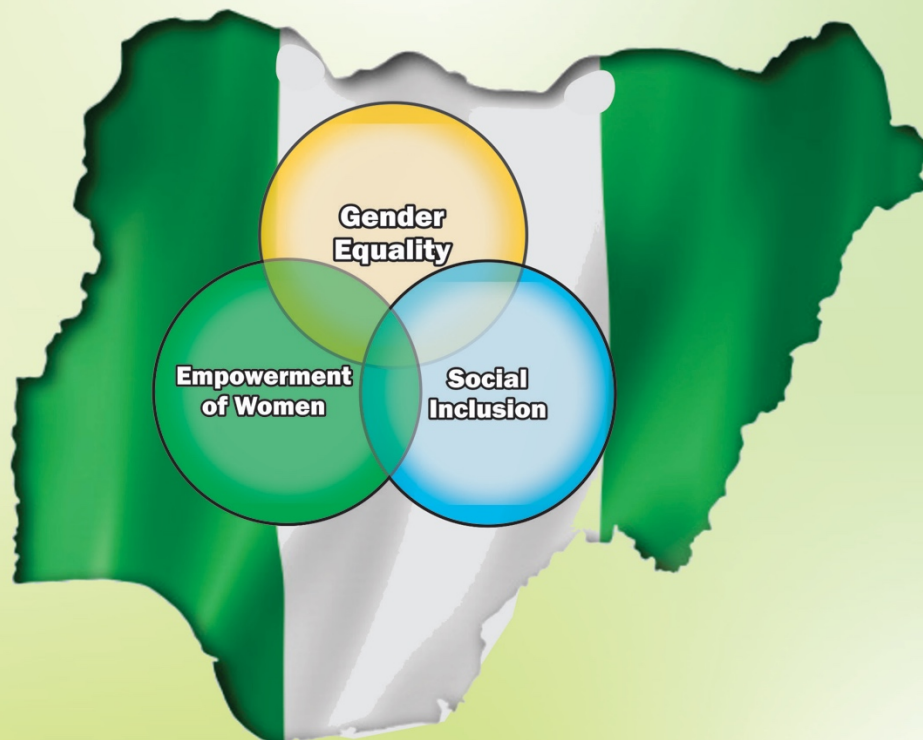




FEDERAL REPUBLIC OF NIGERIA
NATIONAL GENDER POLICY

**STRATEGIC IMPLEMENTATION
FRAMEWORK / PLAN**



**FEDERAL MINISTRY OF WOMEN
AND GENDER AFFAIRS**
—(2021-2026)—

ACRONYMS

ACJA	Administration of Criminal Justice Act
CBN	Central Bank of Nigeria
CEDAW	Convention on Elimination of All forms of Discrimination against Women
COVID 19	Corona Virus Disease 2019
CRC	Committee on the Rights of the Child
CRPD	Convention and optional Protocol on the Rights of Persons with Disabilities
CBOs	Community-Based Organisations
CSOs	Civil Society Organisations
ECOWAS	Economic Community of West African States
EFCC	Economic and Financial Crimes Commission
EWS	Early Warning System
FCT	Federal Capital Territory
FGM	Female Genital Mutilation
FMWA	Federal Ministry of Women Affairs
FMWGA	Federal Ministry of Women and Gender Affairs
FMWGD	Federal Ministry of Women, Gender and Development
G2P	Government to Persons
GAD	Gender and Development
GBV	Gender Based Violence
GCM	Gender Critical Mass
GDP	Gross Domestic Product
GEESI	Gender Equality, Empowerment of Women, and Social Inclusion
GEWE	Gender Equality and Women's Empowerment
GMS	Gender Management System
GRB	Gender Responsive Budgeting
HDI	Human Development Index
HMO	Health Maintenance Organisation
HGSFP	Home-Grown School Feeding Programme
ICPC	Independent Corrupt Practices and Other Related Offences Commission
IDPs	Internally Displaced Persons
INEC	Independent National Electoral Commission
INGOs	International Non-Governmental Organisations
KPI	Key Performance Indicators
LGAs	Local Government Areas
M&E	Monitoring and Evaluation
MDAs	Ministries Departments and Agencies
MEL	Monitoring, Evaluation and Learning
MFBNP	Ministry of Finance, Budget and National Planning
MMR	Maternal Mortality Ratio
MSMEs	Micro, Small and Medium Enterprises
MWGA	Ministry of Women and Gender Affairs
NAFDAC	National Agency for Food and Drug Administration and Control
NAPEP	National Poverty Eradication Programme
NBS	National Bureau of Statistics
NDC	Nationally Determined Contributions
NEC	National Executive Council
NEEDS	National Economic Empowerment and Development Strategy
NEMA	National Emergency Agency

NERDC	Nigerian Educational Research and Development Council
NERGP	Nigerian Economic Recovery and Growth Plan
NGMS	National Gender Management System
NGOs	Non-Governmental Organisations
NGS	National Gender Statistics
NHIS	National Health Insurance Scheme
NIMC	National Identity Management Commission
NOA	National Orientation Agency
NPP	National Peace Policy
NTTGE	National Technical Team of Gender Experts
NUC	National Universities Commission
PGN	Practical Gender Needs
PHCDA	Primary Health Care Development Agency
PWDs	People with Disabilities
SARCs	Sexual Assault Referral Centres
SEC	State Executive Council
SEMA	State Emergency Management Agency
SGBV	Sexual and Gender Based Violence
SMEDAN	Small and Medium Enterprises Development Agency of Nigeria
SMEs	Small and Medium-Scale Enterprises
SRF	Strategic Results Framework
STEM	Science, Technology, Engineering and Mathematics
SUBEB	State Universal Basic Education Board
SURE-P	Subsidy Reinvestment and Empowerment Programme
TWG	Technical Working Group
UBE	Universal Basic Education
UBEC	Universal Basic Education Commission
UN	United Nations
UN WOMEN:	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	United Nations Development Programme
UNFPA	United Nations Population Funds
UNHCR	United Nations High Commission for Refugees
UNICEF	United Nations International Children's Emergency Fund
UNSCR	United Nations Security Council Resolution
VAPP	Violence Against Persons Prohibition
VAW	Violence against Women
VVF	Vesico Vaginal Fistula
WANEP	West Africa Network for Peacebuilding
WASH	Water, Sanitation and Hygiene
WWDs	Women with Disabilities

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ACKNOWLEDGEMENT

The review of the 2006 National Gender Policy is long overdue. This review should have been done in 2011, but a number of exigencies did not allow this to happen until October 2020, when the process for this review started. The production of the policy involved 3 Phases. Phase 1 – A Situation Analysis Review and Report writing, Phase 2 – Development of the Revised National Gender Policy using the key findings from the Situation Analysis Report to refocus policy priorities and action and Phase 3 – the Development of the National Strategic Implementation Framework for the policy. Hence, apart from the main Policy Document, there are also two complementary reports; that is, the 2021 Situation Analysis Report; and the 2021 Implementation Framework for the National Gender Policy.

The Situation Analysis, which was the first phase of the policy review process, involved the review of national and international documents on women and gender issues; existing state/sectoral gender policies; key indicators, and secondary data sources across the sectors and zonal workshops across the six (6) geo-political zones. Consultants and technical assistants held discussions with stakeholders at Federal, State, Local Government levels; and also with Nigerian scholars in the diaspora, and the private sector actors. Focus Group Discussions (FGD) were held with CSO representatives across the zones; in-depth interviews with development partners and with employers of labour in the private sector institutions. Series of public dialogues were also held with community members – men, women, boys, and girls. These were done to ensure that emerging issues were well captured, and also to ensure comprehensive and widespread ownership of the policy document. Thus, all three phases of the process witnessed the conduct of Validation and Finalisation Workshops to ensure the adoption of the respective outcomes by stakeholders at the various levels – national, state, and community levels. Following the activities enumerated herein, individuals, groups, institutions, and governments contributed immensely to the success of this policy review process.

First, we will like to put on record the overwhelming support of President Muhammadu Buhari’s Administration, for putting the women’s issues at the centre of his government’s economic recovery and growth plan agenda, and hoping for more visibility for women in this government. Nigerian women expect a greater commitment to the 50:50 parity for women to benefit more in public life.

The Honourable Minister for Women Affairs, HE: Dame Paullen Tallen, OFR, KSG; who is a gender advocate, and pride to womanhood, fitted perfectly to the gender transformative agenda, while her invaluable contributions to the success of this policy review remain notable. The success of this review is largely due to the support received from the Minister, and the office of the Permanent Secretary, Federal Ministry of Women Affairs. The revision of the National Gender Policy started under the leadership of Ambassador Anthonia Ekpa -PhD, and was completed under the able leadership of Engr. Adebisi O. Olufunso, FNSE.

Various key officers of government at the various levels (Federal/State/LGA) contributed immensely to the outcome of this review. We also acknowledge the support given by the Senior Special Assistant to the President on Gender Matters to this process. In terms of access to important documentation and attendance at the various planning and validation meetings, the Gender Focal Points across the Line Ministries, including the SDG Gender Desk, availed time for interviews and also gave supporting documentation for the situation analysis review which culminated in the development of the new policy.

The policy review process equally enjoyed the support of other partners in and out of government including – the Media Houses, especially the Nigerian Television Authority (NTA), various civil society coalitions at national and state levels, representatives of professional organisations both at the formal and informal level, private sector organisations – all demonstrated immense support by being part of the planning and the validation meetings; and for availing themselves for group discussions and individual interviews conducted for data gathering. Academia within and in the diaspora played a major role in their contributions to various webinar discussions on a variety of issues which helped to focus the policy priorities.

The policy review process enjoyed technical support from a number of development partners through the Development Partners Group on Gender (DPGG), with Leadership from UN-Women and ActionAid Nigeria and membership from the various multi-lateral and bi-lateral organisations, and international NGOs, who granted interviews and provided documents for the situation analysis review. The participation of stakeholders (including state and non-state actors) at the various planning and validation meetings is gratefully acknowledged.

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The Department of Gender Affairs, with support from other Departments of the Ministry supported the technical group and ensured the successful completion of this assignment. It is important to mention supports received from both past and present officers of the Ministry, including the Former Directors of Women and Gender Affairs, Mrs. Anetu-Anne O. Aliu, Director, Gender Affairs, Mrs. Friya Kimde Bulus, and Deputy Director, Women Affairs, Mrs Funke Oladipo. The Permanent Secretary, Amb. Anthonia Ekpa - PhD, saw this process through with due diligence. The Project Officer/M&E: Mr. Edo Ekata and his team supported the technical team at every stage of the review process.

Finally, the policy review was facilitated by a team of Experts led by Prof Olabisi I. Aina, supported by – Dr. Amina Salihu, Prof Kehinde Olayode, Ms Atinuke Odukoya, Mr. Tony Odey, Dr. Osas Ebenezer, and post-humus, Mrs Banke Akinrinmisi and Prof Ali Garba (may their beautiful souls rest in perfect peace), and other field assistants across the Nigeria 6 geo-political zones.

**Engr. Adebisi Olusesan Olufunso FNSE,
Permanent Secretary.
Federal Ministry of Women Affairs
Abuja.
September, 2021**

EXECUTIVE SUMMARY

Promoting change and development from a gender perspective has been recognized as an issue of human rights, social justice, and development. The adoption and implementation of the 2006 National Gender Policy across sectors and institutions was geared towards addressing gender injustice and gender inequalities within the Nigerian institutions and systems. Notably, the 2021 Situation Analysis Report documented progress made in achieving the goals of the 2006 National Gender Policy, and impediments confronting the full implementation of the policy priorities and actions. Revising the 2006 National Gender Policy is an integral part of the evaluation and sustainability mechanism built into the policy's implementation plan. The aim was to enable practitioners to take stock and learn lessons from the past with a view to accommodate new sets of emerging gender issues, which demand urgent attention and ensure steady progress in the quest for gender and social justice.

The revised National Gender Policy uses a gender-transformative perspective rooted in the 'Gender and Development' (GAD) framework which criticised how (global) capitalism, patriarchy, and other forms of institutional structures of social oppression continue to keep women/girls and other vulnerable groups in marginalised and subordinate positions. Against this background, three key elements, referred to here as the **GEESI** Framework (*Gender Equality, Empowerment of Women, and Social Inclusion*) drives the policy. The Gender Policy affirms the importance of gender equality, not only as a fundamental human right but also as essential to poverty reduction and improved living standards, sustainable economic growth, and effective and accountable governance. The policy is anchored on a conceptual framework that revolves around four (4) mutually reinforcing pillars namely: Policy and Legislation; Systems and Structures; Processes, Procedures and Mechanisms and Services, Goods, and Products.

This Strategic Results Framework/Implementation Plan hinges on the policy priorities highlighted within the revised National Gender Policy (2021). Notably, the framework has been drawn up taking into cognisance key learning points from the 2006 National Gender Policy, and important emerging issues that must be addressed within the next 5 years, with the Federal Ministry of Women and Gender Affairs taking the lead in this implementation process.

The strategies for delivery of the National Gender Policy includes:

- i. strengthening the institutional procedures which ensure that the needs of women and men, girls, boys, and the vulnerable groups are met equitably;
- ii. formulating measures to ensure that gender-specific vulnerabilities and capacities of men and women are systematically identified and addressed across sectors;
- iii. institutionalized research and data collection to ensure data on beneficiaries is disaggregated and analysed by sex;
- iv. reviewing and enhancing existing strategies for capacity building in gender mainstreaming as part of institutional development programmes; and
- v. ensuring that reporting and accountability mechanisms in gender mainstreaming are put in place.

The implementation strategy outlines the overarching strategic policy objectives, performance targets and selected indicators which are guided by principles outlined in the NGP, 2021 and the enumerated policy priority areas. It links the Policy Overarching Priorities with Objectives. Thus, the following are the overarching strategic policy objectives:

- SO1: To bridge gender gaps and achieve parity in all spheres of life, including public and private institutions.
- SO2: Protect women’s human rights and mitigate sexual and other gender-based violence through appropriate buffers and related services.
- SO3: Explore and fully harness women’s human capital assets as a driver for National Development through women’s economic empowerment.
- SO4: Advancement of women’s participation and representation in leadership and governance
- SO5: Support for women and girls’ lifelong health, survival and sustainable development
- SO6: Ensure that gender equity concerns are integrated in social protection, and complex humanitarian responses.

To effectively implement the revised National Gender Policy 2021, implementation will be through the institution of a Gender Management System (GMS). The implementation framework is based on four pillars of the GMS which are the *enabling environment, structures, mechanisms, and processes*. The establishment of appropriate institutional structures and frameworks for gender analysis, gender training, monitoring and evaluation is key in gender integration. The GMS therefore will provide the platform to achieve gender equality through political will, forging partnerships with stakeholders, including governments, Development Partners, Private Sector, and the Civil Society. To this end a re-engineering of the gender machinery is called, while it is suggested that the Federal Ministry of Women Affairs be renamed: ***Federal Ministry of Women and Gender Affairs***; or ***Federal Ministry of Women, Gender and Development***, being a part of the implementation of the revised 2021 NGP to ensure that the Ministry balances its mandates for women empowerment, gender equality, and other development issues with an inclusion lens on gender related development issues that are not presently handled by the Ministry of Humanitarian Affairs.

The Institutional Framework for the implementation of the National Gender Policy comprises macro and micro-level structures, and in particular institutions within and outside government, with the aim of achieving equity for women, men, boys, girls, and other vulnerable groups in the society. Specific mandates are given to the respective institutions involved in the process of institutionalising gender into development frameworks in the country – public, private, and the civil society – all of which will be involved in policy formulation, coordination, resource mobilization and utilization, implementation, monitoring and evaluation. The present mandate of each sector and how they can better deliver gender objectives and analyses are proposed in this implementation strategy.

The framework also shapes the managing for results framework which outlines the areas of internal organisational strengthening anticipated to allow the Federal, State, and LGA structures implement the Strategic Development Results Framework and strengthen its partnerships with civil society organisations, private sector and development partners, including UN Agencies in Nigeria. The Framework is divided into four management result areas: (a) Overall strategic direction, Capacity building and policy advice to the Federal and States’ Governments; (b) Monitoring, evaluation and learning (accountability, target setting, risk, and oversight); (c) National coordination; and (d) Enhanced administrative, human, and financial capacity.

In conclusion, the framework highlights what is required to engender the legal and policy environment within which the NGP can thrive.

The emblem of the National Gender Policy is centered in the background. It features a circular border with the text 'NATIONAL GENDER POLICY' at the top. Inside the circle is the coat of arms of Nigeria, which includes two white horses flanking a shield with a black and white design, topped by two red birds. Below the shield is a green wreath with red flowers and a yellow banner with the motto 'UNITY AND FAITH, PEACE AND PROGRESS'.

SECTION ONE

STRATEGIC IMPLEMENTATION FRAMEWORK OF THE NATIONAL GENDER POLICY

SECTION ONE

SECTION 1: STRATEGIC IMPLEMENTATION FRAMEWORK OF THE NATIONAL GENDER POLICY

1.0 Introduction

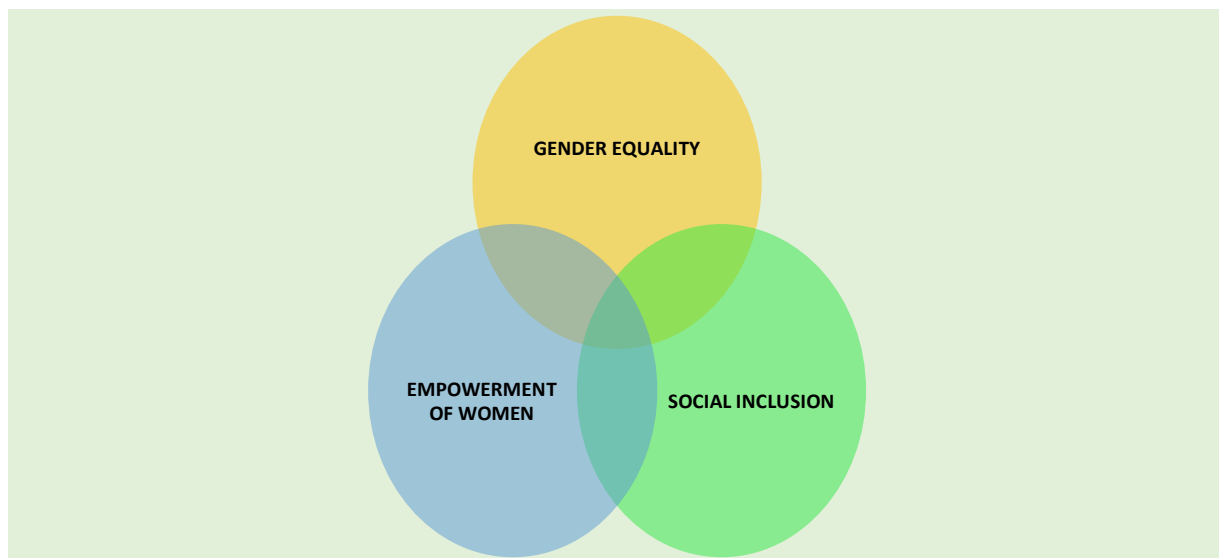
This Strategic Results Framework/Implementation Plan of the revised 2021 National Gender Policy of the Federal Republic of Nigeria has been developed at a time when the government is recommitting itself to the implementation of national and international conventions and laws, in support for gender equality, the empowerment of women and social inclusion principles in public service and governance. The Strategic Results Framework (SRF) hinges on the policy priorities highlighted within the revised National Gender Policy (2021). Notably, the framework has been drawn up taking into cognisance key learning points from the 2006 National Gender Policy, and important emerging issues that must be addressed within the next 5 years, with the Federal Ministry of Women and Gender Affairs taking the lead in this implementation process.

1.1 The National Gender Policy Conceptual Framework

The revised National Gender Policy uses a gender-transformative perspective rooted in the ‘Gender and Development’ (GAD) framework which criticised how (global) capitalism, patriarchy, and other forms of institutional structures of social oppression continue to keep women/girls and other vulnerable groups in marginalised and subordinate positions.

Against this background, three key elements, referred to here as the **GEESI** Framework (*Gender Equality, Empowerment of Women, and Social Inclusion*) drives the policy (see Figure 1). The overall objective of a gender equality agenda for the nation is to build a society in which women and men; girls and boys; and other vulnerable groups, enjoy the same opportunities, rights, and obligations in all spheres of life. It is important however, to acknowledge that in most cases where gender inequality exists, it is generally women who are excluded or disadvantaged in relation to decision-making and access to economic and social resources.

Figure 2: Key Elements in the GEESI Framework



1.2. The Guiding Principles and Core Values as indicated within the National Gender Policy

The policy is guided by the philosophy and general principles of human rights, gender equality, and women's empowerment entrenched in international, regional, and national laws and instruments. The National Gender Policy is therefore constructed on the following guiding principles and values, with the assumption that:

- The promotion and protection of women's rights as human rights, provision of social buffers and safety nets, social justice and equity are critical to national cohesion, growth and stability;
- The uniqueness of the needs of women and girls, compared to those of men and boys, are not homogeneous. It originates from varying circumstances and therefore demands tailored policy responses at sector and sub-sector levels;
- The gender policy is central to the achievement of overall national development goals, objectives and targets on many fronts and from both the macro and micro-economic levels as gender equality is a driver of growth and good governance;
- The cooperative interaction of all stakeholders, including government, private sector, civil society organisations, traditional and religious leaders, community-based organisations, and development partners at all levels is required to drive effective implementation of the policy;
- The implementation shall build on existing structures and draw on international policy frameworks, protocols, experiences and practices including affirmative action interventions focused on women, recognising them as a corrective measure to bridge gaps in opportunities and access to resources; and
- Gender analysis is an integral part and essential component of all policy articulation, implementation, monitoring and evaluation.

1.3. Policy Implementation Strategies

The strategies for delivery of the National Gender Policy include:

- i. strengthening the institutional procedures which ensure that the needs of women and men, girls, boys, and the vulnerable groups are met equitably;
- ii. formulating measures to ensure that gender-specific vulnerabilities and capacities of men and women are systematically identified and addressed across sectors;
- iii. institutionalized research and data collection to ensure data on beneficiaries is disaggregated and analysed by sex;
- iv. reviewing and enhancing existing strategies for capacity building in gender mainstreaming as part of institutional development programmes; and
- v. ensuring that reporting and accountability mechanisms in gender mainstreaming are put in place.

1.4 Policy Objectives and Targets

Overall, the policy has identified targets and indicators which will guide the successful implementation of the policy by stakeholders, including state and non-state actors. A synopsis of projected target areas is set out below. However, due to the paucity of gender statistics and data, a significant number of targets do not have benchmarks. Consequently, the first year will be dedicated to undertaking necessary technical appraisals, studies, and statistical analysis to generate missing data by critical stakeholders, especially the National Bureau of Statistics (NBS).

1.4.1. Strategic Objectives and Key Issues Addressed

The following are the overarching strategic policy objectives, performance targets and selected indicators, which are guided by principles outlined above in Section 1.2 and the enumerated policy priority areas discussed in the Policy Document.

Strategic Objective 1: To bridge gender gaps and achieve parity in all spheres of life, including public and private institutions.

Keys issues to be addressed:

- i. Domestication/Adoption of National Gender Policy at national and sub-national levels, and across sectors;
- ii. Mainstreaming of gender and social inclusion concerns in policies and legal frameworks at national and state levels
- iii. Ending systemic gender discrimination (including against persons with disabilities) in MDAs and private sector establishments, in appointments, promotions, and rewards.
- iv. Attaining and sustaining gender parity in all spheres of life; and accelerate efforts and commitments of government in empowering women and other vulnerable groups (especially women with disabilities, and women and men in poor households) to have safe and secure livelihood, access to economic opportunities, decent work to improve earnings while addressing disparities at all educational levels.
- v. Strengthening the MDAs responsible for gender and women affairs, guided with a clear coordination role, and deploy the requisite resources to enable these institutions to collaborate with other national, state, and non-state actors; to advance gender equality and social inclusion agenda in all sectors and at all levels in Nigeria public and private spheres of life.
- vi. Building capacity for gender mainstreaming across sectors
- vii. Adopting a ‘Gender Responsive Budgeting’ framework across MDAs (Federal and State levels) to ensure that there is funding for gender mainstreaming work across these institutions.

Strategic Objective 2: Protect women’s human rights and mitigate sexual and other gender-based violence through appropriate buffers and related services.

Keys issues to be addressed:

- i. Gender disparities in educational access and gender insensitive learning environment
- ii. Gender Based Violence including domestic, physical, and sexual violence and its intersection with disabilities.
- iii. Economic costs of violence against women
- iv. Female Genital Mutilation and other harmful traditional practices against women and girls.
- v. Underage marriage and prevalence of VVF
- vi. Trafficking-in-persons and other forms of slavery
- vii. Institutional and coordination mechanisms for addressing gender-based violence at all levels including increased financing towards awareness activities

Strategic Objective 3: Explore and fully harness women’s human capital assets as a driver for National Development through women’s economic empowerment.

Keys issues to be addressed:

- i. Women’s unemployment and gender gaps in wages.
- ii. Affirmative action measures to address economic empowerment imbalances in areas where sharp equity disparities exist

- iii. Discrimination in access to productive assets, credit, and markets.
- iv. Inability to account for women's unpaid domestic care work in national accounts; & tendency to undervalue women's domestic work.
- v. Gender, Trade and Procurement.
- vi. Absence of women in non-traditional vocations
- vii. Non formalization of Women enterprises.

Strategic Objective 4: Advancement of women's participation and representation in leadership and governance

Keys issues to be addressed:

- i. Women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life (e.g., adoption of the 50% Affirmative Action for women in leadership positions).
- ii. Women political participation in electoral and governance processes.
- iii. Low percentage representation of women in corporate management and leadership.
- iv. Low participation of women collective actors (i.e., need to invigorate a strong women's movement for political action).
- v. Inadequate representation of women in key professions (engineering, petroleum resources, technology based professions, such as computer engineering, mathematics, medicine, corporate managers etc.).

Strategic Objective 5: Support for women and girls' lifelong health, survival and sustainable development

Keys issues to be addressed:

- Unacceptable high Maternal and Child Mortality Rates
- Lack of protection for women and girls from impact of climate change.
- Unacceptable levels of high respiratory tract infections among women and children.
- Impact of COVID 19 and other epidemics/pandemics on women and girls

Strategic Objective 6: Ensure that gender equity concerns are integrated in social protection, and complex humanitarian responses.

Keys issues to be addressed:

- i. Lack of high-quality, timely and reliable data disaggregated by disability and gender
- ii. Impact of growing insecurity, insurgence, banditry, kidnapping and series of communal conflicts on women and girls;
- iii. Women's role in conflict prevention and peace building
- iv. Absence of *Gender Responsive Disaster Management Policies*
- v. Women, girls and persons with disabilities are disproportionately affected by emergencies.
- vi. Effective mainstreaming of gender perspectives in emerging issues, including crises such as climate change, food, fuel and economic crises; and effective gender responsive environmental and disaster management frameworks
- vii. Women's participation in the management of, and accessibility to, environmental resources including portable water and disaster management and prevention
- viii. Gender mainstreaming in social protection and safety net programmes

1.4.2. Linking Policy Overarching Priorities with Objectives

Table 1: Linking Policy Overarching Priorities with Objectives

S/N	Overarching Priorities	Corresponding Policy Objectives for meeting priorities
1.	Legislation and Policy Reforms	<ul style="list-style-type: none"> i. Domestic/adopt the National Gender Policy at national and sub-national institutions and sectors; ii. Eliminate gender discriminatory policies and laws at the federal, state and local government levels; and in the private sector institutions. iii. Mainstream gender and social inclusion concerns in all existing policies and laws across sectors iv. Increase the capacity of females' access to justice v. Strengthen the Ministries of Women and Gender Affairs in their gender mainstreaming coordinating roles; and collaborations with state and non-state actors on gender issues; vi. Build capacity for gender mainstreaming across sectors vii. Adopt a 'Gender Responsive Budgeting' framework across MDAs (Federal and State levels) to ensure that there is funding for gender mainstreaming work across these institutions.
2.	Economic Empowerment, Productivity and Livelihoods: <ul style="list-style-type: none"> - Agriculture - Wage Employment - Trade/Market - Domestic Work/ Care Economy 	<ul style="list-style-type: none"> i. Bridge gender gaps and achieve parity in economic and productive life, including access to agricultural land and inputs, and other productive assets; ii. Explore and fully harness women's human capital assets as a growth driver for national development through women's economic empowerment. iii. Account for women's unpaid domestic care work in national accounts, and value women's domestic work. iv. Ensure that affirmative action measures address economic empowerment imbalances in areas where sharp equity disparities exist v. Make the workplace culture inclusive of PWDs
3.	Human Development: <ul style="list-style-type: none"> - Education 	<ul style="list-style-type: none"> i. Bridge gender gaps and achieve parity in the education sector ii. Engender education curricula, delivery methods, and the learning environment iii. Support women and girls' education, and lifelong learning iv. Support Women in STEM Education v. Deal with gender issues in access and delivery of special education to persons with disabilities
4.	Human Development: <ul style="list-style-type: none"> - Health related issues & S/GBV 	<ul style="list-style-type: none"> i. Mainstream gender concerns into the Nigerian health system and the health delivery strategies; ii. Reduce maternal/child mortality and morbidity rate(s) iii. Advocate for a gender responsive post COVID-19 significant investment in Nigeria's social investment portfolio iv. Achieve an effective intra and inter-sectoral coordination and collaboration to resolve many of the gender issues in the Nigerian health delivery system. v. Protect women's human rights and mitigate sexual and gender-based violence through appropriate buffers and related services

5.	<p>GEESI in other Social Sector:</p> <ul style="list-style-type: none"> - Water and Sanitation - Housing - Environmental Protection/ Climate Change 	<ul style="list-style-type: none"> i. Incorporate gender mainstreaming frameworks into the Water Sector Roadmap ii. Ensure effective and gender responsive implementation of the Water Sector Roadmap to improve delivery on WASH iii. Eliminate all barriers to house ownership for women, people with disabilities and other vulnerable groups in line with GEESI frameworks iv. Incorporate women participation into the implementation of the National Housing Policy v. Mainstream gender concerns in environmental/climate change policies vi. Involve women in decision-making on environment at all levels
6.	<p>GEESI in the Security:</p> <ul style="list-style-type: none"> - Conflicts - Banditry - Insurgency/ Boko Haram - Kidnapping - Child Slavery 	<ul style="list-style-type: none"> i. Ensure that gender equity concerns are integrated in social protection, and complex humanitarian actions, legislations, and policies. ii. Invest in the implementation of laws and policies relating to S/GBV both at the federal and state levels iii. Ensure women’s participation in conflict resolutions and peace keeping efforts and programmes
7.	<p>GEESI in Access to Justice, Human Rights and Governance</p>	<ul style="list-style-type: none"> i. Mitigate the barriers of women and girls’ access to justice ii. Increase the number of multi moot system, family court and women welfare centres to accelerate access to justice iii. Advance women’s participation and representation in leadership and governance. iv. Bridge gender gaps and achieve parity in all spheres of life.
8.	<p>GEESI, Leadership and Political Participation</p>	<ul style="list-style-type: none"> i. Advance women’s participation and representation in leadership and governance. ii. Bridge gender gaps and achieve parity in all spheres of life.
9.	<p>GEESI, Gender Norms and Socio-cultural Practices</p>	<ul style="list-style-type: none"> i. Address the structure of gender inequalities in local community governance ii. Involve community level leadership in gender mainstreaming efforts to achieve gender transformative change.

A graphic consisting of three horizontal green bars. The middle bar is the largest and contains the text 'SECTION TWO' in white, bold, uppercase letters. The top and bottom bars are smaller and serve as decorative borders for the text.

SECTION TWO

A large, faint watermark of the Nigerian coat of arms is centered in the background. It features two white horses flanking a shield with a green and white design, topped by two red birds. Below the shield is a green wreath with red flowers and a yellow banner with the motto 'UNITY AND FAITH PEACE AND PROGRESS'. The entire graphic is set within a large, light green circular frame.

**THE NATIONAL GENDER
MANAGEMENT SYSTEM**

2.0 Introduction

Gender Mainstreaming is effectively implemented through the institution of a Gender Management System (GMS). The implementation framework is based on four pillars of the GMS which are the enabling environment, structures, mechanisms, and processes. The establishment of appropriate institutional structures and frameworks for gender analysis, gender training, monitoring and evaluation is key in gender integration. The GMS provides the platform to achieve gender equality through political will, forging partnerships with stakeholders, including governments, development partners, private sector, and civil society. Building capacity and sharing good practices are integral to the processes.

2.1 Broad Delivery Strategies

The strategies for achieving the policy goal and objectives are premised on the ‘dual agenda’ principle, which perceives gender equity and equality as beneficial not only to individuals (women and men), but also essential for producing an effective and efficient system, both at the macro (national) and micro (organisational) levels. Recognising the cross-cutting nature of gender issues, the delivery of the gender policy shall be channelled through the seven integrated strategies outlined below in Table 2.

Table 2: Gender Policy Integrated Strategies

Policy Delivery Strategies	Strategic Actions
1. Policy, Partnerships and Programme Reforms	Mainstreaming of gender concerns across sectors and at all levels
2. Information, Communication and Value Re-orientation	Increased Gender Knowledge, Attitude and Practice, Male Involvement, and positive gender culture
3. Capacity Building and Skill Development	Technical expertise and appropriate tools and instruments for sustained gender responsive development
4. Legislation and Human Rights Protection	Gender Justice and guarantee of Human Rights
5. Economic Reforms and Financial Accountability	Enhanced productivity of all citizens and gender responsive policy and budget efficiency across sectors
6. Research, Data and Evidenced Based Planning	Reliable sex disaggregated data/gender statistics and indicators
7. Monitoring and Evaluation	Effective gender equality tracking and benchmarking of progress

2.2. The Gender Management System Framework

2.2.1 The National Gender Machinery

National machineries are the primary institutional vehicles for the implementation of the strategic objectives contained in the policy. The National Machinery is a coordinating entity, charged with the responsibility of achieving the constitutional and international commitments to gender equality, human rights, and social justice propelled by the National Gender Policy. With consideration that gender issues are multi-sectoral and cut across all areas of development, it is imperative that inter-agency and inter-institutional linkages are promoted. Hence, the Institutional Framework for the implementation of the National Gender Policy comprises macro and micro-level structures, and in particular institutions within and outside government, with the aim of achieving equity for women, men, boys, girls, and other vulnerable groups in the society.

FMWA needs a new role as a facilitator of service and performance for women, girls and their communities across all MDAs and the private sector.

2.2.2 Structure, Roles and Responsibilities of Gender Machinery

a. Public Sector Gender Machinery

i. Federal/State Executive Council (s)

At the top of the gender equality institutional framework are the Federal/State Executive Council(s), which sets national/state policy goals and targets, and in particular, makes overarching policy pronouncements on gender equality and women empowerment. The functions of the National/State Executive Council(s) (NEC/SEC) in instituting women empowerment and gender equality goals and objectives are to –

- i. Provide political will for the adoption of the National/State Gender Policy
- ii. Mainstream gender into the general functions of NEC/SEC
- iii. Make GEESI one of the pillars of National/State Development Plans and Priorities
- iv. Eliminate use of sexist language and nuances in the discourse of the NEC/SEC.
- v. Domesticate the National/State Gender Policy at sectoral level.
- vi. Give budgetary commitment to the implementation of the National/State Gender Policy
- vii. Adopt a system-wide response to Gender Responsive Budgeting (GRB)
- viii. Make National/State Commitment to Gender Education
- ix. Make National/State Commitment to gender responsive legislation, law, and policy reviews.

ii. Ministry of Women Affairs

Federal Ministry of Women Affairs came into existence through the upgrading of the National Commission for Women to a full-fledged Ministry in 1995. The Ministry was established to serve as the national policy coordinating and implementing vehicle interacting with governmental and non-governmental players, to bring about speedy and healthy development of Nigerian Women, Children, the Elderly, Persons with Disabilities (PWDs) and the Socially Disadvantaged; and to work towards mainstreaming their rights and privileges in national development process. It is important that the Federal Ministry of Women Affairs be restructured to have a more robust institutional support for its mandate. In this respect, the following restructuring is deemed necessary:

- Changing the name of the Ministry to Federal ***Ministry of Women and Gender Affairs*** (FMWGA) or (Federal Ministry of Women, Gender and Development - FMWGD)–

to ensure that the Ministry balances its mandates for both women empowerment and gender equality issues with an inclusion lens on other development issues, those issues that may not be presently handled by the Ministry of Humanitarian Affairs).

- Creation of specialised technical organs to enhance the mandate of the Ministry on women, gender equality, social inclusion/other development issues namely:
 - National Council on Gender Equality, Women and Social Inclusion headed by an Executive Secretary;
 - National Coordinating Committee on Gender Equality comprising Technical Gender Experts from various fields; and
 - National Technical Team of Gender Experts from MDAs.
- Establishment of functional Gender Unit in all MDAs (to be headed by at least, an Assistant Director) and in the absence of a full-fledged Gender Unit, a Gender Focal Point located within the Permanent Secretary's office/or the office of the Director-General at the Agency level.
- Establishment of Sectoral Working Committees on Gender Equality coordinated by the Ministry of Women Affairs to support gender mainstreaming and policy implementation efforts of the Private Sector, Civil Society Organisations, NGOs, and Community Groups.
- Strengthening of the National Centre for Women Development as the data and analytical arm of the FMWA.
- Strengthening the coordination role of the Ministry for Women Affairs in production of National Gender Statistics (NGS); Annual Progress Reports on Gender Equality accountability (across sectors) submitted to the Women Affairs Ministry; and
- Peer learning on Gender Equality Practices at state level.

GENDER MACHINERY RE-ENGINEERING

- *Change the current name to Ministry of Women, and Gender Affairs - MWGA; or Ministry of Women, Gender and Development- MWGD, to ensure the Ministry balances its mandates for both women's empowerment and gender equality issues from an inclusion lens.*
- *Gender Units in all MDAs (headed by at least an Assistant Director) or a Gender Focal Point in the office of the Permanent Secretary or the office of the Director-General at the Agency level.*
- *Under the new Ministry for Women and Gender Affairs (or Ministry of Women, Gender and Development) there will be separate departments for: i. Women Affairs (which takes responsibilities for women/girls-focused issues e.g. women economic empowerment, women's health, girl-child education, Violence against women/girls, FGM, VVF, Child Marriage, women political participation, and other practical and strategic needs of women; and working with LGA and community structures for gender transformative leadership and roles etc.); ii. Gender Affairs (which focuses on gender equality/equity issues focusing on legal and policy reforms across sectors, including Affirmative Action & Quota Systems which benefit women and girls; Gender Mainstreaming across sectors (other MDAs), including the private sector; capacity building in gender mainstreaming, gender statistics; gender analysis; gender budgeting; and strengthening of the coordination role of the Ministry etc.) & iii. Social Inclusion Department (which is to focus on social inclusion issues and women's social protection - disability, ageing; and engendering of complex humanitarian emergencies and disaster management; and working with LGA and Community Structures for gender transformative roles and leadership etc.)*

The Ministry of Women Affairs in the 36 States shall respectively share similar roles and responsibilities with their Federal counterpart.

iii. Federal/State Line Ministries, Departments and Agencies (MDAs)

At the Federal and the State levels, Line Ministries, the Legislature, the Judiciary and other organs of government shall be accountable for the implementation of the National Gender Policy, while also being responsible for the following general functions in their respective sectors;

- Accountability tracking
- Capacity building
- Institutional reforms (policy, statistics, legislations, curriculum, sectoral institutionalization of gender equality, women empowerment and social inclusion issues)
- Budgeting and Fund raising for GEESI work
- Local initiative and networking

Specific functions of the Line Ministries (both at the Federal/State levels) are –

- Reviewing all policies, projects and programmes for their gender implication
- Mainstreaming gender into policies, programmes and budgets
- Achieving policy targets at sectoral and sub-sectoral levels in line with their mandates and work domain
- Establishing a Gender Critical Mass with specific functions in implementation strategy

b. Non-State Actors (NSAs)

At the Federal and the State levels, NSAs including CSOs/CBOs/NGOs and other organised private sector institutions shall support the government in ensuring accountability towards the implementation of the National Gender Policy, while also being responsible for the following general functions in their respective areas of specialisation and location.

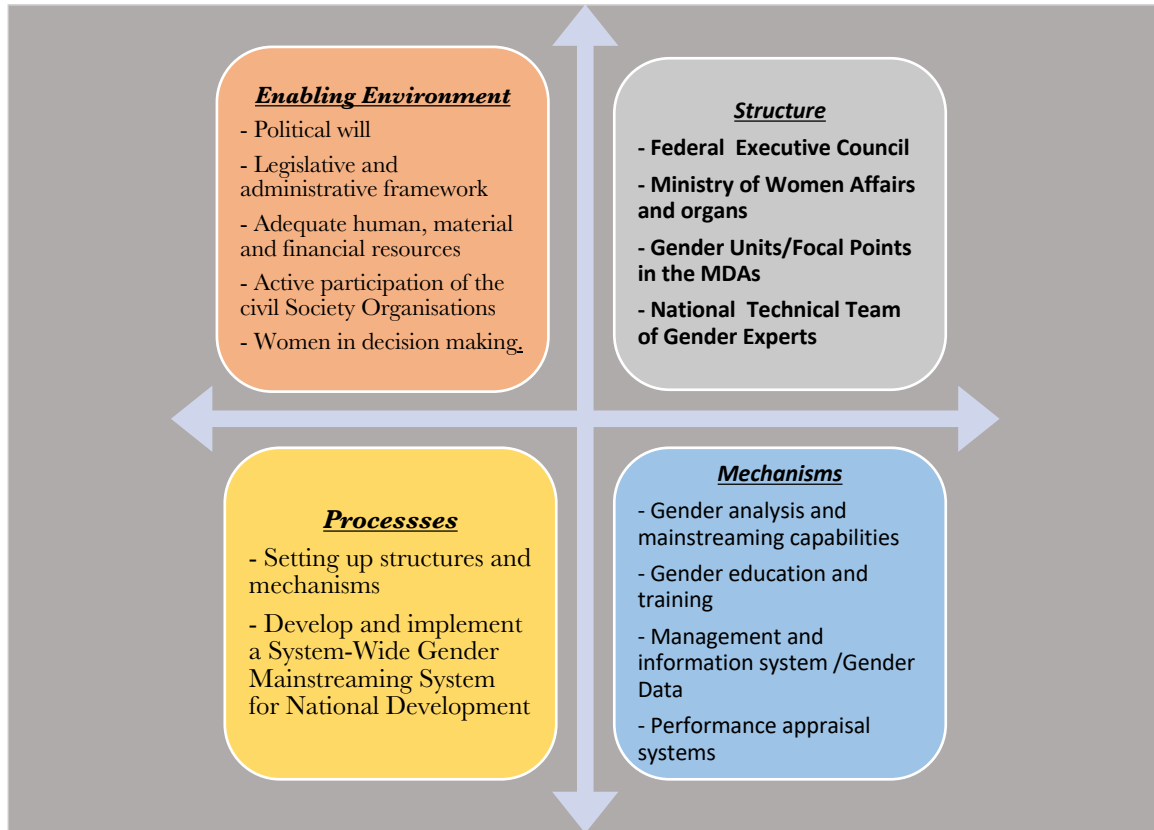
- Accountability tracking; monitoring and evaluation
- Capacity building
- Awareness raising and sensitization
- Collaboration with government organisations and support for the drive towards institutional reforms (policy, statistics, legislations, curriculum, sectoral institutionalization of gender equality, women empowerment, and social inclusion issues)
- Implement Social protection interventions either in partnership with government or get financial support from development partners

2.2.3 Sectors and Proposed Gender Response

Specific mandates are given to the respective institutions involved in the process of institutionalising gender into development frameworks in the country – public, private, and the civil society – all of which will be involved in policy formulation, coordination, resource mobilization and utilization, implementation, monitoring and evaluation. The present mandate of each sector and how they can better deliver gender objectives and analyses are reported and proposed below.

A system-wide approach is required to achieve the desired policy targets and social re-orientation required for a gender responsive institutional transformation. A **National Gender Management System (NGMS)** shall be set up comprising of four pillars aimed at providing an enabling environment for the intended restructuring of gender role relations in the Nigerian society. Details of the structures, processes, and mechanisms for instituting a system-wide mechanism for gender mainstreaming in institutions are presented in Figure 2

Figure 3: The Gender Management System (GMS)



Source: Adapted from the Commonwealth Gender Management System Handbook, 1999

2.2.4 Elements of National Gender Management System

Table 3: The Elements of the National Gender Management System

<i>GMS</i>	<i>ELEMENTS</i>
Enabling Environment	<ul style="list-style-type: none"> ❑ Political will ❑ Legislative and administrative framework ❑ Adequate human and financial resources ❑ Active participation of Civil Society Organisations ❑ Women in decision making (public and private sectors; and community level structures)
Processes	<ul style="list-style-type: none"> ❑ Setting up GMS structures and mechanisms ❑ Developing and implementing a National Gender Policy Implementation Plan ❑ System-Wide Gender Mainstreaming across MDAs ❑ Developing and implementing a Sector Specific GEESI Policy ❑ Mainstreaming GEESI in Policies and Legislations
Structures	<ul style="list-style-type: none"> ❑ Federal Executive Council ❑ Federal Ministry of Women and Gender Affairs ❑ Federal Ministry of Economic Development, Budget and Planning ❑ Federal Ministry of Finance ❑ Federal Ministry of State and Local Government Affairs ❑ The Legislative

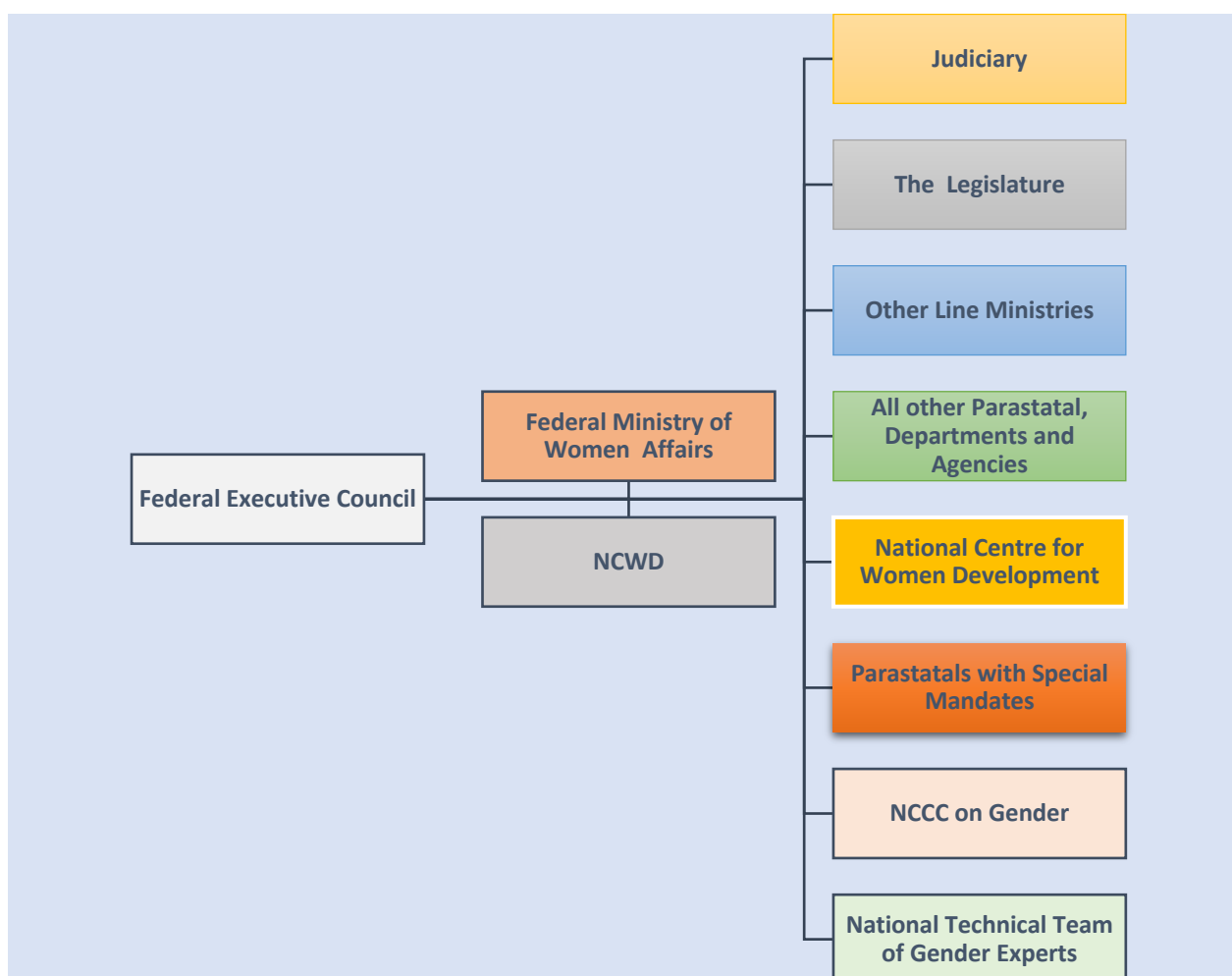
	<ul style="list-style-type: none"> ❑ The Judiciary ❑ Gender Focal Points (across MDAs) ❑ National Technical Team of Gender Experts ❑ Community Based GEESI Structures
Tools and Mechanisms	<ul style="list-style-type: none"> ❑ Gender analysis and mainstreaming capabilities ❑ Gender education and training/Gender Research ❑ Management and information system ❑ Gender Data (sex disaggregated data and gender statistics) ❑ Performance appraisal systems ❑ Gender Responsive Budgeting

2.3. The Institutional Mandates for the Framework

2.3.1 National Machinery for Instituting the National Gender Policy

The recommended model is based on the analysis of the overall gender machinery context of Nigeria that includes government, the private sector, donor community, civil society organisations and the United Nations Agencies.

Figure 3: National Mandate for Gender Equality (Government Institutions)



2.3.2 Operational Strategies

Structure, Roles, and Responsibilities of Stakeholders

a. The Federal and States' Executive Councils

- i. Overarching policy pronouncements on Gender Equality, Women Empowerment & Social Inclusion

b. Federal Ministry of Women Affairs and parastatals

- i. Federal, States, Local Governments and their organs will be expected to institute GMS in line with these guidelines and enabling structures:
- ii. Formulate, publish, distribute and disseminate the National Gender Policy to all stakeholders for effective implementation
- iii. Conduct a baseline, midterm and end line research to determine the level of gender mainstreaming in all sectors for easy evaluation
- iv. Conduct intensive sensitisation on the significance of the policy to all segments of the Nigerian society
- v. Allocate a budget line for gender in all MDAs to enhance effective implementation
- vi. Engage with development partners and other key stakeholders for the sensitization and capacity building of officials concerned with implementation
- vii. Collaborate with other line Ministries, Departments and Agencies (MDAs)
- viii. Establish a Steering Committee for the Implementation of the NGP
- ix. Conduct and coordinate capacity building on Gender responsiveness of all MDAs
- x. Support gender education policies and programmes at all levels
- xi. Monitor and evaluate Gender responsiveness of all MDAs
- xii. Collaborate with Tertiary Institutions to create Centres of Excellence in the study of Gender and Development Issues.

c. State Ministries and parastatals

Federal, States, Local Governments and their organs will be expected to institute GMS in line with these guidelines and enabling structures:

- i. Develop the State Action Plan for effective implementation of the NGP
- ii. Coordinate implementation of the NGP
- iii. Conduct intensive sensitization on the significance of the policy to all segments of the Nigerian society
- iv. Allocate a budget line for gender in FMWGA to enhance effective implementation
- v. Engage with development partners and other key stakeholders for the sensitization and capacity building of officials concerned with implementation
- vi. Collaborate with other line Ministries, Departments and Agencies (MDAs)

d. Line Ministries, Departments, Agencies and Parastatals

- i. Gender Critical Mass/ Gender Unit: Review Sector Policy;
- ii. Relate with MWGA on gender policy implementation

e. Other Government Department / Agencies

- i. Create Gender Critical Mass (GCM)
- ii. Gender mainstreaming coordinated by GCM

- iii. Think Tank on Gender Issues
- iv. Review of Extant Policies

f. Steering Committee for the Implementation of the NGP

- i. Reviewing Gender Action Plans
- ii. Oversee, monitor and evaluate the implementation of the NGP
- iii. Disseminate the results of the impact research and surveys to be conducted
- iv. Liaise between the FME and all other MDAs implementing the NGP

g. Composition of the Steering Committee

The steering committee shall be at the Federal, State, and Local Government levels to include the following:

Steering Committee	Representatives
Federal Government	Minister of FMWA Permanent Secretary of FMWA Chairs, House Committee on Gender Relevant Directors in FMWA and allied MDAs National Centre for Women Development Representatives of relevant CSOs Private Sector Organisations National Stakeholders Committee on Gender Equality Community Based Committee on Gender Equality Traditional Rulers/Community Leaders Religious leaders Development partners Media

h. Local Government Authorities

Federal, States, Local Governments and their organs will be expected to institute GMS in line with these guidelines and enabling structures:

- i. Implementation of the State Action Plan on NGP
- ii. Oversee, monitor and report the implementation of the NGP
- iii. Engage the Community to mobilize and support the implementation of the NGP
- iv. Collaborate with Gender Development Officers for effective implementation of the NGP

i. Civil Society Organisations

- i. Conduct advocacy to all relevant stakeholders for the proper implementation of all policies related to gender in all sector
- ii. Engage government and other implementation agencies to ensure transparency and accountability in public procurement and other services
- iii. Conduct impact assessment research to evaluate the extent of implementation
- iv. Support and facilitate training on the strategies of the NGP

j. Development Partners

- i. Provide technical support for improved gender responsive practices
- ii. Track the implementation of the NGP
- iii. Advocate for improved gender responsive budgeting

k. Media

- i. Collaborate with the FMWA and National Steering Committee to create awareness on the NGP
- ii. Promote gender sensitive media coverage and reporting
- iii. Be an effective communication channel for sensitization and dissemination of gender issues at all levels

l. Legislature

- i. Enact laws and legislations that support gender issues in all sectors
- ii. Appropriate adequate funds and to support gender issues in all sectors
- iii. Conduct oversight for effective implementation of the NGP across sectors

Table 4: Institutional Mandates for GEESI

INSTITUTION	CURRENT MANDATE	PROPOSED STRENGTHENING MANDATE
Federal/ State Executive Council	- Set National Policy Goals and Targets	Overarching Policy Pronouncements on Gender Equality, Empowerment of Women and Social Inclusion (GEESI)
Federal Ministry of Women Affairs	- Gender Equality Policy Formulation - Capacity Building for gender mainstreaming - Coordinate the gender mainstreaming process across sectors and the activities of the National Technical Team of Experts - Monitoring and Evaluating Gender Equality initiatives across sectors	- Specific Policy Formulation on GEESI - Coordinate all Gender Equality Efforts - Promote Institutional Development for GEESI - Coordinate Development of Sectoral Indicators and Gender Action Plans - Coordinate and Monitor Implementation of the National Gender Policy - Support gender education policies and programmes at all levels - Support capacity building on gender budgeting nation-wide
National Council on Women Affairs	- Make decisions/policies on women empowerment. - Advise on policy matters	- Facilitate policies and programmes on gender equality - Facilitate policy making and programme development on gender equality
National Consultative and Coordinating Committee on GEESI (expanded to include gender experts from Academia and observer members from Development Partners)	- Monitor all efforts on gender and social inclusion mainstreaming in the different line Ministries	- Facilitate sector-wide development of gender and inclusion indicators and gender/inclusion Action Plans - Facilitate the Implementation and Monitoring of the National Gender Policy in all sectors - Facilitate the institutionalization and implementation of gender education policies and programmes at sectoral levels - Facilitate capacity building for gender budgeting in all sectors - Monitor GEESI Benchmarking - Recommend Rewards and Sanctions
National Technical Team of Gender Experts (NTTGE) (expanded to include independent gender consultants)	- Coordinating gender mainstreaming at sector level	- Create a Think Tank on GEESI Issues - Review of Extant Sector Policies - Reviewing Gender Action Plans across sectors - Updating Gender Indicators across sectors - Monitoring Gender Benchmarking at sectoral level

		<ul style="list-style-type: none"> - Relate with FMWA on gender policy implementation
Line Ministries	<ul style="list-style-type: none"> - Create Gender Units with the mandate to mainstream Gender and social inclusion Issues into the mandates of the respective Ministries 	<ul style="list-style-type: none"> - Gender Critical Mass/Core Team/Gender Unit: Review Sector Policy - Prescribe sector specific policy changes - Develop sector specific gender equality indicators - Monitor sector gender status - In-house capacity building on G.M and gender education - Relate with FMWA on gender policy implementation
Judiciary	<ul style="list-style-type: none"> - Create enabling environment for gender equality and social justice both in terms of service delivery and internal dynamics of judicial institutions 	<ul style="list-style-type: none"> - Gender Critical Mass/Core Team (As Above) - Ensure interpretations that uphold universal human rights of women. - Ensure in-House Capacity Building on gender mainstreaming and gender education
Legislature	<ul style="list-style-type: none"> - Women's Caucus - Committee on Women Affairs 	<ul style="list-style-type: none"> - Ensure oversight measures impact of programming for girls and women - Ensure adequate funding to match gender objectives - Develop own gender strategy - Build gender analysis capacity of staff
National Centre for Women Development	<ul style="list-style-type: none"> - Developing Gender Indicators - Research on Status of Women - Develop and Implement Women Empowerment Programmes 	<ul style="list-style-type: none"> - Execute Special Programmes to Promote Gender Equality - Developing Women Empowerment Indicators - Research on Status of Women - Develop and Implement Women Empowerment Programmes - Oversee Women Empowerment programme development within other line Ministries and Parastatals - Promote Gender budgeting for women empowerment programme - Gender education within vocational/skills training schemes
National Bureau of Statistics	<ul style="list-style-type: none"> - Create a Gender Unit - Mainstream gender concerns in the delivery of mandates - Develop Action Plan on gender mainstreaming in the NBS 	<ul style="list-style-type: none"> - Create a Gender Statistics Unit - Keep a Gender Data Bank Management - Provide a National Gender Status Report - Ensure in-house Gender Education - Relate with FMWGA on Gender Policy implementation
National Planning Commission	<ul style="list-style-type: none"> - Create a Gender Unit - Mainstream gender concerns in the delivery of mandates 	<ul style="list-style-type: none"> - Engender Nigeria Macro Economic Frameworks among others - Gender Unit to Mainstream Gender in Macro-Policy Formulation - Benchmark for Gender equality - In-house gender education - Relate with FMWA on gender policy implementation - Prioritise gender issues into national planning concerns

		<ul style="list-style-type: none"> - Make other sectors accountable for the delivery of a system-wide gender mainstreaming in delivery of their respective mandates - Promote Gender Responsive Budgeting for National Planning
National Orientation Agency	<ul style="list-style-type: none"> - Create a Gender Unit - Mainstream gender concerns in the delivery of mandates 	<ul style="list-style-type: none"> - Promote Gender Responsive Culture - In-house gender education - Relate with FMWA on gender policy implementation
Federal Character Commission	<ul style="list-style-type: none"> - Create a Gender Unit - Mainstream gender concerns in the delivery of mandates 	<ul style="list-style-type: none"> - Incorporate all Equal Opportunity Concerns - Ensure in-house Gender education - Relate with MWA on gender policy implementation
Independent National Electoral Commission	<ul style="list-style-type: none"> - Hold credible elections - Regulate political parties - Guide electoral processes including cost of elections - Voter education 	<ul style="list-style-type: none"> - Promote Gender Aware Party Principles - Promote Gender-inclusive democratic values - Ensure in-house gender education - Relate with MWA on gender policy implementation - Implement INEC gender policy - Make political parties accountable for gender equality principles in elective and appointive positions etc.
National Population Commission	<ul style="list-style-type: none"> - Collect analyse and disseminate population/ demographic data 	<ul style="list-style-type: none"> - Ensure gender disaggregated data & gender statistics for evidence based planning - Ensure data that shows disability indicators - Build in-house capacity on gender statistics
National Human Rights Commission	<ul style="list-style-type: none"> - Protection and Promotion of Human Rights guaranteed under the constitution 	<ul style="list-style-type: none"> - Promote Gender Aware Legislation - In-house gender education - Relate with FMWA on gender policy implementation - Publish findings on human rights situation showing the impact on women, girls, and the vulnerable groups
Federal Civil Service Commission	<ul style="list-style-type: none"> - Appointments and transfers, and disciplinary control over all Federal Civil Servants 	<ul style="list-style-type: none"> - Promote Gender Equality principles in recruitment, training and promotion criteria governing the civil service employment - Ensure in-house gender education - Relate with FMWA on gender policy implementation - Promote the engendering of the Federal Civil Service
Legal Aid Council	<ul style="list-style-type: none"> - Provision of assistance to people unable to afford legal aid 	<ul style="list-style-type: none"> - Promote Access to Gender Equality Laws - Ensure In-house gender education - Relate with FMWA on gender policy implementation
Education Commissions (NUC, NERDC, UBE, Mass Literacy Agency etc.)	<ul style="list-style-type: none"> - Achievement of qualitative and inclusive education in Nigeria 	<ul style="list-style-type: none"> - Institute Gender Education at all levels - Collaborate with NTTGE for gender curriculum development - Ensure in-house gender education - Relate with FMWA on gender policy implementation

		<ul style="list-style-type: none"> - Promote gender mainstreaming in academic curricular; and the learning environment
Military and Para-Military Institutions	<ul style="list-style-type: none"> - Protection of citizens & ensuring that citizens are governed by the rule of law 	<ul style="list-style-type: none"> - Mainstream gender into training schools and administration/management of security mechanisms - Establish and/or Strengthen gender unit - Train officers to be gender responsive - Fund gender training for officers - Ensure in-house gender education - Engender military and para-military processes
Organised labour platforms: Nigeria Labour Congress Trade Union Congress	<ul style="list-style-type: none"> - Protect, defend and promote the wellbeing of workers 	<ul style="list-style-type: none"> - Promote Gender equality principles in labour issues (both for public and the private sectors) - Mainstream gender issues into Labour/Trade Unions - Ensure recruitment, training, and promotion criteria governing the public service employment reflect gender consideration - Ensure in-house gender education - Relate with FMWA on gender policy implementation
Civil Society Organisations including Women's Organisations, Faith Based Organisations and Civil Society Coalition Groups	<ul style="list-style-type: none"> - Advocacy and pressure on duty bearers for desired policy change, sensitization of communities and groups 	<ul style="list-style-type: none"> - Close and effective relationship with government structures on GEESI - Capacity building of members on GEESI - Awareness and enlightenment Campaigns on GEESI - Advocacy and mobilisation of traditional structures on GEESI - Feedback reports to FMWA and its organs for policy response on GEESI issues and concerns from the grassroots
Local Government Council	<ul style="list-style-type: none"> - Economic and social regulation of affairs at the local level 	<ul style="list-style-type: none"> - Coordinate all structures at the Local Government level targeting GEESI - Strengthen the Gender Equality Unit of the Local Government - Create Critical Mass for GEESI in each LGA - Gender Technical Committee for LGAs in the State is a Critical Mass to mainstream gender at the LGA level across the State - LGAs to imbibe gender equality principles in its policies, programmes and activities - Advocacy, Sensitisation, and Awareness on GEESI at the Ward and Community level - Network with Community /Ward level framework targeting GEESI issues and concerns
Community-Based Organisations	<ul style="list-style-type: none"> - Perform the role of CSOs within a single locality 	<ul style="list-style-type: none"> - Organise common gender concerns at local level - Promote cultural and religious harmony on gender values - Mobilise grassroots vanguards to forge a gender responsive culture - Relate with FMWA on gender policy implementation

		<ul style="list-style-type: none"> - Mentor young girls and boys on gender responsiveness
Media	<ul style="list-style-type: none"> - Objective, gender sensitive reportage of development - Public awareness generation - Using theatre arts to shape opinion 	<ul style="list-style-type: none"> - Have a channel to advance gender issues - Development of gender responsive programme and reportage - Expansion of women in media leadership role and professional cadre
Development Partners	<ul style="list-style-type: none"> - Provide technical material and financial support for development work across sectors 	<ul style="list-style-type: none"> - Encourage sector planning which show gender indicators. - Incentivise partners that give results showing progress on gender indicators. - Encourage score cards showing progress and challenges of implementing NGP

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SECTION THREE

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MANAGING FOR RESULTS AND REPORTING FRAMEWORK

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3.1. Introduction

The managing for results framework outlines the areas of internal organisational strengthening anticipated to allow the Federal and State Ministries of Women and Gender Affairs implement the Strategic Development Results Framework and strengthen its partnerships with civil society organisations and development partners, including UN agencies in Nigeria.

This Framework is divided into four management result areas: (a) Overall strategic direction, Capacity building and policy advice to the Federal and States' Governments; (b) Monitoring, evaluation and learning (accountability, target setting, risk, and oversight); (c) National coordination; and (d) Enhanced administrative, human, and financial capacity.

Management Result 1: Overall strategic direction, capacity building and policy advice to the Federal, States' and Local Governments.

The Gender Management Systems are in place to track how the national and states' gender machinery supported advocacy strategies and technical expertise/advice contribute to positive changes in women's lives through the implementation of the National Gender Policy. This result responds to the analysis identified within the National Gender Policy and through the survey carried out prior to the development of the overall Strategic Development Results Framework. The key issue is the need to strengthen systems and capacities, develop new ones to report on how change happens and to identify what can be attributed to the implementation of the Strategic Results Framework. It focuses on tracking — in particular, how the national gender machinery can contribute to supporting changes emanating from their key competency of supporting advocacy to change the lives of women and men including persons living with disabilities in Nigeria. It should support communities of practice, including the use of gender responsive budgeting, national data collection that is disaggregated by sex and disabilities, dealing with issues of culture and gender as well as integrating peace as a new area of focus for equality in Nigeria.

Management Result 2: Monitoring, Evaluation and Learning (MEL)

Monitoring and Evaluation is an essential strategy for the delivery of the National Gender Policy. It is a veritable tool for ensuring that gender is mainstreamed in all sectors. It is important to establish an integrated and effective monitoring and evaluation system with appropriate and efficient feedback mechanisms. This will include effective gender equality and social inclusion tracking and benchmarking of progress; and regular system-wide assessment of impact.

The national gender machinery will strengthen its internal monitoring, evaluation and Learning capacity, and that of the National Commission for Women and Development. This will be done through an increase in training and recruitment of staff that can undertake monitoring and evaluations to support the building of all stakeholders' capacities for monitoring and evaluation.

Specifically, the policy's monitoring and evaluation components aim to:

- a. Provide accurate and timely feedback on the effectiveness of gender mainstreaming efforts in all sectors at all levels

- b. Integrate gender into monitoring and evaluation mechanisms to inform policy decisions
- c. Provide M&E indicators to guide effective implementation and assessment of the National Gender Policy
- d. Design a logical framework to guide documentation of gender mainstreaming activities and impact in all sector
- e. Reduce bottlenecks in project cycles and improve the effectiveness of intervention activities in National Gender Policy
- f. Establish National M&E Committee on Gender comprising of key stakeholders in all sector.

The Federal and States Ministries of Women Affairs at the federal and state/local levels will be directly and fully accountable for:

- delivering on outputs of the Strategic Development Results Framework and the Management Results Framework
- appropriate use of national and international resources unto which they have been entrusted by governments – both Nigerian and other governments contributing and
- monitoring and reporting on the achievement of the results expected in improving women’s lives.

Management Result 3: National Coordination

This management result will ensure that the role of the Federal Ministry of Women and Gender Affairs is unambiguous as a key driver of gender equality in the context and mechanisms put in place by the Federal Government of Nigeria to implement the National Gender Policy.

The Management Result Framework will clearly outline roles between the different players and in particular, between the Federal/State Ministries of Women and Gender Affairs on one hand, the Federal/State Ministries of Women and Gender Affairs and other national ministries and institutions on another, and between the Federal Ministry of Women and Affairs and the National Centre on Women and Development. The key to achieving the management results is ensuring that coherence and clear lines of responsibility as highlighted in the National Gender Management System are implemented.

Management Result 4: Enhanced administrative, human, and financial capacity

One critical factor that will underpin the achievement of the Strategic Development Results Framework is how far government is willing to go in reforming the National Gender Machinery Structure. For the results to be achieved as identified, there will be need for massive resourcing to the National Gender Machinery and the other structures under the Gender Management System. Organisational structure will be configured to ensure maximum effectiveness in providing leadership in the implementation of the Strategic Results Framework. This would ensure that they are able to respond to those directly implementing at the different levels.

3.2. Strategic Management Results

Table 5: Engendering the Legal and Policy Environment

OUTPUTS	KEY ACTIVITIES
Established mechanisms (Gender Management System) to coordinate and implement the National Gender Policy at the national and state levels.	<ul style="list-style-type: none"> ▪ Establishment of a National Gender Management System as prescribed in the NGP. ▪ Development of a Risk Assessment Model. ▪ Push for improved capacity of the National Commission for Persons with Disabilities in Nigeria.
NGP domesticated/adopted at sectoral and state levels, and by private sector organisations	<ul style="list-style-type: none"> ▪ Promote awareness/create sensitization about the NGP. ▪ Conduct advocacy for adoption of the NGP across states in Nigeria/ and across Sectors
Discriminatory laws and policies still in existence in the country reviewed	<ul style="list-style-type: none"> ▪ Conduct benchmarking exercise and commission baseline studies ▪ Gender analysis of all current sector policies, gaps in implementation and strategies ▪ Analysis/report of current laws pertaining to women's and persons with disabilities rights. ▪ Baseline on the number of women's rights' laws already in existence in the states and how they comply with CEDAW/CRC. ▪ Baseline on the number of Persons with disabilities rights' laws already in existence in the states and how they comply with the Convention on the rights of persons with disabilities. ▪ Bills within all states/national houses of assemblies initiated/passed on women's human rights till date. ▪ Conduct study to generate discriminatory laws at both national and sub national levels. ▪ Conduct advocacy for policy review
Enhanced capacity of the Federal Ministry of Women Affairs and States' Ministries of Women Affairs to take leadership in the implementation of the Policy.	<ul style="list-style-type: none"> ▪ Organise training for the different categories of staff of the Federal & States' Ministries of Women Affairs and other related institutions on the National Gender Policy (Management, Professional staff, and other staff members)
	<ul style="list-style-type: none"> ▪ Organise training for all permanent secretaries, directors, and deputy directors of states' ministries of women on the Gender Policy.
	<ul style="list-style-type: none"> ▪ Facilitate the development of individual state workplans from the Implementation Framework.
	<ul style="list-style-type: none"> ▪ Undertake advocacy visits to all 36 Governors on resourcing for the Gender Policy at the state level.
	<ul style="list-style-type: none"> ▪ Develop resource mobilisation strategy.
	<ul style="list-style-type: none"> ▪ Presentation to the Federal/States' Executive Councils on budgetary needs.
	<ul style="list-style-type: none"> ▪ Special budget presented to Government/Federal Ministry of Finance, Budget and National Planning (MFBNP)/States' Ministries of Finance.
	<ul style="list-style-type: none"> ▪ Organise Donor funding roundtables on the Gender Policy ▪ Undertake advocacy to Head of service to create a career path for gender and social inclusion officers.

Affirmative Action on gender equality in representation is integrated within Federal Character Principle.	<ul style="list-style-type: none"> ▪ Legalize affirmative action on women’s representation and social inclusion and domesticate at all levels. ▪ Develop revised Federal Character Bill and present in National House of Assembly and Senate.
Monitoring and evaluation mechanisms established for the National Gender Policy.	<ul style="list-style-type: none"> ▪ Develop baseline indicators’ strategy. ▪ Recruit experts to undertake baseline needed for the implementation. ▪ Undertake baseline collection and analysis. ▪ Undertake national annual review meetings on the implementation with relevant ministries, states, CSOs and donors. ▪ Undertake surveys to generate gender and inclusion disaggregated data - NBS etc
Reporting Framework on the Implementation of the National Gender policy.	<ul style="list-style-type: none"> ▪ Develop methodology for collecting and collation of information on the status of women including women with disabilities (WWDs) vis-à-vis the implementation of the National Gender Policy in Nigeria. ▪ Publish Status of Nigerian Women on an annual basis e.g., percentage of adherence to affirmative action, level of women representation in governance etc. ▪ Organise advocacy activities around the release of the ‘Status of Nigerian Women’ publication.
Multi Donor/Government coordination enhanced to support National Gender Policy.	<ul style="list-style-type: none"> ▪ Develop modalities and terms of reference for the setting up of a Gender Sector Roundtable made up of Government, CSOs, donors, private sector and the UN. ▪ Quarterly meetings of the Roundtable instituted on a quarterly basis led by the Federal Ministry of Women Affairs. ▪ Constitute Expert/technical committees to support national implementation of the National Gender Policy drawn from the membership of the Gender Sector Roundtable.

Table 6: Strategic Development Results Framework

Strategic Approach	Targets	Priority Actions	Indicators	Timeline	Responsible Persons/Agencies
1. Economic Empowerment, Productivity and Livelihoods					
<i>Gender, Agriculture and Rural Development</i>	<p>Expanded opportunities for women and the vulnerable groups in agriculture (including green agriculture)</p> <p>Expanded growth and linkages of agriculture and agro-industry.</p> <p>Women’s Access to, and Control over, Productive Assets in Agriculture</p> <p>Implementation of the Agriculture Gender Policy and its Gender Management System</p>	<p>Recognise and close disparities of gender and other forms of vulnerabilities through deliberate key performance indicators (KPI) measurement.</p> <p>Analysis of and strengthening of the agro value chain in areas of women's participation.</p> <p>Provision of state-of-the-art technical support to women and the rural poor.</p> <p>Promotion of high-quality analysis to independently attract additional investment flows and effective public-private partnerships in agriculture and related livelihood opportunities.</p> <p>Review the agriculture database to include verified farmers who receive agro support directly (disaggregated by sex and disability)</p> <p>Provision of intervention funds and adequate technical support and supervision on small holder farmers</p>	<ul style="list-style-type: none"> ▪ Percentage of women with access to social infrastructures in the rural community. ▪ Gender sensitive urban and rural policy in place ▪ Percentage of women with access to land ▪ Access to market and increased competitiveness of women’s product. ▪ Funding and development of cottage industries to enable women process their farm products to avoid wastage. 	2021-2026	<ul style="list-style-type: none"> ▪ Federal/States’ Ministries of Women Affairs. ▪ Federal/State Ministry of Agriculture and Rural Development. ▪ Federal Ministry of Finance, Budget & National Planning (and State level equivalent Ministry) ▪ Federal/State Ministry of Education ▪ Federal/State Ministry of Power ▪ Ministry of Transportation ▪ NAPEP ▪ CSOs/CBOs

<p><i>Gender and Employment (Labour Participation)</i></p>	<p>Reviewed Labour laws and policies for GEESI compliance, including Flexi working hours, parental leave, and work-life harmony plans for parents (women and men).</p> <p>Increased access to affordable and reliable renewable energy sources for Small and Medium-scale Enterprises (SMEs), rural and urban settlements</p> <p>An expanded base of private sector-based service providers focused on business and market development for SMEs, including microfinance and entrepreneurship training.</p> <p>Elimination of sex segregation in the Nigeria labour market.</p> <p>Promotion of women access to trade, procurement, and opportunities in the extractive industries especially oil and gas.</p>	<p>Grant support to all businesses to be based on inclusive policy viz; 45% of those to benefit must be women and 5% must be people with disabilities.</p> <p>Encourage and reward innovative/gender responsive corporate social responsibility (CSR) models that support MSMEs.</p> <p>Create an enduring/gender responsive system of growth such that recipients of economic benefits become employers of labour, thus moving up the pyramid and empowering others as well (across gender groups).</p> <p>Campaigns and actions to review labour laws and policies for GEESI compliance, including Flexi working hours, parental leave, and work-life harmony plans for parents (women and men).</p>	<p>Number of government initiatives established to promote equal access to entrepreneurial opportunities and equity in ownership of business in the key economic sectors.</p> <p>Evidence that legislation prohibiting discriminatory employment practices is enforced (including laws that restrict women’s work at night or in specific occupations, protect pregnant women from discrimination, and protect the rights of people with disability to decent work).</p>	<p>2021-2026</p>	<p>MWA (Federal/State levels) Federal/State Ministry of Labour & Employment Federal/State Ministry of Industry, Trade & Investment Federal Ministry of Finance, Budget & National Planning NOA CSOs/NGOs CBOs</p>
<p><i>Gender and the Business Sector (Informal & Formal)</i></p>	<p>Development of Workplace Gender Policy to eliminate inequities and barriers to women and other vulnerable groups in the workplace.</p> <p>Affirmative action principles where 60% of MSME support are set aside for women, like the Central Bank (CBN) Policy of 2014.</p> <p>Affirmative action on Board appointments to be diversity</p>	<p>Document the presence and achievement of women entrepreneurs operating in the informal business environment, including those working from home.</p> <p>Advocacy organisations speak for and with women to advance inclusive policymaking relating to how the business environment responds to the needs of female led MSMEs working from homes.</p>	<p>Availability of modalities for the setting up of a national fund on special initiatives for women entrepreneurs including WWDs.</p> <p>Fund is established and located within a national bank.</p> <p>Number of women entrepreneurs and producers who access funds.</p>	<p>2021-2026</p>	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Industry, Trade & Investment ▪ Federal Ministry of Finance, Budget & National Planning ▪ Central Bank of Nigeria ▪ National Export Promotion Council. ▪ Federal/State Ministries of Women Affairs. ▪ Federal Ministry of Science and Technology. ▪ SMEDAN.

	<p>balanced, including gender, geography, generation, disability, and faith without sacrificing merit.</p> <p>Access to loans and funds with realistic and sustainable conditions and financial information training to MSMEs.</p> <p>Digitisation of Government to Persons (G2P) payments, and financial inclusion to reduce corruption and misappropriation of funds meant for MSMEs</p>	<p>Sustain the application of business incentive packages such as tax holiday and free business registrations.</p> <p>Campaigns to raise the number of women playing critical roles on corporate boards, starting with companies making products in which women and children are the primary users and buyers.</p> <p>The National Centre for Women's Development induct into the hall of fame, business and other leaders who lead GEESI change in their sector.</p>	<p>Number of women producers & entrepreneurs provided with skills on product development, marketing, packaging, and access to international and local markets.</p> <p>An agency established to provide link between women producers and national & international markets, provide product development of capacity building activities for women entrepreneurs on trade policies, intellectual property</p>		<ul style="list-style-type: none"> ▪ NAPEP ▪ CSOs working on entrepreneurship. ▪ World Bank ▪ Africa Development Bank and other Financial Institutions.
<i>Sports & Entertainment Industry</i>	<p>Investment in sports as an economic activity generating revenue from recreation and introduce sporting activities to engage youth in restive areas and channel their energies into productive endeavours.</p> <p>Curation of a new generation of writers and actor/ actresses who understand and can amplify GEESI core values.</p> <p>Mainstreaming GEESI values in Sports and in the Entertainment Industry, without diminishing their market and interest base</p>	<p>Introduction of sporting activities to engage youth in restive areas and channel their energies into productive endeavours.</p> <p>Mobilisation campaign against opportunity and pay disparities across gender groups, and those caused by disabilities, in the sports industry.</p> <p>Produce/commission 10 local home videos to reflect the empowerment of women, people with disabilities, promotion of women/child rights and new gender roles for women, men, girls and boys.</p>	<p>Number of national and states' mass media campaigns using vernacular radio, television, including national TV.</p> <p>3 festivals/exhibitions respectively in arts, business and trade are held to showcase women and PWDs achievements through the arts, trade, and business.</p> <p>At least 10 locally produced/ commissioned home videos to reflect GEESI core values and new gender roles for women and men.</p>	2021-2026	<ul style="list-style-type: none"> • National Film Censor Board. • Federal/State Ministry of Information & Culture. • Federal/State Ministry of Communications. • Federal/State Ministry of Youths & Sports • National/State Orientation Agency. • Federal/State Ministry of Tourism • Association of Movie Producers in Nigeria.

<p><i>Unpaid Care Work & the Household Economy</i></p>	<p>Value of domestic work in National Gross Domestic Product (GDP) is accounted for.</p> <p>Reduction of Women’s Time burden to enable their participation in National development.</p> <p>Media adopts GEESI-informed and issues-based reporting.</p> <p>Society-wide adoption of culture of ‘gender-respect’, ‘social inclusion’ and gender equity for national development.</p> <p>Access to safe family planning methods and choice.</p>	<p>Countrywide advocacy and awareness creation to eliminate discriminatory cultural practices against women and girls, including gender-based violence, hindered access to justice and land, and harmful traditional practices in their various forms.</p> <p>Countrywide advocacy and awareness creation to eliminate discriminatory cultural practices against people with disabilities, including gender-based violence, hindered access to justice and harmful traditional practices in their various forms.</p> <p>Advocacy and policy action in support of paternity leave across all government, private sector, and civil society employment platforms.</p> <p>Women Advocacy Groups work with the media to adopt GEESI-informed and issues-based reporting.</p> <p>Sustained engagement of media owners, government, the private sector, civil society organisations and development partners on gender transformative change for national development.</p> <p>Government and civil society raise awareness and ensuring access to safe family planning methods and choice.</p> <p><u>Multilingual production of stories, radio jingles as public enlightenment tools.</u></p>	<p>National indicators on women’s domestic work contribution to the national account</p> <p>Cost of domestic work performed by women</p> <p>Women’s ability or otherwise to balance domestic work and paid work</p> <p>Remuneration indices for women’s domestic work</p>	<p>2021-2026</p>	<p>MWA (Federal/State levels) Federal/State Ministry of Labour & Employment Federal/State Ministry of Industry, Trade & Investment Federal Ministry of Finance, Budget & National Planning NOA CSOs/NGOs/FBOs CBOs</p>
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2. Human Development

<p><i>Health, Survival and Nutrition</i></p>	<p>Adoption of a gender responsive sexual and reproductive health</p> <p>Drastic reduction in SGBV incidences.</p> <p>Ensure prevention of, and adequate response to violence against women and girls.</p> <p>Adoption of HGSFP across the Nigeria States</p>	<p>Local language campaigns on uptake of family planning and child spacing, built upon a gender responsive social dynamic.</p> <p>Develop national guidelines on sexual and gender-based violence.</p> <p>Research undertaken to measure the costs of gender-based violence/ violence against women (based on national prevalence studies) including the direct costs to law and justice, health, and support services; costs associated with lost productivity and income; other indirect and opportunity costs for women (e.g., chronic ill-health, suicide risk, and physical injury); and costs associated with the long-term impact of gender-based violence on children including PWDs.</p> <p>National response on sexual and gender-based violence and women rights abuses available including provision of Sexual Assault Referral Centres (SARCs) and shelters (safe spaces) for SGBV survivors across the Nigeria States.</p> <p>Investment in organic seed options that can be fed into the school feeding programme and local farming value chain.</p> <p>Scaling up of the National Home-Grown School Feeding Programme (HGSFP) across all states.</p>	<p>Availability of Guidelines on SGBV</p> <p>Strengthened GBV information management system.</p> <p>Evidence of research undertaken to measure the costs of gender-based violence/violence against women (based on national prevalence studies) including the direct costs to law and justice, health, and support services; costs associated with lost productivity and income; other indirect and opportunity costs for women (e.g., chronic ill-health, suicide risk, and physical injury); and costs associated with the long-term impact of gender-based violence on children.</p> <p>No of states with available shelters/SARCs and other service provision facilities for GBV survivors</p> <p>Evidence of continuation and scaling up of HGSFP</p>	<p>2021-2026</p>	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Women Affairs. ▪ Federal/State Ministry of Health. ▪ Social Welfare Departments. ▪ Ministry of Humanitarian Affairs, Disaster Management and Social Development ▪ Ministry of Agriculture & Rural Development ▪ Ministry of Water Resources ▪ Ministry of Education ▪ NOA ▪ CSOs /NGOs/CBOs/FBOs
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<p><i>Reproductive Health/ HIV&AIDS/COVID</i></p> <p><i>Maternal & Child Health/Child Development</i></p>	<p>Access to safe family planning methods and choice through gender responsive frameworks and methods.</p> <p>Reduction of maternal/child mortality and morbidity using gender responsive frameworks and methods.</p> <p>Involvement of men in the provision of a gender responsive reproductive health.</p> <p>Elimination of harmful traditional practices against women and girls, including FGM, child/forced marriage, and all forms of sexual and gender-based violence.</p> <p>Improve Women's and Girls' Health including maternal and childcare.</p> <p>Gender education in schools, including adult literacy classes</p>	<p>National Programmes designed with mainstream men's organisations to be implemented by the organisations in advancing gender equality and in particular within critical areas identified.</p> <p>Development of bills to abolish the practices by the States.</p> <p>Integrate sexual education in youth programmes, and school curricula, with the aim of reducing teenage pregnancies.</p> <p>Review of health policies to ensure they are compliant with global standards for maternal and childcare.</p> <p>Build on the SURE-P Maternal and Child Health cash transfer lessons and make more conditional cash transfers programmes focused on Women and persons with disabilities and other specific groups.</p> <p>Amplify gender research and the use of gender statistics for policy and planning across sectors.</p>	<p>Number of partnerships established with men's organisations and systems to promote gender equality and within specific areas like HIV/AIDS, Human Rights, SGBV, Reproductive Health and Rights.</p> <p>Number of states with legislation against harmful traditional practices (widowhood practices, child marriages, FGM).</p> <p>Evidence that health policies are compliant with global standards for maternal and childcare.</p> <p>Data on maternal/child mortality across states</p> <p>Data on beneficiaries of conditional cash transfer</p>	<p>2021-2026</p>	<ul style="list-style-type: none"> ▪ Federal/ State Ministry of Women Affairs. ▪ National/State Orientation Agency. ▪ Federal/State Ministry of Health ▪ National Bureau of Statistics/State Bureau of Statistics ▪ NOA ▪ CSOs/NGOs/CBOs/FBOs
<p><i>Gender and Health Systems</i></p>	<p>Development of a health plan that reduces the disease burden on families, in particular, women as care-givers.</p> <p>Appropriate referrals pathways exist in Local Government (LGA) and Ward level Primary Health Care Systems and appropriate referrals pathways to other levels of care.</p>	<p>Implementation of a health plan that reduces the disease burden on families, in particular, women as care givers.</p> <p>Strengthen local government (LGA) and ward primary health care systems and appropriate referrals pathways to other levels of care.</p>	<p>Availability of universal healthcare insurance scheme</p> <p>Enhanced coverage to provide comprehensive and integrated preventive, curative and rehabilitative health services for women and girls (including women and girls with disabilities)</p>	<p>2021-2026</p>	<ul style="list-style-type: none"> ▪ Federal/ State Ministry of Women Affairs. ▪ Federal/State Ministry of Health ▪ PHCDA ▪ Health Service Providers ▪ National Health Insurance Scheme (NHIS) ▪ HMOs ▪ NBS

	<p>Access to a comprehensive package of appropriate, affordable, quality, equitable and integrated essential health care services within the context of a strengthened, gender responsive health care system, aligning resources to needs. A gender responsive health care system - across levels: Primary, Secondary and Tertiary.</p> <p>A coordination policy framework to ensure a culture of gender sensitivity and equality principles in all institutions and structures of government, the private sector and communities dealing with health, nutrition and communication issues</p> <p>Upgrade of Primary Health Care Centres across Local Government Area</p>	<p>Provision of comprehensive package of appropriate, affordable, quality, equitable and integrated essential health care services within the context of a strengthened, gender responsive health care system, aligning resources to needs.</p> <p>Develop a resource tracking framework to measure a post-COVID-19 recovery for resilience.</p> <p>Increased investment in the health sector leading to improved welfare of professionals in line with globally acceptable standards</p> <p>Promotion for universal healthcare insurance scheme coverage.</p>	<p>Number of women, girls and PWDs that access enhanced services from National Health Insurance Scheme (NHIS)</p>		
<i>Educational Attainment, Vocational and Life Skills</i>	<p>Adoption of the National Gender Policy across sectors, with a clear accountability and inclusion structure for states.</p> <p>Mainstreaming of gender concerns in educational policies, plans, programmes, and the learning environment.</p> <p>Mainstreaming gender and social inclusion in technical and vocational education and training as well as life skills.</p>	<p>Engage the use of gender frameworks to monitor and evaluate school/educational performance and enrolment.</p> <p>Incentivise girls to participate effectively in STEM education (i.e., more women/girls in science /technology focused disciplines)</p> <p>Increased access for women, girls and PWDs to technical and vocational Education and training</p>	<p>% Increase in participation of women in the school-based management committees and leadership positions in the education sector.</p> <p>Improved capacity of technical and vocational education centres to cater for PWDs</p>	2021-2026	<p>Federal/State Ministry of Education</p> <p>Technical Colleges</p> <p>NGOs/CSOs/CBOs/Faith Based Organisations</p> <p>Private Sector</p>

	<p>Gender and disability friendly infrastructures across the Nigerian schools</p> <p>A 50/50 ratio of female/male in STEM education by 2030.</p> <p>Adopt a 50% Affirmative Action to bridge gender gaps in leadership positions at all levels, in the education sector, by 2030.</p>	<p>Increased investment in the education sectors leading to improved participation of girls, persons with disabilities, and children from poor families, among others.</p> <p>Prioritising grassroots education of citizens, including second-chance learning for adults (men and women), especially in disproportionately affected regions.</p>			
<i>Social Protection System</i>	<p>Availability of data bank on the root causes and impacts of violence; dimensions of vulnerability in the context of displacement and involuntary migration, including trafficking and how the proliferation of small arms affect women's social and physical security.</p> <p>Engendering of Social Protection Policies across the Nigerian States.</p> <p>Development and implementation of a comprehensive and gender responsive action plans, including emergency humanitarian assistance, relocation, rehabilitation, and resettlement, and building peace, security, infrastructure, agriculture, health, safe-school education, and governance.</p>	<p>Continued research to understand the underlying social dynamics and causes of violence; dimensions of vulnerability in the context of displacement and involuntary migration, including trafficking and how the proliferation of small arms affect women's social and physical security.</p> <p>Conclusion of the NIMC national social security number process as a tool to help determine the basic living standard in terms of health care and education facilities and housing required for the poor (women and men).</p> <p>Legislative reforms, including constitutional reform in place to guarantee gender justice and respect for human rights and economic reforms for enhanced productivity and sustainable development, especially that which addresses the needs of women, children and other vulnerable groups.</p>	<p>Number of advocacy networks formed by women affected by conflict in the Northeast, Niger Delta, and other conflict-ridden areas in the country.</p> <p>Gender sensitive Early Warning System (EWS) established for Nigeria.</p> <p>Manual for gender and peace building that promotes values of equity, equality, and representation available for use by stakeholders.</p> <p>Level of women's participation in conflict management and peace building process</p>	2021-2026	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Women Affairs. ▪ ECOWAS. ▪ Ministry of Humanitarian Affairs and Social Development ▪ Ministry of Finance ▪ Ministry of Budget and Planning ▪ National Identity Management Commission (NIMC) ▪ West African Civil Society organisation. ▪ WANEP. ▪ CSOs/NOGs/FBOs/CBOs

	<p>Ensure women’s participation in the peace building process.</p> <p>Legislative reforms, including constitutional reform in place to guarantee gender justice and respect for human rights and economic reforms for enhanced productivity and sustainable development, especially that which addresses the needs of women, children and other vulnerable groups.</p> <p>Development of Action Plans, Implementation, and annual evaluation of the status of the Child Rights Act and the Violence Against Persons Prohibition (VAPP) Act across all states and the FCT</p>	<p>Implementation and annual evaluation of the status of the Child Rights Act and the Violence Against Persons Prohibition (VAPP) Act across all states and the FCT</p> <p>Development of Gender and Disability Sensitive Early Warning System for vulnerable communities in Nigeria.</p> <p>Sustain prioritised social protection interventions as a critical strategy towards reducing poverty and socio-economic vulnerabilities in the population and encouraging Government to Persons (G2P) payments digitisation and financial inclusion. (Poverty TWG, 2020).</p>			
<i>Gender and Disability</i>	<p>Popularise the Disability Act of 2019 and the Commission</p> <p>Mainstream disability from a <i>GEESI perspective</i> into all facets of planning, policy, and programming</p> <p>Facilitate workplace culture that is inclusive of PWDs.</p> <p>Elimination of all discriminations against persons with disabilities</p>	<p>Review education curricula for inclusive disability awareness learning from the primary school to tertiary level</p> <p>Review Disability Act of 2019 using a GEESI framework.</p> <p>Develop equitable and inclusive workplace policies in Nigeria.</p> <p>Activation of the building code policy that requires all public building to be disability accessible.</p> <p>Campaigns for equitable and inclusive workplace policies in Nigeria</p>	<ul style="list-style-type: none"> • Number of schools with education curricula for inclusive disability awareness learning • Number of public and private institutions that have mainstreamed disability from a GEESI perspective into planning, policy and programming • Institutions with infrastructures that are friendly towards persons with disability 	2021-2026	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Women Affairs. ▪ Federal/State Ministry of Education ▪ SUBEB ▪ UBEC ▪ Disability Commission ▪ CSOs/NOGs/FBOs/CBOs

		Engage with government to increase government funding of disability schools in the states as well as mainstream disability into primary and secondary schools across the nation. NGO campaigns to address stigma and awareness about all forms of disability especially intellectual disability	<ul style="list-style-type: none"> Percentage of persons with disability in the workforce of various institutions in the country 		
3. GEESI in other Key Institutions in the Social Sector					
<i>Water, Sanitation & Hygiene (WASH)</i>	<p>Mainstream GEESI into the Water sector Roadmap</p> <p>Enactment of relevant laws to regulate and ensure judicious/equitable utilization of water resources.</p> <p>Development of appropriate strategies/mechanisms to ensure effective implementation of existing laws/policy on water resource utilization.</p> <p>Provision of adequate funding to ensure implementation and achievement of targets of the Water Sector Roadmap</p> <p>Gender and social inclusion Mainstreamed in the WASH sector</p>	<p>Develop capacity of personnel working in the water sector on gender mainstreaming.</p> <p>Incorporate gender responsive budgeting as instrument of gender mainstreaming into the Water Sector Roadmap</p> <p>Develop gender and disability indicators and sex-disaggregated data to ensure equitable utilisation of water resources.</p> <p>Develop strategies to incorporate social inclusion frameworks into Water Sector Roadmap.</p>	<ul style="list-style-type: none"> Improved gender mainstreaming capacity of WASH sector personnel. Level of gender responsive budgeting in the sector Availability of sex-disaggregated indicators to ensure equitable utilisation of water resources Availability of social inclusion frameworks for the Water Sector Roadmap 	2021-2026	<p>Federal/State Ministry of Women Affairs</p> <p>Federal/State Ministry of Water Resources</p> <p>Federal/State Ministry of Education</p> <p>Federal/State Ministry of Health</p> <p>Federal/State Ministry of Information & Culture</p> <p>NOA</p> <p>CSOs/NOGs/FBOs/CBOs</p>
<i>Housing</i>	Development of appropriate gender responsive strategies for the implementation of the National Housing Policy.	Adequate funding for the implementation of the National Housing Plan	Availability of single digit interest rate and other favourable mortgage terms	2021-2026	MWA (Federal/State) Federal / State Ministry of Power

	<p>Elimination of all barriers to house ownership for women, people with disabilities and other vulnerable groups in line with GEESI frameworks.</p> <p>A National Housing Plan that is beneficial to women, persons with disabilities and other vulnerable groups.</p>	<p>Advocacy to financial institutions and financial regulatory bodies for the removal/reduction of all collateral barriers against women in accessing housing loans.</p> <p>Advocacy to traditional institutions to facilitate land ownership for women. Incorporate GEESI-disaggregated data for beneficiary assessment to ensure equitable access to housing loans and allocations.</p> <p>Formation and funding of women's housing cooperatives</p>	<p>to remove barriers to accessing housing loans.</p> <p>Number of financial institutions that remove/reduce all collateral barriers against women in accessing housing loans.</p> <p>Sex-disaggregated data on national housing</p>		<p>Federal/State Ministry of Works & Housing (including NOA Media NBS NGOs/CSOs Women Organizations CBOs</p>
<i>Gender, Environment and Climate Change</i>	<p>Integration of gender and social inclusion principles into the workplan of National Emergency Agency (NEMA)/ State Emergency Agency (SEMA) and other agencies to tackle the vulnerabilities of women and other vulnerable groups during emergencies caused by natural and artificial disasters.</p> <p>Strengthen or establish mechanisms at all levels to assess the impact of development and environmental policies on women, PWDs and communities.</p> <p>Women and PWDs are involved in decision making in environment/climate change sector.</p>	<p>Advocate for and support to programmes that mitigate impact of climate change on women/PWDs.</p> <p>Build the capacity of men and women in the appropriate use of the ecosystem including green farming.</p> <p>Improve women's access to information and communication strategies on climate change resilience.</p>	<p>Women and PWDs are involved in decision-making in environment/climate change sector.</p> <p>Evidence that climate change policies, strategies, and plans involved the participation of poor women and WWD in developing and managing local adaptation and mitigation plans.</p> <p>Evidence that policies, strategies, and plans are based on gender analysis of the different impacts of climate change on poor women and men, taking into consideration impact on persons with disabilities and include gender equality objectives for each sector of</p>	2021-2026	<p>MWA (Federal/State) Federal / State Ministry of Environment NOA Media NBS NGOs/CSOs/FBOs Women Organizations CBOs</p>

			climate change adaptation and mitigation.		
<i>Media</i>	<p>Mainstream gender and social inclusion frameworks into existing media/information policies.</p> <p>Establishment of self-regulatory mechanisms to ensure that music, film, and advertising in media houses are gender sensitive and respectful of women and persons with disability.</p> <p>50% Affirmative Action for women in leadership positions in government-owned media houses</p> <p>Incorporation of gender training into the curriculum of media education</p> <p>Elimination of sexist and gender-biased media language</p>	<p>Facilitation of equal access of women and men to information, freedom of expression and media coverage.</p> <p>Campaign against and elimination of gender-biased media language</p> <p>Capacity building of media personnel to adopt GEESI disaggregated data in media reporting to ensure balanced coverage.</p> <p>Instituting appropriate machinery for media education and for censoring media information that portrays women negatively.</p> <p>Strengthening of the capacity of media houses and investigative journalists for gender mainstreaming through continuous training.</p> <p>Implementation of appropriate sanctions for negative coverage of women, widows, persons with disabilities and other vulnerable groups by media including social media.</p>	<p>Number of campaigns on GEESI values on social media/traditional media outlets.</p> <p>Number of national and states' mass media campaigns using vernacular radio, television, including national TV to promote GEESI.</p>	2021-2026	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Information & Culture ▪ The Media ▪ Federal/State Ministry of Women Affairs. ▪ Federal/State Ministry of Education ▪ Federal/State Ministry of Health ▪ NBS ▪ Disability Commission ▪ CSOs/NOGs/FBOs/CBOs
GEESI in the Security Sector					
<i>GEESI in the Security Institutions</i>	<p>National Gender Policy domesticated across the Nigeria Security sector institutions.</p> <p>Appropriate legal/policy framework developed for the institutionalisation of the GEESI</p>	<p>Build technical capacity for Gender Mainstreaming across security sector institutions.</p> <p>Develop a GEESI disaggregated data bank for strategic data analysis for policymaking, planning, and performance indicators.</p>	<p>Gender sensitive Early Warning System (EWS) established for Nigeria.</p> <p>Manual for gender and peace building that promotes values of equity, equality, and representation</p>	2021-2026	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Women Affairs. ▪ Federal Ministry of Humanitarian Affairs ▪ Security sector institutions ▪ The Police ▪ The Military & other Para-Military Institutions

	<p>agenda in all security institutions.</p> <p>Domestication of UNSCR 1325 into security sector reforms in all security institutions and adoption of the national action plan.</p> <p>Ensure women's participation in peace building process.</p>	<p>Review existing regulations in line with the principles of GEESI as stated in relevant global, regional and national instruments for the purpose of repealing all discriminatory clauses.</p> <p>Incorporate gender issues and gender mainstreaming strategies into existing training manuals/curricula of all security institutions.</p> <p>Mobilise resources to support increased women participation in early warning and early response (EWER) in communities.</p> <p>Promote collaboration among government and CSOs to undertake capacity building at community level for women and youth groups on peace building and EWER</p>	<p>available for use by stakeholders.</p> <p>Level of women's participation in conflict management and peace building process</p> <p>Sex-disaggregated data/Gender Statistics on internally displaced persons/ victims of violence & insecurity</p>		<ul style="list-style-type: none"> ▪ West African Civil Society organisation. • WANEP. • NOA • Media • NBS • NGOs/CSOs • Women Organizations • CBOs
<i>Counter - Insurgency, Conflict and Peace Keeping</i>	<p>Signing and ratification of the International Convention for the Protection of All Persons from Enforced Disappearances.</p> <p>Domestication of all relevant international humanitarian laws into counter-insurgency operations and develop strategies to implement them.</p> <p>Improved, and effective accountability mechanisms and access to justice for survivors of any form of serious human rights abuses (in particular SGBV cases); and ensure</p>	<p>Advocacy activities on policies and laws addressing issues related to GBV against girls and women in conflict zones.</p> <p>Organise seminars for security agencies, women and youth on UNSCR 1325 and UNSCR 2250 on youth peace and security.</p> <p>Advocacy for the development of a policy on Internally Displaced Persons (IDPs).</p> <p>Strengthen women's roles and contribution in conflict resolution through capacity building.</p>	<p>Number of advocacy networks formed by women affected by conflict in the Northeast, Niger Delta, and other conflict-ridden areas in the country.</p> <p>Gender sensitive Early Warning System (EWS) established in Nigeria.</p> <p>Manual for gender and peace building that promotes values of equity, equality, and representation available for use by stakeholders.</p>	2021-2026	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Women Affairs. ▪ Security sector institutions ▪ The Police ▪ The Military & other Para-Military Institutions ▪ NBS ▪ West African Civil Society organisation. ▪ WANEP. ▪ NEMA/SEMA ▪ NOA ▪ Media ▪ NBS ▪ NGOs/CSOs ▪ Women Organizations

	<p>transparency regarding investigations and/or prosecutions undertaken, including their outcomes.</p> <p>Amendment of the counter-terrorism legislation to ensure everyone detained is promptly charged with an offense or released.</p> <p>Revision of the National Peace Policy (NPP) to incorporate provisions of NAP, UNSCR 1325, 1820, 2250.</p> <p>Enhanced women's participation in conflict resolution and peacekeeping.</p>	<p>Promote collaboration among government and CSOs to undertake capacity building at community level for women and youth groups on peace building and EWER.</p>	<p>Level of women's participation in conflict management and peace building process</p>		<ul style="list-style-type: none"> ▪ CBOs
<p><i>Management of Complex Humanitarian Emergencies</i></p>	<p>GEESI principles incorporated into the management of complex humanitarian emergencies.</p> <p>Adoption of a rights-based approach by all humanitarian partners to their work, informed by the human rights principles and standards codified in the UN Conventions on the rights of women and people with disabilities.</p> <p>Strengthen the capacity of NEMA and other emergency management agencies on mainstreaming GEESI into management of complex humanitarian emergencies.</p> <p>Ensure adequate and accessible humanitarian services for all</p>	<p>Build awareness amongst decision makers, caregivers and civil servants regarding inclusive approaches, including the need for equitable access to public spaces by vulnerable people during complex humanitarian emergencies.</p> <p>Facilitate the participation of women and persons with disabilities in mainstream humanitarian programmes, to ensure a more inclusive programming in the sector.</p> <p>Strengthen collaboration between mainstream INGOs and women focused and disability specific agencies, for a mutual learning exchange to contribute to more effective and inclusive aid delivery.</p>	<p>Number of institutions working with a GEESI responsive framework for managing complex humanitarian emergencies</p> <p>Number of humanitarian workers in the country with technical capacity for the use of a GEESI responsive framework in the humanitarian sector</p> <p>Source and funds available for GEESI responsive humanitarian work</p>	<p>2021-2026</p>	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Women Affairs. ▪ Ministry of Humanitarian Affairs, Disaster Management and Social Development ▪ Security sector institutions ▪ The Police ▪ The Military & other Para-Military Institutions ▪ CSOs/INGOs working in the humanitarian sector. ▪ NEMA/SEMA ▪ NBS

	<p>vulnerable groups (women, aged, children and Persons with disabilities) during complex emergencies.</p> <p>Leverage the full potential of women’s human and natural assets and the Nationally Determined Contributions (NDC)</p> <p>Ensure communities and human settlements are inclusive, safe, resilient, and sustainable.</p>	<p>Generate accurate and adequate data for use in programming and provision of services to promote equitable access for women, aged, people with disabilities and other vulnerable groups.</p> <p>Build capacity of humanitarian agencies to undertake regular needs-assessment surveys for effective service delivery during humanitarian emergencies.</p> <p>Provide adequate funding to assist humanitarian actors and communities affected by conflicts, natural disasters and other humanitarian emergencies to coordinate, plan, implement, monitor and evaluate essential actions for gender mainstreaming and social inclusion across all sectors.</p>	Percentage of Women and Girls targeted in humanitarian emergencies		
5. GEESI in Access to Justice, Human Rights and Governance					
<i>The Nigerian Justice System</i>	<p>GEESI principles incorporated into the Nigeria Tripartite legal systems to ensure justice for all people without discrimination.</p> <p>Reforms of justice system from a gender perspective across all levels in line with international best practices.</p> <p>Implementation of effective system of administration of non-custodial measures at federal and state levels for minors, nursing mothers, pregnant women and people with disabilities to ensure</p>	<p>Review of existing GEESI issues within the Tripartite Judicial system</p> <p>Review of the Administration of Criminal Justice Act (ACJA) from a gender perspective</p> <p>Reform the judicial system through the implementation of provisions of compensation, damages, and restitution to victims of gender-based violence and social discrimination</p> <p>Build the capacity of community policing for proper understanding and engagement with gender issues at the community level, especially harmful traditional practices.</p>	<p>CEDAW and CRC principles integrated within the Curriculum of the Judiciary.</p> <p>25% of all Judges and Magistrates, including Sharia and Customary, receive training on gender equality and women’s human rights.</p> <p>Increase by at least 20% of judgements using the principles of CEDAW/CRC.</p> <p>Increase by 20% annually of convictions in Magistrates’ courts on violations to women’s human rights and SGBV.</p>	2021-2026	<ul style="list-style-type: none"> ▪ National Judicial Institute. ▪ Federal/States’ Ministries of Women Affairs. ▪ National Judicial Institute. ▪ Federal/States’ Executive Council ▪ Women Human Rights Organisations. ▪ National Law Reform Commission. ▪ National Judicial Council. ▪ Federal/States’ Ministry of Justice ▪ NOA ▪ Media ▪ NBS ▪ NGOs/CSOs ▪ CBOs

	decongestion of correctional facilities.	<p>Integrate gender issues into judicial administration of customary courts and ensure adequate gender training for judicial officers.</p> <p>Enhance the gender mainstreaming capacity of institutions whose duty it is to foster and/or engender compliance: ICPC, EFCC, NOA, Police, Customs, Judiciary, Prisons, NAFDAC, Immigrations, etc. through continuous training.</p> <p>Incorporate GEESI principles into the training manuals of legal institutions.</p>	Number of Pilot structures established to promote women’s human rights and deal with issues of SGBV etc established with trained staff on women’s human rights in each of the 36 states and FCT.		
<i>Human and Women’s Rights</i>	<p>Women and child rights promoted and protected.</p> <p>Respect for human/women’s rights and principles and the entrenchment of a gender equality culture in the Nigerian society promoted.</p> <p>Gender equality, women’s rights and social inclusion frameworks in governance, institutions, and social life mainstreamed and institutionalised.</p> <p>Legal and Constitutional reforms undertaken to promote the principles of non-discrimination, protection and promotion of women and child rights.</p> <p>Section 14 (3) of Federal character provision amended through the enactment of an</p>	<p>Review and repeal all gender discriminatory laws and policies at National, Subnational, and Institutional levels</p> <p>Gender audit of laws and policies to ensure their gender responsiveness and compliance to equity principles.</p> <p>Advocacy for the domestication of outstanding international instruments on GEESI e.g., CEDAW</p> <p>Adoption of GRB at national / sub-national and institutional levels to ensure that mainstreaming of gender issues into resource allocation.</p> <p>Provision of equitable opportunities for women and men to access and enjoy public services particularly, education, health, portable water, sanitation, housing and transportation.</p>	<p>New Constitution with principles of equality and non-discrimination.</p> <p>Number of laws and penal codes revised to include the key principles and provisions of CEDAW & CRA to protect women and children’s rights.</p> <p>Constitution, criminal code, penal code, and other laws amended to deal with gender discriminatory provisions.</p> <p>At least one major reform undertaken by Federal Government on Administration of justice (Police/Judiciary) to ensure integration of gender justice and protection of women’s human rights.</p>	2021-2026	<ul style="list-style-type: none"> ▪ Federal Ministry of Justice ▪ National Law Reform Commission. ▪ National Judicial Council. ▪ National Judicial Institute. ▪ The Nigerian Police. ▪ National Human Rights Commission. ▪ NBS ▪ NOA ▪ Media ▪ NGOs/CSOs ▪ Women Organizations ▪ CBOs

	<p>equal opportunity law and making gender one of the indices of equality and/or opportunities.</p>	<p>Promotion of equitable access of women and men to critical resources (capital, labour, land, technology, and entrepreneurial skills) through special initiatives that reduce the number of citizens in core poverty group, particularly women.</p> <p>Strengthen the culture of respect for the human rights of women and men, including freedom of expression, and the elimination of all negative stereotypical representation of women and girls.</p> <p>Facilitate the strengthening of mechanisms for enforcing laws that regulate and penalize gender discriminatory practices.</p> <p>Improve access to social services by children, women, and the marginalised groups (orphans and OVCs, elderly, and those with disabilities among others).</p>	<p>At least 2 pilot budgets respectively passed by all States' and National Assemblies appropriate budget to bridge gender gaps.</p> <p>Affirmative Action on gender equality in representation is integrated within Federal Character Principle.</p>		
<p><i>Accountability, Transparency and Openness in Governance</i></p>	<p>Increased citizens' participation in governance, especially women and other vulnerable groups.</p> <p>Expand the scope of coverage of OGP into gender issues and social inclusion.</p> <p>Ensure equal access of women and men to freedom of information and media coverage</p>	<p>Build capacity of women and men on E-governance across MDAs.</p> <p>Advocacy to encourage many states to join the OGP initiative.</p> <p>Promote regular dialogue, debate, and discussion of GEESI issues on social media platforms.</p> <p>Strengthen the capacity of CSOs on digital activism and promote collaboration among women networks to facilitate it.</p>	<p>Number of women and men trained in E-governance</p> <p>Level of digital activism in the country</p> <p>Effectiveness of mechanisms deployed to combat cybercrime against women and girls in the country</p>	2021-2026	<ul style="list-style-type: none"> ▪ Federal Ministry of Justice ▪ National Judicial Council. ▪ National Judicial Institute. ▪ The Nigerian Police. ▪ National Human Rights Commission. ▪ NBS ▪ NOA ▪ Media ▪ NGOs/CSOs ▪ Women Organizations ▪ CBOs

		Deploy necessary mechanisms to protect women, girls, and other vulnerable groups from online harassment, bullying and hate speech.			
6. GEESI, Leadership and Political Participation					
<i>GEESI and the Nigerian Political System and Structures</i>	<p>Strengthened capacities of political parties to mainstream gender and promote women's empowerment (manifestoes & strategies to implement with allocated resources).</p> <p>Adoption of the gender affirmative action of 50:50 parity in all elective and appointive positions, in line with the global and regional best practices.</p> <p>Compliance of all political parties in the country with the 50% Affirmative Action for women in leadership positions (elective and appointive) within political party system and presenting candidates for political offices.</p> <p>Enactment of relevant policy and legal frameworks to institutionalise GEESI principles into the Nigerian political system and structures.</p> <p>Political parties to mainstream gender and social inclusion frameworks into party operations and administrative structures.</p>	<p>Integrated (training, development of manifestoes, strengthening capacities to register women, strategy for funding and implementing gender sensitive manifestoes etc.) gender mainstreaming support to all political parties with representation in Senate, National and States' Houses of Assemblies.</p> <p>Develop modalities for engendering political parties' internal structures and mechanisms.</p> <p>Strengthening capacity of political parties in mainstreaming gender and social inclusion frameworks into party operations and administrative structures.</p> <p>Advocacy with political parties on affirmative action within all their positions</p> <p>Provide technical support to political parties for gender mainstreaming.</p> <p>Collaboration and networking among women-focused NGOs on women political participation to jointly explore the support of development partners in advancing women political participation and representation.</p>	<p>50% increase from current numbers of women who join Political Parties represented in States' and national assemblies and Local Government Councils.</p> <p>A third of at least 20 national and states' executive committees of all registered political parties are women.</p> <p>Number of strategies and guidelines matched with resources by political parties to implement affirmative action.</p> <p>Number of political parties that adopt the affirmative action and proposed 50:50 parity in all elective and appointive positions.</p>	2021-2026	<ul style="list-style-type: none"> ▪ INEC ▪ Higher Education Institutions (e.g. Universities' contributions to the political process) ▪ Federal Ministry of Women Affairs ▪ Selected International political capacity building institution. ▪ Political Parties with representation in Senate and National/States' Houses of Assemblies. ▪ CSOs/NGOs/and Coalitions working on political and electoral reforms.

	Increased number of women in appointed key positions in public life including the boardroom and at community level.	Provide financial/logistical support to the platforms dedicated to promoting women's political participation and representation.			
<i>GEESI and the Electoral System</i>	<p>Electoral reforms undertaken to ensure that policy is integrated within electoral laws. Adoption of special measures, quotas and mechanisms for achieving critical threshold of women and people with special needs in political offices, party organs and public life to bridge gender gaps in political representation in both elective and appointive posts at all levels.</p> <p>Ensuring that INEC Gender Policy is result driven.</p> <p>Secure political will to fully implement the provisions of the 2010 Electoral Act, most especially, the sections that promotes GEESI.</p>	<p>Develop Bills for gender sensitive monitoring and financing of political parties by INEC.</p> <p>Gender sensitive guidelines for political parties' internal democracy and in conducting party primaries available within National and States' Electoral Commissions.</p> <p>Organise Stakeholders Forums on gender and electoral reforms.</p> <p>Develop modalities for engendering political parties' internal structures and mechanisms.</p> <p>Advocacy with INEC for the enactment of relevant policy and legal frameworks to institutionalise GEESI principles into the political system and structures.</p> <p>Advocate for the enabling legislative environment and the adoption of relevant institutional measures and mechanisms towards the achievement of impartiality and equality through bridging gender gaps in political representation at all related levels especially in elective and appointive positions.</p>	Gender sensitive guidelines for political parties' internal democracy and in conducting party primaries available within National and States' Electoral Commissions.	2021-2026	<ul style="list-style-type: none"> ▪ Federal Ministry of Women Affairs ▪ Independent National Electoral Commission (INEC). ▪ Academia/Diaspora ▪ CSOs/NGOs and Coalitions working on electoral and political reforms. ▪ Selected International political capacity building institution.

		<p>Develop gender sensitive indicators for measuring progress in gender equality in political representation.</p> <p>Promote periodic review and assessment of political party structures and processes to ensure compliance with gender equality and social inclusion frameworks.</p> <p>Mainstream empowerment programs for women and people with disabilities into political parties' agenda. Building the capacity of political systems and structures to promote GEESI.</p> <p>Promote active participation of CSOs in the electoral system for accountability and to pressurize government to safeguard GEESI.</p>			
<i>GEESI and Community Level Leadership</i>	<p>Transformed power relations in the community to promote economic justice, gender equity and social inclusion.</p> <p>Harmful traditional practices within communities eliminated.</p> <p>Enhanced role of women in peacebuilding in local communities and protection of women and girls from gender-based violence and conflicts</p>	<p>Domesticated NGP and other GEESI policy instruments at the local government level.</p> <p>Build capacity of women in the rural areas, especially on economic empowerment and political participation.</p> <p>Engage in continuous sensitization programs to eradicate societal stigmatization of PWDs and harmful traditional practices.</p> <p>Build the capacity of local government administration to</p>	Proportion of increased inclusion of women in community level governance	2021-2026	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Women Affairs. ▪ State House of Assembly ▪ Ministry of Education ▪ INEC ▪ LGAs ▪ NOA ▪ CSOs /NGOs/CBOs/FBOs

		<p>mainstream GEESI into LGA level governance.</p> <p>Collaborate with traditional institutions at the community level on capacity building on GEESI issues.</p> <p>Support CSOs/NGOs/CBOs working at the community level to promote GEESI agenda.</p>			
7. GEESI, Gender Norms and Socio-cultural Practices					
<i>The 'Girl'</i>	<p>Legislation against harmful traditional practices that impede the development of girls such as child marriage, FGM, child labour and women trafficking.</p> <p>Integrating the voices and needs of women and girls into resettlement, rehabilitation, reintegration, and post-conflict reconstruction programmes.</p> <p>Domestication and implementation of the VAPP law in all states.</p> <p>Capacity building of agencies working in disaster management to mainstream the needs of girls and GEESI frameworks into management plans and projects.</p> <p>Promotion of new skills and livelihood opportunities outside the traditional home economic type efforts.</p>	<p>Advocacy to relevant stakeholders to eliminate harmful traditional practices against the girl child.</p> <p>Adequate funding provision for the special needs of the girl child especially during emergencies.</p> <p>Support education of girls through funding and provision of safe space facilities in schools and elsewhere</p> <p>Provision of psycho-social and trauma counselling to women and girls affected by all types of violence, including GBV.</p> <p>Massive enlightenment campaign for girl child education in vulnerable communities.</p> <p>Enlightenment campaign to change the traditional orientation of gender role of girls.</p>	<p>Level of prevalence of FGM, Child Marriage, women trafficking & child labour in the country</p> <p>Girls and boys' enrolment ratio in schools</p>	2021-2026	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Women Affairs. ▪ Ministry of Education ▪ LGAs ▪ NOA ▪ CSOs /NGOs/CBOs/FBOs

		<p>Provision of enabling environment and support to CBOs/CSOs working on the rights of girls.</p> <p>Advocacy for the ratification and enforcement of the Child-Rights Act in all states,</p>			
<i>The 'Boy'</i>	<p>Improved education of the boy-child in the South-East and the North</p> <p>Protection of boys from insurgency and violence crime</p> <p>Promotion of positive values and cultural orientation that uphold gender equality.</p> <p>Introduction of gender education into the school curriculum from primary education to higher institutions for a reorientation of boys/girls on gender relations.</p>	<p>Provide education intervention programmes and support for boys particularly in the Southeast and the North.</p> <p>Support learning institutions to provide incentives that will enhance the education of boys especially in the South-East and the North.</p> <p>Campaign and develop attitudinal and behavioural change programming to discourage enlistment of boys into insurgency, banditry, cultism, and violent crimes.</p> <p>Provision of entrepreneurship education to address the needs of boys and girls and involve them in innovative professional programmes.</p> <p>Creation of community safe spaces for role modelling and mentoring of boys to grow into GEESI, compliant adults.</p> <p>Advocacy for the ratification and enforcement of the Child-Rights Act in all states,</p> <p>Protection of boys from harmful traditional practices through</p>	Ratio of girls and boys' school enrolment in the South East	2021-2026	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Women Affairs. ▪ Ministry of Education ▪ LGAs ▪ NOA ▪ CSOs /NGOs/CBOs/FBOs

		advocacy, sensitisation, and legislation			
<i>Harmful Traditional Practices</i>	<p>Implementation of the National Gender Policy at the local government and community level governance structure.</p> <p>Enforcement of legislations against harmful traditional practices (widowhood, early-child marriage, FGM); and more States to key into this process.</p> <p>Eradication of all harmful traditional practices against women and persons with disabilities.</p> <p>Promote a Change in Perception, Attitudes and Behaviours Condoning & Justifying Harmful traditional practices.</p>	<p>Advocacy to traditional institutions to eradicate harmful practices affecting women, girls, and people with disability.</p> <p>Provision of necessary financial supports to provide alternative livelihood options for those practising FGM/C.</p> <p>Promote educational advancement of women and other vulnerable groups.</p> <p>Enlist the support of mass and social media to campaign against harmful traditional practices.</p> <p>Support economic empowerment schemes like vocational training and business grants for women, persons with disabilities, widows and other vulnerable groups.</p>	Number of states with legislation against harmful traditional practices (widowhood practices, child marriages, FGM).	2021-2026	<ul style="list-style-type: none"> ▪ Federal/State Ministry of Women Affairs. ▪ Ministry of Education ▪ State House of Assembly ▪ LGAs ▪ NOA ▪ CSOs /NGOs/ CBOs/ FBOs ▪ Social Welfare Departments.
<i>Sexual/Gender Based Violence</i>	<p>Domestication of VAPP in all states.</p> <p>Introduction of stiffer penalties and sanctions to deter potential VAPP offenders.</p> <p>Upgrade Infrastructural facilities to assist in the prosecution of GBV cases.</p> <p>Ensure prevention of, and adequate response to violence against women and girls.</p>	<p>Build the capacity of law enforcement agencies for investigation and prosecution of GBV/VAW cases.</p> <p>Establish sexual-offenders register across all states to monitor potential threats from previous sexual-offenders.</p> <p>Review all the relevant laws on GBV to identify gaps in legal provisions.</p> <p>Promote research into the economic cost of SGBV/VAWG.</p>	<p>Availability of Guidelines on SGBV</p> <p>Strengthened GBV information management system.</p> <p>Evidence of research undertaken to measure the costs of gender-based violence/violence against women (based on national prevalence studies) including the direct costs to law and justice, health, and support services; costs</p>	2021-2026	<ul style="list-style-type: none"> • States' Houses of Assemblies. • Federal/States' Ministries of Women Affairs. • CSOs working in different states on areas of focus. • Federal Ministry of Health. • Social Welfare Departments.

	<p>National response on sexual and gender-based violence and women rights abuses available.</p> <p>Promote research into the economic cost of SGBV/VAWG.</p> <p>Establish efficient database management systems for survivors of GBV.</p> <p>Change in Perception, Attitudes and Behaviours Condoning & Justifying Violence against Women & Girls</p>	<p>Develop national guidelines on sexual and gender-based violence.</p> <p>Research undertaken to measure the costs of gender-based violence/ violence against women (based on national prevalence studies) including the direct costs to law and justice, health, and support services; costs associated with lost productivity and income; other indirect and opportunity costs for women (e.g., chronic ill-health, suicide risk, and physical injury); and costs associated with the long-term impact of gender-based violence on children including PWDs.</p> <p>Engage in continuous sensitization and awareness to discourage stigmatization of GBV victims.</p> <p>Advocacy to traditional institutions and relevant stakeholders in the community on GBV/VAW eradication.</p> <p>Provide adequate funding to supporting services such as medical and psychosocial care.</p> <p>Enlist the support of NGO coalitions and development partners working on GBV for effective response.</p> <p>Establish more national shelter/temporary home for women/children’s survivors of violence in each of the 6 geo-political zones.</p>	<p>associated with lost productivity and income; other indirect and opportunity costs for women.</p> <p>No of additional shelters/ shelter/temporary home for women/children’s survivors of violence established.</p> <p>No of states with available SARCs and other service provision facilities for GBV survivors including psychosocial support facilities.</p>		
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		<p>Establish SGBV Recovery Centres/Units for women/children survivors of sexual abuse providing medical and psycho-social care in the 36 states and FCT.</p> <p>National response on sexual and gender-based violence and women rights abuses available including provision of Sexual Assault Referral Centres (SARCs) and shelters (safe spaces) for SGBV survivors across the Nigeria States.</p>			
<i>Men in the GEESI Agenda</i>	<p>Enhanced active participation of men for effective response to GEESI agenda.</p> <p>Redefined value orientation of men on traditional gender role.</p> <p>Enabling environment for men champions on GEESI agenda</p> <p>Enlist the support of male gender champions to serve as strategic leaders in the promotion of GEESI agenda in local communities.</p>	<p>Advocacy to men opinion/strategic leaders to enlist their support in promoting GEESI agenda.</p> <p>Work with identified key traditional male institutions on entrenching a GEESI agenda.</p> <p>Gender training for male opinion/strategic leaders for value reorientation on gender role.</p> <p>Engage and mobilise male champions for the GEESI agenda.</p> <p>Build the capacity of men (opinion/strategic leaders) for value reorientation on gender norms and issues.</p> <p>Provide capacity building for men led CSOs that focus on gender and social inclusion issues.</p> <p>Organise joint projects for collective collaboration between men and women groups in the community to</p>	<p>Attitudes of men towards the GEESI Agenda across sectors (public and private sectors)</p> <p>Number of males trained in GEESI frameworks across sectors</p>	2021-2026	<p>MWAs (Federal & State)</p> <p>LGAs</p> <p>NOA</p> <p>CSOs/NGOs</p> <p>CBOs</p> <p>Development Partners</p> <p>Bilateral/Multilateral Organisations</p>

		break barriers and promote harmonious relationships.			
<i>Transforming Local Level Governance</i>	<p>Domesticate NGP and other GEESI policy instruments at the local government level.</p> <p>Increasing the representation of locally elected women and promoting the participation of all women in local decision-making</p> <p>Local governments to mainstream a gender perspective into local legislation, urban planning and policy making.</p> <p>Provision of vocational training and business grants to women, persons with disability, widows, and other vulnerable groups in the community.</p> <p>Institutionalise gender responsive budgeting framework to support GEESI agenda at the local government level.</p>	<p>Enlist the support of CSOs/CBOs and Development Partners for funding of GEESI projects/programs at the local government level.</p> <p>Support community-based groups like cooperatives and credit supports who are engaging in economic empowerment programs.</p> <p>Provision of leadership training for women and promote their participation in leadership roles at the community level.</p> <p>Undertake advocacy campaign against harmful traditional practices that undermines GEESI at the local level.</p> <p>Engage and co-opt traditional institutions and religious leaders in the community to support the GEESI agenda.</p>	<p>Number of LGAs with domesticated NGP & other GEESI instruments</p> <p>Number of CSOs working on GEESI issues across sectors</p> <p>Number of women exposed to leadership training at the community level</p> <p>Number of advocacy campaigns to the grassroots across the country</p> <p>Number of traditional/religious leaders exposed to GEESI training</p>	2021-2026	<p>MWAs (Federal & State)</p> <p>LGAs</p> <p>NOA</p> <p>CSOs/NGOs</p> <p>CBOs</p> <p>Development Partners</p> <p>Bilateral/Multilateral Organisations</p>

3.2.2 Baseline and Performance Benchmarks

Since the release of the National Gender Policy in 2006, there has been a lack of adequately coordinated established mechanism for monitoring and evaluating progress towards the achievement of the specific policy objectives. A baseline assessment is a critical part of policy monitoring and evaluation process aimed at providing benchmarks, and information on selected outcome indicators of critical areas of concern. The assessment is to ascertain if there has been any progress on the development of indicators as well as show the extent of progress made. The objectives of a baseline assessment include the following:

- Undertake an assessment of the status of Gender Equality, Women empowerment, and Social Inclusion in Nigeria
- Provide a comprehensive picture of the extent of progress toward specific objectives of the National Gender Policy.
- Provide a guide to ascertain critical areas of concern for future policy design and implementations.

It is also found that there has been no previous attempt to compare Nigeria’s performance with global and regional performance charts both at the levels of policy and planning for development. This benchmarking approach is much needed to evaluate the position of gender matters in Nigeria, compare with peers, and identify key lessons learnt. The new gender policy seeks to ensure accountability and learning through robust monitoring frameworks, and timely yet reliable statistics.

Table 7: Baseline Indicators¹ - Strategic Development Results Framework

S/N	Baseline Activities	Timeframe	Responsibility
1.	Institutional assessment (structure, mandate, funding levels and gaps, technical capacities needed to fulfil mandate etc) of the Federal Ministry of Women & Gender Affairs, State Ministries for the Women & Gender Affairs, and the National Centre for Women in Development.	October 2021 - March 2022	Overall Responsibility 1. National Centre for Women and Development. 2. Federal Ministry of Women Affairs. 3. National Commission for Persons with Disabilities² 4. National Bureau of Statistics. <u>Process</u> ○ Develop methodology for the collection and analysis of the baseline with Federal Office of Statistics. ○ Develop terms of reference for the teams that will be
2.	Gender and social inclusion analysis of all current sector policies, gaps in implementation and strategies that would fast track implementation.		
3.	Current review of schools’ curricula (primary and secondary schools) to show content of gender roles – are the roles still portraying negative gender roles for women and men?		
4.	Review of the number of current Nigerian movies and a gender analysis		

¹ Baseline indicators must be established as the first step in implementing the National Gender Policy. The first 6 months will be dedicated to the establishment of baseline to ensure annual monitoring of progress.

² It is assumed that the Ministries of Women Affairs & Humanitarian Affairs will collaborate on issues of social inclusion, in particular, as affecting persons with disability, with the Ministry of Women Affairs taking the lead in this process.

	of portrayal of women and persons with disabilities.		<p>responsible for the collection and analysis of the baseline.</p> <ul style="list-style-type: none"> ○ Identify teams – both internal and external – to conduct assessments and develop baseline for the National Gender Policy. ○ Commission baseline studies. ○ Validation of baseline studies with all critical stakeholders. ○ Analyse final reports and present to the Federal Ministry of Women Affairs and all partners.
5.	Gender and disability dis-aggregation of current National Orientation Agency’s resources and activities.		
6.	Identify discriminatory provisions within the current Nigerian Constitution and consolidation of all existing reviews by stakeholders related to the engendering of the Constitution as a starting framework for advocacy.		
7.	Analysis/report of current laws pertaining to women and PWDs rights under review within the National Law Reform Commission.		
8.	Review of current ways in which sexual and gender-based violence is handled by the Nigerian Police (reporting, persecutions, structures, including staff etc).		
9.	Review of existing (CSOs/government /faith based etc) structures/services available for women/children including PWD survivors of SGBV and identify which organisations/institutions are providing which services/support and identify approximate number of women being supported.		
10.	Baseline on current funding and for what purposes of the National Legal Aid Council.		
11.	Baseline on the number of women’s rights’ laws already in existence in the states and how they comply with CEDAW/CRC.		
12.	Baseline on the number of persons with disability rights laws already in existence in the states and how they comply with the Convention and optional Protocol on the Rights of Persons with Disabilities (CRPD)		
13.	Baseline on all key organisations of women living with HIV/AIDS and with disabilities.		
14.	Bills within all states/national houses of assemblies initiated/passed on women’s human rights from 2003 – 2020.		
15.	Analysis of current levels of women in all management positions in the public sector (levels of Chiefs to Permanent Secretaries).		
16.	Analysis of current levels of PWDs in all management positions in the public		

	sector (levels of Chiefs to Permanent Secretaries).		
17.	Sex disaggregated, disability disaggregated and gender review of political parties' (Parties with representation in the Senate, National and States Houses of Assemblies) membership list, national/state executive committees, and their manifestoes on an annual basis.		
18.	Current sex disaggregated numbers of registered voters, including young women voters, PWD voters and actual voters.		
19.	Review of existing networks of women working on peace issues in the Niger Delta, Northeast, and other conflict-ridden areas.		
20.	Baseline on all existing facilities set up to support women entrepreneurs including WWDs by government and within the private sector (e.g., special funds and loan facilities etc).		
21.	Review of the status of rural women including WWDs in the six geo-political zones.		

3.2.3 Critical Thresholds, Indicators and Expected Outcomes

As part of the overall strategy to achieve greater performance levels in the new National Gender Policy, tracking and target setting with considerations for notable thresholds that align with global and regional gender targets have been adopted. In order to effectively achieve the set policy objectives, the local gender context, global indicators, and benchmark of progress to date were utilized in the formulation of indicators. Performance standards shall derive in the short and medium term on progress towards these agreed targets which have been consolidated into a table for ease of implementation and tracking (see **Annex 1**).

The revised 2021 National Gender Policy uses the SDG global benchmarks for its projections (see Table 1), which contains a list of performance targets, specific indicators and the corresponding baseline data which has informed the calculation of expected outcomes in 2026 and 2031, respectively. The targeted performance values are set based on the following factors: Nigeria's commitment to international treaties, current baseline trend, and regional averages among other factors. For example, while Nigeria is yet to achieve 35% affirmative action levels in political participation, the UN 2015 political declaration³ of 50% political participation of women by 2031 became binding. Hence, target in such area is set to assist Nigeria make progress as best as possible to the global target of 50% by 2026.

3.3. Conclusion

The main thrust of the National Gender Policy (NGP) is to promote gender equality, women empowerment and social inclusion sensitive and responsive culture in policy planning and national development. A major tool for the required social transformation remains the system wide

³ UN Political Declaration on Women Political participation. New York March 2015

approach of promoting gender and social inclusion mainstreaming and women's empowerment in all public, private and community level policies and programming priorities in Nigeria. The NGP is therefore pushing strongly for a level playing field in terms of the Gender Equality, Empowerment of Women and Social Inclusion (GEESI) Agenda. To ensure effective engagement with the NGP, this Implementation Plan has been set out to highlight key approaches and strategies with which to engage the policy. A major challenge to the implementation of the NGP 2006, has been coordination amongst key stakeholders and effective engagement with the policy. This current policy has gender and social inclusion mainstreaming efforts across sectors (public and private). The mandates for 'women empowerment', 'gender equality' and 'social inclusion' are the three pillars of the Policy. To enhance the achievement of these mandates, supportive institutions and/or institutional reforms are needed. It is worthy of note that institutional issues over the years have remained weak and unattended to. The Implementation strategy therefore through the managing for results framework outlines the areas of internal organisational strengthening required to effectively implement the strategic development results framework and strengthen partnerships with civil society organisations, private sector and development partners to ensure implementation of the NGP. The framework has highlighted what is required to engender the legal and policy environment within which the NGP can thrive.

To achieve its goal, it is of utmost importance that the following are present to ensure effective implementation of the revised NGP: political will: support from the highest level of governance at all tiers, particularly the presidency; evidence-based planning; capacity building and gender architecture; accountability and performance targeting; adequate resources (human, technological and financial); monitoring, evaluation, and learning; information, communication, value re-orientation and knowledge management and awareness creation and sensitization.

The implementation of the NGP will be anchored on the following four management result areas: (a) Overall strategic direction, Capacity building and policy advice to the Federal, State and Local Governments; (b) Monitoring, evaluation, and learning (accountability, target setting, risk, and oversight); (c) National coordination; and (d) Enhanced administrative, human, and financial capacity.

ANNEXURE

Annex I: Policy Performance Targets

SN	Performance Targets and Indicators	Current Levels: 2021	Expected Outcome in 2026	Expected Outcome in 2031
OBJECTIVE 1: TO BRIDGE GENDER GAPS AND ACHIEVE PARITY IN ALL SPHERES OF LIFE				
<i>Target: Promoting Gender and social inclusion mainstreaming and building its buy-in among state and non-state actors</i>				
1	Number of state actors with operational gender units, complement of skilled staff and accountability systems.	N/A	[M & E]	[M & E]
2	Number of state and non-state actors including private sector and CSOs, with gender and disability inclusive policies, social inclusion policies and gender mainstreaming strategies, gap bridging initiatives and budgets to support gender commitments.	N/A	[M & E]	[M & E]
3	Number of state and non-state actors achieving specific gender equality and social inclusion policy targets (as detailed in the Implementation Framework and Plan)	N/A	[M & E]	[M & E]
4	Public, private, and civil society organisations are equipped with the necessary instruments to facilitate gender and social inclusion mainstreaming processes. These include policies, procedures, strategies, guidelines	N/A	[M & E]	[M & E]
5	Number of partnerships with disability responsive organisations to address the special issues and concerns of Women with Disabilities (WWD) in Nigeria.	N/A	[M & E]	[M & E]
<i>Target: Promoting disability inclusive Education and Skills for Women and Girls, including formal education, Entrepreneurship's development, and Vocation</i>				
1	Number of women owned including Women with disabilities (formal and informal) small and medium businesses	N/A	[M & E]	[M & E]
2	Number of projects/programs in education that are disability inclusive	N/A	[M & E]	[M & E]
3	Share of female science, engineering, manufacturing, and construction graduates at tertiary level	N/A	25%	30%
4	Gender Parity Index – Primary	0.95 MICS 2016-17	1	1
5	Gender Parity Index – Secondary	0.97 MICS 2016-17	1	1
6	Gender Parity Index – Post Secondary	N/A	1	1
7	Primary Net Attendance Ratio-Female	59.2% MICS 2016-17	80%	85%

8	Secondary Net Attendance Ratio-Female	46.2% MICS 2016- 17	80%	85%
9	Ratio: Female literacy rate over male literacy			
10	Ratio of Male to Female Graduates from University – Bachelors	1.3 (2005)	1	1
11	Ratio of Male to Female Graduates from University – Masters	1.9 (2005)	1.3	1
12	Ratio of Male to Female Graduates from University – Doctorate	2.4(2005)	2	1.5
13	Number and percentage of female and male students receiving direct support (e.g., stipends, scholarships, conditional cash transfers, or nutritional supplements)	N/A	[M & E]	[M & E]
14	Number and type of targeted activities to monitor and assist boys and girls at risk of dropping out, by level of education	N/A	[M & E]	[M & E]
15	Number of males and females attending educational institutions made more accessible for people living with disabilities	N/A	[M & E]	[M & E]
16	Number of males and females benefiting from special education	N/A	[M & E]	[M & E]
<i>Target: Promoting the adoption of and strengthening of disability inclusive policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels</i>				
1	Number of states with systems to track and make public allocations for gender equality and women's empowerment	N/A	[M & E]	[M & E]
2	Availability of dedicated resources in both state and national budgets for effective delivery of for Gender and social inclusion mandate.	N/A	[M & E]	[M & E]
OBJECTIVE 2: PROTECT WOMEN'S HUMAN RIGHTS AND MITIGATE SEXUAL AND OTHER GENDER-BASED VIOLENCE THROUGH APPROPRIATE BUFFERS AND RELATED SERVICES.				
<i>Target: Ensuring prevention of, and adequate response to violence against Women and Girls</i>				
1	Proportion of Women who experienced physical violence within 12 months preceding survey.	14% NDHS 2018	8%	5%
2	Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual, or psychological violence by a current or former intimate partner within 12 months preceding survey, by form of violence, by disabilities and by age	N/A	[M & E]	[M & E]
3	Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner within 12 months preceding survey, by age, by disabilities and place of occurrence	N/A	[M & E]	[M & E]

4	Percentage of Women who have experienced sexual violence during 12 the months preceding the survey	4% NDHS 2018	4%	2%
5	Rates of female genital mutilation and other traditional harmful practices	20% NDHS 2018	15%	5%
6	Percentage of women aged 20-49 who were married or in a union before age 18	43% NDHS 2018	35%	20%
7	Rates of decline of National VVF Incidence levels	N/A	[M & E]	[M & E]
8	No of Social protection and safety nets available for survivors of SGBV, conflict, unrest evident in the number of vulnerable and socially excluded women benefiting from social buffers and assistance schemes.	N/A	[M & E]	[M & E]
9	Ratio of functional Shelters, transit homes and recovery centres relative to need and demand levels	N/A	[M & E]	[M & E]
10	Number of shelters, transit homes and recovery centres that are disability friendly (equipped with staff and equipment that can cater to different forms of disabilities)	N/A	[M & E]	[M & E]
11	Percentage of female IDPs, refugees and homeless receiving gender specific psycho-social support services	N/A	[M & E]	[M & E]
12	Number of Sexual Assault and Referral Centres (SARCs) available for survivors	30	[M & E]	[M & E]
13	Number of states that have Sexual Assault and Referral Centres (SARCs) available for survivors	17	27	36
14	Percentage of female IDPs, refugees and homeless receiving gender specific psycho-social support services	N/A	[M & E]	[M & E]
15	Percentage of women and girls (including women with disabilities) receiving specific psycho-social support services	N/A	[M & E]	[M & E]
16	Strengthened GBV information management system	N/A	[M & E]	[M & E]
Target: Promote research into the economic cost of SGBV/VAWG				
1	Evidence of research undertaken to measure the costs of gender-based violence/violence against women (based on national prevalence studies) including the direct costs to law and justice, health, and support services; costs associated with lost productivity and income; other indirect and opportunity costs for women (e.g., chronic ill-health, suicide risk, and	N/A	[M & E]	[M & E]

	physical injury); and costs associated with the long-term impact of gender-based violence on children			
2	Number of activities undertaken to raise awareness of the economic costs of violence against women	N/A	[M & E]	[M & E]
<i>Target: Promote a Change in Perception, Attitudes and Behaviours Condoning & Justifying Violence against Women & Girls</i>				
1	Percentage of women who agree that a husband is justified in hitting or beating his wife	28% NDHS 2018	20%	5%
2	Number of states, public, private sectors institutions, CSOs with legislations, policies and services to sanction perpetrators and support victims/survivors of gender violence.	N/A	[M & E]	[M & E]
3	Number of gender and social inclusion platforms established	N/A	[M & E]	[M & E]
4	Programmes aimed at eradicating all harmful social norms, religious and cultural beliefs, attitudes, and practices that legitimize the acceptance of GBV at all levels implemented by both state and non-state actors	N/A	[M & E]	[M & E]
<i>Target: Ensuring Security, Support Services and Justice for Women and Girls in Nigeria</i>				
1	Proportion of law enforcement professionals who are women {Percentage of Female Judges in Federal Courts	29.38% NBS 2016	30%	35%
2	Proportion of law enforcement professionals who are women {Percentage of Policewomen etc}	12.4%	20%	30%
3	Percentage of Women Public Prosecutors	N/A	[M & E]	[M & E]
4	Proportion of implementation of CEDAW	N/A	[M & E]	[M & E]
5	Proportion of implementation of VAPP Act 2015.	N/A	[M & E]	[M & E]
6	Number of states that domesticated and are implementing the VAPP Act	22	36	36
7	Strengthened coordination among justice sector stakeholders to deliver justice expeditiously	N/A	[M & E]	[M & E]
8	Number of states with adequate holding facilities for offenders taking gender into consideration	N/A	[M & E]	[M & E]
9	Availability and implementation of gender and social inclusion responsive policy and guidelines for the justice sector.	N/A	[M & E]	[M & E]
OBJECTIVE 3: EXPLORE AND FULLY HARNESS WOMEN'S HUMAN CAPITAL ASSETS AS A DRIVER FOR NATIONAL DEVELOPMENT THROUGH WOMEN'S ECONOMIC EMPOWERMENT				

<i>Target: Promote Decent Work for Women in Nigeria</i>				
1	Proportion of Women employed in vulnerable employment	N/A	[M & E]	[M & E]
2	Ratio of Women (to men) in low pay work	N/A	50%	50%
3	Female Employment Rate from Age 25 to 54 (number of female employees over Female Population)	N/A	[M & E]	[M & E]
4	Number of women in key vocations including non-traditional vocations e.g., Carpentry, plumbing, masonry etc	N/A	20%	30%
5	Number of government initiatives established to promote equal access to entrepreneurial opportunities and equity in ownership of business in the key economic sectors	N/A	[M & E]	[M & E]
6	Percentage of women 18 years and above that have access to credit and other financial services	N/A	[M & E]	[M & E]
7	Evidence that legislation prohibiting discriminatory employment practices is in place (including laws that restrict women's work at night or in specific occupations, protect pregnant women from discrimination, and protect the rights of people with disabilities to decent work)	N/A	[M & E]	[M & E]
<i>Target: Promoting Decent Wages for Women by closing Gender Gaps in Wages</i>				
1	Percentage of Women earning less than Husbands	71.8%	60%	50%
2	Proportion of Women in formal and tenured employment in the public sector	N/A	[M & E]	[M & E]
3	Proportion of Women in formal and tenured employment in the private sector	N/A	[M & E]	[M & E]
<i>Target: Promoting women access to trade, procurement, and opportunities in the extractive industries especially oil and gas.</i>				
1	Proportion of Women in trade and export.	N/A	[M & E]	[M & E]
2	Proportion of Women involved in the extractive industry especially Oil and Gas	N/A	[M & E]	[M & E]
3	Proportion of women accessing Public Procurement opportunities	N/A	[M & E]	[M & E]
4	No of gender specific Mining and Solid Minerals interventions	N/A	[M & E]	[M & E]
5	Level of gender mainstreaming in Oil and Gas	N/A	[M & E]	[M & E]
6	Number of Government's Economic Growth and Development Plans (such as the current <i>Nigerian Economic Recovery and Growth Plan</i> (NERGP) and similar future	N/A	[M & E]	[M & E]

	instruments) that reflect in more detail, gender and social inclusion perspectives, women specific needs, contributions, and benefits in policy areas, especially improved financial development and management, effective and efficient fiscal policy management, and the promotion of international trade management.			
Target: Build Women Access to, and Control over, Productive Assets				
1	Proportion of adult women population owning land	N/A	30%	50%
2	Improved performance and growth of Small to Medium Scale Enterprises (SMEs) for women (including women with disabilities and other vulnerable groups)	N/A	[M & E]	[M & E]
3	No of mechanisms put in place to particularly support young women (including WWDs) in trade and entrepreneurship	N/A	[M & E]	[M & E]
4	Percentage of institutions with credits (other than micro credit, cooperatives and esusu) for women including WWDs	N/A	[M & E]	[M & E]
5	Percentage of Women 18 yrs. and above, that have access to credit and other financial services.	N/A	[M & E]	[M & E]
6	Proportion of women owned (formal and informal) small businesses	N/A	30%	40%
7	Proportion of women and people with disabilities that have access to microfinance	N/A	[M & E]	[M & E]
8	Increased access to credit opportunities for women and all other special interest groups through affirmative action initiatives	N/A	[M & E]	[M & E]
Target: Reducing Women's Time burden to enable their participation in National development				
1	Average weekly number of hours spent on unpaid domestic work by Women	68.6	50	50
2	Average weekly number of hours spent on unpaid domestic and care work by sex, age and location	N/A	[M & E]	[M & E]
3	Proportion of children under primary school age enrolled in appropriate childcare facilities	N/A	[M & E]	[M & E]
4	Proportion of Full-time female Workers Working 60 Hours or More per Week disaggregated by disability	N/A	[M & E]	[M & E]
5	Number of institutions with more than 50 female employees	N/A	[M & E]	[M & E]

OBJECTIVE 4: ADVANCEMENT OF WOMEN'S PARTICIPATION AND REPRESENTATION IN LEADERSHIP AND GOVERNANCE				
<i>Target: Promote Equal Decision Making in Households</i>				
1	Percentage of people (male and Female) who think important decisions in the household should be made by both men and women	N/A	50%	70%
2	Percentage of women who have a say in household decisions regarding large purchases and other family social obligations e.g., visitations and financial supports to extended family members	40% NDHS 2018	50%	70%
3	Percentage of women who have a say in household decisions regarding their own health	44% NDHS 2018	50%	70%
4	Percentage of women who have a say in household decisions regarding visiting relatives	60% NDHS 2018	60%	80%
<i>Target: Promoting Women's Participation in Public Institutions and Governance at all levels</i>				
1	Percentage of Women in Senate	7.3% NBS 2015-2019	20%	35%
2	Percentage of Women in House of Reps	6.4% NBS 2015-2019	30%	40%
3	Percentage of Women Ministers	7%	35%	45%
4	Percentage of Women Permanent Secretaries	13.64% NBS 2015	40%	50%
5	Percentage of Women Directors in Federal Ministries	9.52 NBS 2015	35%	50%
6	Percentage of Women Governors	0% NBS 2015	30%	35%
7	Percentage of Women Deputy Governors	16.6% NBS 2015	30%	35%
8	Percentage of Women in States Houses of Assembly	5.31% NBS 2015	30%	40%
9	Percentage of Women Commissioners in States	N/A	30%	40%
10	Percentage of Women in Local Governments administration Chairpersons Councillors Heads of Departments	N/A	35%	40%
11	Percentage of female Journalists	N/A	50%	50%
12	Percentage of Women Vice Chancellors	N/A	40%	50%
13	Percentage of Women Principals of Government Secondary Schools	N/A	50%	50%
14	Percentage of female Professionals (Doctors, Pharmacists, Lawyers,	N/A	50%	50%

	Accountants, Bankers, Teachers, Engineers etc)			
Target: Promoting Women's Participation in Political and Electoral Systems				
1	Number of gender sensitivity of electoral laws including political party operations	N/A	[M & E]	[M & E]
2	Proportion of Female Electoral umpires and electoral officials	N/A	30%	50%
3	Proportion of Female political party executive (National, State and Local Government)	N/A	30%	50%
4	Proportion of Female contestants to political offices	N/A	30%	50%
5	Proportion of female registered voters.	N/A	50%	50%
6	Increased active and meaningful participation of women in political and decision-making processes from the grassroots level.	N/A	[M & E]	[M & E]
Target: Enhancing Women Leadership in the Private Sector				
1	Proportion of women on company boards	8.7%	30%	50%
2	Percentage of women in managerial positions in firms	N/A	30%	50%
3	Proportion of media professionals who are women	12.6%	30%	50%
4	Proportion of leaders at all levels that are youths disaggregated by sex and disabilities	N/A	[M & E]	[M & E]
Target: Strengthening Women's Collective Action				
1	Proportion of women who are members of civil society organisations	N/A	15%	20%
2	Proportion of managers of civil society institutions who are women	N/A	10%	15%
3	Number of institutions supporting women's agencies and collective actions	N/A	[M & E]	[M & E]
4	Proportion of women involved in community decision-making	N/A	[M & E]	[M & E]
OBJECTIVE 5: SUPPORT FOR WOMEN AND GIRLS' LIFELONG HEALTH, SURVIVAL AND SUSTAINABLE DEVELOPMENT				
Target: Improve Women's and Girls' Health				
1	Percentage of female population aged 15-49 living with HIV/AIDS, disaggregated by disability	3.6%	2%	1%

2	Prevalence of lower respiratory tract infections ⁴ among females	N/A	[M & E]	[M & E]
3	Unmet Primary Health Care needs amongst females	27.6% MICS 2016-17	[M & E]	[M & E]
4	Prevalence of breast cancer	N/A	[M & E]	[M & E]
5	Prevalence of cervical cancer	N/A	[M & E]	[M & E]
6	Percentage of female population aged 15 – 54 with fibroids	N/A	[M & E]	[M & E]
7	Availability of universal healthcare insurance scheme	N/A	[M & E]	[M & E]
8	Enhanced coverage to provide comprehensive and integrated preventive, curative and rehabilitative health services for women and girls (including women and girls with disabilities)	N/A	[M & E]	[M & E]
9	Proportion of women/girls aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care	N/A	[M & E]	[M & E]
Target: Reduce maternal mortality and ensure women's and girls' sexual and reproductive health, and reproductive rights				
1	Maternal Mortality Ratio (MMR)	576.5 NBS 2016	250	50
2	Available emergency obstetric care facilities per 100,000 population	N/A	[M & E]	[M & E]
3	Unmet need for family planning	27.6% MICS 2016-17	5%	2%
4	Proportion of births attended by skilled health personnel	43% NDHS 2018	50%	75%
5	Age of mother at birth of first child ever born	20.4 yrs. NDHS 2018	22 yrs.	22 yrs.
6	Unmet need for safety net and social buffers among women.	N/A	[M & E]	[M & E]
Target: Ensure Women's Sustainable Access to Energy, Water and Sanitation				
1	Percentage of households using solid cooking fuels, by urban/rural location	80.6% MICS 2016-17	50%	30%
2	Percentage of households with access to electricity, by urban/rural location	55.6%	65%	89%
3	Average weekly time spent on firewood collection,	N/A	[M & E]	[M & E]
4	Average weekly time spent in water collection (including waiting time at public supply points),	9.4 mins [2003]	5 mins	5 mins
5	Proportion of population using an improved drinking-water source	64.1% MICS 2016-17	70%	85%
6	Proportion of population using an improved sanitation facility	34%	50%	89%
Target: Ensure Women's protection from climate change impacts				

⁴ Lower respiratory tract infection is a gendered health problem with a higher rate among women and girls, often caused by indoor air pollution from household use of biomass fuels, which is the leading cause of death in women and girls in low-income countries. Nearly 70% of Nigerian households still at risk with the indoor use of biomass for cooking (NDHS 2013)

1	No of impactful gender sensitive Climate Change Policy	N/A	[M & E]	[M & E]
2	Evidence that climate change policies, strategies, and plans require the participation and involvement of poor women and WWD in developing and managing local adaptation and mitigation plans			
3	Level of gender responsive Science, Technology & Innovations	N/A	[M & E]	[M & E]
4	Level of gender mainstreaming in Green Economy initiatives	N/A	[M & E]	[M & E]
5	Proportion of environmental programmes mitigating the negative impact of women's economic activities on the environment	N/A	[M & E]	[M & E]
6	Evidence that policies, strategies, and plans are based on gender analysis of the different impacts of climate change on poor women and men, taking into consideration impact on persons with disabilities and include gender equality objectives for each sector of climate change adaptation and mitigation	N/A	[M & E]	[M & E]
7	Proportion of environmental programmes mitigating the negative impact of women's economic activities on the environment	N/A	[M & E]	[M & E]
8	Percentage of females supported in the internally displaced households due to flooding	N/A	[M & E]	[M & E]
9	Percent of women/girls supported in the internally displaced households due to desertification	N/A	[M & E]	[M & E]
10	Percentage of female farmers impacted by droughts and bush burning that are resettled or supported in any form	N/A	[M & E]	[M & E]
<i>Target: Ensure women's participation in the peace building process</i>				
1	Level of women's participation in conflict management and peace building process	N/A	[M & E]	[M & E]
2	Level of women's engagement in rehabilitation, re-integration and reconstruction process	N/A	[M & E]	[M & E]
3	No. of state and non-state actors implementing NAP 1325 and related protocols	N/A	[M & E]	[M & E]
4	Proportion of implementation of UN1325	N/A	[M & E]	[M & E]
OBJECTIVE 6: ENSURE THAT GENDER EQUITY CONCERNS ARE INTEGRATED IN SOCIAL PROTECTION, AND COMPLEX HUMANITARIAN RESPONSES				
<i>Target: Ensure communities and human settlements are inclusive, safe, resilient and sustainable</i>				
1	Sex-disaggregated data routinely collected, analysed and applied to	N/A	[M & E]	[M & E]

	improve equality between women and men, boys and girls in delivery of public services			
2	Number of deaths, missing persons and directly affected persons attributed to disasters per 100,000 population disaggregated by sex and disability	N/A	[M & E]	[M & E]
<i>Target: Ensure equitable benefits from social protection and safety net programs</i>				
1	Number and percentage of additional women and men accessing social transfers, including women with disability (e.g., pensions, cash grants for health and education, other safety net transfers)	N/A	[M & E]	[M & E]
2	Number and percentage of women and men provided with disability services (e.g., prostheses, assistive devices)	N/A	[M & E]	[M & E]
3	Number of micro or community-based social insurance schemes established or supported, and the number and percentage of female and male members	N/A	[M & E]	[M & E]
4	Evidence of the type of measures taken to ensure poor women benefit equitably from social insurance and welfare programs	N/A	[M & E]	[M & E]
5	Number and percentage of additional women and men including those with disabilities accessing social transfers	N/A	[M & E]	[M & E]
<i>Target: Mitigating the Impacts of Displacement and Resettlement</i>				
1	Evidence of the type and effectiveness of special assistance and transitional support provided, by sex and vulnerable group including people with disabilities (e.g., credit, land improvement, subsidized access to health or education services, cash transfers)	N/A	[M & E]	[M & E]
2	Evidence that resettlement plans, and livelihood restoration frameworks are developed and include gender equality objectives, based on gender analysis of affected and host communities	N/A	[M & E]	[M & E]
3	Evidence that grievance mechanisms are publicly available and accessible to women including women with disabilities; and that gender responsive standards for responding to grievances are implemented and monitored	N/A	[M & E]	[M & E]
<i>Target: Provide universal safe, inclusive, and accessible, green, and public spaces, for women and children, older persons, and persons with disabilities</i>				
1	Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months	N/A	[M & E]	[M & E]

2	Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies	N/A	[M & E]	[M & E]
3	Average share of the built-up area of cities that is open space for public use for all, by sex, age, and persons with disabilities	N/A	[M & E]	[M & E]

DEFINITIONS

‘Current Levels’ Data:	Sourced from the baseline assessment as contained in ‘Gender in Nigeria Situation Analysis Report 2015’. Earlier data is marked [] with the year.
[M & E]:	Where baseline data is unavailable, or it is unclear to set of future targets, such shall be set after the conclusion of future Monitoring and Evaluation exercise.
N/A:	No available Baseline data

APPENDIX 1: GLOSSARY OF TERMS

CONCEPT	OPERATIONAL DEFINITION
CEDAW	The Convention on Elimination of All forms of Discrimination against Women (CEDAW) provide the basis for realizing equality between men and women through ensuring women’s access to and equal opportunities in political and public life.
Development	A process with economic and social dimensions. It entails quantitative changes in aggregates such as Gross National Product, as well as changes in institutional, social and administrative structures (Todaro,1989), with the objective of effecting the material and social advancement of the population.
Engendering	As a gender concept, engendering refers to the process of integrating gender considerations and concerns into words, actions and assessment policies, programmes, projects and other institutional functioning.
Empowerment	Refers to the process of “conscientisation” which builds critical analytical skills for individual to gain self-confidence in order to take control of her or his life. Empowerment of women is an essential process in the transformation of gender relations because it addresses the structural and underlying causes of subordination and discrimination.
Equality of Opportunity	Refers to a fundamental human right, and a zero tolerance to discrimination, as embedded in the Constitution of the Federal Republic of Nigeria. At the core of this National Gender Policy is achieving equal opportunity for ALL irrespective of sex, gender, and social circumstance, such that everybody has equal access to resources, services, employment opportunities among others.
Equality of Treatment	Refers to meeting the specific and distinct needs of different social categories of men and women by government and cultural institutions, service providers, and employers of labour irrespective of sex, gender, and physical disabilities. Equality of treatment does not mean treating all men and women in exactly the same way (i.e., in a gender-blind fashion) as this would only serve to perpetuate existing disparities, rather persons are treated according to the level of need and/or social circumstance.
Gender	This refers to culturally and socially constructed roles, responsibilities, privileges, relations and expectations assigned to being women, men, boys and girls. Gender is therefore patterned, socially produced distinctions between femininity and masculinity. It is a central organising principle of societies, and often governs the processes of production and reproduction, consumption and distribution. Through gendered processes, advantages and disadvantages, exploitation and control, action and emotion, meaning, and identity are patterned in terms of a distinction between male and female; masculinity and femininity. Thus, gender attributes are culturally specific (not universal), and can change over a period of time. They do not necessarily have biological component.
Gender Analysis	“Is a process which allows us to distinguish the ways in which the distribution of resources, activities, power, representation and decision-making vary amongst women and men within a given socio-economic group and at a particular point in time. A gender analysis may ask typical questions such as – who does what? Who has what? Who decides? How? Who wins? Who loses?” (The United Nations System in Nigeria, 2013:12).
Gender and Development (GAD)	Refers to a planning process which is based on an analysis of the different situations and needs of men, women, boys and girls. It aims at creating gender equity between men and women; boys and girls. A gender and development perspective recognises the importance of the relations between men and women; boys and girls.
Gender Awareness	Refers to a state of knowledge of the differences in roles and relations of women and men; girls and boys; and how this results in difference in power relations, status, privilege and needs.

Gender aware policy appraisal	Is a tool that assesses whether the policy addresses the needs of men and women; boys and girls; and specific vulnerable groups such as the physically challenged and the aged.
Gender Bias	This is a positive and/or negative attitudes/practices towards either female or male.
Gender Blindness	Is the failure to recognise that gender is an essential determinant of social outcomes impacting on projects and policies. A gender-blind approach assumes that gender is not an influencing factor in, projects, programs or policy. Such policy/programme/project consciously or unconsciously failed to consider the position, needs, feelings, and desires of women, men, boy and girls as separate categories with separate needs and interests. For example, until recently, agriculture policies are male biased - as “farmers” are generally seen as males, while female farmers are often not focused in agricultural intervention programmes. This ends up widening the gender gap in Agriculture.
Gender Budget	A budgeting method that analyses the incidence of budgets on men and women and girls and boys. Gender budgeting entails analyses of revenue and expenditure impacts so as to avoid or correct gender imbalances. Gender budgeting or ‘gender-sensitive budgets’ are not separate budgets for women, or for men; rather it is a dissection of the government budget to establish its gender-differential impacts and to translate gender commitments into budgetary commitments. The main objective of a gender-sensitive budget is to improve the analysis of incidence of budgets, attain more effective targeting of public expenditure and offset any undesirable gender-specific consequences of previous budgetary measures.
Gender Development Index (GDI)	Refers to an index which uses some of the same variables as the Human Development Index (HDI) which includes life expectancy, educational attainment and real GDP, but which goes further to consider inequality in achievement between women and men; boys and girls.
Gender Discrimination	Differential treatment to individuals on the grounds of gender
Gender Division of Labour	Different work roles assigned by society to men and women. For example, women tend to be engaged in unpaid domestic work, low pay, low status and informal sector jobs, while men tend to be employed in higher paid and formal sector work.
Gender Empowerment (GEM)	Refers to a measure which examines whether women and men are able to actively participate in social, economic, and political life and are able to take part in decision-making. GEM focuses on the capacities of women and men to take advantage of the opportunities of life.
Gender Equality	Refers to a situation where women and men have equal conditions for realizing their full human rights and potential; are able to contribute equally to national, political, economic, social and cultural development; and benefit equally from the results. Gender Equality entails that the underlying causes of discrimination based on sex, gender and other social conditions are systematically identified and removed in order to give men and women equal opportunities. The concept of Gender Equality, as used in this policy framework, considers women existing subordinate positions within social relations and aims at the structuring of society so as to eradicate male domination. Therefore, equality is understood to include both formal equality and substantive equality; not merely simple equality to men. Gender equality tends to refer to equality in outcomes and results.
Gender Equity	This entails the provision of fairness and justice in the distribution of benefits and responsibilities between women and men; boys and girls. The concept recognises that women and men; boys and girls, have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. In other words, it takes into consideration the differences in women’s and men’s (boys’ and girls’) lives and recognises that different approaches may be needed to produce outcomes that are equitable
Gender Gap = Disparity	A gender gap is a disparity between genders involving quality or quantity. Though some gender gaps are controversial, they are not to be confused with sexist stereotypes. A classic example of a gender gap is the supposed difference in pay between men and women for the same job responsibilities. The European Commission defines gender gap

	as the ‘gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits’ (European Commission, 1998).
Gender Implicit Issues	These are not clearly state, they are hidden, henceforth implied, such terms as farmers, population, the poor, and the masses are given examples. Therefore, there is need to open them up and know exactly whose gender needs are being targeted. Is it men, women, girls or boys?
Gender Indicator	It measures gender related changes in society over time. They may be pointers, facts, numbers, opinions or perceptions used to signify changes in specific conditions or progress towards particular gender-related objectives (The United Nations in Nigeria, 2013)
Gender Issues	These arise when the relationships between women and men, their roles, privileges, status and positions are identified and analysed. Gender issues arise where inequalities are shown to exist between people purely on the basis of being a female or a male. The fact that gender differences are socially constructed is itself a primary issue to deal with.
Gender Mainstreaming	<p>Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of the policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated (ECOSOC, 1997).</p> <p>Recognising that most institutions consciously and unconsciously serve the interests of men, gender mainstreaming perspective aims at transforming institutions to promote full participation of women in decision making so that women’s needs move from the margins to the centre of development planning and resource allocation.</p>
Gender Management System (GMS)	GMS is a network of structures, mechanisms and processes put in place within an existing organisational framework, to guide, plan, monitor and evaluate the process of mainstreaming gender into all areas of the organisation’s work, in order to achieve greater gender equality and equity within the context of sustainable development (Commonwealth Secretariat, 1990).
Gender Neutral	The planning for women, men, girls and boys as if they are homogeneous and not taking into consideration their different needs and roles. Experience has shown that gender neutral planning in reality addresses the needs of the dominant group.
Gender Oppression	Whereby one gender dominates the other unjustly or even cruelly, whether it is deliberate or not.
Gender Perspective	The ultimate goal of this approach is to create equality between women and men. It uses a set of tools and guidelines on how to identify the impact on development on gender relations and the roles of women and men.
Gender re-distributive policies	These policies try to tackle gender imbalances, gender gaps and gender disparities in society by addressing the strategic gender needs of both men and women. Such policies transform gender relationships and lead to gender equality.
Gender Responsiveness	Refers to a planning process in which programmes and policy actions are developed to deal with and counteract problems which arise out of socially constructed differences between women and men.
Gender Roles	These are the different tasks and responsibilities and expectations that society has defined and allocated to men, women, girls and boys. They are not necessarily determined by biological make up and therefore they change with time and according to the situation.
Gender Sensitivity	Encompasses the ability to acknowledge and highlight existing gender differences, issues and inequalities and incorporate these into strategies and action.
Gender Stereotyping	This is the assigning of roles, tasks and responsibilities to a particular gender on the basis of pre-conceived social and cultural prejudices.

Human Development Index (HDI)	Refers to a tool which measures the average achievement of a country in basic human capabilities. The HDI focuses on three variables, namely life expectancy, educational attainment and the gross domestic product (GDP).
Policy	Refers to guiding principles to a course of action arrived at by decision-makers to address an area of concern and/or issues through executive and/or legal action.
Poverty	Poverty is a level of economic development, which barely meets the minimum standards of human wellbeing. Conventional economic definitions use income or consumption pattern, complemented by a range of other social indicators such as life expectancy, infant mortality, nutrition, the proportion of the household budget spent on food, literacy, school enrolment rates, access to health clinics or drinking water; to classify poor groups against a common index of material welfare.
Practical Gender Needs (PGN)	PGNs are needs which are related to satisfying both men's and women's, girls' and boys' basic and material needs for their day today survival. Women's PGNs are those needs identified to help women cope better in their existing subordinate positions. Thus, practical needs are related largely to issues of welfare and do not challenge the existing gender division of labour and/or improve women's subordinate positions in society.
Productive activities	Refers to the production of goods and services for consumption or trade. When people are asked what they do for a living, the response is usually related to productive work, especially work that generates income. Both men and women are involved in productive activities but, for the most part, their functions and responsibilities will differ according to gender division of labour in the society. Women's productive work is often less visible and less valued than men.
Reproductive work	Refers to care and maintenance of the household and its members – including child bearing and nurturing roles, preparing food, collecting water and fuel, shopping, housekeeping and family health care. Although reproductive work is crucial to human survival, it is seldom considered “real work”. Reproductive work is usually time consuming, labour intensive and not paid for. It is almost always the responsibility of women and girls.
Sex	This is the biological make up of men and women, boys, and girls which describes their anatomical distinction of being a male or a female. Sex attributes are universal, and are often not adaptable to change
Strategic Gender Needs (SGN)	These are needs that are related to changing the situation of marginalized people especially women and other vulnerable groups. Meeting strategic needs helps women to achieve greater Gender Equality. It also changes existing roles and therefore challenges the structure of gender inequality which often results in women's subordinate position. Strategic needs may include such issues as legal rights, equal wage, and women's control over resources among others.
Substantive Equality	Refers to a stage of real equality underpinned by equality of opportunity, access and treatment between women and men.
Women Empowerment	This is a process of generating and building capacities to exercise control over one's life. Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. Central to this process are actions which both build individual and collective assets, and improve the efficiency and fairness of the organisational and institutional context which govern the use of these assets.
Women in Development (WID)	Refers to a planning process in which the importance of women's needs in development is the major focus. Strategically, it focuses on women only projects, but often considers women as the problem of development needing intervention rather than targeting the structure which continues to entrench gender inequalities in the society.

