



Simplified National Gender Policy (NGP) 2021-2026

MacArthur
Foundation



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**SIMPLIFIED NATIONAL GENDER POLICY (NGP)
2021-2026**

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Acknowledgement

The journey of a thousand miles is said to begin with a step. The journey to the simplified National Gender Policy (NGP) 2021 – 2026 began with the unwavering support and commitment of the Nigerian Government to promote gender equality and advance the rights of women. The dedication of the Government of Nigeria to the cause has been the key to shaping the development and implementation of the National Gender Policy.

WRAPA extends its sincere appreciation to the Federal Ministry of Women Affairs and particularly the Hon. Minister for Women Affairs, Dame Pauline Tallen, CON, OFR, KSG, for her invaluable leadership. The guidance and expertise of the leadership of the Gender Department through the revision of the National Gender Policy was instrumental to the emergence of a document that was worthy of simplification. Their deep understanding of gender-related issues made the WRAPA-FMWA NGP implementation partnership efficient and productive.

WRAPA acknowledges the sustained and generous support and collaboration of the MacArthur Foundation in Nigeria in their acceptance of the lofty idea of simplifying the revised policy. Their financial assistance and strategic insights have been instrumental in enabling a thorough process of stakeholder engagements towards popularizing and simplification of a critical policy document for promoting gender inclusion and accountability. Mention must be made of Dr. Amina Salihu, Deputy Director MacArthur Foundation, for her keen supervision and technical support throughout the NGP processes.

Gratitude and commendation are also extended to the dedicated team of NGP Consultants ably led by Prof. Olabisi Aina who availed and demonstrated expertise, passion, and countless hours of hard work to shape the content and structure of the Simplified National Gender Policy. The process of simplification also benefitted from the expertise of Antinuke Odukoya, Temitope Bansa, Amina Alhassan, and Victor Ibim Boma.

Also notable are the contributions of the WRAPA MacArthur supported *Improving Electoral Integrity and Accountability (IEIA)* Project Cohort members; Nigeria Women Trust Fund (NUTF), Women Advocates Research and Documentation Centre (WARDC), Women in Politics Forum, (WiPF), 100 Women Group, Elect Her, National Coalition on Affirmative Action (NCCA), GERCON, and the Gender Technical Unit (GTU). There are also the commendable roles played by IEIA project state level NGP Partners; Civil Resource Development and Documentation Centre (CIRDDOC), Advocacy Nigeria, Kebetkache Research and Documentation Centre, International Women's Communication Centre (IWCC); in popularizing the revised NGP at the grassroots level.

The contributions of WRAPA staff members to the NGP simplification exercise especially the IEIA project implementation team are acknowledged and commended. The inputs and guidance of the project technical team led by Wumi Asubiaro Dada and supported by Anisah Ari, Oluwayemisi Nathaniel, Zainab Abdurasheed, Paul Adama, Habiba Ahmed, Jovita Chehchet, and Shafi'u Barde are appreciated and commended. The unwavering dedication, diligence and collaborative spirit of the teams have been vital in bringing the simplification exercise to fruition.

Finally, WRAPA would like to extend its deepest appreciation to all those who have contributed to the development of this Simplified National Gender Policy (NGP) 2021 – 2026 as an essential tool for the transformation of the Nigerian society into one that values and upholds the rights and dignity of all.



Saudatu Mahdi MFR
Secretary General
Women's Rights Advancement and Protection Alternative (WRAPA)

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Foreword

The MacArthur Foundation's On Nigeria program is happy to support the National Gender Policy (NGP) of Nigeria, 2023. We have followed the review process through the technical support of our team members to the Federal Ministry of Women's Affairs. We are equally thrilled with the foresight and confidence of our grantee partner WRAPA in proposing a collaborative dissemination and awareness-raising strategy to ensure the gender policy is widely known, understood, and applied by internal and external stakeholders.

Of utmost importance to the On Nigeria program is how our investment enhances the quality of life of people experiencing poverty. We know from the literature and the observation of reality that a bit of investment in the quality of lives of women and girls can make a massive difference in the quality of life of whole communities. Investing in women closes the gender gap and benefits the economy and society.

A policy is a set of guidelines or principles that informs the direction of practice and action to improve citizens' lives. In this case, poor citizens outside of, or on the fringes of, power, access, and opportunity due to their gender and socialization. Sadly, the majority of these are women and girls. Hence the expression 'feminization of poverty' because poverty wears a feminine (woman's) face since 3 in 4 poor people are likely to be impoverished women. Bringing awareness to the well-prepared and reasoned national gender policy is a worthy investment in ensuring that all stakeholders, including women and their communities, receive the best services and the equitable outcomes and opportunities they deserve.

While policy or, indeed, law is a necessary but insufficient condition for change, they can get us started along the road to making suitable investments. They give us the means to understand the government's intentions or hold them to account. However, to make the policy effective, the intended beneficiaries must vigilantly keep watch over the faithfulness of policymakers to all policies. In this case, not just women and girls but also all lovers of justice and equity must ask, how well is the national gender policy being implemented? How is it being adapted at the state level? What outcomes do we see and wish to sustain? What gaps remain to be filled?

There are certain ingenious features of the present revised national gender worth mentioning. First is the time stamp 2021-2026, which heralds the need to continue to evolve the policy and keep a 5-year review timeline window in view, thereby ensuring that emerging issues and trends are reflected in a manner that upholds their relevance to shaping policy. Perhaps, we would also avoid the 16-year hiatus of the review of the 2006 policy, which was only revised in 2022.

Of equal importance is the evolving role of the Ministry of Women's Affairs (MWA) as a facilitator of resources for gender equity across all ministries, departments, and agencies seeking gender equity and social inclusion, and not just a ministry for women working in a silo. The MWA remains essential not because it is a symbol of Nigeria's commitment to gender equity and social inclusion but because it evidences the comprehension Nigeria brings as a country genuinely committed to levelling the playing field and erasing exclusion, discrimination, and discontent. We must remember the UNDP warning that a development ungendered is endangered.

A third innovation is a deliberate communication strategy woven around the NGP to make it accessible to various communities in a simplified English version with visuals, which will also be available in local languages; it is an excellent start to securing the ownership of the NGP, which we need to test and push a good policy forward.



Kole Ahmed Shettima
Africa Director
The John D. and Catherine T. MacArthur Foundation
Abuja



Preface

As we celebrate a momentous occasion of a dream come true: the Revised National Gender Policy (NGP) 2021 to 2026 unveiling, I want to commend H. E. President Muhammadu Buhari, GCFR for his support in ensuring the realization of the Policy. The role played by my colleagues in the unanimous approval of the Policy by the Federal Executive Council is a testament of the commitment to mainstream gender in all facets of Nigeria's National Development.

Leading to this milestone, I want to place on record the commitment and support of the African Development Bank (ADB), the MacArthur Foundation and all other donor development partners. Their contributions represent significant steps helping to the achievement of gender equality while also empowering individuals, regardless of gender, to realize their full potential.

For years, we have strived to create a society where every citizen can thrive, regardless of their gender. While progress has been made, we recognize that there is still much work to be done. The Revised NGP as a tool, will build upon this to guide us to a more inclusive, equitable, and just future. leaving no one behind. The policy recognizes the importance of engaging men and boys as allies in the journey towards gender equality. It addresses the multifaceted challenges faced by our women and girls. The Policy emphasizes the need to eliminate all forms of discrimination, violence, and harmful practices against women and girls, and critically it underscores the importance of equal access to quality education, healthcare, and economic opportunities for all. It also promotes the active participation of women in decision-making processes, recognizing their invaluable contributions to governance and policymaking.

As we embrace and call for the implementation of this policy, we must remember that achieving true gender equality requires collective efforts. This calls for collaboration between the government, civil society, the private sector, the donor and development community; to continue to promote gender equality in our workplaces, schools, and communities. I call on duty bearers in Ministries, Departments and Agencies (MDAs), family and community stakeholders and citizens in general to use this copy to familiarize themselves with the Revised policy, take ownership of it and support the calls for its implementation.

I commend the Women's Rights Advancement and Protection Alternative (WRAPA) and all those who worked tirelessly to develop this simplified, comprehensive and forward-looking version of the policy. Your dedication to promoting gender equality and social justice is inspiring. Nigerians look forward to a translation of this simplified version into some Nigerian languages in order to drill down awareness, uptake and demand for the implementation of the Revised National Gender Policy (NGP) 2021 to 2026.

Dame Pauline K. Tallen, CON, OFR, KSG
Honourable Minister of Women Affairs
2023



Introduction

The 2021 National Gender Policy review exercise recognises that Nigerian women face barriers to full equality, empowerment, and advancement because of patriarchy, socialization patterns, disability, socio-economic status, including their living conditions - rural/urban refugee/internal displacement due to environmental disasters and various forms of violence (insurgency, kidnapping, and banditry), and epidemics. The Federal Ministry of Women Affairs (FMWA) by its mandate strives to ensure consistent pragmatic and sustainable development of Nigerian women and men by formulating frameworks for engendering national development processes, thereby ensuring the survival, protection, development, and participation of all and sundry, especially those traditionally at the edge of national development agenda.

The primary target group includes women, children, the elderly, persons with disabilities, and all others needing social protection from social injustice and discrimination.

The 2006 National Gender Policy has helped in many ways. It has specifically assisted in calling public attention to the rights of women and girls, and other vulnerable groups in society. The marginal implementation of the provisions of the policy despite the declared commitment of the government demands a wake-up call for more action from all stakeholders. This is crucial because peculiar issues affecting the livelihoods of women such as economic empowerment, education, healthcare, social infrastructural amenities, and participation and access to leadership and governance positions are being treated as secondary. Hence the review of the National Gender Policy 2006 became necessary due to the following:

- i Despite women constituting about half of the population and accounting for 60% of the voting population in Nigeria (UN Women, 2019), gender gaps are still evident in terms of representation in decision making, accessing and controlling resources and socio-economic opportunities;
- ii The declining economic performance, poverty, erosion of cultural values, and the fallouts from the global financial crisis have resulted in increased vulnerabilities for the poor, marginalised, widows, persons living with disabilities, and orphans, especially women and girls;



- iii The need to adhere to predetermined periodic review processes as an inbuilt mechanism in tracking policy and performance implementation plan, to measure progress, learn lessons, and embrace emerging issues;
- iv Baseline indicators and performance parameters that revealed widening gender gaps in Nigeria as compared to other countries, thus providing a timely opportunity to call attention to salient issues
- v Emerging Gender issues and in the context of the Sustainable Development Goals which requires policy objectives geared at meeting new globally agreed standards, among others.

To this end, the Federal Ministry of Women Affairs, in collaboration with WRAPA and other CSOs, worked to ensure a holistic review and validation process in 2021; harvesting inputs and diverse contributions from all collaborating partners. An approval of the Revised NGP by the Federal Executive Council (FEC) in March 2022 was secured which paved way for its implementation. Various engagements targeting critical sectors of governance, which included MDAs, Security, INEC, Media, Leaders of Culture and Faith, were conducted to create a basis for a holistic approach to its uptake and implementation.

Jingles, TV and social media adverts for popularizing the revised NGP are also currently used to popularize its provisions. The revised policy is apt to address the systemic nature of gender mainstreaming and the need for public sector institutions, NGOs, Faith & Cultural organizations and all governance sectors to embrace gender justice. The need for deliberate mainstreaming of gender in all facets of government cannot be overemphasized as expressed by the **President Muhammadu Buhari CGFR** in his words:

“ Discrimination against women and girls both in public institutions and in the private sphere continues to catch our attention. Women and men, girls and boys, and the socially excluded should be fully represented in governance and in every sphere of endeavour to enable them to actualise their potentials.”

The need for a focused and collaborative effort for achieving its provisions is also clear in the words of the **Minister of Women Affairs-Dame Pauline Tallen, CON, OFR, KSG:**

“**At the heart of its implementation is a capable, responsive, and accountable state and a vigilant civil society.**”

Hence WRAPA and other women led NGOs with the support of MacArthur Foundation identified a need for the simplification of the provisions of the revised Policy as a way of ensuring better understanding of its provisions for uptake by all citizens and calls on all stakeholders to partner in the course of ensuring the full implementation of the revised policy for holistic development.



ACRONYMS

AfCFTA: African Continental Free Trade Area

AIDS: Acquired immunodeficiency syndrome

CBOs: Community-Based Organizations

CEDAW: Convention for the Elimination of All Forms of Discrimination against Women

COVID 19: Coronavirus Disease of 2019

CSOs: Civil Society Organizations

CSR: Corporate social responsibility

EFCC: Economic and Financial Crime Commission

EWER: Early warning and early response

GBV: Gender-Based Violence

GEESI: Gender equality, empowerment of women, and social inclusion.

HIV: Human immunodeficiency virus

ICPC: Independent Corrupt Practices and Other Related Offences Commission

ICT: Information Communications Technology

IDPs: Internally Displaced Persons

INEC: Independent National Electoral Commission

INGOs: International Non-Governmental Organizations

LGA: Local Government Area

MDAs: Ministries, Departments, and Agencies



MSMEs: Ministry of Micro, Small and Medium Enterprises
MSMEs: Ministry of Micro, Small and Medium Enterprises
NAFDAC: National Agency for Food and Drug Administration and Control
NBTE: National Board for Technical Education
NEMA: National Emergency Management Agency
NGO: Non-Governmental Organization
NGOs: Non-Governmental Organizations
NGP: National Gender Policy
NOA: National Orientation Agency
NUC: National Universities Commission
PLWHA: People Living with HIV/AIDS
PWD: Persons with Disability
PWDs: Persons with Disabilities
S/GBV: Sexual and Gender-Based Violence
SEMA: State Emergency Management Agency
SGBV: Sexual and Gender-Based Violence
SURE-P: Subsidy Reinvestment and Empowerment Programme
UNHCR: United Nations High Commission for Refugees
UNSCR: United Nations Security Council Resolution
VAPP: Violence against Persons Prohibition
VAW: Violence against Women
WASH: Water, Sanitation, and Hygiene



Why NGP?



The National Gender Policy (NGP) is aimed at advancing Gender Equality, Empowerment of Women, and Social Inclusion (GEESI) in all policies and programmes in the public and private sectors in Nigeria. Thus, Nigeria will become a society where women, men, girls, and boys enjoy the same opportunities, rights, and obligations.



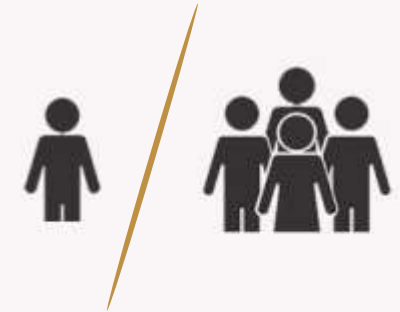
PRIORITY AREA ONE: LEGISLATION AND POLICY FRAMEWORKS

Current Situation:

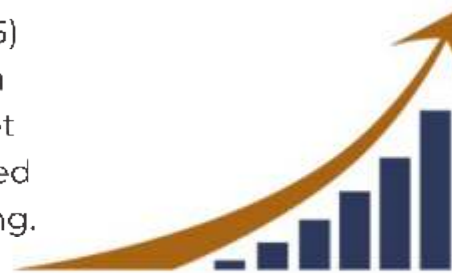
- 1 The 1999 Constitution (as amended) does not give equal rights to women and men.



- 2 Discriminatory policies exist in public and private sector.



- 4 The VAPP Act (2015) has been passed in about 34 States, yet sexual/gender based violence is still rising.



Actions Required:



- 1 Advocate the application of the 50:50 affirmative action in both appointive and elective positions in Nigeria.
- 2 Advocate CEDAW domestication.
- 3 Adopt the inclusion of gender concerns as a development strategy in all sectors.
- 4 Build the capacity of government and private individuals in the use of framework that considers all gender and the principle of budgeting that works for everyone.
- 5 Invest more in training women for leadership positions.
- 6 Reward compliance and punish non-compliance with gender-related laws and policies.
- 7 Build the capacity of the judiciary and the law enforcement agents in gender responsive judicial and legal system.

Stakeholders Responsible



Government at all levels.



The general public.



Development partners.



Ministry of Women Affairs and other MDAs.



Advocacy groups and other CSOs.

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PRIORITY AREA TWO: ECONOMIC EMPOWERMENT, PRODUCTIVITY, AND LIVELIHOODS

(A). Agriculture and Rural Development

Current Situation:

- Women constitute over **60%** of the farming labour force yet have limited access to capital, land, and other critical resources.



Actions required:



- 1 The Federal and State governments to recognize and eradicate all forms of inequalities among women, men, and persons with disabilities (PWDs) in agriculture
- 2 Include the principles that give everyone equal opportunities in agricultural extension services and address their concerns.

- 3 Provide access to modern technical support to women to increase productivity, employment, and income.
- 4 Build capacity on the collection of data on males, females, and with persons with disability PWDs in the agriculture sector that are analyzed separately, including their roles.
- 5 Promote local-global partnerships in agriculture.

Stakeholders Responsible



Government at all levels.



National Assembly oversight committees.



Agricultural educational institutions.



National and states farmers associations.



Federal and State Ministries in charge of planning, agriculture and rural development, women, finance, and budget.

(B). Informal (Non-Agricultural) and Formal Labour Market

Current Situation:

- 1 The labour force in the informal sector of the Nigerian economy comprises

60-79%

women whereas more men are found in the formal sector and the public service.



- 2 Labour laws in Nigeria do not protect women against discriminatory practices in the workplace.
- 3 There are more women in micro-enterprises while men dominate medium and large-scale businesses.



Actions required:

- 1 Include the concerns of women and men, girls and boys, and persons with disabilities in all sectors of the Nigerian labour market.
- 2 Encourage and reward corporate social responsibility (CSR) models that address the concerns of women and men, girls and boys, and PWDs, and support the MSMEs.

- 3 Carry out campaigns and actions for the review of labour laws and policies to comply with the principles of Gender Equality, Empowerment of Women, and Social Inclusion (GEESI).
- 4 Develop Workplace Gender Policy to eliminate inequities and barriers to women and other disadvantaged groups in the workplace.
- 5 Provide an enabling environment for the elimination of gender inequality and barriers.
- 6 Institute Affirmative Action principle that sets aside 60% of MSME support for women.
- 7 Ensure affirmative Action on Board appointments gives consideration to gender, geography, generation, disability, and faith without sacrificing merit.
- 8 Develop support for women's participation in the African Continental Free Trade Area (AfCFTA).

Stakeholders Responsible



Federal and State Governments.



MDAs, especially the Ministry of Women Affairs.



Women's rights advocacy groups and other Civil Society Organizations.



Private sector organizations.



National Assembly.

(C). Sports & Entertainment Industry

Current Situation:

- 1 Policies in sporting activities discriminate against women's participation, involvement in management, and remuneration.
- 2 The entertainment industry has the potential to create positive change to correct the effect of the prevailing negative cultural and societal norms, standards, and practices.
- 3 Media entertainment is dominated by men who have more access to money than women and may not realize the evil of portraying women as objects.



Actions required:

- 1 Establish special funds for female and PWD athletes to build their potential.
- 2 Introduce sporting activities to engage youth in restive areas and use their energies for productive ventures.
- 3 Mobilize campaigns for elimination of inequalities in pay and opportunities based on sex or disability in the sports industry.

- 4 Develop a policy that gives everyone, including women and men, girls and boys, and PWDs, equal opportunities in the sporting and entertainment sectors.
- 5 Ensure the use of language in sports and the media that does not discriminate against any gender.
- 6 Build the capacities of sporting regulators and officers and the media on gender matters.

Stakeholders Responsible



Federal and State Governments.



Civil Society Organizations.



National Bureau of Statistics.



Media.



Ministry and agencies responsible for sports and entertainment.



Private sector organizations.

(C). Unpaid Care Work & the Household Economy

Current Situation:

- 1 Women's work at home is not recognized as a productive activity that is linked with public policy and productive enterprise.
- 2 Women's responsibility as mothers aids the growth of the national workforce but is not considered in the planning process.
- 3 Women's unpaid care work is undervalued and unrecognized.



Actions required:

- 1 Women Advocacy Groups to work with the media to adopt reporting based on GEESI principles and issues.
- 2 Families to teach boys and girls the culture of gender-respect.
- 3 Carry out national advocacy and awareness to eliminate discriminatory cultural practices against women and girls.
- 4 Ensure advocacy and policy action in support of paternity leave in government, private sector, and civil society employment.



- 5 Government and civil society to increase awareness to ensure access to safe family planning methods and choices.
- 6 Media owners, government, the private sector, civil society organizations and development partners to have sustained engagement on gender transformative change for national development

Stakeholders Responsible



Federal and State Governments.



Women's rights advocacy groups and other Civil Society Organizations.



Families.



Private sector organizations.

- Media.
- Development partners.



PRIORITY AREA THREE: HUMAN DEVELOPMENT

(A). Health, Survival, and Nutrition

Current Situation:

The Nigerian child suffers various cases of abuse despite the existence of the Child Rights Act of 2003 and the Federal Government of Nigeria's National Policy for the Integrated Early Childhood Development (IECD) of 2007.



Actions required:

- 1 Develop a framework for including gender issues into the health sector.
- 2 Focus policy and programming attention on sexual and reproductive health that pays attention to the needs of everyone with measurable and funded key performance indicators.
- 3 Carry out campaigns on family planning and child spacing in local languages.
- 4 Establish nationwide well-equipped Sexual Assault Referral Centres (SARCs) and shelters (safe spaces) for SGBV survivors.



- 5 Provide SARCs in remote areas and create awareness for local community vanguard on SGBV.
- 6 Equip SARCs with everything required to serve as capable first responders in conflict situation.
- 7 Invest in nutritional seed that can be introduced into the school feeding program and local farming value chain.
- 8 Expand the Home-Grown School Feeding Programme nationwide.

Stakeholders Responsible



Federal and State Governments.



Civil Society Organizations.

International development partners.



National Primary Health Care Development Agency.



Federal and State Ministries of Health, Education, Agriculture, Women Affairs, and Humanitarian Affairs, Disaster Management, and Social Development.



(B). Reproductive Health/HIV & AIDS/COVID-19

Current Situation:

- 1 Women and girls, people with disabilities, migrants and internally displaced people, children and younger people, older people, ethnic, religious, or sexual minorities, people without official identification, and people living with HIV (PLWHA) are all at risk of stigma, discrimination, and exclusion.
- 2 Women and girls are more at risk of HIV and AIDs infection.
- 3 There is an increase in mental illness and suicide rates among youths and those in high socio-economic status, which has been linked to the socio-economic environment of the country.
- 4 Nigeria is 2.64% of the world's population but accounts for 20 percent of women's death all over the world during pregnancy or childbirth



Actions required:

- 1 Review laws relating to reproductive health and GBV to address areas of weaknesses.
- 2 Ensure the sustainability of the use of gender frameworks in health care delivery and the health system.

- 3 Match budgets to key performance indicators.
- 4 Engage in a long-term planning for a health system that addresses the needs of women and men ensures safe deliveries.
- 5 Change the health emergency response system of the country.
- 6 Government and civil society to increase people's awareness of safe family planning methods and choices and ensure their access to the same.
- 7 Develop data on sex/gender analyzed separately and tools to take service to the poor quickly.
- 8 Train medical personnel who are aware of gender differences and equality to handle gender issues in health care deliveries.
- 9 Include sexual education in youth programmes and school curricula to reduce teenage pregnancies.

Stakeholders Responsible



Federal and State Governments.



Civil Society Organizations.



Medical and Dental Council of Nigeria.



National Universities Commission.



Federal and State Ministries of Education, Health, and Women Affairs.



National Assembly.



International Development partners.

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(C). Maternal & Child Health/Child Development

Current Situation:

- 1 Women in Nigeria are significantly disadvantaged in many areas of life.
- 2 Despite many health intervention programs, Nigeria's maternal mortality rate is still high and very far from the SDG 3 of less than 70 deaths per 100,000 live births by 2030.
- 3 Women from rural areas and/or from Northern Nigeria are at a higher risk of maternal deaths compared to their urban and/or Southern counterparts due to higher fertility and some cultural issues.



Actions required:

- 1 Government and civil society to increase awareness and ensure access to safe family planning methods and choices.
- 2 Increase the campaign for early childcare, including immunization.
- 3 Review the health policies to meet international standards for maternal and childcare.



- 4 CSOs and government to design approaches to health care that are best accepted by the people and involve the beneficiaries.
- 5 Use the lessons learnt from the SURE-P Maternal and Child Health cash transfer to make more conditional cash transfer programmes targeted at women and persons with disabilities and other specific groups.
- 6 Carry out advocacy for the inclusion of gender studies in school curricula at all levels.
- 7 Increase gender research and the use of gender statistics for policy and planning across sectors.
- 8 Implement social mobilization programmes aimed at changing ideas about the behaviour of women, men, girls, and boys to improve the health of mothers and children.

Stakeholders Responsible



Federal and State Governments.



Civil Society Organizations.



Federal and State Ministries of Education, Health, and Women Affairs.

National Primary Health Care Development Agency.



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(D). Gender and the Health Systems

Current Situation:

- The current health service delivery system lacks the strategy and resources to address existing gender inequalities in access to care and the quality of available services.



Actions required:

- 1 Implement a health plan that reduces the impact of a health problem on families, especially women as caregivers.
- 2 Government to strengthen local government (LGA) and ward primary health care systems and appropriate referral pathways to other levels of care.
- 3 Implement a well-coordinated data on males and females, which are analyzed separately for all aspects of health indicators.
- 4 International development partners to continue to play key roles in facilitating for the country, the design and implementation of a health delivery framework that addresses the needs of all.
- 5 Government to collaborate with religious organizations to raise awareness on gender issues in health and reduce/remove the stigma associated with HIV/AIDS and other reproductive health issues affecting mostly women.



- 6 Increase investment the health sector consequently improving the welfare of women and health professionals to meet internationally accepted standards.
- 7 Develop policies and procedures to ensure a culture of fairness and equality in all institutions and structures of government, the private sector, and communities dealing with health, nutrition, and communication problems.

Stakeholders Responsible



Federal and State Governments.



The private sector.



Federal and State Ministries of Education, Health, and Women Affairs.

National Primary Health Care Development Agency.



Communities.



International development partners.



Religious organizations.



(E). Educational Attainment and Vocational and Life Skills

Current Situation:

- 1 There is a rise in school dropouts, particularly among female citizens, due to teenage pregnancy.
- 2 The Gender Equality, Empowerment of Women, and Social Inclusion (GEESI) content in teaching and learning culture is limited.
- 3 Girls do greater share domestic work and, therefore, have no time for school homework.



Actions required:

- 1 Encourage more girl/child enrolment, make hawking a crime, and provide financial support for poor parents.
- 2 Use gender frameworks to monitor and evaluate school/educational performance, enrolment, and truancy.
- 3 Carry out advocacy on and provide technical support to advance gender and inclusion studies in the national school curricula at all levels of education.
- 4 Provide incentives for women/girls to participate effectively in science/technology-focused courses.
- 5 Use technology to improve the access of women/girls to education and learning.
- 6 Improve investment in technical and vocational training education.



- 7 Increase investment in the education sector for improved participation of girls, persons with disabilities, children from poor families, etc.
- 8 Ensure gender equality in the School-Based Management Committees for better handling of gender issues in schools.
- 9 Document good practices for copying and adaptation, where possible.
- 10 Ensure gender equality at the different levels of education in Nigeria.
- 11 Prioritize grassroots education of citizens, including adult education for men and women.
- 12 Ensure equal access for women and men to post-graduate education and necessary careers in the labour.

Stakeholders Responsible



Federal and State Governments.



Civil Society Organizations.



Federal and State Ministries of Education, Health, and Women Affairs.

Parents and families.



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(F). Social Protection System

Current Situation:

- 1 There is currently a humanitarian crisis in Nigeria caused by inter-communal conflict and violence, insurgency, climate change, recurrent floods, and high-handed tactics of security forces in combating crimes, etc.
- 2 The armed conflicts in the country have extended to farmers herders' conflict, armed banditry, and kidnapping thereby putting the civilians in terrible conditions.
- 3 Women and children suffer more from this negative situation as they are victims of sexual violence and gender-based violence (GBV) and child marriage.
- 4 Nigeria has the 11th highest prevalence of child marriage in the world and the third-highest absolute number of women married or in a union before the age of 18 in the world.



Actions required:

- 1 Ensure sustained research to understand the root causes of violence, dimensions of vulnerability, and the effects of proliferation of small arms on the social and physical security of women.
- 2 Conduct an objective assessment and compensate mining host communities when there is pollution or violation of rights.
- 3 Ensure a more comprehensive response, including education on the dangers of illegal migration, provision of tangible support for intending migrants and strengthening of government agencies for effective collaboration.



- 4 Improve police-to-person ratio for effective policing and capacity building training and incentives for the police personnel working under humanitarian conditions caused by conflict.
- 5 Establish an SGBV survivor fund with the victims/survivors also involved in the trauma management interventions to reclaim their lives.
- 6 Strengthen the capacity of the Sexual Assault Referral Centres (SARCs) in all states to provide urgent and relevant services.
- 7 Emphasize mental, emotional, social, and spiritual care, focus on the removal of the stigma associated with mental health, and create awareness about the appropriate actions by individuals to find a solution to their illness.
- 8 Sustain prioritized social protection interventions to reduce poverty and socio-economic disadvantage and encourage Government to Persons (G2P) payments digitization and financial inclusion.
- 9 Design and implement a strategy for working with traditional and religious leaders from all gender groups to build capacities and include GEESI in the traditional justice system.
- 10 Provide financial or other forms of contributory support for infrastructural development and maintenance.
- 11 Use technology to improve public service productivity and efficiency for the benefit of the citizens.

Stakeholders Responsible



(G). Gender and Disability

Current Situation:

- 1 Persons with Disabilities (PWDs) suffer different human rights abuses, including stigmatization and discrimination, violence, and lack of access to healthcare, housing, and education.
- 2 The plight of women and girls with disabilities is worse. They face three barriers to full equality and advancement, including being female and poor and living with disabilities.
- 3 Less than 5% of children and young persons with disabilities have access to education and training.
- 4 Women with disabilities suffer worse maltreatment and abuse than women without disabilities.
- 5 The Discrimination Against Persons with Disabilities (Prohibition) Act of 2018 has failed to deal with the special needs of women and girls who face different oppressions because of their gender and disability status.



Actions required:

- 1 Partner and support the Disability Commission to design policies and programmes based on Gender Equality, Empowerment of Women, and Social Inclusion values and measure the impact.
- 2 Implement the building code policy that requires that all public buildings must be accessible to PWDs.
- 3 Carry out campaigns for workplace policies in Nigeria that will ensure that PWDs enjoy equal rights and opportunities as others.



- 4 Distribute widely the annual disability reports by the Disability Commission to people living disabilities and the general public.
- 5 Increase government funding of inclusive and disability schools.
- 6 NGOs to carry out campaigns to address disability stigma and raise awareness about the different kinds of disability, especially intellectual disability.
- 7 The Disability Commission to keep and publicize online a database of organizations that support children with disabilities.

Stakeholders Responsible



Federal and State Governments.



National Commission for Persons with Disability.



Federal and State Ministries of Works and Housing, Education, and Women Affairs.



NGOs and other civil society organizations.

PRIORITY AREA FOUR: GEESI IN OTHER KEY INSTITUTIONS IN THE SOCIAL SECTOR

(A). Water and Sanitation

Current Situation:

- 1 Water, Sanitation, and Hygiene services are poor in Nigeria.
- 2 Lack of water supply creates more problems for women and children, especially in the rural areas.
- 3 Nigeria remains on the list of countries practising open defecation, which affects the health of women and their children.



Actions required:

- 1 Build the capacity of workers in the water sector on taking into consideration the interests and concerns of everyone, including women and men, girls and boys, and persons with disabilities, in everything they do.
- 2 Ensure the principle of budgeting that ensures fair allocation of resources to everyone in the Water Sector Roadmap.



- 3 Develop gender indicators and data on males and females that are analyzed separately to ensure fair utilization of water resources.
- 4 Encourage women's participation in policy planning and project implementation on WASH.
- 5 Develop strategies to include in the Water Sector Roadmap frameworks for taking care of the needs of everyone.
- 6 Work with the National Assembly to use a structure that recognizes and includes the needs of women and men, and girls and boys in appropriating funds for boreholes and other water-related projects in their constituencies.

Stakeholders Responsible



Federal and State Governments.



Federal/State Ministries of Water Resources and Women Affairs.



National Assembly.



Civil Society Organizations.



(B). Housing

Current Situation:

- 1 More men own houses than women and more women live in indecent houses.
- 2 Nigeria has a housing shortage of 20 million as of 2020.
- 3 About 7 in 10 women in Nigeria have no access to safe toilets and women, girls, and other disadvantaged groups are exposed to a high health risk and abuse.
- 4 The National Housing Policy does not address the problem of gender inequalities in access to land, capital, and other forms of empowerment.



Actions required:

- 1 Include gender issues in National Housing Policy.
- 2 Adopt budgeting that ensures fair and equal allocation of resources to women and men, girls and boys, and other disadvantaged groups at all levels of governments and institutions and funding for the implementation of the National Housing Plan.
- 3 Remove all barriers that women and other disadvantaged groups face in accessing housing loans.



- 4 Support the formation and funding of women's housing cooperatives.
- 5 Involve women in the monitoring and evaluation of funds allocated for national housing policy to ensure transparency, accountability, and value for money.
- 6 Work with state governments to facilitate land titles to women regardless of marital status.
- 7 Carry out advocacy to state government/LGA/ traditional institutions on land ownership by women/girl-child inheritance.
- 8 Include traditional/community leaders in the implementation of the National Housing Plan.

Stakeholders Responsible



Federal and State Governments.



State and Local Governments.



Traditional institutions.



Women's rights advocacy groups and other Civil Society Organizations.



Federal Ministry of Works and Housing.

Central Bank of Nigeria.



Federal Mortgage Bank of Nigeria.



(C). Gender, Environment, and Climate Change

Current Situation:

- 1 Women are more at risk of weather-related disasters than men.
- 2 Environmental conditions affect women, men, and people with disabilities differently in view of their different roles and relative decision-making power.
- 3 Women and their sources of income are exposed to the risks posed by the destruction of the environment.



Actions required:

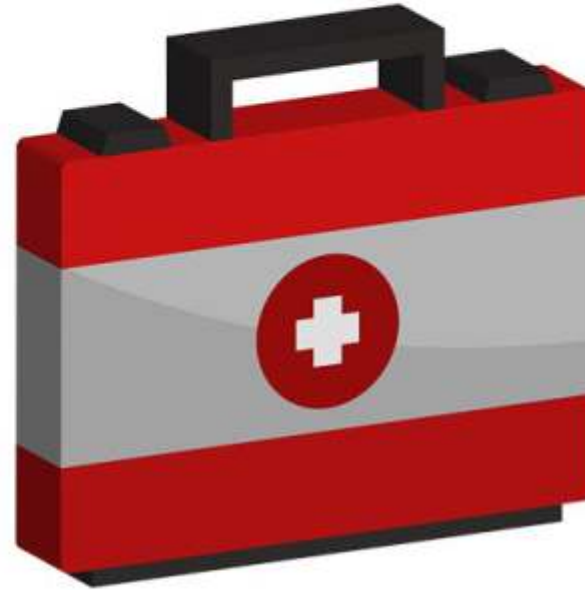
- 1 Advocate and support programmes that reduce the impact of climate change on women and other disadvantaged groups.
- 2 Build the capacity of women and other disadvantaged groups in the proper use of the environment.
- 3 Improve women's access to information and communication strategies on climate change resilience – the capacity to anticipate, respond to, and recover from the impacts of climate change.
- 4 Assess the level of environmental damage impact on women and other disadvantaged groups, and design/implement actions for restoration and rejuvenation.



Stakeholders Responsible



Federal and State Governments.



State Emergency Management Agency (SEMA) and other agencies.

Women advocacy groups and other Civil Society Organizations.



(D).Media

Current Situation:

- 1 The management of the mass media is dominated by men to the disadvantage of women and their programming portrays women as objects.
- 2 No daily newspaper is owned by a woman in Nigeria and there are very few women's radio stations.
- 3 The media has failed in promoting coverage that takes gender into consideration.
- 4 The control of society by men and lack of funds exclude women from the media sector, not their lack of technical competence.
- 5 The entertainment industry often presents women, womanhood, and disabilities in a bad way.



Actions required:

- 1 Include gender issues in media/information policies and programmes.
- 2 Ensure that women and men, including people with disabilities, have equal access to information, freedom of expression, and media coverage.

- 3 Use analysis based on Gender Equality, Empowerment of Women, and Social Inclusion (GEESI) principles in media reporting to ensure balanced coverage.
- 4 Provide financial and logistic assistance to women for media ownership.
- 5 Conduct continuous training to strengthen the capacity of media houses and investigative journalists to consider the interests and concerns of everyone, including women and other disadvantaged groups.
- 6 Appoint Gender/Inclusion Desk Officers in the newsrooms of all media organizations.
- 7 Apply appropriate sanctions for negative coverage of women, widows, persons with disabilities, and other disadvantaged groups by mass and social media.

Stakeholders Responsible



Broadcasting Organization of Nigeria.



Nigeria Guild of Editors.



Ministries of Information and Women Affairs.



National Broadcasting Commission.

- Nigeria Union of Journalists.
- Nigeria Association of Women Journalists.



Advertising Regulatory Council of Nigeria (ARCON).



Private sector players.



PRIORITY AREA FIVE: GEESI IN THE SECURITY SECTOR

GEESI in the Security Institutions

Current Situation:

- 1 Women are under-represented in the security sector.
- 2 The inclusion of gender opinions in the security sector is vital to achieving operational effectiveness and institutional credibility.



Actions required:

- 1 Build technical capacity for including gender concerns in all security institutions.
- 2 Develop a data bank that is analyzed based on GEESI principles for policymaking, planning, and performance indicators.



- 3 Examine existing regulations in relevant global, regional, and national instruments to repeal all discriminatory clauses in line with GEESI principles.
- 4 Improve the understanding of gender desk officers in all security institutions on gender issues and professional competence.
- 5 Include gender issues and gender mainstreaming strategies in all training manuals/curricula in security institutions.
- 6 Train gender desk officers on the use of gender-sensitive indicators and data on males and females analyzed separately.
- 7 Train the security sector staff in the use of a budget that is sensitive to the needs of everyone, including women and girls, men and boys, and PWDs.
- 8 Record and publicize the experiences of outstanding women and contributions of girls to conflict resolution and peacebuilding.
- 9 Create more favourable conditions for women working in the security sector.
- 10 Mobilize resources to support more women for participation in early warning and early response (EWER) in communities
- 11 Build the capacity of women involved in conflict resolution.
- 12 Encourage collaboration among government and CSOs for capacity building on peacebuilding and EWER for women and youth groups in communities.



Stakeholders Responsible



Federal and State Governments.



International development partners.



The Armed Forces, Police, and other security agencies.



Federal/State Ministry of Women Affairs.



Civil Society Organizations.



(A). Counter-Insurgency, Conflict, and Peacekeeping

Current Situation:

- 1 Nigeria is facing different security challenges with serious negative consequences for women and children.
- 2 Women and girls have suffered all forms of abuse, including abduction, sexual violence, loss of lives and means of income, denial of the right to education, and displacement.
- 3 There is an ineffective implementation of women, peace, and security agenda because of the social norms of male dominance and control, the lack of a solid legal framework, increased militarization, and marginalization of women in peacebuilding and conflict resolution processes.



Actions required:

- 1 Carry out advocacy activities on SGBV against girls and women in conflict zones with the policymakers and security agencies as the target.
- 2 Train security agents, women, and youths on frameworks for achieving the objectives of UNSCR 1325 and UNSCR 2250 on peace and security.
- 3 Include gender issues in the structures for working with Internally Displaced Persons (IDPs).



- 4 Build women's capacity to strengthen their roles and contribution to conflict resolution.
- 5 Encourage collaboration among government and CSOs for capacity building on peacebuilding for women and youth groups and EWER in communities.

Stakeholders Responsible



Government at all levels.



The Armed Forces and other security institutions.



Federal and State Women Affairs.



National Commission for Refugees, Migrants, and Internally Displaced Persons.



UNHCR and other international development partners.



National Emergency Management Agency.

Advocacy groups and other CSOs.



● State Emergency Management Agency



(B). Management of Complex Humanitarian Emergencies

Current Situation:

- 1 There are over

2.9 million

internally displaced persons (IDPs) in North-Eastern Nigeria.

- 2 Women, girls, and persons with disabilities suffer more than men and boys during disasters but they are hardly members of the committees or other bodies set up to tackle disasters.
- 3 The opinions of women and other disadvantaged groups are rarely considered and their needs and interests hardly ever addressed.



Actions required:

- 1 Create awareness among decision-makers, caregivers, and civil servants on adopting methods that take care of everyone's interest, including giving the disadvantaged groups the same access to places of public use, during complex humanitarian emergencies.
- 2 Increase awareness, understanding, and acceptance of gender equality and protection issues among participants in the humanitarian sector.
- 3 Facilitate the participation of women and persons with disabilities in mainstream humanitarian programmes for programming that works for everyone.



- 4 Strengthen collaboration between mainstream INGOs and agencies that are focused on the issues of women and disability for more effective and inclusive aid delivery.
- 5 Ensure accurate and adequate use of gender statistics and data on males, females, and PWDs that are analyzed separately for programming and provision of services to promote fair and equal access for everyone.
- 6 Promote the active participation of representatives of disadvantaged groups in service delivery during emergencies.
- 7 Build the capacity of humanitarian agencies for regular needs-assessment surveys that pays attention to the concerns of everyone during humanitarian emergencies.
- 8 Provide adequate funding to assist humanitarian actors and communities affected by humanitarian emergencies.
- 9 Develop academic programmes in Nigeria's tertiary institutions in the area of Gender, Humanitarian and Development Studies.

Stakeholders Responsible

- 1 Government at all levels.
- 2 Advocacy groups.
- 3 National Assembly.
- 4 National Universities Commission.
- 5 Ministry of Humanitarian Affairs, Disaster Management, and Social Development.
- 6 National Commission for Refugees, Migrants, and Internally Displaced Persons.
- 7 UNHCR and other international development partners.
- 8 National Emergency Management Agency.
- 9 INGOs and agencies that are women focused and disability-specific.
- 10 State Emergency Management Agency



PRIORITY AREA SIX : GEESI IN ACCESS TO JUSTICE, HUMAN RIGHTS, AND GOVERNANCE

(A). A Gender-Responsive Nigerian Justice System

Current Situation:

- 1 Gender inequalities have continued to exist in Nigerian laws and the justice system.
- 2 Various forms of abuse of power, including arbitrary arrest and unlawful detention, unfair denial of bail, delay in the prosecution of the accused, extra-judicial executions, torture, overcrowded prison, criminal punishment without a fair trial, and discrimination, have worsened gender injustice in the Nigerian justice system.
- 3 It is difficult to abolish gender-discriminatory customary laws in the country because of the country's many ethnic groups, religions, and cultures, and the system of law and administration of justice comprising English Law, Customary Law, and Sharia Law.



Actions required:

- 1 Take advocacy to local and state governments, and traditional institutions on the eradication of harmful practices affecting women, girls, and people with disability.
- 2 Include gender issues in educational curricula at all levels.



- 3 Build the capacity of those involved in community policing for proper understanding and handling of gender issues at the community level, particularly harmful traditional practices.
- 4 Include gender issues in the judicial administration of customary courts and ensure adequate gender training for judicial officers.
- 5 Increase continuous training to build the capacity of institutions like ICPC, EFCC, NOA, Police, Customs, Judiciary, Prisons, NAFDAC, and Immigration to include gender equality in their system.
- 6 Include GEESI principles in the training manuals of legal institutions.
- 7 Engage policymakers for the Gender and Equal Opportunity Bill of 2016 to be passed and signed into law.

Stakeholders Responsible



Government at all levels.



Ministry of Justice at the Federal and State levels.



Legal institutions



Federal and State Ministries of Education, NUC, NBTE, and other bodies concerned with the development of educational curricular at all levels.



MDAs such as ICPC, EFCC, NOA, Police, Customs, Judiciary, Prisons, NAFDAC, and Immigration.



Traditional institutions.

● Advocacy groups and other CSOs.

● National Assembly.



(B). Human and Women's Rights

Current Situation:

- 1 The Nigerian Constitution, the criminal and penal codes, local edicts, and customary laws have all undermined the rights of women.
- 2 Women and girls are constantly subjected to sexual abuse even in places where they usually should be considered safe.
- 3 Nigeria is facing different challenges, including protection against gender-based violence, elimination of harmful traditional practices, sexual and reproductive rights, education of the girl child, and participation in decision-making processes.



Actions required:

- 1 Advocate the domestication of the outstanding international instruments on Gender Equality, Empowerment of Women, and Social Inclusion (GEESI).
- 2 Eradicate all harmful customary and religious practices affecting women and girls.
- 3 Harmonize gender equity issues within Nigeria's tripartite legal system.
- 4 Support collaboration and partnership among relevant stakeholders in implementing the National Gender Policy.



- 5 Adopt budgeting that ensures fair and equal allocation of resources to women and men, girls and boys, and other disadvantaged groups at all levels of governments and institutions.
- 6 Provide fair and equal opportunities for women and men to access and enjoy public services.
- 7 Promote fair and equal access of women and men to capital, labour, land, technology, and entrepreneurial skills through poverty reduction programmes.
- 8 Strengthen the culture of respect for the human rights of women and men.
- 9 Promote the strengthening of the mechanisms of enforcing laws that regulate and punish gender discriminatory practices.
- 10 Improve access to social services by children, women, and other disadvantaged groups.

Stakeholders Responsible



Federal Ministries of Justice and Women Affairs.

Advocacy groups and other CSOs.



National Assembly.

● Religious and traditional institutions.



Government at all levels.



(C). Accountability, Transparency, and Openness in Governance for a Gender-Responsive Development

Current Situation:

- 1 There is a lack of transparency and accountability in governance resulting in corruption, poor service delivery, infrastructural deficit, and marginalization in politics, among others.
- 2 The National Anti-Corruption Strategy (NACS) launched in 2017 has failed to provide a proper direction or interventions.
- 3 Women, Persons with Disability, and other disadvantaged groups in Nigeria are being affected by bad governance.



Actions required:

- 1 ICT companies in Nigeria to develop software in local languages that address issues of gender equality and social inclusion.
- 2 Promote transactions of government's business online and ensure that women and other disadvantaged groups have easy access to greater opportunities.

- 3 Carry out advocacy to encourage many states to join the Open Government Partnership initiative.
- 4 Promote regular dialogue, debate, and discussion of GEESI issues on social media platforms.
- 5 Promote the development of gender statistics and data on males and females, which are analyzed separately, in national data banks and ensure the use of such data for policy and planning for national development.
- 6 Use necessary means to protect women, girls, and other disadvantaged groups from online harassment, bullying, and hate speech.

Stakeholders Responsible

- 1 Government at all levels.
- 2 MDAs, including the Ministry of Women Affairs and Ministry of Finance, Budget and National Planning.
- 3 Advocacy groups and other CSOs.
- 4 ICT companies in Nigeria.
- 5 International development partners.



PRIORITY AREA SEVEN : GEESI, LEADERSHIP, AND POLITICAL PARTICIPATION CONTEXT

(A). GEESI and the Nigerian Political System and Structures

Current Situation:



- 1 Poor women's representation at the National Assembly -

only 4.5 percent.

- 2 Political parties do not give women prominent leadership positions and have a weak commitment to gender equality in elective representation.
- 3 Structural factors hinder women's participation in politics.
- 4 Political parties have given inadequate attention to Gender Equality, Empowerment of Women, and Social Inclusion (GEESI) principles within their structures.



Actions required:

- 1 Strengthen the capacity of political parties in making the concerns of women and men, girls and boys, persons with disabilities, and other disadvantaged groups part of their operational structures.

- 2 Support advocacy for more women's political participation and representation.
- 3 Organize continuous sensitization for political participation and representation.
- 4 Advocate relevant policy and legal frameworks to make GEESI principles a permanent part of the political system and structures.
- 5 Raise money to support women political aspirants at all levels.
- 6 Support for CSOs in building women's capacity for leadership positions in the public and private sectors.
- 7 Provide financial/logistical support to organizations and networks that promote women's political participation and representation.
- 8 Seek the support of development partners in advancing women's political participation and representation.

Stakeholders Responsible



Government
at all levels.



Ministry of
Women
Affairs and
other MDAs.



Political
parties.



INEC.



Advocacy groups
and other CSOs.



International
development
partners.

(B). GEESI and the Electoral System

Current Situation:

- 1 The national average of women's political participation in Nigeria is

6.7 percent

in elective and appointive positions, far below the global average of

22.5 percent.

- 2 Different barriers hinder women's participation in the electoral process.

- 3 The Nigerian electoral processes are full of many challenges that negatively affect women's political participation.



Actions required:

- 1 Make effective use of legislative and policy measures and mechanisms to ensure gender equality in all political positions in public life.
- 2 Adopt gender equality principles as a condition for political parties' registration by INEC.
- 3 Provide technical support to political parties for the integration of the concerns of women and men, girls and boys, and disadvantaged groups.
- 4 Develop gender-sensitive indicators for gender equality accountability in all public institutions.



- 5 Promote periodic evaluation of political party structures and processes to ensure compliance with gender equality and social inclusion frameworks.
- 6 Make a law for the enforcement of the implementation of 50% Affirmative Action in public institutions.
- 7 Promote the active participation of CSOs in the electoral system for the accountability of government and political parties on GEESI.

Stakeholders Responsible



Government at all levels.



Ministry of Women Affairs and other MDAs.



Political parties.



Advocacy groups and other CSOs.



National Assembly.



INEC.

(C). GEESI and Community-Level Leadership

Current Situation:

- 1 Nigeria's system of male dominance and control and the cultural norms of various ethnic groups deprive women of their power socially, politically, and economically.
- 2 Women have been brought up in communities to accept power inequality in favour of men.
- 3 Ongoing efforts by CSOs, NGOs, and Faith-based organizations in communities for gender transformation have yielded very limited success.



Actions required:

- 1 Carry out advocacy and programmes to change structures that encourage gender inequalities and social exclusion in the local communities.
- 2 Promote adult education for women and men at the community level through public enlightenment and providing the necessary facilities needed for the programme.
- 3 Carry out continuous sensitization programmes to stop the act of treating PWDs unfairly in a way suggesting that they do not deserve respect.



- 4 Conduct continuous training of local government officials on GEESI issues.
- 5 Collaborate with traditional institutions at the community level on capacity building on GEESI issues.
- 6 Support CSOs/NGOs/CBOs working at the community level to promote the GEESI agenda.

Stakeholders Responsible



Government
at all levels.



Ministry of
Women Affairs

Local
communities.



Advocacy groups and
other CSOs/NGOs/CBOs.



Traditional institutions.

PRIORITY AREA EIGHT: GEESI, GENDER NORMS, AND SOCIO-CULTURAL PRACTICES

(A). THE RIGHTS OF THE CHILD

Current Situation:

- 1 Many girls, especially those from the poorest families, still face discrimination.
- 2 Household chores are more likely assigned to girls than boys and this affects their going to school.
- 3 The impact of inequality suffered by women and girls shows clearly in their health and education.



Actions required:

- 1 Carry out advocacy to stop harmful traditional practices against the girl child.

- 2 Introduce budgeting that ensures fair allocation of resources to all gender groups to target the needs of the girl child in all sectors.
- 3 Support the provision of safe space facilities in schools and local communities to reduce SGBV.
- 4 Provide counseling to women and girls affected by SGBV and other types of violence.
- 5 Carry out enlightenment campaigns and advocacy in local communities on gender value reorientation and support for a gender-responsive governance structure in local communities and women/girls-focused empowerment programmes.
- 6 Network with and support local CBOs/CSOs working on the rights of girls, especially women organizations.

Stakeholders Responsible



Government at all levels.



Ministry of Women Affairs.

Religious leaders.



Families/local communities.



CBOs/CSOs, especially women organizations.



International development partners.

(ii). The 'Boy Child'

Current Situation:

- 1 A social system where power is held by men to the disadvantage of women encourages gender inequality in Nigeria as a boy-child is preferred to a girl-child.
- 2 Increased insurgency and the closure of many schools in the North have led to a high rate of out-of-school male children.
- 3 The traditional way of raising children negatively affects the boy child in building a healthy family life.



Actions required:

- 1 Support programmes meant to improve boys' school enrolment in the South-East and the North-East.
- 2 Support educational institutions to provide incentives that will improve boys' education, especially in the South-East and the North-East.
- 3 Carry out advocacy for the adoption and enforcement of the Child Rights Act in all states.



- 4 Carry out advocacy for the adoption and enforcement of the Child Rights Act in all states.
- 5 Establish Gender and Peace champions among school boys and girls in all states in Nigeria.
- 6 Create community safe spaces for boys and girls who are victims of SGBV.
- 7 Establish mentorship programmes for boys and girls in local communities, focusing on GEESI programmes and concerns.

Stakeholders Responsible



Government at all levels.



Ministry of Women Affairs.

● Religious leaders.



Families/local communities.



Advocacy groups and other CSOs.

● Traditional rulers and institutions.



(B). Harmful Traditional Practices

Current Situation:

- 1 There is a frequent occurrence of discriminatory cultural practices against women and girls across all ethnic groups in Nigeria.
- 2 Traditional widowhood rituals expose widows to economic hardship, confinement, and ill-treatment.



- 3 There are frequent violations of the rights of the girl child.



Actions required:

- 1 Carry out advocacy to traditional institutions and religious/opinion leaders on the elimination of harmful traditional practices against women and girls.
- 2 Retrain and support Traditional Birth Attendants, involved in Female Genital Mutilation/Cutting, in other sources of income.
- 3 Gain the support of the mass and social media for the campaign against harmful traditional practices against women and girls in local communities.
- 4 Support economic empowerment schemes for women, persons with disabilities, widows, and other disadvantaged groups.

Stakeholders Responsible



Government at all levels.



Ministry of Women Affairs

- Traditional rulers and institutions.

- Religious organizations.

- Traditional Birth Attendants.

- Opinion leaders.

- Mass and social media.



Families/local communities.



Advocacy groups and other CSOs.



(C). Sexual/Gender-Based Violence

Current Situation:

- 1 Cultural systems that have historically discriminated against women are responsible for the continuity of SGBV.
- 2 SGBV is on the increase in Nigeria despite the adoption of the Violence Against Persons (Prohibition) Act (VAPP Act) by 34 out of the 36 states in the country.
- 3 The Gender and Equal Opportunities Bill, formerly the CEDAW Bill, is yet to be passed into law.



Actions required:

- 1 Carry out continuous sensitization and awareness to discourage stigmatization of SGBV victims.
- 2 Take advocacy to traditional institutions and relevant community stakeholders on SGBV/VAW eradication.
- 3 Provide adequate funding to support services for victims of SGBV.
- 4 Strengthen networks of NGO coalitions and development partners working on SGBV for effective response.



Stakeholders Responsible



Government at all levels.



Ministry of Women Affairs

Religious organizations.

Traditional rulers and institutions.



Community stakeholders.



Advocacy groups and other NGOs.



Development partners.



(D). Men in the GEESI Agenda

Current Situation:

- 1 The lack of male involvement at all levels and lack of awareness among men are responsible for slow progress in achieving equality between women and men.
- 2 Men dominate the decision-making and leadership positions in their various communities.
- 3 More men appear to be getting better educated and aware of gender issues but more efforts are required to get other men on board.



Actions required:

- 1 Gain the support of male opinion/strategic leaders in promoting the GEESI agenda.
- 2 Work with traditional/community/religious and other male opinion leaders in establishing the GEESI Agenda in local communities.
- 3 Conduct gender training for men opinion/strategic leaders.
- 4 Identify and work with men champions as strategic leaders in the promotion of the GEESI Agenda in local communities.
- 5 Publicly show respect for and approval of men who speak up for women.



Stakeholders Responsible



Government at all levels.



Ministry of Women Affairs

Traditional rulers and institutions.

Religious leaders.



Local communities.



CSOs including men-led NGOs.



Male opinion leaders.



(E). Transforming Local Level Governance

Current Situation:

- 1 Response at the community level and institutional processes supporting GEESI are weak.
- 2 There are weak responses by structures at the local level to the prevention of violence against women and girls.
- 3 Women's rights and social inclusion issues are slightly addressed at the local government level.



Actions required:

- 1 Solicit the support of CSOs/CBOs and Development Partners to fund GEESI projects/programmes at the Local Government Level
- 2 Support community-based groups engaged in economic empowerment programmes for women and other disadvantaged groups.
- 3 Provide leadership training for women at the grassroots to enable them to participate in community governance and politics.
- 4 Carry out advocacy campaigns against harmful traditional practices that are contrary to GEESI principles in local communities.
- 5 Work with traditional institutions and religious leaders in local communities to support the GEESI agenda.



Stakeholders Responsible



Government at all levels especially the Local Government.



Ministry of Women Affairs.

- Traditional institutions.
- Religious Organizations.



Community-based groups.



Local and international CSOs/NGOs.




Advocacy groups and other CSOs.




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