

**MASCULINITY AND FEMININITY AS A FACTOR IN GENDER
INEQUALITY AND THE IMPACT ON PEACE BUILDING
STRATEGIES WITHIN THE NIGERIA POLICE ACADEMY, WUDIL,
KANO STATE, NIGERIA**

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ABSTRACT

It has become necessary that attention should be paid to gender mainstreaming in both governmental and non-government organization or agencies; that is the focus of this study of “masculinity and femininity as a factor to gender inequality and the impact on peace-building strategies within the Nigeria Police Academy Wudil, Kano state, Nigeria”. It employed Mixed-method and Cross-Sectional research design, as well as simple random sampling technique for data collection with sample size of 369 as determined by Tauro Yamane (1967) sample size formula. Data was sourced from primary sources through questionnaire administration, in-depth interview of 10 respondents (5 male and 5 female police officers) and Focused Group Discussion, all drawn from the sample size. Important findings were made that gender inequality exist in the NPA Wudil, Kano because of the very low number of female police officers; that there is no female officer posted in principal position in the Academy, that the societal view of police career as a masculine job and not feminine is the major cause of slow increase in the number of female police officers in NPF and NPA leading to gender inequality, recommendations were made on how to achieve gender mainstreaming in NPA in particular and NPF in general.

Keywords: Masculinity and Femininity, Gender Inequality, Peace-building strategies

1.0 BACKGROUND TO THE STUDY

Gender inequality remains a significant challenge within various institutions across the globe and law enforcement agencies are no exceptions. Nation states have continued to call for progress towards gender equality through a number of international agreements, regional platforms and conferences. It was in line with the efforts to bridge gender inequality in the Police service that the United Nations’ Security Council in year 2009 launched its global effort to increase the full, effective and meaningful participation of female police officers in peacekeeping of United Nations Police. This is based on the increasingly importance of the peacekeeping missions which have shifted towards a multidimensional people oriented approach of peace building. In the year 2014, the UN Security Council introduced policy on United Nations Police in Peacekeeping Operations and Special Political Missions (UN

PPOSPM), which recognized that the police should be representative; noting that fair, non-discriminatory recruitment and relation policies are expected to encourage among other goals the participation of women and other minority groups (Liezelle, 2021; Heywood, 2011; UN, 2014).

At the 1995 4th World Conference on Women in Beijing, the most famous conference to date, states committed themselves (in the Beijing Platform for Action) to establishing mechanisms to promote women's rights, including national action plans, gender strategies and legal frameworks such as various United Nations Security Council Resolutions (UNSCRs) on gender equity starting from UNSCR 1325(2000) which clearly stated that recognizing the impact of the armed conflict on women and girls, the effective institutional arrangements to guarantee their protection and full participation in peace process can significantly contribute to the maintenance and promotion of international peace and security.

The issue of gender inequality in the Police Service is a global challenge that needs to be addressed. In Europe and America steps have been taken to correct the anomaly. The United States in the year 2023 has increased the percentage of women employed on full-time Civilian law enforcement to 59.9% and 13.8% of full-time law enforcement officers in the police respectively while 86.2% were men. The England and Wales in the year 2024 increased the average of women police officers to 35.4% while men were 62.5% of the police officers and there was an upward promotion of high ranking women police officers in the countries; other countries such as Taiwan (7%) female officers, Newzealand (20%), Ghana (20%), Israel (20%), Russia (15%), Japan (11%), France (14%) etc. (Strobi, 2020; Ejike, 2025; Heywood, 2011).

In Southeast Asia Women Police Officers Network (WPON) was established with the support of Southeast Europe Police Chiefs Association (SEEPKA) in November, 2010 which comprises of high ranking women representatives of nine police services in Albania, Bosnia, Herzegovina, Bulgaria, Croatia, Moldova, Montenegro, Republic of North Macedonia and Serbia in order to place gender at the top of the agenda of the police reform in the region so that women would be given more opportunities in terms of employment, promotions, postings and so on. which will enhance their capacity to participate in police service of the various countries (Leone, 2023; Clark, 2024; Ejike, 2025).

In the United States, policewomen have been found to be friendly than the policemen and less corrupt in their official duties. In Peru, the Peruvian national police commended their policewomen for the World Bank and other International Organizations' observation reports that the policewomen are less likely to involve in corruption, acts of indiscipline and violence either within the police force or in the civil communities. Also, in Uganda police force, policewomen are always appointed the head of the anticorruption investigation and important conflict resolutions departments because of their less involvement in corrupt practices and financial crimes (Strobi, 2020).

The Nigeria Police Force is saddled with various responsibilities such as protection of lives and properties, arrest and prosecution of offenders, prevention and detection of crimes, due enforcement of laws and order; as contained in section 214 of the 1999 Constitution of the Federal Republic of Nigeria as amended; as well as section 3 of the Nigeria Police Act and

Regulation, 2020 as amended. Gender inequality can be noticed in the areas of recruitment, appointments, postings and promotions based on the ratio of male officers to female officers which stood at about 88% and 12% respectively (Oluwa, 2019). This is perceivable because in the Nigeria Police Force, posting to strategic commanding positions, promotion to high ranks and nominations to participate in peacekeeping and peace-building assignments seem to favor the male police officers than the female officers. This shows that the Nigeria Police authority is yet to fully comply with the United Nation Security Council Resolutions (UNSCRs) which the Nigerian government is signatory to.

Section 42 of the 1999 Constitution as amended stated inter alia the equality of Nigerian citizens and international legal instruments such as The Convention on the Elimination of all Forms of Discrimination against Women – CEDAW 18th December, 1979 which emphasizes to eliminate all forms of discrimination against women and girls in social, cultural and civil life (CEDAW, 2000); have not been fully complied concerning the affairs of female police officers in the Nigeria Police Force. This is evident in various Departments, Formations and Command structures of the Nigeria Police Force. For instance, since the establishment of the Nigeria Police in the year 1930, no woman has been appointed to the position of Inspector General of police (IGP) and it is of recent that few female police personnel were appointed to the Ranks of Assistant Inspector General of Police (AIG) and Deputy Inspector General of Police (DIG) as well as the Commissioners of police in-charge of state Police Commands (NPF, 2024).

Gender inequality in the Nigeria Police Force is observed to be as a result of value placed on masculinity and femininity in which policing is viewed to be a masculine job that requires strength, agility, roughness and toughness. This can be traced to the period of colonial rule when the Nigeria Police Force was established by the colonial administration, after merging the different colonial police forces in 1914 for “administrative convenience” which Lagos served as the administrative center; its main purpose was to stifle dissent to colonial rule. (Iyamabo, 1993; Timbee, 2011; Daudu, 2023; Oluwa, 2019). Despite efforts to promote gender inclusivity, disparities persist within the police force, affecting the operational effectiveness.

Presently the Nigeria Police Force has training Schools and Colleges as well as a tertiary institution (Nigeria Police Academy Wudil, Kano) and the population of the Nigeria Police Force is currently stood at 371,800 (NPF, 2024). All the above-mentioned formations of the Nigeria police force are mainly dominated and headed by the male officers because out of the present staff strength of police officers only 12.4% are female police officers and 87.6% are male police officers. For instance, the Nigeria Police Academy has about 322 police officers serving in the institution out of which 23 are female officers and male Commandants have been heading the institution since inception till the present moment. The Nigeria Police Force public relations officers are 75 out of which 63(84%) are males and 12 (16%) are female (Strobi, 2020; NPF, 2024; Africa Check, 2025).

Gender inequality negatively affects peace-building; which is a process of promoting sustainable economic development in the society as well as sociopolitical justice which is intended to create a more equitable society where all individuals experiences freedom instead of indirect and structural violence. The Nigeria Police Force management did not pay much attention to the gender inequality in the Force, until the introduction of the Gender Policy for the Nigeria Police Force 2010, which was a report developed by the senior policewomen in-

charge of the gender unit of the Nigeria Police Force in conjunction with the United Nations Entity for Gender Equality and the Empowerment of Women (UNWOMEN) and the United Nation Population Fund -UNFPA (Barnett, 2007; UNFPA, 2010).

It was in response to the Gender Policy for the Nigeria Police Force in 2010 that the management of the Nigeria Police approved the promotion of a female Deputy Inspector General of Police and Assistant Inspector General of Police for the first time since the establishment of the Nigeria Police Force. This was a major step toward removing the 'Bras-ceiling' against the policewomen although the gender policy is yet to be fully implemented by the Nigeria Police Force. Also, in the bid to ensure the eradication of the gender inequality in the Nigeria Police Force, stakeholders pushed for the repeal of the Police Act and Regulation 1990 because of many of its sections that empower gender discrimination against female officers; especially from section 121 to 127 which explicitly provides stringent conditions before a policewoman can be granted marriage approval. This led to the passing in to law the new Police Act and Regulations, 2020 as amended. The Inspector General of Police during the celebration of the year 2025 international women's day on 8th March, 2025; deeply appreciated the invaluable contribution of policewomen to safety, security and overall effectiveness of the police force, acknowledging the unique skills, efforts and dedication that they bring to policing and pledged to implement the newly approved Force Gender Policy document.

The far reaching implication of the policy outcome that emphasizes masculinity in policing, excludes and undermine women efforts at promoting peace; limits opportunities for dialogue and sustainable peace. It weakens effective and sustainable peace-building strategies, enshrine discrimination and violence against women, undermine the goal of equitable development and jeopardize long-term stability. There is need to a paradigm shift from traditional systems to modernized structures to fit in the globalized and technologically advanced world, so that; talents, skills, abilities, competencies, educational qualification, dedication to duty and innovation determines the fate of individuals rather than gender (UN, 2016; Jacqueline, 2020).

Increasing women's population in key structures in the Nigeria Police Academy and the Nigeria Police Force in general will enhance greatly the Force's efforts in maintaining peace and security; fostering stability and reconciliation in diverse ways through peace negotiations, mediations and decision-making in diverse communities. It is against this background that this study seeks to examine how masculinity and femininity have been the causative factor for gender inequality and its impact on peace building strategies within the Nigeria Police Academy Wudil, Kano State; aiming to identify the barriers, implications and opportunities for promoting gender sensitive approaches in peace and security initiatives.

2.0 STATEMENT OF THE PROBLEM

Gender inequality persists as a significant challenge within institutional frameworks worldwide including the Nigeria Police Academy in particular and Nigeria Police Force in general. The pioneer policewomen in Nigeria police force were 20 in number in 1955 and was increased to 170 before 1960; the increase in their number have been a very gradual process till date and most of the policewomen occupied low ranks. In the year 2022, the number of policewomen was increased to 8, 672 including 1,820 policewomen in the senior officers cadre and 6,852 within the Inspector rank and file cadre (National Bureau of Statistics, 2022; Tosin, 2015). The

low number or absence of female police officers in the police organization may negatively affects the operational performance of the police because of the lack of good number of women police officers to carry out various roles required of them which are crucial to peace-building; such as conducting search on female suspects, handling of sexual and gender based violence cases, intelligence gathering, protecting the rights of women and children etc. Due to the limited number of women police officers posted to the Nigeria Police Academy Wudil, Kano; there exist gender inequality.

Therefore, there is need to understand the factors that cause gender inequality and the impact on peace building which may undermine effective police operations, peace efforts and diminish the diversity in leadership, which is very crucial for effective reformation. Hence, this study examines how value place on masculinity and femininity is a factor to gender inequality and the impact on peace building strategies within the Nigeria Police Academy (NPA) Wudil, Kano.

2.1 Aims and Objectives of the Research

The objective of the study is to examine masculinity and femininity as factors to gender inequality which has implications on the peace building strategies within the Nigeria Police Academy Wudil, Kano; while the specific objectives of the study are as follows:

- i. To assess the level of Gender Inequality within the Nigeria Police Academy.
- ii. To examine factors that accounts for Gender Inequality in the Nigeria Police Academy.

2.2 Study Hypothesis

The research is hinged on one of the major hypotheses, H3 = if gendered posting policies do not hinder the participation of female police officers in peace building strategies within the Academy. The participation of women in the security sector has been recognized as an important factor to ensure that the security sector is more responsive, efficient and accountable (Nkeiruka, 2024).

2.3 Literature/Conceptual Review

Masculinity and Femininity which refers to the behavioral traits associated with being male or female. The sociocultural categorization that refers to certain behaviors and practices accepted within a culture as being 'masculine' or 'feminine' regardless of which biological sex that expresses them.

2.4 Gender Inequality

Gender is about the view of the society in respect of been a male or a female and the expected role each of the sex should play in their families and communities. On the other hand inequality is the situation of unequal opportunities and privilege to access resources, power, authority, and to participate in decision making. Then gender inequality has to do with the roles expected from each sex that seem to limit one sex and empower the other to have greater opportunities to access resources and power to make decisions. It was defined by the European Institute for Gender Equality (EIGE, 2025), as the legal, social and cultural situation in which sex or gender

determine different rights and dignity for women and men which are reflected in their unequal access to enjoy the rights as well as, the assumption of stereotyped social and cultural roles; these affects their status in every aspects and areas of life in the society either in the public or private lives. In the year 2000, states confirmed their commitment to reducing gender inequalities through the United Nations Millennium Goals declaration (United Nations, 2024).

2.5 Peace-building Strategies

Peace building is a multifaceted approach that is targeted towards preventing, managing and resolving conflicts. The mechanisms of peace building includes diplomacy, mediation, dialogue facilitation, conflict resolution training, peace education and development initiatives and peace building principles includes human rights, justice, accountability, due process of law, integration of all individuals and so on. While strategy is a general plan to achieve one or more long term or overall goals under conditions of uncertainty. (Justin, 2024; UN, 2022). Hence, peace building strategies are the set out plans aimed at the resolution, prevention and management of conflict and the realization of sustainable peace.

2.6 Gender Perspective of Police Service

The issue of gender role permeates the law enforcement agencies and the police. Some of the police duties and operations are viewed to be the role of male police officers while some are for the female police officers. The segregation of policing roles is the gender perspective. This is the reason Women Peace and Security (WPS) agenda is one of the most significant global frameworks for increasing women role in security and conflict resolution. Since women and children are more affected by conflict and there is growing rate of violence against women which includes sexual violence, particularly in armed conflict and women are often excluded from peace processes, there is need to develop women capacity by their inclusive participation in all peace and security processes. On the issue of women participation in peace and security in Nigeria; it was discovered that, there exist high level of inequality between the male and female genders in participating in issues relating to peace and security in Nigeria, in which the government was urged to develop legal frameworks and policies to promote women inclusion in policing, conflict resolutions and peace building (United Nations, 2000; Oluremi, 2021).

2.7 Gender and post-conflict Peace building in the Security Sector

To ensure inclusion and gender mainstreaming during post-conflict peace building programs, women must be involved to participate in every stages of the peace building processes (Markinzie et al, 2012). It is very important for the women to be gainfully employed and trained to attain leadership positions in organizations that provide physical security and the protection of communities. For instance the Liberian government after the Liberian civil war integrated the women into the security sector to assume senior positions in the various security agencies including the police service (Jacqui, 2013). In Nigeria the Federal government also, employed women into the security sector after the Nigerian civil war of 1967 – 1970. There was increase in the number of female officers in the military and the police but only few of them were allowed to be promoted to the top management positions and the number of the male officers significantly, outnumber the female officers at all carder.

In order to improve representation in the police service, it requires a gendered analysis of the “Police Workforce” and also, to understand how policing is experienced by different genders. Internal control and independent oversight mechanisms of the police service have crucial role to play in setting the stage and enforcing robust standard of integrity that protects the rights of all. Police organizations can build peace in the community by supporting in leading public awareness campaigns that challenge gender biases and stereotypes, highlight role models and instigate dialogue by challenging unhelpful attitudes which underpin the inequalities at the heart of gender discrimination (Denney, 2019).

3.0 EMPIRICAL REVIEW

3.1 Gender Discrimination in Police service

Brown and Heidensohn, (2000) ambitiously studied the issues of discrimination, sexual harassment and women’s coping strategies in police service by cross-cultural comparisons. The study used secondary and primary sources of data. It administered 804 questionnaires and 56 interviews which were conducted in 33 countries including the United States and United Kingdom. The study found out the problem of gender discrimination and inequality are near universal and transcend national boundaries but the level of occurrence depends on the duration of women’s service in the police, their relative numbers or gender ratio, the type of government in place and the structural characteristics of the police. The study was a critical attempt towards a comparative approach about gender inequality in police service across significant number of countries of the world.

Arlether, (2016) conducted a study on female police officers perceptions and experiences of marginalization with focus on the personal experiences of female police officers in the law enforcement profession in the United States. She posited that, there is a lack of female police officers’ representation in police departments across the US and the few female officers may be marginalized. Hence, the need to understand the perceptions and lived experiences of female police officers as well as the impact those experiences had on their careers. She employed Purposive Sampling research design that included full time female police officers as participants from 3 police departments which included 8 female police officers and Feminist theory used to analyze the constructed meanings the female police officers attached to their experiences. In-depth interviews were conducted in which data analysis was guided by the Stevick-Colaizzi-keen method. The finding revealed that all the women pursued policing careers and remained in the profession in their respective departments and the findings suggested that the perceived institutional barriers did not negatively affect the female police officers job satisfaction. It contributes to social change by raising the awareness about the current status, concerns and accomplishments of women in the police service.

It was recommended following the guide by the National Association of women in law enforcement executives (NAWLEE) and the National Centre for Women in policing that formal police mentoring program for female police officers should be introduced, which should begin at the Cadet training phase to extend throughout their law enforcement service careers and police administrators should create policies which will allow women to work at their agencies in other capacities throughout the duration of their pregnancy and supervisors have to consider the impact of creating a more autonomous environment for women with family

responsibilities; then women don't have to be in a situation of choosing between their families and their career.

3.2 Gender Inequality on Peace building

Prenzler and Georgina,(2013) in their study report of a survey on English-Language police departments' annual reports and other reports in order to identify key aspects of the status of women police internationally; carried out the study of England and Wales, Scotland, Northern Ireland, Eire, United States, Canada, Australia, New Zealand, South Africa, Ghana, Nigeria, India, Pakistan, Hon Kong, Papua New Guinea and Fiji using data proportion of female police officers that were available in 18 locations. The researchers relied heavily on secondary data which includes reports of various police departments on police websites for inter-jurisdictional comparisons which are useful for benchmarking in demonstrating achievements and to identify the areas where improvements are desirable.

The data was collected from most recently available data on women police either from annual collections or special reports and data were sought beyond male and female sworn police officers to include ranks and other key organizational dimensions such as postings, remuneration etc. Findings were made that in the United States the assessment of women in the police service as stated by the Home Office in 2010 reveals that: "the police service has made substantial progress in the recruitment, representation and progression of female officers over the last 10 years because there are more female officers and staff than ever before, female recruitment is strong and women officers' chances of promotion are generally a par with their male counterparts". It was also, estimated that in 2009 there were more than 36,000 women police, making about 25% of police strength which is a steady progression of approximately 1% per annum over ten years from 17 % in year 2000 and year 2001.

Oluwa, (2019) examined Gender Inequality in Nigeria Police Force. it is a study of the administrative structure, recruitment policy and promotion criteria of the Nigeria Police Force using Zone 4 of the Nigeria Police Force which presently covers three states (Benue, Nasarawa and Plateau State Commands) with the Zonal Headquarters at Markurdi Benue state as a case study; in which he used survey research design with questionnaire as research instrument for primary data collection and non-probability Convenience sampling technique in which a sample size of 50 participants for each gender respectively making a total of 100 as sample size for the study. Findings were made that: women encounters discriminatory policies at the point of recruitment, there are no specific gender limits in the police personnel promotion system but in reality, the system is subject to artificial control by the male gender in the police force; male police officers do not favour the implementation of gender mainstreaming or equality; there is unequal treatment of female police officers when it comes to deployment to duties or posting and the female officers are left out of the decision-making processes in their various stations. The study hence, recommended that the above challenges should be eliminated by the Nigeria Police authority.

Maliki, (2009) studied the assessment of the official status of policewomen in the Nigeria Police Force by analyzing the gender character of 5 levels of the activities such as composition, career progress, duty allocation, policies/practices, and official recognition. The study was conducted using data sourced from official records of the police and other government

information and in-depth interviews. The findings made revealed that, policewomen indeed enjoy an inferior official status relative to their male colleagues. Also, the policewomen do not resent the status differential nor consider their allocation to feminine duties to be a kind of inhibiting of their status. Recommendations were made for a more gender sensitive Nigeria Police Force to include; the possible reform of the relevant laws, a greater professionalization in the line of policy implementation strategies.

4.0 THEORETICAL FRAMEWORK OF ANALYSES

4.1 Feminist Security Studies (FSS) Theory

The Feminist Security Studies theory, challenges the traditionally male-centric view of the security sector by condemning the gendered assumptions that shape conflict, marginalization and peace-building processes. It was popularized by Cynthia Enloe, Ann Tickner and Carol Cohn in 1980's and early 1990's. it rejected the historical exclusion of the female gender from security sectors decision-making in which power structures are rooted strongly in the gender influenced security policies and practices. FSS critiques the glorifying of male dominance in security sector while undermining the contribution of women in conflict escalation and its resolution (Tickner, 1992; Enloe, 2000; Sioberg, 2010).

Relevance of FSS to the study: The FSS is critical about allowing women to participate in the military, police and entire security sector; so that the women can bring in their initiatives and strength to security operations as well as to ensure adequate protection for women in the society. It encourages the eradication of male dominance, discrimination and systematic barriers in the career progression of women in the security agencies. This is in line with the objectives of this study concerning the involvement of women police officers in the peace-building strategies within the Nigeria Police Academy.

Criticism against Feminist Security Sector: The FSS was criticized to be capable of making the military lose trust of male soldiers due to the watering-down of its masculinity. Another, criticism against the theory is that, it risks feminizing the military or the security sector generally in its practices. These may make the soldiers become more-friendly, in manner that may take their attention away from its primary function of deterrence to all violent confrontations (Wibben, 2018).

5.0 METHODOLOGY

The study employed mixed-method research method in which Cross Sectional Survey Research Design was used to enable the researcher collect information from primary sources for the quantitative data analysis. Cross-Sectional Survey research design is a type of Survey design in which information from the primary sources are collected from different individuals at a point in time in order to study variables without influencing it. (Eeuwijk and Zuzanna, 2017). Chi- Square inferential statistical data analysis was used to summarize the outcomes and the aid of 21st version Statistical Package for Social Sciences (SPSS), statistical tool to indicate the frequencies, percentages, Mean and Standard Deviation.

5.1 Sources of Data Collection

The researcher sourced data from Primary sources of data by sampling the opinion, views and experiences of individuals among the study population through questionnaires, in-depth interviews and Focused Group Discussions while Secondary sources of data like research publications, Journal articles, news-letters, books, and so on are utilized.

5.2 Study Area

The Nigeria Police Academy is located in Wudil town in Kano State, Nigeria approximately 38km south east of state capital – Kano City. It is situated at 11 degree 49'N851'E with coordinate of 11.794242, 8.839032, and an altitude of 403meters above sea level. Wudil is a town and a Local Government Area (LGA) in Kano state, making it a key area in the states geography (Researchgate, 2025). Wudil city has a population of over 188,639 people; it is a district with small transportation knot near the Highway A237. The city is situated near Hadajia River and that is reason of it being an agrarian city with numerous small farms and cattle rearing settlements. (Latlong, 2012, Brinkhoff, 2022).

5.3 Police Academy Kano

The Police Academy was founded in 1988, and so far has trained 2,848 Cadet ASPs and 2,374 Cadet Inspectors. Thus a total of 5,222 Cadet Officers have passed out through this Academy. Secondly, the Federal Government of Nigeria has upgraded the Nigeria Police Academy Wudil, Kano State, to a degree – awarding institution and the National Universities Commission has, accordingly, recognized the Academy as the thirty seventh (37th) Federal University and the one hundred and twenty fourth (124th) University in Nigeria. Academic activities commenced in the month of September, 2012. The pioneer faculties are: Faculty of Science, Faculty of Law, Faculty of Social and Management Sciences, Faculty of Humanities (POLAC, 2025).

5.4 Population of the study

The study population is the number of police personnel in the Nigeria Police Academy (POLAC) Wudil, Kano which is 322, number of the police Cadets (students) on training in POLAC 3,730 and the number of civilian staff in POLAC which is 726; making a population of 4,778, (POLAC Senate Staff List, 2024; POLAC Police Personnel Nominal Roll, 2024; POLAC Cadet Strength, 2024). Even though the actual human population of Nigeria Police Academy is well over 10, 000 people when police officers on special duty and families of staff living within the Academy are included, the researcher decided to work with the official staff and cadet strength in the nominal roll.

5.5 Sample Size and Sampling Techniques

The study employed Simple Random Sampling technique which is a probability sampling that selects sampling units at randomly (persons, cases or events) based on the assessment that would fit the study's objectives.

5.6 Sample Size Determination

In order to arrive at the appropriate sample size from the study population; the researcher used the Taro Yamane, (1965) Sample size determination formula to arrive at the proposed sample size. Drawing from the total population of 4,778 the total sample size arrived at is 369. The formula and calculation for the sample size determination is as stated below:

$$n = \frac{N}{1 + N(E)^2}$$

Where: n = Sample size

N = Population

E = Margin of Error (usually 0.05 for 95% confidence level)

1 = Unit (a constant value)

$$n = \frac{N}{1 + N(E)^2}$$

$$n = \frac{4,778}{1 + 4,778(0.05 \times 0.05)}$$

$$n = 369$$

5.7 Method of Data Collection

The Researcher collected data using 369 Likert Scale Questionnaires (LSQ), structured questions for in-depth interviews of 10 interviewees that comprises of 5 male senior police officers, 3 female senior police officers and 2 junior female police officers (coded IGIM-01 to IGIM-05 for male interviewees and IGIF-01 to IGIF-05 for Female interviewees), and Focused Group Discussions that comprises 6 groups of 6 Cadet officers per group (coded FGD - A, B, C, D, E, F). The questionnaire was developed by the researcher to test masculinity and femininity as the factor to gender inequality and the impact on Peace-building strategies within Nigeria Police Academy; after been reviewed and validated by the research experts.

5.8 Methods of Data Analysis

The researcher employed Chi-Square which is a statistical hypothesis test tool used to analyze data to determine if there is a significant difference between the observed data frequencies are significantly different from what was expected (goodness of fit test) or to test whether these observed frequencies are significantly different from the frequencies expected. The chi-square goodness-of-fit tests was used to provide statistical validation for the three research hypotheses at, ($\alpha = .05$) significance level. H1 = There is no relationship between gender inequality and exclusion of policewomen from peace building strategies; H2 = Low representation does not negatively affect peace efforts; H3 = Gendered posting policies do not hinder participation.

The analyses of the frequency, percentage and Standard deviation of the variables was done with the aid of 21st version of Statistical Package for Social Sciences (SPSS). First the researcher used correlational analysis to find item commonalities of instruments used. Also, in order to answer the research questions and objectives of the study, descriptive statistics

precisely, percentage and frequency distributions were used for the study to indicate the Mean and Standard Deviation. The researcher first, ascertained the demographic variables of the participants with clear emphases on Sex, Age, Occupation, Rank, Designation and educational qualification. Simple statistical tables was used in measuring responses according to frequencies and percentages using descriptive statistics to analyze data collected through the questionnaires, while the in-depth interviews and focused group discussions data are coded and transcribed to analyze the research objectives which was analyzed through Inductive Thematic Analyses method.

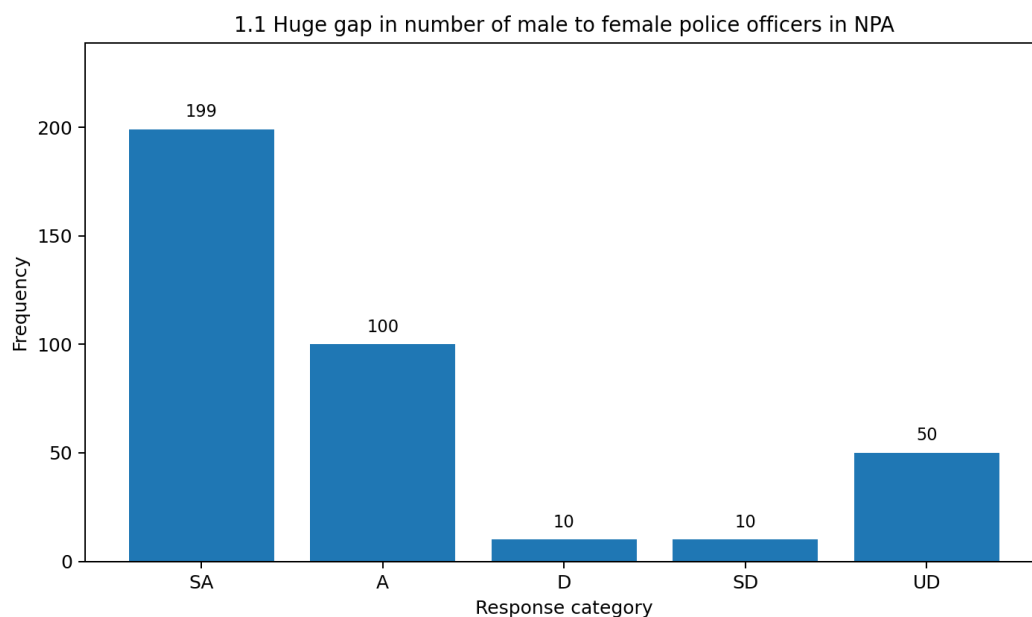
5.9 Validity and Reliability

In order to ensure the validity and reliability of the instruments that would be used for data collection; the researcher submitted the research instruments to a research expert for standardization. Also, the data was carefully and systematically analyzed to ensure proper description of the objectives.

6.0 DATA PRESENTATION, ANALYSES AND DISCUSSION

6.1 Analysis of Demographic Data

Diagram1.



Source: Field work, 2025.

Analysis:

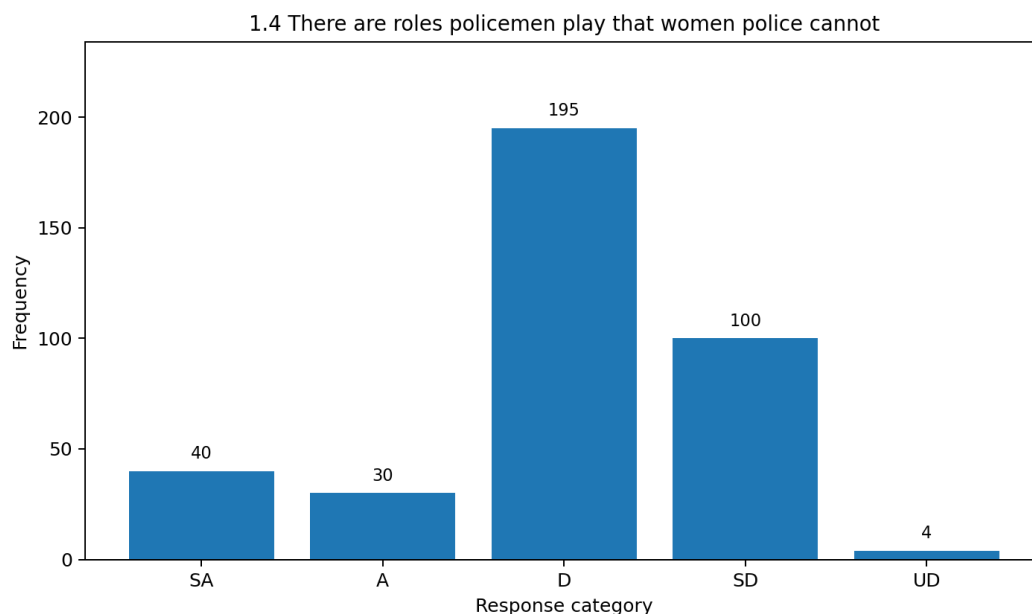
The data reveals a striking consensus among respondents that a massive gender disparity exists within the Nigeria Police Academy. With 81.0% agreement (299 out of 369 respondents) and a weighted mean of 4.05 on a 5-point Likert scale, this is one of the strongest affirmative

responses in the entire dataset. The mean score of 4.05 sits very close to the "Strongly Agree" anchor (5), indicating not just agreement but emphatic conviction.

6.2 There is role policemen play that Female police officers cannot

Frequency: SA=40, A=30, D=195, SD=100, UD=4. Total=369. Agree (SA+A)=70 (19.0%), Disagree (D+SD)=295 (79.9%). Weighted mean=3.01; SD=0.91.

Diagram 5.



Source: Field Work, 2025.

Analysis:

The distribution is stark: 195 Disagree (52.8%) and 100 Strongly Disagree (27.1%) together constitute an absolute majority, while only 40 (10.8%) Strongly Agree and 30 (8.1%) Agree represent a small fringe. The Undecided count of 4 (1.1%) is the lowest across all 13 items, confirming that this is not an ambiguous issue for respondents—they are unequivocal in rejecting gender-based role segregation. Majority of the in-depth interview respondents such as IGIM01 IGIM02, IGIM05 IGIM03 IGIF01, IGIF02 and IGIF04 explained that: presently policewomen perform all the roles the policemen are performing. That from an official and professional standpoint, there is no policing role that women cannot perform. Minority of the responses from IGIM04, IGIF03, and IGIF05 explained that policemen combat serious, hardened and notorious criminals; that is why you hardly see police women in tactical operation units of the Nigeria Police Force. Majority of responses of the Focus Group Discussion (FGD) responses admitted that there is actually no role a police man can play that a policewoman cannot play. The difference in every individual is about the mind set and perceptions about issues. Saying that if a policeman can perform a particular duty, there are so many police women out there that can perform the same duty; be it 24 hours duty, night duty, patrol duty etc. and many police women are performing all these duties too. Respondents such as FGD A-

M02, FGD A-M03, FGD B-F03, FGD A-M01, FGD C-M01, FGD C-F03, FGD D-F03, FGD C-F01, FGD D-F02, FGD E-F02, and FGD B-F02 stated that it is a fact that male police officers always feel superior to the female police officers that is why they allocate most of the opportunities to the male police officers but if women police officers are given more roles they are always willing to carry out any duty. They also argued that there is no role a policewoman cannot play because there are women in the Mobile Police Force (MOPOL), Counter Terrorism Unit (CTU), Explosive Ordinance Department (EOD), undercover units like the Force Intelligence and Investigation Department (FIID) and every other units and departments of the Nigeria Police Force we have some women, even though they are not many. The number of dissenting voices were not much but some really argued that there are roles male police officers do perform often that female police officers cannot, citing the reason that male police officers always perform night duties like night patrols but female officers are not posted to perform such duties because it is believed that female police officers do not have the strength like male police officers to perform such strenuous duties in the night; concerning the issue of combat duties like counter insurgency and counter banditry, The respondents that argued in this direction includes: FGD C-M03, FGD D-M03, FGD D-M02, and FGD C-M01, FGD E-M01

6.3 The observation that policewomen are not in any of the principal positions in the police Academy:

The observation that female police officers are not in any of the principal positions in the police Academy; it was stated by the majority of responses that it is the police authority that should be blamed for not posting female officers into Principal office positions. The capacity of women police officers are mostly undermined as a result of considering the culture. The ideal thing is that the police authority should not be influenced by the culture; instead by competence and merit should be the guiding principle. The responses that frowned at the fact that female police officers are not been appointed in principal positions in the NPA includes: FGD B-F01, FGD B-F03, FGD D-M03, FGD D-F02, FGD C-F03, FGD F-F02. The minority respondents that opposed the idea of posting female police officers to principal positions in the Academy were FGD F-M03, FGD C-F01, FGD D-M02, and FGD E-M02. They argued that the female police officers are not in the principal office positions most time because of the laziness some female police officers show when engaged in some important duties.

6.4 Descriptive Statistics for Gender Inequality Factors (Section B)

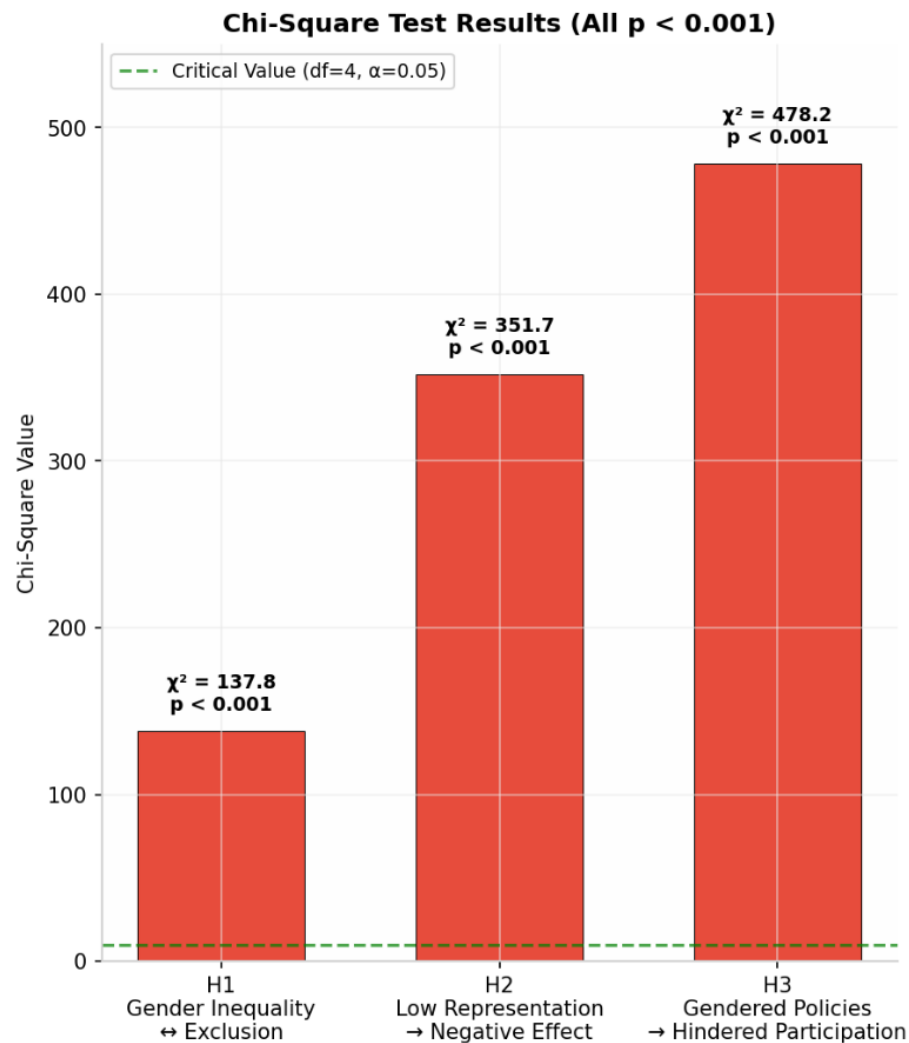
*Inequality leads to low representation of female officers in various units of NPF Wudil, Kano?	87	137	80	60	5	3.65	1.05	60.7	17.6
*The low representation of women in various units of NPF is cause of their low participation in peace building strategies of NPA Wudil, Kano?	80	131	95	52	11	3.59	1.07	57.2	17.1
*There is low representation of policewomen in peace	90	139	91	41	8	3.71	1.02	62.1	13.3

building strategies in NPA
Wudil, Kano?

Source: Field Work, 2025.

Figure 5: Analysis of Gender Inequality Factors

The data presented in Table1 provide a systematic assessment of respondent attitudes toward gender inequality factors within the Nigeria Police Academy. The first item, which asks whether gender inequality exists in NPA Wudil, Kano, receives the highest mean score in the entire section at 3.81, with 67.8% of respondents either strongly agreeing or agreeing. This is a foundational finding because it establishes that a clear majority of personnel across genders, ranks, and designations perceive inequality as a lived reality rather than an abstract or external critique. The standard deviation of 1.16 indicates some dispersion in responses, but the directional skew toward agreement is unmistakable. This high level of acknowledgment is significant because it suggests that gender inequality is not a hidden or denied phenomenon within the institution; rather, it is visible enough to be recognized by over two-thirds of the workforce.



H3 = Gendered posting policies do not hinder participation. $\alpha = .05$. The 3-category collapse combines SA+A into 'Agree,' D into 'Neutral,' and SD+UD into 'Disagree.' The 40-20-40 expected distribution represents a neutral baseline (40% agree, 20% neutral, 40% disagree). All p values are two-tailed. Critical values: $df = 4$, $\chi^2_{crit} = 9.488$; $df = 2$, $\chi^2_{crit} = 5.991$.

For Hypothesis 3, which examines whether gendered posting policies significantly hinder policewomen's participation, five items from Section C were analyzed. Individually, these items yield chi-square values ranging from 94.808 to 157.897, all significant at $p < .001$. The combined analysis across all five items produces a chi-square of 478.168 with 4 degrees of freedom; the largest chi-square value across all three hypotheses. When collapsed into three categories and tested against a neutral expectation, the value is 348.683 with 2 degrees of freedom, again highly significant. The exceptionally large chi-square for this hypothesis suggests that gendered posting policies are perceived as the most potent and direct barrier to women's participation. The fact that this hypothesis generates the strongest statistical signal implies that respondents see the root cause not in individual prejudice or cultural bias alone, but in the structural mechanism of who gets posted to which unit.

The opinions of the respondents can best be explained by the assertion of Heidensohn, (1992) that negative symbolic representation ascribed to female police officers is largely driven by the parochial thinking of equating policing with physicality. Female police officers in Nigeria daily have to contend with an occupational environment that is replete with the norms and values of aggressiveness, toughness, doggedness, ruggedness, emotional control and physical strength that promote the traditional forms of masculinity at the detriment of femininity (Olufemi, 2019).

Conclusion and Recommendation: The society view policing from the lenses of culture and beliefs. This is born out of the traditional security systems right from the early civilizations when security was mainly conducted by men because there was no equipment for security operations but only physical combat was used to either restrain or eliminate a threat to security and well-being of a community. In the modern civilization security took a new turn of development in which different sophisticated equipment are deployed to counter any threat. The traditional system view security as a masculine kind of profession that requires physical strength, stamina, gallantry, bravery and courage. The ability to build muscles to lift heavy items and withstand any physical combat and this denotes the view of the respondents that argued that female officers cannot perform certain line of duties especially such police operations that involves physical combat like counter terrorism, anti-robbery, anti-kidnapping, anti-cultism, riot drills and special interventions to communal war. This view was oblivion of the fact that modern policing strategies, does not require the application of physical strength alone. There are many hi-tech tools that could be deployed to achieve maximum results in policing. Even though, the female police officers also engage in physical combats and jointly root-out violent criminals with the men.

The fact remains that there are very brave policewomen and policemen as well as cowards among the both sexes in all police organization. One of the major factors that lead to the challenge of gender inequality in the Nigeria police Academy is as a result of the low number of female police officers in the Nigeria Police Force which is as a result of very slow increase in the number of female applicants during recruitment exercises. Another, factor is the aspect

of posting of officers to the Nigeria Police Academy; the interest of female police officers to work in the Academy as it was stated that most of the female officers seems not willing to serve in the NPA. Hence, recommendations are made as follows:

- i. The Nigeria Police Force should place less priority on masculinity or femininity; instead, it should prioritize intelligence, competence, professionalism and good character.
- ii. The NPF should employ the use of hi-tech tools that aid efficient policing rather than only manual-tactics approach to policing.
- iii. Posting of the police officers to the Nigeria Police Academy should follow gender mainstreaming in order to ensure balance.
- iv. The appointment of senior police officers and civilian staff to principal positions such as Commandant, Deputy Commandant, Provost, Commissioner of Police Courses and Training, Registrar, Directors and Bursar in the NPA Wudil, Kano should be done with gender mainstreaming in consideration.
- v. The NPA management should ensure that every unit in the Academy has female police officers posted to it.
- vi. There should be good accommodation for all officers, maternity for maternal and infants health care; as well as standardized welfare packages for personnel serving in the NPA, Wudil, considering the environment it is situated.

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