



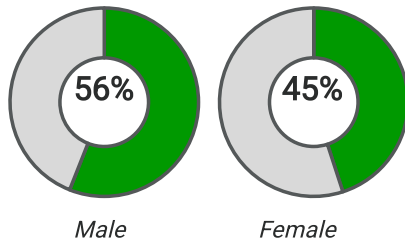
Overview: Nigeria National Women's Economic Empowerment (WEE) Policy

AUGUST
2024

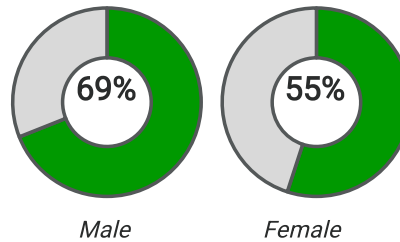
By 2022, Nigeria's WEE gaps were well documented

Emerging data showed that women and girls accessed economic opportunity and productive skills/assets at significantly lower rates than men. Anecdotal evidence was highlighting the real impact of these gaps.

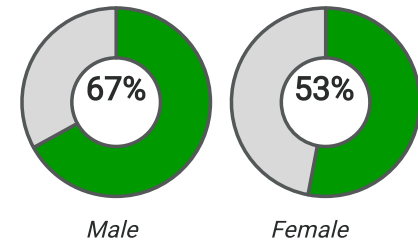
Financial Inclusion (2020)



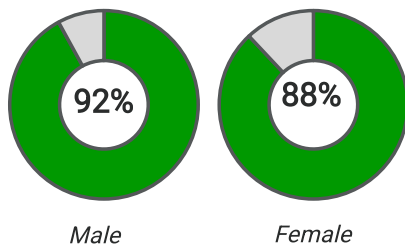
Labour Participation Rate (2018)



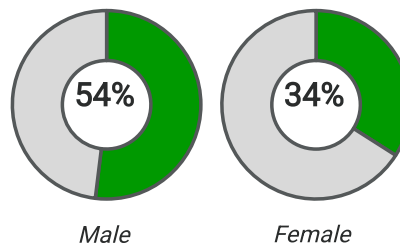
Secondary School Completion (2020)



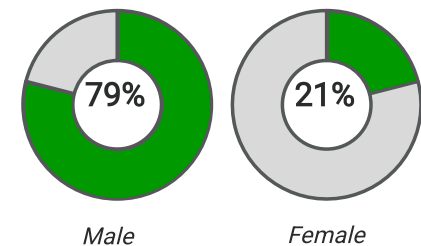
Mobile Ownership (2022)



Mobile Internet Access (2022)







Representation on NSE Boards (2020)



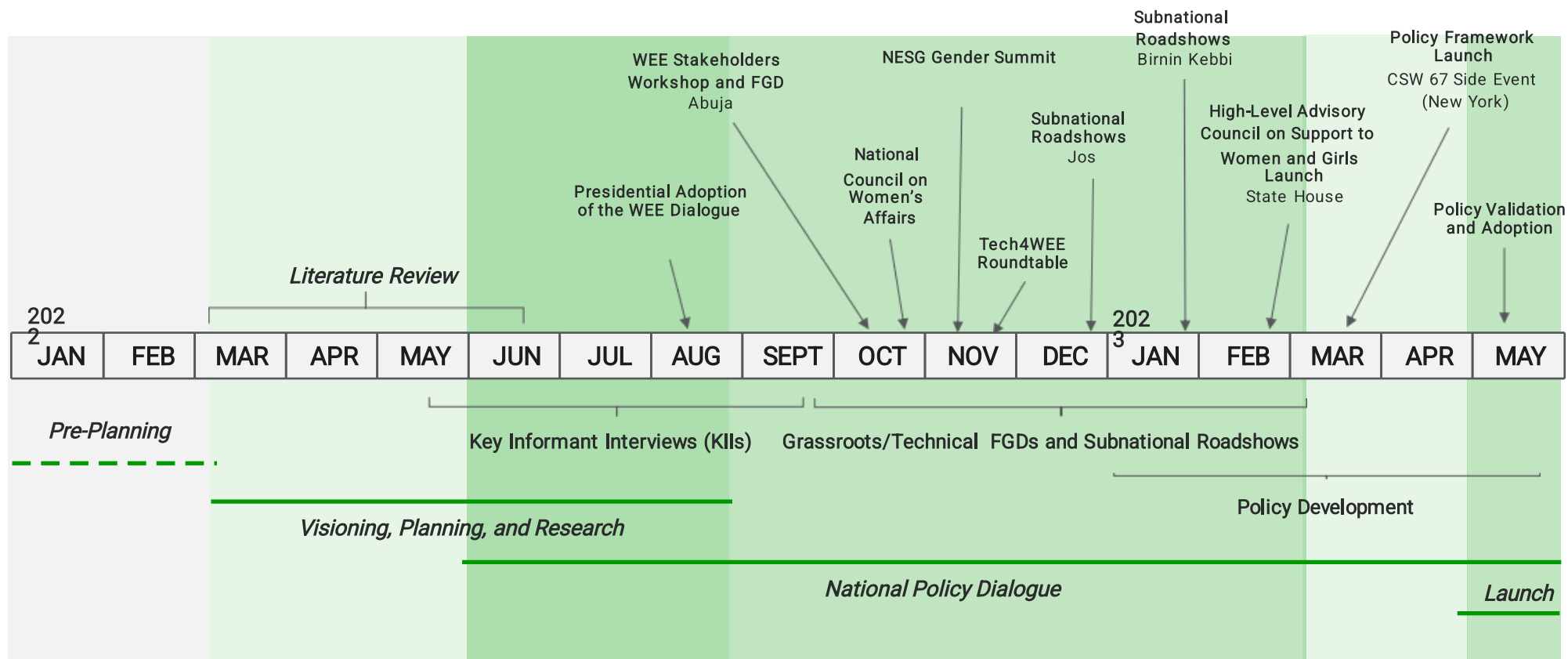
Nigeria had also started to fall behind its peers

Despite its status as the “Giant of Africa,” Nigeria underperformed its regional peers on most gender-based indices measuring economic participation, access, and leadership.

| |  |  |  |  |
|---|--|---|---|---|
| | Nigeria | Kenya | South Africa | SSA |
| WB Women, Business, and the Law - Overall Score (2023) | 66.3 | 80.6 | 88.1 | 72.6 |
| AfDB GE Indices Gap – Economic Dimension (2019) | 0.372 | 0.522 | 0.768 | - |
| Mo Ibrahim Index of African Governance Gender Indicator (2022) | 59.2 | 61.9 | 69.6 | 55.0 |
| WEF 2022 Global Gender Gap Index Score (Ranking) | 0.639 (123) | 0.729 (57) | 0.782 (20) | - |
| WEF 2022 Global Gender Gap Economic Participation and Opportunity Sub Index | .724 (50) | .811 (6) | .649 (92) | - |
| MGI Gender Parity Index Overall Score (2019) | 0.55 | 0.62 | 0.76 | 0.76 |
| MGI GE at Work Score (2019) | 0.58 | 0.49 | 0.63 | 0.51 |
| International Labor Organization Gender Gap in the Labor Force | 11.7 | 4.6 | 13.7 | - |

In response, the FGN launched a National WEE Dialogue

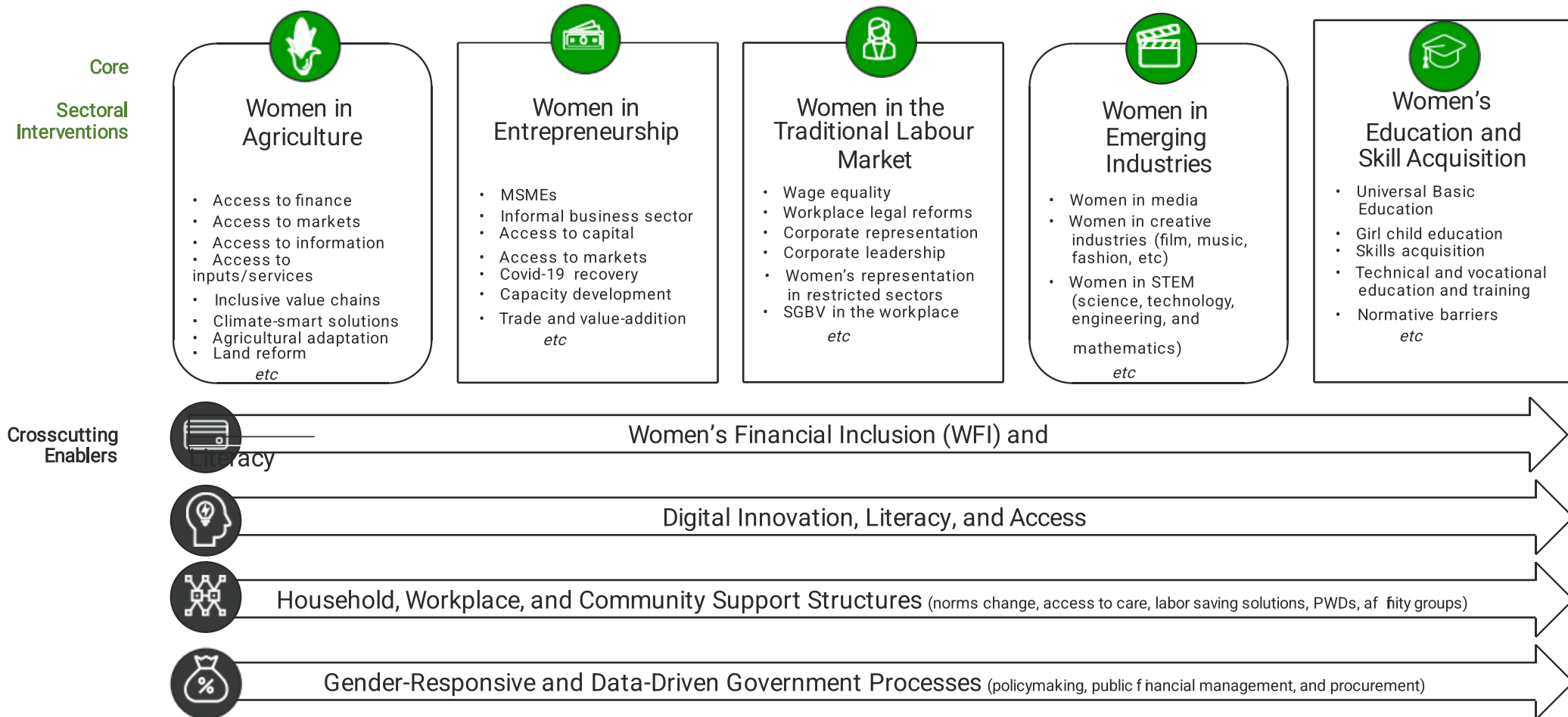
In May 2023, the FEC adopted Nigeria's first **National Women's Economic Empowerment (WEE) Policy and Action Plan** following a 18-month National Dialogue process led by the Federal Government.



The Policy Dialogue was a presidential initiative, driven by Ministry of Women Affairs and the Ministry of Finance, Budget, and National Planning.

The WEE Policy adopts a sectoral framework

The National WEE Policy is organized around key sectoral interventions in the established and emerging parts of the economy where Nigerian women and girls are most engaged.



All lists are representative and not exhaustive

The National WEE Policy sets SMART Goals

The Policy has specific, measurable, attainable, realistic, and timely goals developed by the FGN and endorsed by the gender ecosystem to track Nigeria's progress towards transformative WEE.

Baseline Metrics

| | | |
|--|---|---|
| #123 | #50 | 55% |
| WEF GGG Index (2022) | WEF GGG Index Economic Opportunity and Inclusion Sub-Index (2022) | Labor Force Participation (2021) |
| 19.6% | 63.1 | 19% |
| Female Participation in Agriculture (2021) | World Bank Women, Business, and the Law Index Score (2022) | Share of women on NSE Board seats (2020) |
| 23% | 45% | 67% |
| Share of women in senior management on NSE listed companies (2020) | Women's financial inclusion (2020) | Share of girls in secondary school (2021) |



SMART Policy Goals (2028)

| | | |
|---|--|------------------------------------|
| #90 | #40 | 65% |
| WEF GGG Index | WEF GGG Index Economic Opportunity and Inclusion Sub-Index | Labor Force Participation |
| 30% | 71.5 | 25% |
| Female Participation in Agriculture | World Bank Women, Business, and the Law Index | Share of women on NSE Board seats |
| 30% | 75% | 75% |
| Share of women in senior management on NSE listed companies | Women's financial inclusion | Share of girls in secondary school |

It also proposes systemic shifts to drive WEE

The National WEE Policy also sets qualitative targets that speak to the broader economic and financial system reforms – and government action - that would catalyze WEE in Nigeria.



Economic Recovery: Address the long-term effects of the Covid-19 pandemic by delivering a gender-transformative economic recovery



Productive Tools: Scale women's access to productivity-enhancing tools across critical sectors including land, mobile phones, and the internet – in line with existing national policies and targets.



Financial and Digital Literacy: Support the economic empowerment of women by facilitating access to financial literacy and financing, providing skill-building training, and supporting MSMEs' business viability



Digital Transformation: Leverage Nigeria's ongoing digital transformation more intentionally to advance WEE outcomes, in partnership with relevant stakeholders in the private sector



Support Structures: Provide the relevant support structures needed in communities and the workplace (i.e., paid leave, childcare, women's economic collectives) to enable Nigerian women and girls to participate in the economy fully



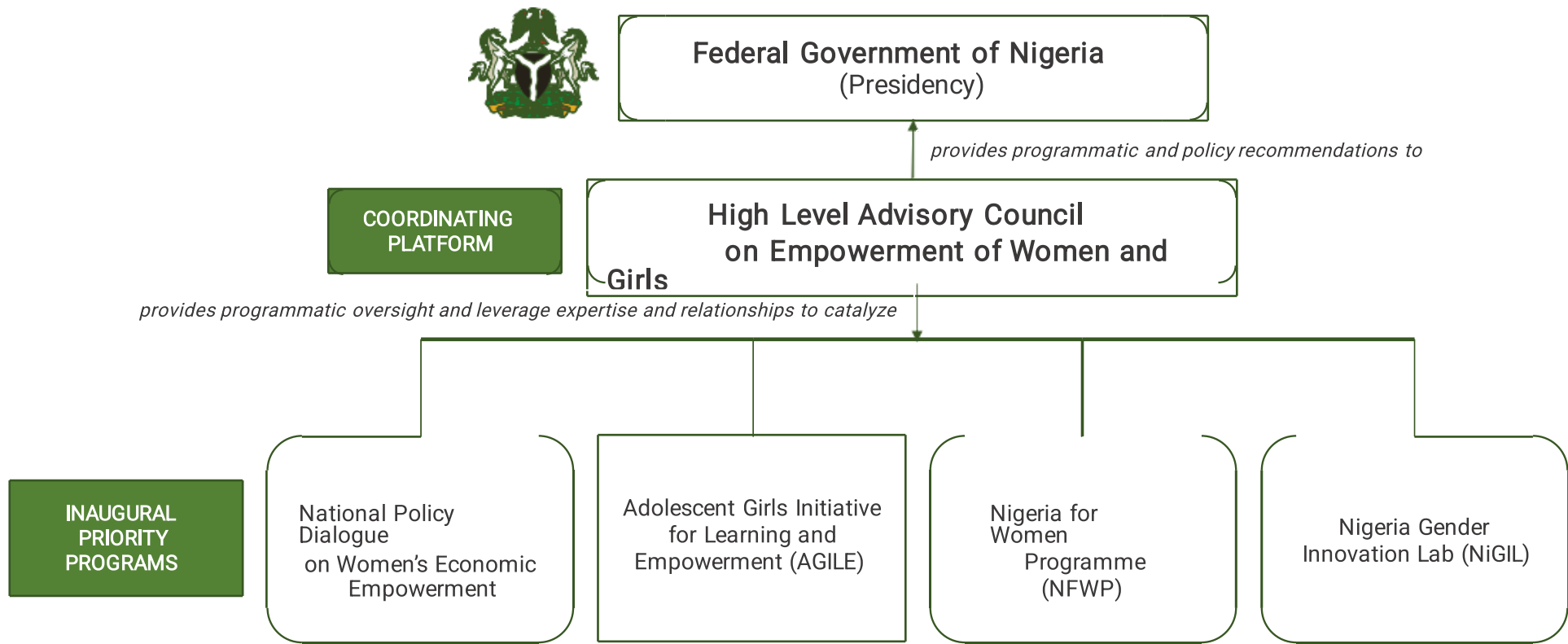
Follow through on existing commitments: Stronger implementation of existing WEE-focused government policies and follow through on international and regional commitments and treaties to which Nigeria is a signatory



Gender-responsive government processes: Mainstream gender-responsive approaches across government processes, including policymaking, budgeting, and procurement

The FGN set up a Council to drive the Policy and WEE

The High-Level Advisory Council (HLAC) on Support to Women and Girls provides oversight on the FGN's gender-focused programs and initiatives and channels multisectoral recommendations and perspectives to inform policy and programmatic initiatives.



The HLAC's Steering Committee is truly multisectoral

The Council is currently in transition as new members of the Federal Executive Council set their priorities. However, the private sector and social sector representatives are set to carry over from the last government.



Government Representatives

- Minister of Women's Affairs (co-chair)
- Minister of Finance, Budget and National Planning (co-chair)
- Minister of Education (co-chair)
- Minister of Agriculture and Rural Development
- Minister of Labor and Productivity
- Minister of Industry, Trade, and Investment
- Minister of Health
- Minister of Environment
- Chair, Nigeria Governor's Forum
- Chairperson, Nigeria Governors Spouses Forum



Mrs. Ibukun Awosika
Former Chair, First Bank
(Co-Chair)



Dr. 'Dere Josephine Awosika
Chair, Access Bank, Plc
(Co-Chair)



His Eminence Muhammadu Sa'ad Abubakar
Sultan of Sokoto



HRH Igwe Nnaemeka Alfred Ugochukwu Achebe
Obi of Onitsha



H.E. Mrs. Bamidele Abiodun
First Lady, Ogun State



H.E. Dr. Zainab Bagudu
Founder, Medicaid Cancer Foundation



Ndidi Nwuneli
CEO, ONE Campaign



Somachi Chris-Asoluka
CEO, Tony Elumelu Foundation



N. Le Diop
Country Director, World Bank



Angela Ajala
National Coordinator, Association of Nigerian Women Business Network



Beatrice Lyong
UN Women, Country Representative



Uche Amaonwu
Country Director, Gates Foundation

The Policy and HLAC are now presidential priorities....

The current Administration has endorsed the Policy and HLAC, given their significant overlap with the gender equality and social inclusion priorities of President Asiwaju Bola Ahmed Tinubu's Renewed Hope Agenda.

The Renewed Hope Agenda has ambitious WEE goals that National WEE Policy implementation will help catalyze

- **Economic Participation:** Break into the Top 35 countries on the WEF Global Gender Gap Index Economic Participation and Opportunity sub-index by 2027 (2022 Baseline: #50)
- **MSMEs:** Introduce new social investment programs that support the development of ≥ 2.5 million micro, small, and medium enterprises (MSMEs) particularly among women and youth
- **Multidimensional Poverty:** Reduce multi-dimensional poverty among the women and girls, persons living with disabilities (PWDs), and the elderly
- **Political Representation:** Women will hold $\geq 35\%$ of positions in the Federal Executive Council positions (2023 Baseline: 14%)
- **Corporate Leadership:** Women will occupy $\geq 25\%$ of total board seats of the Top 30 NSE Listed Companies (2019 Baseline: 19%)
- **Educational Attainment:** Break into the Top 100 of the World Economic Forum Global Gender Gap Educational Attainment Sub-Index (Baseline: #134)
- **Secondary School Enrollment:** Increase the percentage of girls enrolled in secondary school from 67% to 75% by 2027
- **Women in STEM:** Double the number of women in STEM fields by 2030



Renewed Hope

Manifesto

"Equity and fairness to women will be a top priority of a Tinubu government. Greater equality and the economic empowerment of women shall be at the heart of our national agenda. We shall not stop until women have an equal chance to enter and excel in all relevant aspects of our nation's social, economic, and political life"

Thank You

