities that are available will encourage more women to join the police service. Commencing defensive and tactical driver training in police training schools and colleges will provide cadets with the knowledge and skills necessary for women to feel comfortable about doing the pre-SAT and SAT evaluations. Providing non-promotional courses on gender sensitivity training and community policing for all police officers regardless of rank, department or employment classification will enhance the capacity of these trained professionals to be able to interact well with the communities they are assisting. Finally, instituting support mechanisms and networks for the families of police officers, either collegial or institutional assistance will enable women to become more comfortable with deploying abroad, knowing that their employers and colleagues are ready to provide assistance to their families. Ghana and Nigeria deploy high numbers of female police officers abroad on peace support operations. Maximising female participation in, and training for peace support operations, will require institutional changes on the part of both GPS and NPF.

### **3.7 Recommendations**

Based on the foregoing discussions, it is recommended that the Governments of Ghana and Nigeria:

- 1) Provide additional funding for restructuring the police service, so that they can enact the reforms and courses needed to enhance the ability of women to effectively do their jobs while representing Ghana abroad and serving on peace support operations.
- 2) Conduct tactical and defensive driving courses for police officers and men, and in particular women, during basic training at the police training colleges and depot. Also, needed is the provision of additional funding towards the procurement of 4x4 vehicles for training.
- 3) Conduct tri-monthly weekend firearms training sessions so that female police officers become certified and more experience with handguns prior to their deployment.
- 4) Initiate increased engagement with civil society and help facilitate training programs taught by such organizations that will educate and advance police training for peace support operations abroad. It is also important to have NGOs conduct courses on Human Rights, Gender Sensitivity Training and community policing prior to the deployment of police officers.
- 5) Develop support mechanisms so that female police officers can deploy on peace support operations. Specifically, there is the need to create a grocery-service that delivers food and medicine to officers' homes; hire doctors that can make house calls specifically to immediate family members of the officers; provide phone cards to families so that they are able to call their mothers or wives while abroad.

6) Allocate preparatory resources (practice tests, c.d players and audio recordings) in regional headquarters so that female police officers can have access to such materials and utilize them to prepare for the pre-SAT and SAT evaluations. This will increase their performance on such examinations and increase the numbers of women in the field.

7) Develop female recruitment teams that conduct information sessions at secondary and university institutions to encourage more women to join the police service.

8) Both Police Services should provide financial assistance for peacekeepers wanting to return home to visit family members and loved ones. Paying for half the cost of flights, or organizing travel arrangements on behalf of police officers abroad can act as an incentive for more women to participate on PSOs.

9) The United Nations and African Union should endeavour to eliminate mission quotas in order to ensure adequate representation of women on PSOs. Better still, the quota system should be aimed at increasing the number of women for peace support operations.



**About the author:** Harry Ford wrote this paper while working as a Research Intern in KAIPTC from May to August 2007

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