

**NIGERIA'S RESPONSE TO THE ISSUES RAISED ON THE IMPLEMENTATION OF THE UNITED NATIONS AGREED CONCLUSIONS ON WOMEN'S ECONOMIC EMPOWERMENT IN THE CHANGING WORLD OF WORK (UN CSW 61<sup>ST</sup> SESSION).**

**1. Strengthening normative and legal frameworks (paragraph 40 (a) to (J))**

**1a. What specific actions have been taken to enact, strengthen and enforce laws and regulatory frameworks that ensure gender equality and prohibit discrimination against women in the world of work?**

- Through advocacy, we now have 26 States that have domesticated the Child Rights Acts, while the Violence Against Persons Prohibition Act (2015) has been assented to in 22 states: Jigawa, Bauchi, Kaduna, Plateau, FCT, Nassarawa, Benue, Anambra, Enugu, Ebonyi, C/River, A/Ibom, Abia, Delta, Edo, Ondo, Ekiti, Kwara, Osun, Oyo, Ogun and Lagos and passed by House of Assembly in another 7 States: Yobe, Adamawa, Taraba, Sokokto, Kogi, Rivers and Bayelsa bringing the total to 29 States.
- There is a very active advocacy platform to pass the Gender and Equal Opportunities (GEOB) Bill sponsored by Senator Biodun Olujimi.
- To ensure gender equality an Affirmative Action bill for an additional 111 seats for women in the National Parliament is before the National Assembly in addition to the on-going National review of the 1999 Nigeria Constitution.

**1b. What specific actions have been taken to enact, strengthen and enforce laws and regulations that uphold the principle of equal pay for equal work or work of equal value in both the public and private sectors?**

- On-going research by the National Centre for Women Development on the Economic Value of Women's Unpaid Care Work in collaboration with the National Bureau of Statistics is targeted at creating awareness to changing women's and men's beliefs that unpaid care work is primarily the responsibility of women and girls. Advocacy is also being intensify to value and compute unpaid care work as part of National GDP.

**1c. What measures have been taken to enact, strengthen and enforce laws and policies to eliminate all forms of violence and harassment against women in the world of work and provide means of effective redress in cases of noncompliance?**

- Inauguration of an Inter-Ministerial Gender-Based Violence Management Committee;
- Presidential directives to the Inspector-General of Police to deal with all perpetrators and immediately address all such related cases in furtherance of the declaration of zero tolerance to rape and other Gender-Based Violence in the country;
- Recommitment by Mr. President in the declaration of state of emergency against Rape and other GBV including solidarity to say "No" to all forms of Violence against Women and Children during the UN-EU Town Hall Dialogue on Gender-Based Violence in Nigeria on Tuesday, 25<sup>th</sup> August, 2020;
- Renewed commitment in the promotion and protection of the rights and welfare of Nigerian Women and Children by State Governors and their wives;
- Upscale advocacy around the need for States to replicate the National Sex Offenders Register and Referral Pathway. The singular objective is to name and shame sexual offenders through a visual platform.

**2. Strengthening education, training, and skills development (paragraphs 40 (k) to (n))**

**What measures have been taken to mainstream a gender perspective into education and training programmes in order to facilitate the effective transition from education or unemployment to work?**

- Launch of the Campaign to Support Girl-Child Education in Nigeria.
- Collaborating on World Bank supported Adolescent Girls Initiative for Learning and Empowerment (AGILE), whose goal is to improve secondary education opportunities among girls in 7 States: Kano, Kebbi, Kaduna, Katsina, Borno, Plateau and Ekiti. Specifically, the project is expected to benefit about 6.7 million adolescents and 15.5 million direct project beneficiaries will include families and communities in participating states.
- Collaboration with ECOWAS has facilitated the 50 Million Women Speak Platform Project (50MWSPP). More than 25,000 women have participated in both online trainings and sensitization programmes and have been co-opted into the various social media platforms for

onward linkage to the project's platform. The project is aimed at providing a veritable rallying platform for knowledge-sharing and learning on entrepreneurship creation, sustainability and marketing in ECOWAS Member States. 14 women have benefited from the ECOWAS Gender Development Centre (EGDC) scheme with capital base ranging from N360,000 to N610,000 each depending on the business requirement.

- Collaboration between the 50 Million African Women Speak Platform (50MAWSP) Project championed by Federal Ministry of Women Affairs and the Pro-Poor Growth and Promotion of Employment in Nigeria Programme – SEDIN implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) to build capacity of women entrepreneurs in Nigeria;
- 50 Million African Women Speak Platform (50MAWSP) Project Mentorship programme was initiated for female entrepreneurs in Nigeria to expose women to broad range of information on Business and Financial Management ; Information, Networking, Digital Marketing; Value Addition (Processing and Branding) and Business Acceleration which would enable participating women to have right access to business connections, increase in income, accelerated business growth and sustainability, as well as direct benefits to household welfare;
- 50 Million African Women Speak Platform (50MAWSP) Project Pink Trade Fair was designed to bring various women entrepreneurs and businesses together to showcase their goods, services and proficiency.

### **3. Implementing economic and social policies for women's economic empowerment (paragraphs 40 (o) to (mm))**

#### **3a. What steps have been taken to promote decent paid care and domestic work in the public and private sectors?**

- Government through her various agencies are working to ensure women are represented in all COVID-19 response planning and decision-making; driving transformative change for equality by addressing the care economy, paid and unpaid care work including the introduction of various poverty alleviation programmes – Trader Moni, N-Power, CBN loan and other women focused projects.

### **3b. What actions and investments have been made to support gender-responsive social protection and care infrastructure and services?**

- The National Gender Policy (2006) is currently undergoing review to align it with the current realities and support gender-responsive social protection, care infrastructure and services.
- Provision of fiscal and monetary policies supporting States, businesses, households and individuals through grants, tax relief, payroll support, tariff reductions, and direct support to the health sector.

### **3c. What specific measures have been implemented to promote women's entry, re-entry and advancement in the labour market?**

- Joint efforts with the Federal Ministry of Transport to up the Queen Riders project in collaboration with SIMBA Group to enable more women participate in the Tri-Cycle business
- We have organized a capacity workshop on the business of today for 250 female entrepreneurs (50 offline and 200 online women entrepreneurs) in Nigeria, August, 2020; and another one for 450 women in MSMEs in September, 2020
- Creation of large number of jobs, empowerment of farmers, cooperatives and entrepreneurs.
- Mr. President's promise to create one hundred million jobs by the current administration.
- Through the 50 Million African Women Speak Platform (50MAWSP) Project, 11,550 women were trained in 43 sectors by 39 volunteered mentors/trainers.
- About 5,300 women were also trained on Business and Entrepreneurial skills across the Federation.
- 2,750 women trained on how to start exporting and that led to the establishment of Women Multi- Agro Services Limited (Wo-mas) with above 140 members.
- Joint efforts with the Federal Ministry of Transport to up the Queen Riders project in collaboration with SIMBA Group to enable more women participate in the Tri-Cycle business.

#### **4. Addressing the growing informality of work and mobility of women workers (paragraphs 40 (nn) to (qq))**

**What measures have been implemented to promote the transition from informal to formal paid employment for women?**

- Formal and Non-formal Adult literacy programmes including a focus on second chance education for women who dropped out of formal school due to pregnancy
- Skills Acquisition program

#### **5. Managing technological and digital change for women's economic empowerment (paragraphs 40 (rr) to (ss))**

**What specific actions have been taken to support women's access to skills development and decent work in emerging fields, including science, technology, engineering, and mathematics?**

- NCWD supports capacity building for young female entrepreneurs. Worthy of mention is the flagship Female Artisanship project which builds up a new generation of skilled female artisans in plumbing and piping, screeding, pop and painting, masonry and tiling, repairs of generating sets, repairs of air conditioners and air conditioning system for the Nigerian construction industry.
- Also, training on Digital Marketing, Networking and Outsourcing for Female Entrepreneurs, ICT Training for Mobile Phones, Laptop, Computer Repairs for Female Entrepreneurs, Website Design and Development, ICT Training for Persons Living with Disability, ICT Training for the Virtually Impaired Young Women and girls, Robotics & Artificial Intelligence Training, ICT Empowerment Training for Women and Youth, ICT Training For Female Farmers, ICT Training For the Blind, Summer holiday program on Software programming and Robotics for young children.
- Collaborating with Ministry of Science and Technology in encouraging young girls in the area of STEM.

## **6. Strengthening women's collective voice, leadership, and decision-making (paragraphs 40 (tt) to (aaa))**

### **What specific efforts have been implemented to support women's participation and leadership in trade unions, workers' organizations and employers' organizations?**

- There is growing evidence that women are encouraged to enter traditionally male occupations / roles to give them a voice and cause them to take decisions in leadership positions.
- Capacity Building for women in Labour unions;
- Advocacy for the adoption of ILO Covention C.190 on eliminating violence against women in the workplace.

## **7. Strengthening the role of the private sector in women's economic empowerment (paragraphs 40 (bbb) to (eee))**

### **7a. What efforts have been undertaken to encourage private firms and institutions to mainstream gender equality considerations in policies and practices?**

- Launched one million Girls Pad Distribution campaign with support from Water Supply & Sanitation Collaborative Council (WSSCC), Procter & Gamble, WaterAid, USAID, Soroptimist International with other partners buying into it.

### **7b. What action has been taken to increase investment and support for women entrepreneurs?**

#### **Some of the measures taken to increase investment and support women entrepreneurs include:**

- Joint efforts with the Federal Ministry of Transport to up the Queen Riders project in collaboration with SIMBA Group to enable more women participate in the Tri-Cycle business
- A total number of 6,142 beneficiaries from 8 pilot States have profited from the disbursement of the FGN NAWEF micro credit intervention Fund to provide loans up to N100,000.00 to women.
- Ongoing revitalization of Rural Communities Economy project aimed at improving the socio-economic status of the poor especially women and children in agribusiness.
- Capacity workshop on the business of today for 250 female entrepreneurs (50 offline and 200 online women entrepreneurs)

- Provision of tailored lending solutions by BOI across the value chains of these affected sectors i.e. to micro, small and medium enterprises as well as large corporate
- Unconditional Cash Transfers
- The support for MSMEs specifically targeted women-owned businesses. The initiatives include: Credit facilities that support working capital and expansion of existing production facilities.
- Credit remediation support e.g. tenor extension, loan restructuring, moratoriums etc.
- Introduction of a women focused economic livelihoods scheme called – Nigeria for Women Project with the support of World Bank. It aims at creating a pool of self - reliance women and stimulate value chains activities.