

Nigerian Institute of International Affairs



Gender Equality Plan Policy

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Nigerian Institute of International Affairs

Introduction

The Nigerian Institute of International Affairs, NIIA, is the Federal Government of Nigeria's official think tank on foreign policy and international affairs. It is an equal opportunity organisation; it commits to gender equity in its operations as well as in the character and content of the programmes and projects it undertakes, and, most importantly, in the content of its advisory to the government and peoples of the Federal Republic of Nigeria. In all, the NIIA commits to the goal of main-streaming gender equity into all facets of public policy.

Goal of the NIIA Gender Equality Plan

The Gender Equality Plan of the NIIA is underpinned first and foremost by equal opportunity principles. These principles and their related values permeate the entire gamut of the mandate of the Institute. To this end, the goal of the NIIA Gender Equality Plan will comprise among other things:

- Infusing gender considerations into all facets of the Institute's advisory to the federal government with the view to ensuring the engenderization of the entire spectrum of public policy in general and of Nigerian foreign policy in particular
- Ensuring equal opportunity in the NIIA work space through a variety of measures including a zero tolerance for gender violence and discrimination in all its forms, especially the removal of barriers to the recruitment, retention and career progression of female staff, the elimination of gender imbalances in decision making processes; and the strengthening of gender dimensions in all of the Institute's programmes.

Formulation of the NIIA Gender Equality Plan

The NIIA Gender Equality Plan is formulated against the backdrop of a combination of factors including but not limited to:

- The 1999 Constitution of the Federal Republic of Nigeria (As Amended) which eschews all forms of discrimination on the bases of religion, tribe and gender. The enabling law of the NIIA is the NIIA Act of 2023.
- The consideration, approval and commitment of members of the Governing Council of the Institute, the Director-General and Chief Executive Officer as well as the management and staff (especially Senior Staff) of the Institute.
- Local and international conditions and best practices consistent with Nigeria's laws, cultures and sensibilities.

Implementation and Assessment of the NIIA Gender Equality Plan

The implementation, monitoring, assessment and, where need be, review of the NIIA Gender Equality Plan will be undertaken by specialised units of the institute supported by designated management level and/or senior level staff who have the requisite expertise in gender related disciplines including but not limited to Law, Sociology, Economics, Political Science, Psychology. These units and/or persons will identify policy deficits as well as gender biases while also spotlighting functionally efficacious polices requiring to be sustained and/or further strengthened. In general, these units, the lead of which will be the Institute's ServiCom Unit, will be responsible for front loading recommendations for action by Management as it pertains to the broad spectrum of gender related policies, practices and procedures of the Institute.

ServiCom, working closely with the Establishment Division of the Department of Administration, and overseen by the Director of Administration, will collect and collate the necessary quantitative and qualitative data from staff at all levels, Interns, and other affiliates of the institute including the broad spectrum of professionals, National Youth Corps members, contract staff, and clients of the Institute to mention but a few. A quarterly report shall be made to the Management comprising the Director-General and CEO of the Institute with all the Directors and Unit Heads of the Institute in attendance. The Director-General shall report compliance with the Institute's Gender Equality Plan to the Governing Council at least twice every year.

Target Setting and Action Plan

The NIIA Gender Equality Plan commits to a target and affirmative action consistent with the goal of redressing any conditions which gives rise to a state of gender

imbalance and inequity across. The Institute is targeting the realisation of gender equity in the following target areas:

- Staff recruitment
- Decision making
- Programme contents/focus
- Promotions and postings.

Target

The records at this point indicates an across the board average of ratio 40:60 against women. The NIIA is currently working towards the realisation of a minimum 50-50 ratio before the end of 2025.

Action Plan

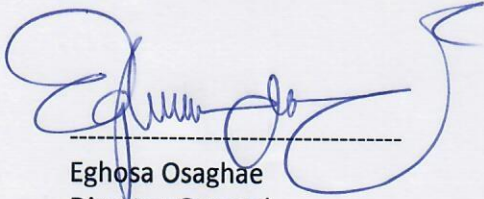
The NIIA Gender Equality Action Plan will focus on the above mentioned target areas each of which draws from the SMART (specific, measurable, achievable, relevant and time-bound) model. The key indicators and measures of success are in consonance with the Public Service Rules as well as other codes and conditions of service for the Institute and other similar public institutions.

The Establishment Unit under the supervision of the Director of Administration shall, in conjunction with the Servicom Unit, collate and analyse data on the Institute's personnel, programmes, promotions, staff recruitment and decision makers, and shall accordingly submit a verifiable sex/gender profile of the institute for necessary action towards compliance with the Institute's Gender Equality Plan.

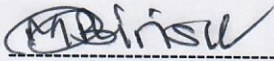
The Institute's budgeting processes will reflect its commitment to gender equity. The implementation of its omnibus budgetary provisions will reflect the Gender Equality target plan aspiration of the minimum 50-50 ratio by the end of 2025.

Servicom, Establishment and the relevant units of the Institute will conduct in-house training for staff at least once a year. The Institute will ensure that relevant staff and desk officers attend train-the-trainers' programmes on gender and gender related issues at least once a year.

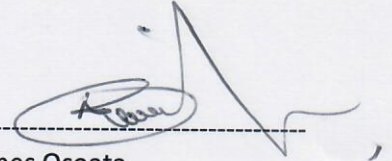
The Institute will promote a safe work space for all, and a zero tolerance for sexual/gender based violence, and discrimination among staff, interns and workers.



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