

A BILL

FOR

AN ACT TO ESTABLISH THE INSTITUTE OF CONFLICT ANALYSIS AND MANAGEMENT (ICAM) AS A MULTIDISCIPLINARY, PROFESSIONAL, ACADEMIC, CONSULTANCY, RESEARCH INSTITUTION AND EXAMINATION BODY FOR CONFLICT ANALYSTS, EXPERTS, PRACTITIONERS AND PROFESSIONALS ACROSS ALL SECTORS AND INDIVIDUALS WHO WHICH TO BUILD THEIR CAREER IN CONFLICT ANALYSIS AND MANAGEMENT; AND FOR RELATED MATTERS

Sponsored by Hon. Victor Abang

[] Commencement

ENACTED by the National Assembly of the Federal Republic of Nigeria as follows-

1 PART I - ESTABLISHMENT OF THE INSTITUTE OF CONFLICT ANALYSIS
2 AND MANAGEMENT (ICAM)

3 1.-(1) There is hereby established the Institute of Conflict Analysis
4 and Management (ICAM) (in this Bill referred to as “the Institute”). Establishment of the Institute

5 (2) The Institute:

6 (a) Shall be a body corporate with perpetual succession;

7 (b) May acquire, hold and dispose of real and personal property;

8 (c) May sue or be sued in its corporate name; and

9 (d) Shall have a common seal which shall be kept in such custody
10 of the Institute

11 2. The Institute shall: Objectives of the Institute

12 (a) Serve as the national professional, academic, research,
13 regulatory, and certification body for conflict analysts, experts,
14 practitioners, and negotiators;

15 (b) Promote excellence, discipline, and ethics in the practice of
16 Conflict Analysis and Management across all disciplines and sectors;

1 (c) Foster the use of conflict-sensitive strategies in governance,
2 security, development, diplomacy, peacebuilding, and public policy;

3 (d) Advance knowledge through research, innovation, and
4 technology in conflict prevention, negotiation, and reconciliation;

5 (e) Design and operate community-based security and early warning
6 systems for grassroots conflict detection and prevention;

7 (f) Facilitate conflict-sensitive engagement in international affairs,
8 foreign policy, political mediation, and humanitarian negotiation;

9 (g) Certify professionals in reconciliation, conflict journalism,
10 trauma healing, dialogue facilitation, negotiation analysis and others who
11 intend to be members or certified in Conflict Analysis and Management.

Functions and
Powers

12 **3.** The Institute shall have power to:

13 (a) Design and implement professional certification frameworks in
14 conflict analysis and related specialties;

15 (b) Regulate and accredit individuals and organizations operating in
16 conflict management fields;

17 (c) Develop and conduct examinations and award professional titles
18 such as Conflict Analyst (CCA), Negotiation Professional (PN), Peacebuilder
19 (PB), and Fellow (FICAM);

20 (d) Establish NGO platforms, community peace hubs, and digital
21 security observatories for field data and early warning;

22 (e) Provide technical consultancy, reconciliation platforms, and
23 diplomatic advisory services to governments, international bodies, and private
24 actors;

25 (f) Train political actors and government institutions on conflict-
26 sensitive leadership and governance;

27 (g) Undertake interdisciplinary research, policy analysis, and public
28 education on conflict risks, social cohesion, and peace innovation.

Membership
of the Institute

29 **4.** Subject to the provisions of this Bill persons admitted to

1 membership of the Institute shall be registered as members in the following
2 categories-

- 3 (a) Student Members;
- 4 (b) Associate Members;
- 5 (c) Full Members;
- 6 (d) Fellow Members;
- 7 (e) Institutional Members/Corporate Members;
- 8 (f) International Affiliates; and
- 9 (g) Honorary Members

10 (a) Students Members:

11 (1) To be elected into student membership of the institute, the
12 applicant must have:

13 (a) The National Diploma/Certificate (ND, NCE) or a good grade
14 in WAEC, NECO;

15 (b) Passed the Institute's pre-qualification tests and interviews

16 (b) Associate Members:

17 (a) A person shall be entitled to be registered as an Associate
18 member during the period of training or mentoring in Conflict Analysis and
19 Management;

20 (b) The training or mentoring programme must be at least a
21 minimum of 3 years of intensive practical exposure to all areas of Conflict
22 Analysis and Management;

23 (c) Full membership examination to be conducted by the Institute.

24 A successful associate member shall then become a full member

25 (c) Full Members:

26 (a) A person shall be entitled to be registered as a full member after
27 undergoing training in Conflict Analysis and Management;

28 (b) The programme must be at least a year of Conflict Analysis and
29 Management courses of study taken at a stretch;

30 (c) A person who has acquired skill and expertise in Conflict

1 Analysis and Management for a period not less than 3 years (exception is given
2 to those in practice 3 years prior to this Bill).

3 (d) Fellow Members:

4 (a) Qualified Practitioners shall apply to be considered for fellowship
5 based on the criteria to be set by the privileges and ethics committee;

6 (b) The full professional designatory letters of the different categories
7 of members shall be-

8 (i) Fellow Institute Conflict Analysis and Management;

9 (ii) Member Conflict Analysis and Management;

10 (c) Associate Conflict Analysis and Management.

11 (e) Institutional/Corporate Members:

12 (i) Corporate membership of the Institute fall under the following
13 categories-

14 (a) Relevant Government MDAs;

15 (b) Institutions/ Corporate Organizations;

16 (c) Research & Development Agencies;

17 (d) Academic Institutions/ Professional Bodies;

18 (e) International Organizations/ Development Agencies;

19 (f) Business Membership Organization (BMO);

20 (g) Other Stakeholders involved in Conflict Analysis and
21 Management.

22 (f) International Affiliates:

23 The Institute is open to affiliation with any relevant international institutes, that
24 there field of operations related to Conflict Analysis and Management.

25 (g) Honorary Members:

26 Honorary membership is by invitation of the Institute and or by
27 recommendation by members of the public for deserving member of the
28 Institute, conflict analysis and management personnel who has retired or
29 serving but who has made extra ordinary contribution to the growth and

1 development of conflict analysis and management institutions in Nigeria
2 and in Diaspora.

3 **5.**-(1) There shall be a Governing Council responsible for policy Governing of
the Institute
4 formulation, oversight, and strategic direction.

5 (2) The Council shall include:

6 (a) A President (appointed by the Governing Council);

7 (b) National Coordinator;

8 (c) The Registrar;

9 (d) One representative each from the Ministries of Interior,
10 Education, Foreign Affairs, and Justice;

11 (e) Two elected representatives of the professional membership;

12 (f) One representative of the security sector; and

13 (g) One representative from civil society or development partners.

14 **6.**-(1) Council members shall serve a term of 3 years, renewable Tenure and
Powers of the
Council
15 once.

16 (2) The Council shall:

17 (a) Approve budgets and work plans;

18 (b) Set standards for professional certification and training;

19 (c) Appoint advisory boards and examination committees;

20 (d) Enforce the Code of Ethics and discipline erring members

21 **PART II - APPOINTMENT AND DUTIES OF THE REGISTRAR**

22 **7.**-(1) The Institute shall appoint a fit and proper person to the Appointment
of the Registrar
23 Registrar of the Institute.

24 (2) The registrar appointed in terms of subsection (1) of this section
25 shall be head of the administration of the Institute and secretary to the
26 Council.

27 (3) Subject to the following provisions of this subsection, the
28 Institute may make rules with respect to the form and keeping of the Register
29 and making of entries and therein particular-

1 (a) The making of applications for enrolment or registration, as the
2 case may be:

3 (b) Providing for notification to the Registrar by the person to whom
4 any registered particulars related of any change in those particulars;

5 (c) Authorizing a registered person to have any qualification, which is
6 in relation to the relevant discipline of the profession, administration, either an
7 approved qualification or an accepted qualification for the purpose of this Bill;

8 (d) Specifying from time to time the fee including subscription to be
9 paid to the Institute in respect of the entry of names on the Register authorizing
10 the Registrar to refuse to enter a name on the Register until the fee specified for
11 the entry has been paid; and

12 (e) Specifying anything failing to be specified under this section, but
13 rules made for the purses of paragraph (d) of this subsection shall not come into
14 force until they are confirmed at a special meeting of the Institute as the case
15 may be.

16 (4) The Register shall:

17 (a) Correct, in accordance with the Council's directives, any entry in
18 the Register which the Institute direct him to correct as being in the Council's
19 opinion an entry which was incorrectly made;

20 (b) Remove from the Register the name of any Registers person who
21 has dies;

22 (c) Record the names of the members of the Institute who are in
23 default in the payment of annual subscriptions, dues or other charges for more
24 than twelve months, and take such action in relation thereto (including removal
25 or the names of the defaulters from the Register) as the Board meeting
26 determine or direct; and

27 (d) Make from time to time any necessary alterations in the registered
28 particulars of registered persons.

29 (5) If the Registrar:

30 (a) Sends by post to any registered person a letter addressed to him at

1 his address on the Registered enquiring whether the registered particular
2 relating to him are correct and receives no reply to the letter within the period
3 of six month from the date of posting and

4 (b) Upon the expiration of the period specified in paragraph (a) of
5 the subscription send in like manner to the person in question a second
6 similar letter and received no reply the letter within three month from the
7 date of posting it, then the registrar, may remove the particulars relating to
8 the person in question from the Register, and the Institute may direct the
9 Registrar to restore to the appropriate part of the Registrar an particulars
10 removed there from under this subsection.

11 *Publications of Register and List of Corrections*

12 **8.**-(1) The Registrar shall be:

Publications of
Register and List
of Corrections

13 (a) Cause the Register to the printed, published and put on sale to
14 members of the public not later than two years from the commencement of
15 this Bill;

16 (b) Thereafter in each year to cause to be printed, published and put
17 on sale as aforesaid, a corrected edition of the Register since it was last
18 printed; and

19 (c) Cause a print of each edition of the registers and of each list of
20 correction to be deposited at the principal offices of the Institute, and the
21 Institute shall keep the register and the list so deposited available at all
22 reasonable time for inspection by members of the Institute.

23 **9.**-(1) The Institute may, on the recommendation of the Registrar
24 appoint such other staff as it may consider necessary to assist the Registrar in
25 the discharge of his duties.

Other Staff

26 (2) The employment of the Registrar and other staff shall be
27 pensionable in accordance with the terms and conditions of service in the
28 Federal Government of Nigeria.

	1	PART III - REGISTRATION OF MEMBERSHIP
Qualification for Membership	2	10. -(1) A person shall be entitled to be registered as a member of the
	3	Institute if:
	4	(a) He passes the qualifying professional examination conducted by
	5	the Institute and completes the practical training prescribed;
	6	(b) He holds a qualification accepted by the Institute as sufficient
	7	practical experience;
	8	(c) He holds a qualification granted outside Nigeria which recognized
	9	by the Institute and he is by law entitled to practice the profession for all
	10	purpose in the country in which the qualification was granted.
	11	(2) An applicant for registration shall in addition to evidence or
	12	qualification, satisfy the Institute that-
	13	(a) He is good character;
	14	(b) He had attained the age of eighteen years; and
	15	(c) He has not been convicted in Nigeria or elsewhere of an offence
	16	involving dishonesty.
	17	(3) The Institute may, provisionally accept a qualification produced in
	18	respect of an application for registration under this section, or direct that the
	19	Application be renewed within such period as may be specified in the direction.
	20	(4) An entry made under subsection (3) shall show that the
	21	registration is provisional and such entry may only be converted to full
	22	registration with the Consent of the Institute, signified in writing.
Signatory to Certificates	23	11. The Chief Executive Officer and Registrar shall be the joint
	24	signatory to certificates awarded by the Institute.
The National Coordinator and Administrative Structure	25	12. -(1) The National Coordinator shall be the Chief Executive Officer
	26	and shall be responsible for the day-to-day administration.
	27	(2) The Registrar shall be appointed by the Governing Council for a
	28	renewable term of three (3) years.
Directorates and Operational Framework	29	13. -(1) The Institute shall operate through National Coordinator &
	30	Directorates, including:

- 1 (a) Training and Certification;
 2 (b) Community Security and Early Warning;
 3 (c) Peacebuilding, Mediation and Reconciliation;
 4 (d) Diplomacy, Political Engagement and International Affairs;
 5 (e) Research, Policy and Publications;
 6 (f) NGO and Civil Society Partnerships;
 7 (g) Ethics, Membership and Compliance;
 8 (h) Registry and Examination Board.
 9 (2) Each Directorate shall be led by a qualified Director and
 10 structured under a National Secretariat.

11 PART IV – FUND FOR THE INSTITUTE

12 **14.**-(1) The Institute shall establish and maintain a fund, to be Fund for the
 13 applied towards function of the Institute. Institute

14 (2) The Institute shall not later than 1st September in each financial
 15 year or soon thereafter submit to the Institute for approval, its estimate of
 16 revenue and expenditure in respect of the following year.

17 (3) The Institute may invest moneys in the fund in any security
 18 created or issued or on behalf of the Government of the Federal Republic of
 19 Nigeria or in any other security in Nigeria approved by the Institute-

20 (i) The Institute may from time to time, reasonably borrow money
 21 for purposes of the Institute;

22 (ii) all fees, and other monies payable to the Institute;

23 (iii) all grants, aids and solicited funds received for the Institute;

24 (iv) Proceeds from programme and activities

25 **15.** There shall be defrayed from the fund the following: Expenditure

26 (a) The remuneration and allowances of the Registrar and other
 27 employees of the Institute;

28 (b) Such reasonable travelling allowances (as determined by the
 29 Institute and its Committee) incurred in the business or official functions of
 30 the Institute;

	1	(c) Any expense incurred by the Institute in the discharge of its duties.
Auditing of Accounts	2	16. -(1) The Institute shall keep proper records of the annual accounts
	3	of the Institute in each financial year.
	4	(2) The accounts of the Institute shall be audited within six months
	5	after the end of each financial year by auditors appointed by the Institute. The
	6	fees of the auditors and the expenses of audit shall be paid from the fund of the
	7	Institute.
	8	(3) The audited annual accounts and report shall be submitted by the
	9	Institute to the members of the Institute at the AGM.
	10	PART V - PROFESSIONAL DISCIPLINE
Investigating Panel	11	17. There shall be an Investigating panel, consisting of three members
	12	and two non-members of the Institute all to be appointed by the Institute
	13	charged with duty of-
	14	(a) Conducting preliminary investigation into allegations that a
	15	registered member has misconduct himself in his capacity as a registered
	16	member; and
	17	(b) Deciding whether the allegations should be referred to the
	18	disciplinary committee or not.
Disciplinary Committee	19	18. There shall be a Disciplinary Committee consisting of six (6)
	20	members one of whom shall be the Chairman appointed by the Institute,
	21	charged with the duty of investigating and determine any case referred to it by
	22	the Investigating Panel.
Penalties for unprofessional conduct	23	19. -(1) Where-
	24	(a) A registered person is, adjudged by the disciplinary Committee to
	25	be guilty of infamous conduct in any professional respect; or
	26	(b) A registered person is convicted, in Nigeria or elsewhere by any
	27	court of competent jurisdiction; or
	28	(c) The Disciplinary Committee determines that the name of any
	29	person has been fraudulently registered-
	30	(1) The Disciplinary Committee may give a direction reprimanding

1 that person or ordering the Registrar to strike the person's name out of the
2 relevant Part of the Register.

3 (2) Disciplinary Committee may, defer or further defer its decision
4 as to the giving of a direction under subsection two (2) until a subsequent
5 meeting of the Disciplinary Committee.

6 (3) The Disciplinary Committee may not defer its decision under
7 subsection (3) for periods exceeding one year.

8 (4) When the Disciplinary Committee gives a direction under
9 subsection (2) the Disciplinary Committee shall cause notice of the
10 direction to be served on the person to whom it relates.

11 (5) The person to whom a direction under subsection (2) relates
12 may, at any time within twenty-five days from the date of service on him,
13 appeal against the direction to the Federal High Court.

14 (6) A person whose name is removed from the register pursuant to a
15 direction of the Disciplinary Committee, may not be registered again except
16 pursuant to a direction in that respect given by the Disciplinary committee
17 on the application of that person.

18 (7) A direction for the removal of a person's name from the register,
19 may prohibit an application under subsection by that person until the
20 expiration of such period from the date of the direction.

21 PART VI - OFFENCES AND PENALTIES

22 **20.**-(1) A person commits an offence who-

23 (a) Holds himself out as a conflict analysis and management
24 practitioners;

25 (b) Willfully makes falsification in any matter relating to the
26 register;

27 (c) A person who is found guilty of an offence under this section is
28 liable on summary conviction, to a fine of an amount not exceeding
29 N100,000 or imprisonment for a term not exceeding two years, or both.

Offences and
Penalties

Code of Ethics
and Regulatory
Powers

1 **21.** The Institute shall maintain and enforce a Code of Conduct
2 applicable to all members, partners, and affiliates, with disciplinary powers
3 vested in the Ethics and Compliance Directorate.

Limitation of
suits against
the Institute
and its staff

4 **22.**-(1) Notwithstanding anything to the contrary contained in any
5 other enactment, no suit against the Institute, a member or any employee of the
6 Institute for any act done in pursuance or execution of any enactment or law, or
7 of any public duty or authority, or in respect of an alleged negligence or default
8 in the execution of such enactment or law, duty or authority, shall lie or be
9 instituted in any court unless it is commenced within 12 months next after the
10 act or neglect complained of or in the case of a continuing damage or injury,
11 within 12 months next after the ceasing thereof.

12 (2) No suit shall be commenced against the Institute before the
13 expiration of a period of one month notice of intention to commence the suit
14 shall have been served upon the Institute by the intending plaintiff or his
15 authorized agent and the notice shall clearly and explicitly state:

16 (a) The cause of action;

17 (b) The particulars of the claim;

18 (c) The name and place of abode of the intending plaintiff; and

19 (d) The relief which he claims.

20 (3) The notice referred to in subsections (1) and (2) of this section and
21 any summons, notice or other document required or authorized to be served
22 upon the Institute under the provisions of this Bill or any other enactment or
23 law may be served by delivering the same to the Chief Executive Officer, or the
24 Registrar of the Institute and by sending it by registered post to the principal
25 office of the Institute.

Transition and
institutional
integration

26 **23.** All rights, assets, responsibilities, and recognitions held by the
27 Institute of Conflict Management and Negotiation Analysts (ICMNA) shall
28 automatically vest in ICAM upon the passage of this Bill.

- 1 **24.** In this Bill: Interpretation
- 2 “**Institute**” refers to the Institute of Conflict Analysis and Management
- 3 (ICAM);
- 4 “**Conflict Analyst**” means any certified individual with expertise in
- 5 analyzing, managing or resolving conflict;
- 6 “**Council**” means the Governing Council of the Institute;
- 7 “**Directorate**” includes any functional arm of the Institute.
- 8 **25.** This Bill may be cited as the Institute of Conflict Analysis and Citation
- 9 Management (Establishment) Bill, 2025.

EXPLANATORY MEMORANDUM

This Bill seeks to establish the Institute of Conflict Analysis and Management (ICAM) as a multidisciplinary, professional, academic, consultancy, and examination body responsible for the training, certification, and ethical regulation of conflict analysts - experts, practitioners, negotiators, and peace professionals across sectors and society.