

THE STRATEGIC INVOLVEMENT OF WOMEN IN NIGERIA NUCLEAR INDUSTRY:

A Case of
Nigeria Atomic Energy Commission (NAEC)
and the
Nigerian Nuclear Regulatory Authority (NNRA)



By
Aina Funmi & Ala Ayodeji

INTRODUCTION

In a 50-50 world, Nigerian women are still generally marginalized and under-represented at all levels of governance. Despite international campaigns and national efforts to bring about gender parity, recent women’s numerical representation at the decision-making levels is dejecting.

The level of women participation does not compare to the expectation of the 35% Affirmative Action and the aims of the **National Gender Policy (NGP)**.

Although there seem to be a gradual increase in the involvement of women in the country’s key administrative positions; such as aviation, finance and petroleum sectors, the challenges confronting the women folk are by no means little.

In the Nigerian nuclear sector, the figures are promising. However, specific strategies are being implemented in the two leading organizations responsible for nuclear matters.

RESULT

FIGURE 1: PERCENTAGE FEMALE PARTICIPATION IN COMPARISON WITH NGP

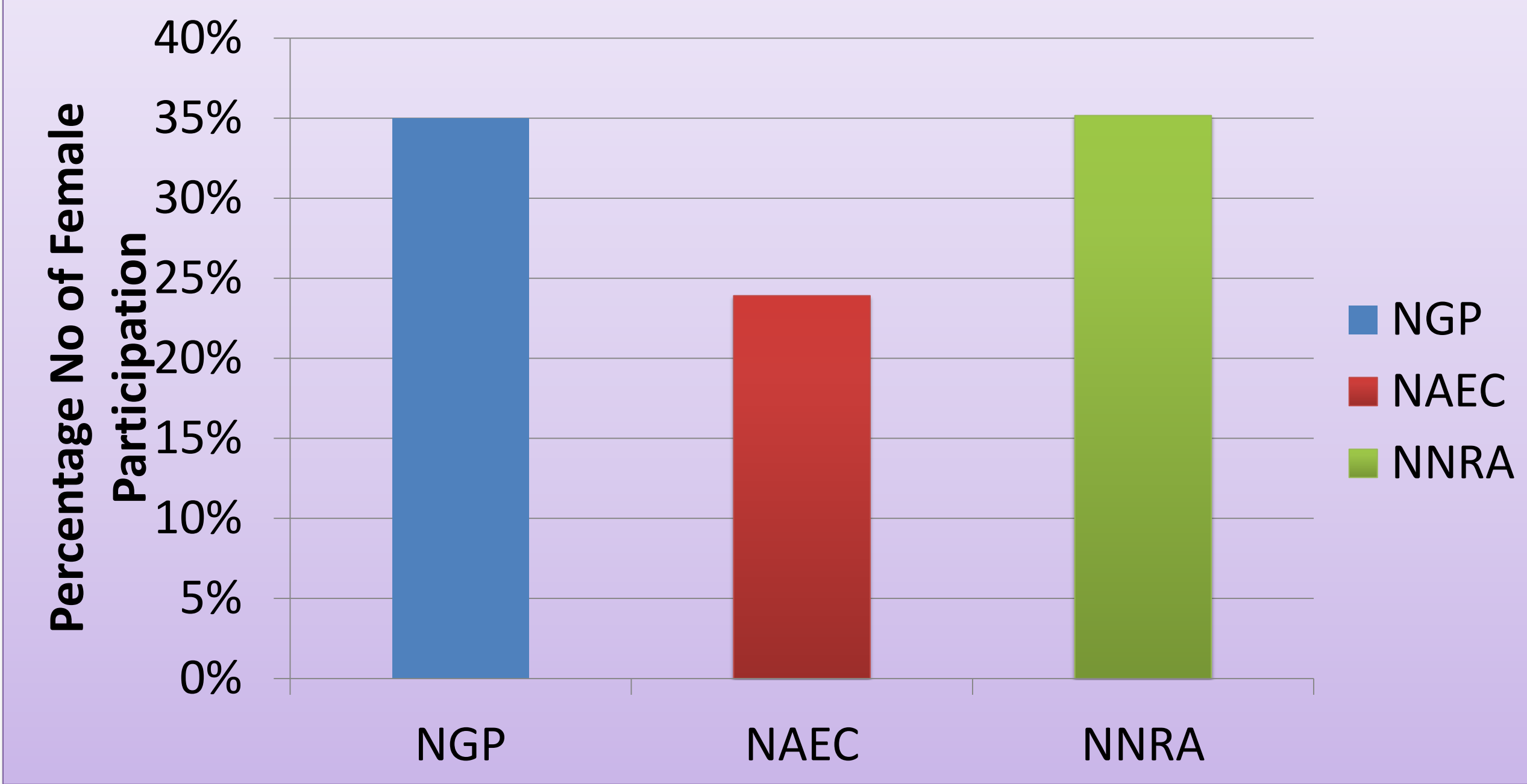


FIGURE 2: PROGRESSIVE DISTRIBUTION BASED ON CURRENT NAEC STAFF STREIGHT

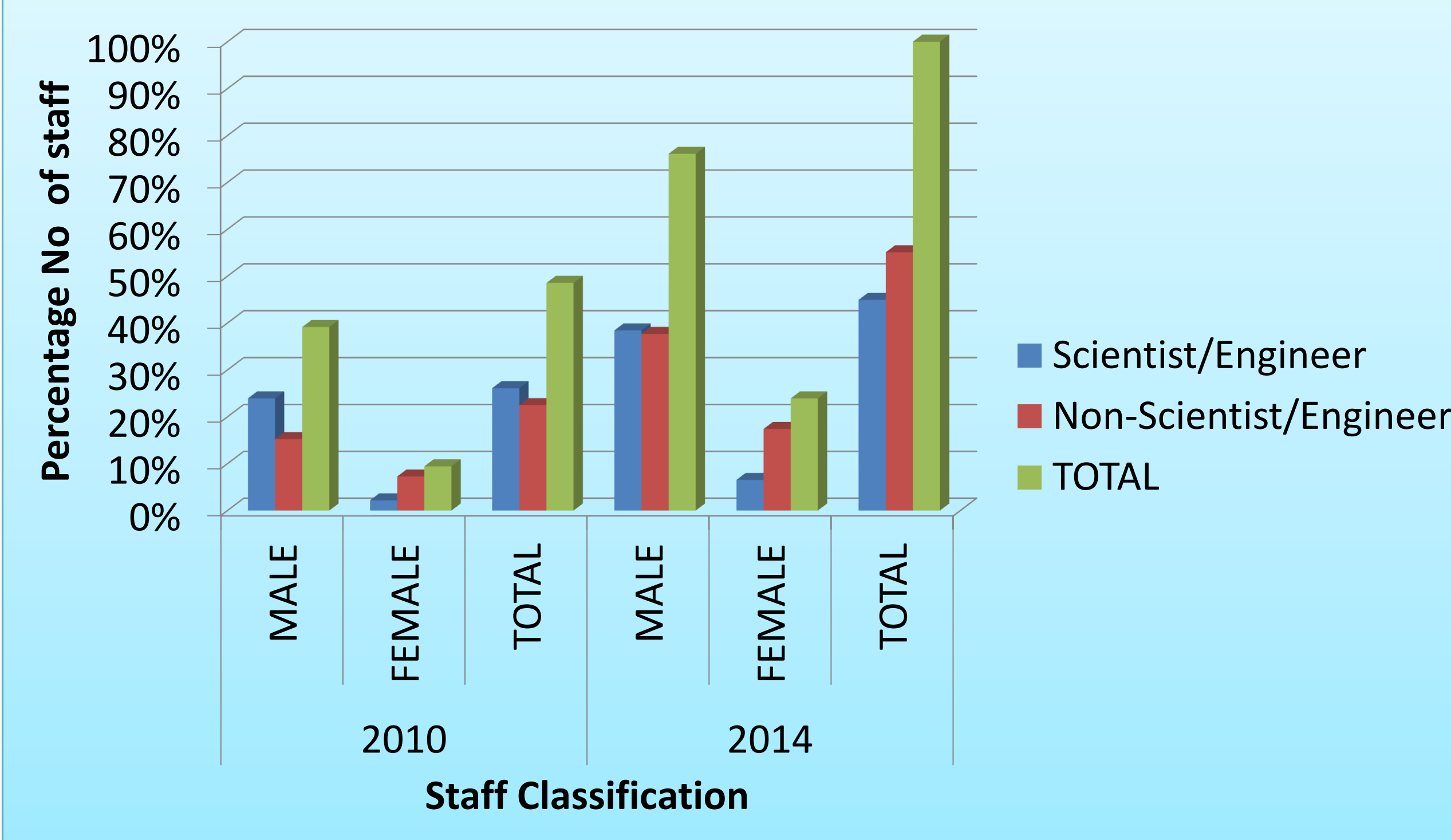
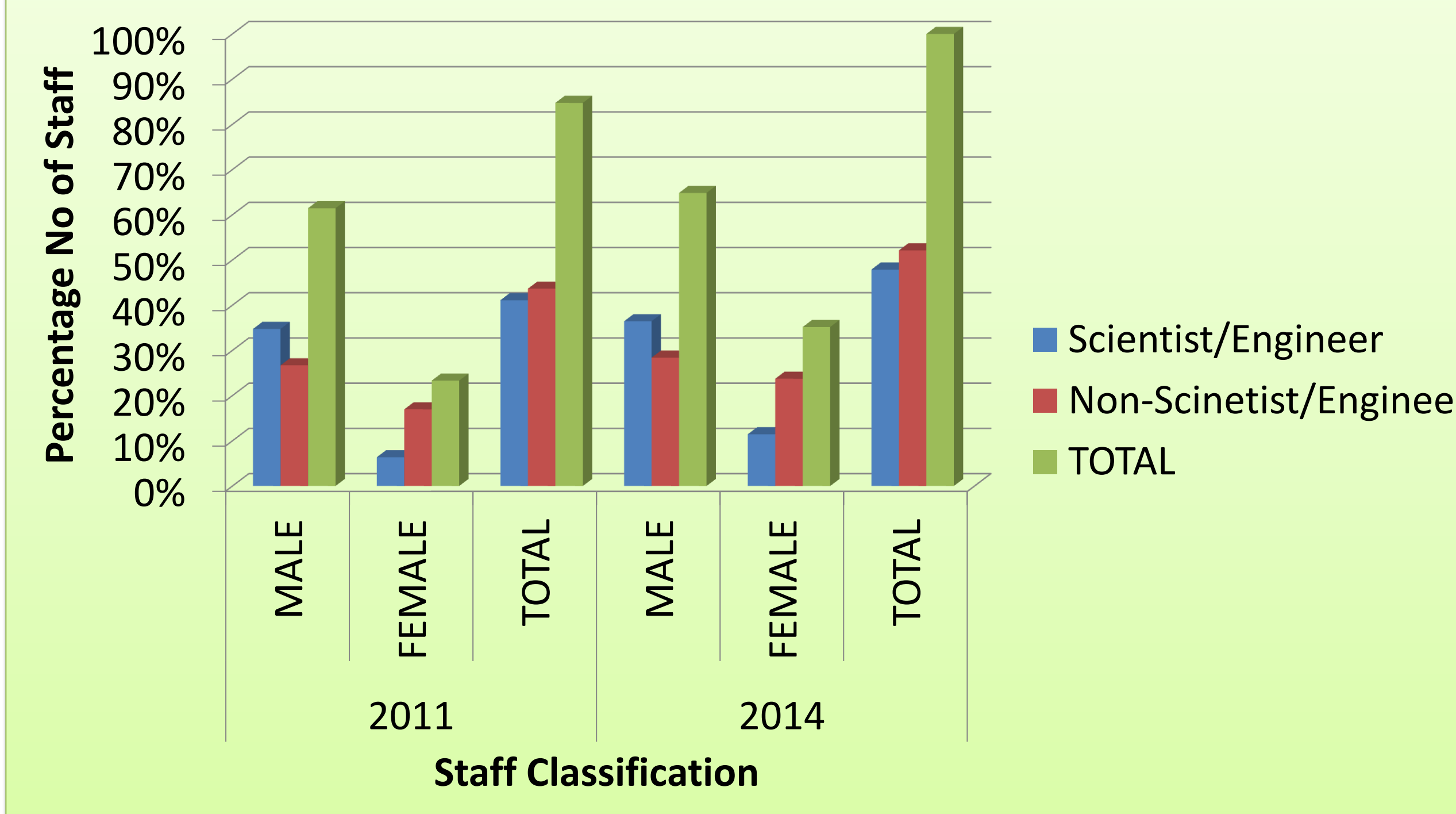


FIGURE 3: PROGRESSIVE DISTRIBUTION BASED ON CURRENT NNRA STAFF STREIGHT



METHODOLOGY

This work involved the evaluation of the employment record of NAEC and NNRA for two separate years. The policy adopted by each agency was investigated and compared with the framework of the National Gender Policy. This work is limited to the HQR offices where gender-sensitive decisions are often made. Valuable methods used in this, extraction of statements from the policy documents of the respective organizations with permission, among others.

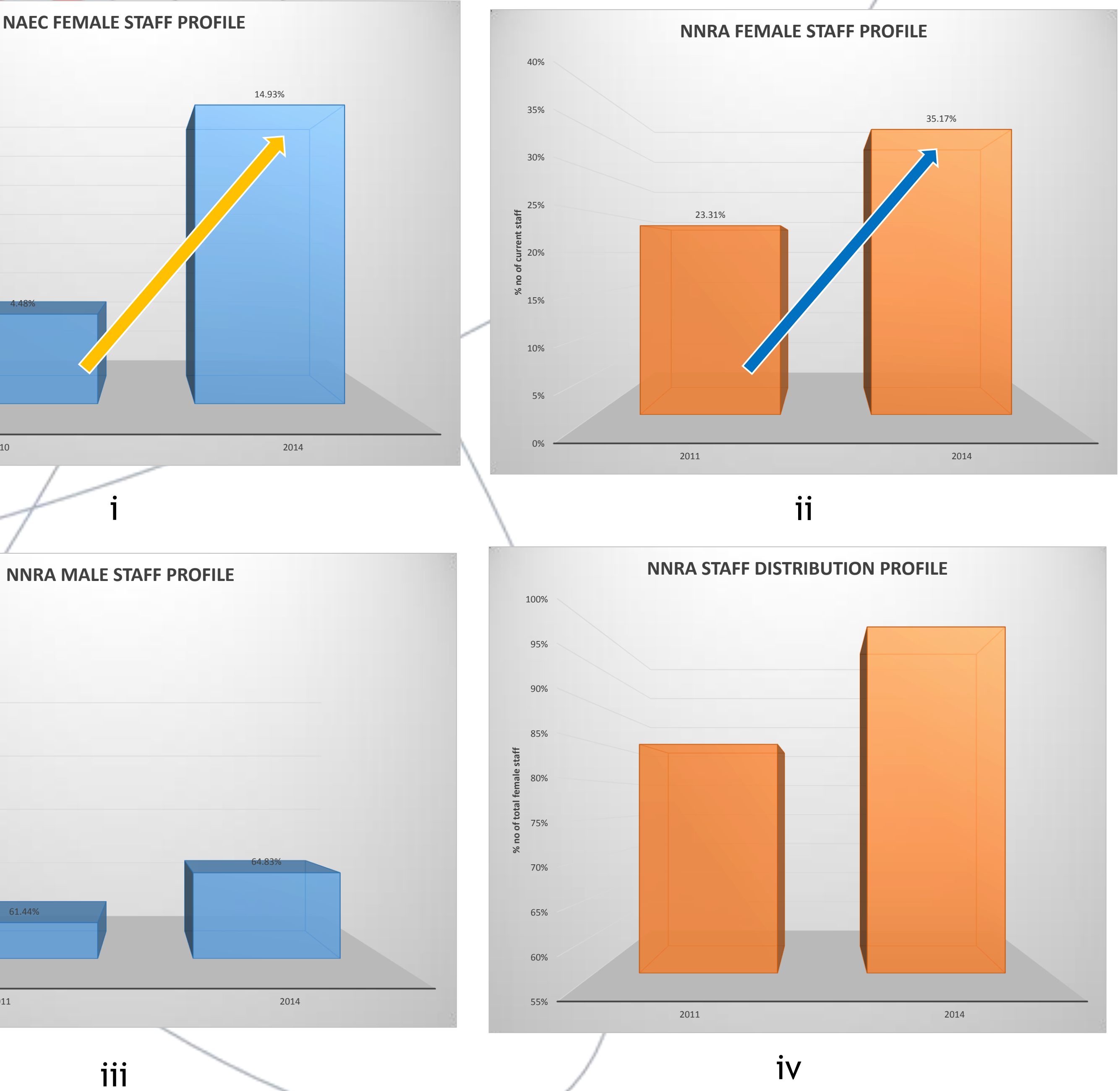
DISCUSSION

Figure 1 shows that more than 35% of the NNRA staffs are female while about 25% of NAEC staffs fall into the same category confirming that the formal has successfully achieved NGP benchmark and has a better gender balance than the formal. This is likely due to the fact that the NNRA has been active for a longer time than NAEC.

It can be deduced from Figure 2 that the total staff of the NAEC approximately doubled between 2010 and 2014. Also the % of female in the Commission which was less than 10% of the current staff strength in 2010 rose to over 20% of current staff of NAEC representing a 300% increase over the period.

Although the number of male staff continue to increase from 2010 to 2014 however this number did not double over the same period.

Figure 3 shows that only about 20% of the current NNRA staff were employed between 2011 and 2014. While the % of the male remained virtually the same over the period, the number of females in the Commission which used to be about 20% of current staff strength in 2011 is 35%.



CONCLUSION

There have been increase in the number of females employed in both NNRA and NAEC in the past 4-5 years with females accounting for almost all the new hires in NNRA HQ. over the period. NNRA successfully achieved the NGP policy benchmark due to the twin factors of a deliberate implementation of the NGP policy and haven been in existence for a longer time compare to the NAEC which still need to deliberate in order to achieve the target in the coming years.