THE PURPLE BOOK

THEME:

Connecting the Dots for a Gender Inclusive Society

16TH NOVEMBER, 2022

GENDER AND INCLUSION SUMMIT 2022

Connecting the Dots for A Gender Inclusive Society

The Gender and Inclusion Summit took place on the 16th of November, 2022, at the Congress Hall of the Transcorp Hilton, Abuja. #GS22 was organized by the Policy Innovation Centre (PIC) of the Nigerian Economic Summit Group (NESG).

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FOREWORD

Your excellencies, disguised ladies and gentlemen, it is my pleasure to welcome you to the **NESG'S PIC Gender and Inclusion Summit 2022** with the theme **Connecting the Dots for a gender-inclusive society.**

Thank you all for coming, for participating, and for lending your voices on this important topic.

I am delighted to address you in the opening remark on this day which marks a significant event to us all and is indeed a major stride towards the collective effort in creating the egalitarian society we all seek. We are proud that the PIC, NESG, has taken this bold step in leading the way in one of history's most important conversations

27 years ago, stakeholders from all over the world gathered at the Fourth World Conference on Women in Beijing to produce one of the most important documents, The Beijing Declaration and Platform for Action, which was a turning point for the global agenda for gender equality and in securing the equality for all in law and in practice, which has set the stage for ensuing actions. However, as we are all aware, 27 years down the line, the concerns raised are still largely unsolved.

The pandemic has done more than open our eyes to the economic vulnerability of our nations. It also opened our eyes to the plights women, and other marginalised groups face. Statistics are out there for us all to see, showing how women and other marginalised groups are disproportionately impacted by the pandemic across board. We all saw the spike in violence, which was largely fueled by the power imbalance in society. And that is why I congratulate you for lending your voices by coming to this important conversation.

I wish time will permit me to talk about all the ramifications of the issues we are faced with today. The responsibility is on us all to pursue this fundamental call to human rights, which is really a mission to save us from wealth loss when we neglect approximately half of our population. But I believe the panellist and speakers will do justice to that.

Permit me also to stress that while Gender Equality is captured in the SDG five, it is, however, an integral part of all other SDGs, least, towards their successful implementation. I boast to say that Gender Equality is key to achieving the SDGs.

The theme of this summit is not accidental, it speaks trueness to types, by drawing our attention to the fact that we have a conversation we have left unattended to as a nation, and its time we gather the pieces of this conversation to begin a journey towards our shared prosperity. It reminds us that only when we achieve parity between the genders in decision-making, only when there is equal access to resources and opportunities, and when gender-sensitive policies are tailored to the needs of all can we say for certain that we live in equal society.

We are in no doubt that the PIC and NESG, with their track record of achievements, will ensure that every idea and recommendation from this summit will translate into a working roadmap for actions towards lifting Nigeria off the current gender inclusion index it occupies.

I want to express gratitude to everyone who contributed to the realization of this great event, partners within the public and private sectors and all state actors, but especially you all, who are the participants. Without you, this event will not take place, nor do we talk about celebrating its significance and, hopefully, success.

I want to thank you all for taking the time to join this discussion. As we know, there is much to be done, and much responsibility lies upon us to create the inclusive society we all seek. But today, we have the opportunity to initiate a conversation that will set the stage for future engagements, and I hope we all that are sitting here will make the most of it.

Thank you, and God bless the Federal Republic of Nigeria.

Mr. Niyi Yusuf

Chairman, NESG.
16th November, 2022

ACKNOWLEDGMENTS

We would like to acknowledge the efforts of many individuals and collaborating institutions that contributed to the success of the Gender and Inclusion Summit (GS-22).

We express our profound gratitude to Dr. Zainab Ahmed (CON), Honorable Minister of Finance, Budget, and National Planning; Dr. Mohammad Mahmood Abubakar, Honorable Minister of Agriculture and Rural Development; Honourable Minister of Women Affairs, Mrs. Pauline Tallen (OFR, KSG); Her Excellency, Mary Beth Leonard, United States Ambassador to Nigeria; Her Excellency, Ms. Catriona Laing CB, British High Commissioner to Nigeria; His Excellency, Alexandre Borges-Gomes, Deputy Head of EU Delegation to Nigeria; Mr. Niyi Yusuf, Chairman, Nigerian Economic Summit Group (NESG); Sybil Chidiac, Senior Program Officer, Gender Equality Division, Bill & Melinda Gates Foundation, USA; Shubham Chaudhuri, Country Director for Nigeria, World Bank; Ms. Beatrice Eyong, UN Women Country Representative to Nigeria; HRH Alhaji Samaila Muhammed Mera, Emir of Argungu; and Mr. Suleiman Abubakar, CEO, Sterling Bank Plc who delivered speeches and contributed significantly to shaping the discussions about Gender and Inclusion.

We convey our gratitude to Bill and Melinda Gates Foundation (BMGF) through the High-Level Forum on SDGs for the funding support that made GS-22 possible. We are thankful to the Ministry of Finance, Budget, and National Planning, Nigeria for Women Project, the World Bank and Development Research and Projects Center (DRPC) for their partnership on the GS-22. We also wish to thank the United Nations Development Programme (UNDP) through the EU-UN Spotlight Initiative, Heckerbella, Plan International, Network of Disabled Women and the Nigeria Health Watch for their support.

We are grateful to Mr 'Laoye Jaiyeola, the Chief Executive Officer, NESG, and Dr Tayo Aduloju, Chief Operating Officer, NESG for their leadership in planning and executing the GS-22. We appreciate the Local Organising Committee: Dr. Michael Kunnuji, Tracy Okon, Joseph Ukpong, Pelumi Adeyera, Prof. Oyinkan Tasie, Prof. Olu Ogunsakin, Mrs. Elizabeth Shoyemi, Mariagoretti Aya, Dr. Jumoke Adeyeye, Tobi Adediran, Folahan Johnson, Tolulope Babajide, Rabiyya Halliru Abdullahi, Eseoghene Adams and Dolapo Agbede for their dedication and support.

The GS-22 and Purple Book overarching strategy/delivery was led by Dr Osasuyi Dirisu, Executive Director of the Policy Innovation Centre (PIC) and the PIC Project Team: Adekemi Omole, Jessica Vakporaye, Roselyn E. Okon, Jane Ohioghame, Akinwumi Akinola, Mayokun Adediran, Jackson Mbotidem, Bamise Babasola, and Toyin Umoru and Dr. Cornelius Ohonsi. We appreciate the support of Johnson Kuje and Francis Jakpor in the design of the Purple Book.

Finally, we express great appreciation to individuals and organisations that participated and made presentations at the GS-22.

ACRONYMS

Acronyms	Descriptions
BI	Behavioural Insights
BOI	Bank of Industry
CBOs	Community Based Organisations
CBN	Central Bank of Nigeria
COVID-19	Coronavirus Disease of 2019
DEI	Diversity, Equity and Inclusion
FBOs	Faith Based Organisations
FEC	Federal Executive Council
FGM	Female Genital Mutilation
FSP	Financial Service Providers
GBV	Gender Based Violence
GEO	Gender and Equal Opportunity
GS-22	Gender and Inclusion Summit 2022
INGOs	International Non-Governmental Organisations
LMIC	Low and Middle Income Countries
MDAs	Ministries, Departments and Agencies
MSMEs	Micro, Small and Medium Enterprises
NGOs	Non-Governmental Organisations
NBS	National Bureau of Statistics
NES	Nigerian Economic Summit
NESG	Nigerian Economic Summit Group
NITDA	National Information Technology Development Agency
NPC	National Population Commission
OPS	Organised Private Sector
PIC	Policy Innovation Centre
SBCC	Social Behaviour Change Communication
SEA Policy	Sexual exploitation and Sexual Abuse
SDGs	Sustainable Development Goals
VAPP Act	Violence Against Persons (Prohibition) Act 2019
WEE	Women Economic Empowerment

GLOSSARY

Ageism: Ageism is the term used to describe the attitudes (stereotypes), emotions (prejudice), and behaviours (discrimination) directed towards oneself or others based on their age[1].

Gender norms: They describe how we are expected to behave in a given social context due to our gender[2].

Gender relations: Gender relations are a subset of social relations that unite men and women as social groups in a specific community, including how power, access to, and control over resources are distributed between the sexes[3].

Intersectionality: Intersectionality is a theoretical framework that describes how various social identities, such as race, gender, sexuality, class, and disability, intersect and interact to create unique experiences of oppression and privilege[4].

Reproductive roles: Activities required to ensure the reproduction of society's labour force. This includes housework such as cleaning, cooking, childbearing, rearing, and caring for family members. Women perform the majority of these duties[5].

Productive assets: Ownership and rights to property and assets such as land, housing, and livestock[6].

Social norms: Social norms are perceived as informal, mostly unwritten rules that define acceptable and appropriate behaviour within a given group or community, thereby guiding human behaviour[7].

[1] https://www.who.int/news-room/questions-and-answers/item/ageing-ageism
[2] https://www.alignplatform.org/sites/default/files/2021-04/align_-_gender_power_and_progress_0.pdf
[3] Health From a Gender Perspective: The State of the Art. The State of the Art.
[4] Crenshaw, K. Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics. in Feminist Legal Theories vol. 1989 23–51.
[5] Reproductive Choice: The Responsibilities of Men and Women on JSTOR. https://www.jstor.org/stable/3774891.
[6] https://www.gatesfoundation.org/equal-is-greater/element/property-and-assets/
[7] https://plato.stanford.edu/entries/social-norms/

EXECUTIVE SUMMARY

The Policy Innovation Centre (PIC) Gender and Inclusion Summit (GS-22) convened government, business, development, civil society, and academia leaders deliberate on transformative ways to achieve gender equality and accelerate the actualization of the SDGs as well as shared prosperity for men and women. Nigeria ranks 123 out of 146 countries on the global gender index (WEF 2022) indicating the need for coordinated efforts to address gender-inequality-related gaps. The GS-22 which was themed **"Connecting the Dots for a Gender Inclusive Society"** provided a platform for co-creating contextually relevant recommendations for addressing gaps in Nigeria's gender-responsive governance, policy and programming.

The GS-22 event hosted three virtual pre-summit events, five summit plenary sessions and one virtual post-summit event. The pre and post-summit events had 1170 attendees combined. The main GS-22 event was held on the third day of the NES 28, as a full-day hybrid (physical and virtual) event with 700 physical and 9,406 virtual attendees. Notable dignitaries at the event were Mrs. Zainab Ahmed (CON), Honorable Minister of Finance, Budget, and National Planning; Dr. Mohammad Mahmood Abubakar, Honorable Minister of Agriculture and Rural Development; Ms. Mary Beth Leonard, United States Ambassador to Nigeria; Ms. Catriona Laing CB, British High Commissioner to Nigeria; Mr. Alexandre Borges-Gomes, Deputy Head of EU Delegation to Nigeria; Mr. Niyi Yusuf, Chairman, NESG; Sybil Chidiac, Senior Program Officer, Gender Equality Division, Bill & Melinda Gates Foundation, USA; Shubham Chaudhuri, Country Director for Nigeria, World Bank; Ms. Beatrice Eyong, UN Women Country Representative to Nigeria; HRH Alhaji

Samaila Muhammed Mera, Emir of Argungu; and Mr. Suleiman Abubakar, CEO, Sterling Bank Plc, amongst other dignitaries.

The GS-22 sessions explored gender and inclusion topics on financial inclusion, gender-based violence, food security, media, women's economic empowerment, youth perspectives on inclusion, women's participation in politics, and the use of behavioural insights to improve gender equality as well as social inclusion for vulnerable groups. The sessions highlighted normative and non-normative facilitators and barriers to a gender-inclusive society as well as recommendations for policy and programme implementation.

Normative Barriers to a Gender-Inclusive Society
There was a consensus among stakeholders that social norms impact significantly on gender and inclusion. Limiting gender norms, gender division of labour, patriarchy, negative gender stereotypes, socialization, ageism, social sanctions, gender asset gaps, and religious misinterpretations were barriers to achieving a gender-inclusive society. Patriarchy is a social system that operates on the premise of men's superiority over women. The expectation that men should be assertive and dominant, while women should be passive and submissive results in women being subjugated and silenced, limiting women's capacity to contribute meaningfully to society. Gender division of labour which holds that men should be the breadwinners and women should be caretakers results in wage disparities and loss of economic opportunities for women. Tolerance and social acceptability of violence against women are major drivers of gender-based violence. Social norms are reinforced through social sanctions such as negative

labelling and social exclusion perpetuated through family, friends, media, and the wider society. Persons with disability and other minority groups experience greater burdens of exclusion.

Non-Normative Barriers to a Gender-Inclusive Society

Non-normative barriers to a gender-inclusive society may be driven by underlying gender norms that shape decision-making for policy and programming. Some of the non-normative challenges relating to gender and inclusion discussed were poor maternity and paternity packages, the weak justice system, limited use of data for gender-related decision-making, gaps in the availability of gender data, gaps in gender budgeting, collateral requirements that limit women and other minority group's access to financial opportunities, poverty, and non-inclusive programming. A weak justice system also exacerbates the problems of gender-based violence (GBV) by failing to provide survivors with effective protection and justice. Poor allocation of funds for gender-responsive programming contributes significantly to widening the existing gaps in gender equality in Nigeria.

Policy Recommendations

The GS-22 emphasized the need for evidence-based policies, gender-responsive governance approaches, gender-responsive budgeting, and the strengthening of women's legal protection with considerations for the contextual needs of stakeholders. The need to back the National Gender Policy with requisite action, particularly the 35% quota and affirmative action policy for women, which will allow women to occupy 35% of appointments was emphasized as a strategy for engendering inclusion in decision-making. The use of innovative approaches like behavioural insights to construct more effective solutions for gender and inclusion-related policy problems was also raised.

Programmatic recommendation

The need for gender-responsive programmes was a recurrent recommendation across GS-22 sessions. The use of gender data in designing gender-related programming was also highlighted. Much was said about deepening the impact of inclusion programmes through an intersectional lens, to ensure that individuals' multiple identities and experiences are taken into account. The importance of gender transformative programmes in addressing social norms-related barriers was also emphasized. The provision of support structures like child care and more flexible work hours to accommodate maternal and paternal needs was also raised. The incorporation of novel approaches into gender and inclusion programme processes was also highlighted. Other recommendations proffered include the single-digit interest rate for farmers and the provision of capacity-building programmes for stakeholders.

Meet Our Speakers

H. M. Zainab Ahmed (CON),
Honorable Minister of Finance, Budget, and National Planning

H. M. Mohammad M. Abubakar
Honorable Minister of Agriculture and Rural Development

H. M. Dame Pauline Tallen (OFR, KSG)
Honorable Minister of Women Affairs

Mary Beth Leonard
United States Ambassador to Nigeria

Ms. Catriona Laing CB
British High Commissioner to Nigeria

Alexandre Borges-Gomes
Deputy Head of EU Delegation to Nigeria

Mr. Niyi Yusuf
Chairman, NESG

Sybil Chidiac
Senior Program Officer, Gender Equality Division, Bill & Melinda Gates Foundation, USA

Shubham Chaudhuri
Country Director, World Bank

Ms. Beatrice Eyong
UN Women Country Representative to Nigeria

HRH Alhaji Samaila M. Mera
Emir of Argungu

Suleiman Abubakar
CEO, Sterling Bank

ABOUT THE POLICY INNOVATION CENTRE

The PIC is the first national institutionalized behavioural initiative in Africa. The PIC was conceptualized to support government and stakeholders to make behaviourally informed decisions and generate evidence through behavioural studies for interventions in critical thematic areas. The PIC is an initiative of the Nigeria Economic Summit Group (NESG).
The PIC set up was supported by Rockefeller Philanthropy Advisors (RPA), with funding from the Bill and Melinda Gates Foundation (BMGF).

V I S I O N

Delivering better policies and innovative solutions for social impact

M I S S I O N

We improve policies and programmes using gender transformative and behavioural approaches to drive positive social change.

OUR CORE VALUES

INNOVATION

COLLABORATION

INCLUSION

SOCIAL IMPACT

ACCOUNTABILITY

OUR CAPABILITIES AREAS

Social Behavioural Research

Capacity Development

Gender Equality and Social Inclusion

Evidence Based Policy

Behavioural Insights Application

Social Behaviour Change

PIC
POLICY INNOVATION CENTRE

SECTORS WHERE WE WORK

| Health | Education | Gender & Inclusion |

| Digital and Financial Inclusion | Governance |

| Agriculture, Climate & Food Security | Poverty, Livelihoods & Jobs |
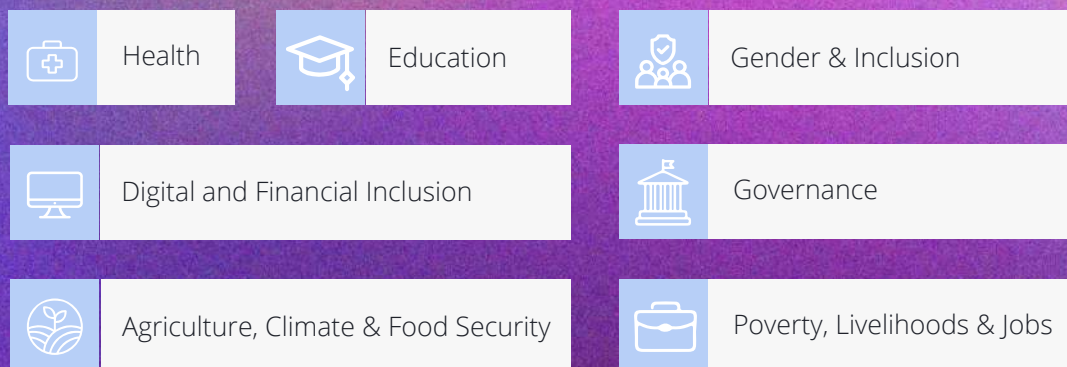
OUR APPROACH

At the PIC, we advance evidence driven, contextually relevant and sustainable solutions to critical development issues. We embed a three pronged strategy:

» Diagnostics with a behavioural focus.
» Design with human-centered approach.
» Delivery with sustainable and contextually relevant approaches.

Diagnostics   Design   Delivery & Scale

THE PIC GENDER & INCLUSION SUMMIT

Gender equality is a fundamental human right, backed by the United Nations (UN) charter "to achieve international co-operation…in promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language, or religion". Nigeria ranks 123 of 146 countries on the global gender index rank (WEF 2022), pointing to the need for joint efforts toward addressing gender-inequality-related losses. Gender equality is a key accelerator for achieving all the Sustainable Development Goals (SDGs).

Behavioural insight tools are useful in exploring social, contextual and psychological drivers of gender inequality that are not considered using traditional approaches to policy making. Innovations in policy design have taken behavioural factors into account to address complex issues, advance gender equality and close the gender gap. The GS-22 brought together cutting-edge research and practice related to gender programming and the policy processes, providing an opportunity for attendees to share perspectives, exchange ideas, learn from gender experts and expand their networks for future policy and programmatic work. The PIC GS-22 provided a platform to explore transformative ways to achieve gender equality, inclusion and gender-responsive governance in Nigeria.

Pre-Summit Events...

Date: November 8, 2022
Time: 3.00 PM – 4.30 PM (WAT)

Nudging for Gender: Bridging the Inequality Gap through Behavioural Insights.

Panelists

» Dr. Osasuyi Dirisu, Executive Director, Policy Innovation Centre
» Dr. Kulani Abendroth-Dias, Behavioural Scientist OECD, France

Moderator

» Dr. Michael Kunnuji, Associate Professor, Department of Sociology, University of Lagos

SESSION OBJECTIVES

» *Explore the challenges of applying behavioural insights to closing the gender and inclusion gap in Nigeria*
» *Identify opportunities for incorporating behavioural insights into gender and inclusion policy and program processes.*

Credits: Policy Innovation Centre (PIC)

BACKGROUND

In low- and middle-income countries (LMIC) like Nigeria, women are disproportionately affected by sociocultural and behavioural factors that exacerbate economic instability and restrict meaningful social involvement. LMIC women are over-represented in unpaid employment and constitute a larger share of the informal sector workforce than men. Despite the pivotal role that women play in households and their significant contribution to the labor market, they are hardly represented in decision-making, strategic leadership and policy making spaces. Gender-blind policy processes and the amplification of patriarchal norms worsen outcomes for women. Unconventional stereotypes create or reinforce inequalities that influence how people perceive or act toward others. Traditional approaches to understanding and addressing inequalities may be limited in achieving transformational change because they do not consider behavioural factors. This session examined strategies for enhancing gender equality and reducing the gender gap, drawing on ideas from behavioural insights. Behavioural insights utilizes lessons from behavioural and social sciences to help us understand how people think, behave in practice, and make decisions in everyday life to facilitate better policy and program design. Behavioural insights aim to better understand how individuals think and how context and other factors affect their choices and behaviours[8]. The application of Behavioural insights can improve problem definition, design of effective solutions and support people to make better choices.

Opportunities for Behavioural Insights in Nigeria: Gender Policy

1. Gender and evidence-based policy.
Behavioural insights provide an opportunity to generate policy evidence that takes stakeholders' needs into consideration (social, contextual, and psychological needs) and test different approaches to explore their impact before defining outcomes and implementing at scale.

2. Gender-responsive governance approaches.
Gender-responsive governance approaches are strategies, policies, and programs that consider the diverse needs, experiences, and perspectives of men, women, girls and boys, to create more inclusive and equitable societies[9]. Responsiveness in governance means acting on information gathered through participatory processes in ways that benefit all citizens. This implies that the government pays attention to citizens' perspectives and provide services and policies that meet their diverse needs. Behavioural Insights can inform participatory approaches to mapping stakeholders, identifying priorities and developing gender responsive policies.

Opportunities for Behavioural Insights in Nigeria: Gender Programming

1. Diagnostic and design of programs.
Behavioural Insights support the understanding of social, psychological, and contextual factors that influence intention and behaviour. Using behavioural insights in diagnostics and program design ensures that we consider the contextual issues that will impact the success of an intervention. For example, when conducting a situational analysis, applying behavioural insights principles is useful in exploring contextual factors that traditional data collection approaches may overlook.

2. Gender integration and inclusion.
Besides women-focused programming, behavioural insights is useful in designing strategies for male engagement especially for issues that are related to restrictive gender norms, limited decision making power for women, patriarchy and social hierarchies. For example, behavioural insights can be used to reflect on innovation approaches to male engagement, design messaging to encourage participation, and test messaging to determine which messages have the potential for a better outcome.

3. Address social norms and reduce harmful traditional practices.
Nigeria has diverse ethnic groups with different norms governing behaviour. For example, the drivers of Female Genital Mutilation (FGM) differ with ethnic groups; as people within an ethnic group share a similar mental map to reinforce the practice. Law enforcement mechanisms alone cannot address social norms or societal expectations on the anticipated value of harmful traditional practices[10]. Successful interventions have used participatory approaches in diagnostics, design, and implementation.

4. Facilitate community engagement at multiple levels.
Community mobilisation is critical to the success of many programs. It is important to integrate gender at multiple levels (couples, families), institutions (community- and facility-based workers) to facilitate participatory approaches to shifting norms. For example, community engagement mechanisms such as entry strategy and strategic participation of key community members including religious leaders, is critical. Behavioural insights applications can help communities commit to changing inequitable norms and facilitate gender-transformative outcomes.

[8]Gavi & Common Thread. From Idea to Immunization: A Blueprint to Building a BI unit in the Global South. Common thread https://gocommonthread.com/work/global-gavi-bi/ (2021).
[9]https://www.oecd.org/gov/gender-mainstreaming/
[10]Dirisu, O., Adetunji, A., Adediran, M. & Obianwu, O. A diagnostic assessment of the health system's response to FGM/C management and prevention in Nigeria. Reprod. Health (2020) doi:10.31899/rh12.1024.

"

It is going to be difficult to address social norms and harmful traditional practices without innovative approaches such as behavioural insights.

We need to think of newer strategies of engaging legislature... we also need to think of more innovative ways of generating evidence around what can work in our context and reflect on how such evidence can influence policy advocacy or issues relating to improved outcomes for women.

Osasuyi Dirisu

"

It's really crucial to measure the unintended consequence of any intervention you are running and have some ethical protocols to ensure that you can revisit and address any issue that may come up.

Kulani Abendroth – Dias

Key Priorities, Action Steps, and Responsibilities

Policy Recommendation: Gender and Evidence-Based Policy

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
The Federal Ministry of Ministry of Women Affairs, Humanitarian Affairs, Disaster Management and Social Development, State MDAs and other related MDAs.	Use the behavioural insights frameworks such as the BASIC toolkit or EAST framework when integrating gender perspectives into policy design[11,12].	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Use the BASIC or EAST framework when integrating gender perspectives into policy design and implementation.	Organised Private Sector (OPS) bodies and all private sector organisations	Use the behavioural insights frameworks such as the BASIC toolkit or EAST framework when integrating gender perspectives into organisational policy design.

Policy Recommendation: Gender-Responsive Governance Approaches

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
The Federal Ministry of Ministry of Women Affairs, Humanitarian Affairs, Disaster Management and Social Development, State MDAs and other related MDAs.	Apply behavioural insights procedures to define the specific outcomes for men, women, girls and boys, understand the context, build intervention, and to test, learn, adapt.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Apply behavioural insight techniques to define the specific outcomes for men, women, girls and boys, understand the context, build interventions, and to test, learn, adapt.	Organised Private Sector (OPS) bodies and all private sector organisations	Behavioural insights procedures to define the specific outcomes for men, women, girls and boys, understand the context, build interventions, and to test, learn, adapt.

Policy Recommendation: Diagnostics and design of programs

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
The Federal Ministry of Ministry of Women Affairs, Humanitarian Affairs, Disaster Management, and Social Development State MDAs and other related and MDAs.	» Develop a problem statement that identifies specific behaviours relating to gender. » Behavioural mapping that pinpoints discrete decisions and action points in a process regarding the gendered issue of concern. » Use behavioural insights to identify psychological factors and contextual features that may influence choice and action.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Develop a problem statement that identifies specific behaviours relating to gender. » Behavioural mapping that pinpoints discrete decisions and action points in a process regarding the gendered issue of concern. » Use behavioural insights to identify psychological factors and contextual features that may influence choice and action.	Organised Private Sector (OPS) bodies and all private sector organisations	» Develop a problem statement that identifies specific behaviours relating to gender. » Behavioural mapping that pinpoints discrete decisions and action points in a process regarding the gendered issue of concern. » Use behavioural insights to identify psychological factors and contextual features that may influence choice and action.

[11] Ghttps://oecd-opsi.org/toolkits/basic-the-behavioural-insights-toolkit-and-ethical-guidelines-for-policy-makers/
[12] https://www.bi.team/publications/east-four-simple-ways-to-apply-behavioural-insights/

Programmatic Recommendation: A strategy for Gender Integration and Inclusion

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
The Federal Ministry of Ministry of Women Affairs, Humanitarian Affairs, Disaster Management, and Social Development State MDAs and other MDAs.	Using behavioural insights techniques such as message simplification through edutainment, messenger effect and others alike, depending on gender focus area.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Using behavioural insights techniques such as message simplification through edutainment, messenger effect and other alike depending on gender focus area.	Organised Private Sector (OPS) bodies and all private sector organisations	Opting for capacity development courses on GESI that leverage behavioural insights in the curriculum development

Programmatic Recommendation: Address social norms and reduce harmful traditional practices

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
The Federal Ministry of Ministry of Women Affairs, Humanitarian Affairs, Disaster Management, and Social Development State MDAs and other MDAs.	» Leveraging behavioural insights for diagnostics » Using behavioural insights techniques such as message simplification through edutainment, messenger effect depending on the gender focus area. .	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Leveraging behavioural insights for diagnostics » Using behavioural insights techniques such as message simplification through edutainment, messenger effect depending on the gender focus area.	Organised Private Sector (OPS) bodies and all private sector organisations	» Leveraging behavioural insights for diagnostics » Using behavioural insights techniques such as message simplification through edutainment, messenger effect depending on the gender focus area.

Programmatic Recommendation: Facilitate Community Engagement at Multiple Levels

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
The Federal Ministry of Ministry of Women Affairs, Humanitarian Affairs, Disaster Management, and Social Development State MDAs and other MDAs.	Behavioural mapping that pinpoints discrete decisions and action points in a process regarding the gendered issue of concern.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Behavioural mapping that pinpoints discrete decisions and action points in a process regarding the gendered issue of concern.	Organised Private Sector (OPS) bodies and all private sector organisations	Behavioural mapping that pinpoints discrete decisions and action points in a process regarding the gendered issue of concern.

Date: November 9, 2022
Time: 11:00 AM – 12:30 PM (WAT)

***Breaking Gender Stereotypes
through the Media: An
Audience at a Time***

Panelists
» Mrs. Eugenia Abu, Veteran Journalist and Broadcaster
» Ms. Temi Badru, Event host and LinkedIn Influencer
» Mr. Aniamaka Andrew, Head of Station, Nigerian Police Radio
» Mr. Lemmy Ughegbe, Executive Director, Make a Difference Initiative
» Ms. Adie Vanessa Offiong, Investigative journalist, CNN

Moderator
» Ms. Adaora Onyechere, Executive Director, Gender Strategy
Advancement International (GSAI)

SESSION OBJECTIVES

» *Strengthen efforts to close the gender and
inclusion divide subjugating women across
the media value chain.*

» *Explore the normative and non-normative
drivers of gender inequality and inclusion
in Nigeria's media ecosystem.*

» *Provide policy and program
recommendations on actionable steps for
promoting gender equity and inclusion
across the media value chain.*

Credits: Policy Innovation Centre (PIC)

BACKGROUND

The media today, from legacy media to online media, largely influences our perceptions and ideas about the role and expectations of men, women, boys and girls in society. Unfortunately, like other systems within society, the media perpetuates gender inequality as well as negative stereotypes of persons living with disabilities[13]. Data suggests that 46% of news content reinforce gender stereotypes, while only 4% challenge gender stereotypes[14]. As such, the media is a viable agent of socialisation, shaping gender roles and expectations throughout the life cycle. There is, therefore, a need for conversations by critical stakeholders to help identify gaps and opportunities for reforms within the media ecosystem which this session addressed.

Issues & Challenges (Normative)

1. Social norms sometimes reinforce cyberbullying
Female journalists around the world, Nigeria inclusive, face more criticism than their male counterparts, particularly when reporting on issues like rape and other high-profile cases. This criticism is often founded on norms about what people think others are doing or accept within a group as regards gender roles. As such, many believe that women do not have the rigor and expertise required to obtain high-level type information, but can *"sleep their way to the top"* as a strategy for obtaining such information. Therefore, when women report important news, they are often trolled online and sometimes in person compared to their male counterparts.

3. Shaping negative gender and disability stereotypes
The media has contributed to the widening inequality by negative portrayal of womanhood and manhood, including persons with disabilities. For example, many adverts objectify women as *"playthings"* who are unable to enrich meaningful discussions, as seen when they are displayed as "add-ons" to items on display for sale. Women also typically avoid participating in interviews and even 'marginalise' themselves because culture suggests that they should only be seen, not heard. At the same time, men are encouraged to embrace harmful lifestyles through media-generated content. The perception that women in media are promiscuous also discourages other aspiring female journalists. The media has been criticised for representing persons with disabilities with stereotypes depicting their need for pity or charity without painting the holistic picture about their potential to contribute meaningfully to society.

3. Power relations within the media that subjugate women.
The media has served as a socialisation tool that shapes how consumers perceive gender relations between men, women, boys, and girls. The scarcity of women at the top echelon of the media reflects this. As Nigeria is largely patriarchal, most social norms generally attribute lower aptitudes, abilities, and roles to women compared to men, which the media helps reinforce through the content designed for consumers. Also, only a few women contribute to the decision-making process of the media value chain.

Issues & Challenges (Non-Normative)

1. Lack of gender transformative and sexual
Instances of sexual harassment and abuse go unresolved because many media outlets lack gender-inclusion policies that address all forms of gender harassment as they arise.

2. The absence of psychosocial support services for journalists.
The absence of gender-inclusion policies within many media organisations already suggests that survivors of gender-based violence within the media ecosystem are more likely to experience institutional betrayal. Female journalists may also be exposed to 'third-person trauma' because of the type of news they cover. Hence, there is a need for psychosocial support.

3. Poor effort-reward system reflected in inadequate promotion and maternity entitlement.
Many female journalists do not get promoted when due compared with their male counterparts. Also, many men and women, especially those working outside government owned or managed media houses, often do not benefit from maternity or other entitlements. Consequently, many women leave their jobs in the media to care for their families.

4. Scarcity of leadership opportunities for women in the media.
Decision-making within the media ecosystem, like many other sectors in Nigeria, is male-dominated. The implication is that women within this industry have fewer people in leadership they can look up to for mentorship.

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[13]Setyowati, R. M., Dwi, E., Watie, S. & Saptiyono, A. Representation of Disability Achievements in Television Talk Show Programs. J. Messenger 12, 40–51 (2020).
[14]https://www.mediasupport.org/the-crucial-role-of-media-in-achieving-gender-equality/

Policy Recommendations

1 **The need to strengthen and implement gender-inclusive policies.**
Where gender and inclusive policies exist, clear measures of implementation need to be in place. For example, Nigeria has a National Gender Policy, the implementation framework needs to be adapted for the media industry in Nigeria. To ensure that the sector does not lose out on the gains of inclusion, consolidated efforts through the Association of Media Practitioners in Nigeria can draw up strategies from the National Gender Policy by developing a framework with clear outcomes, indicators, and timelines for implementation. Policies need to tackle inclusion through three dimensions to avoid redundancy: societal level through legislation, organisational level through sectoral/organisational policies, and individual level through training that builds the agency of marginalised groups within the media value chain to take up opportunities when provided.

2 **The need for digital security guidelines for the media industry.**
The International News Safety Institute (INSI) has published a "Digital Security for Journalists" guide[15] that includes recommendations on how journalists can protect themselves on social media, while the Radio Television Digital News Association (RTDNA) in the USA has developed a "Social Media Policy and Guidelines"[16] document for journalists and news organisations. We, therefore, recommend that organisations like the Nigeria Union of Journalists (NUJ), Nigeria Guild of Editors (NGE), Nigerian Press Council (NPC), and Code of Ethics for Nigerian Journalists also incorporate a social media guideline or policy that can protect industry practitioners across the value chain.

Programmatic Recommendations

1 **Sensitise media owners and leaders on the value of inclusion.**
When diverse groups contribute to decision-making in the media, the content they produce will appeal to a wider audience. The New York Times, the most-read English newspaper with 90 million readers, intentionally included intersectional groups of women and men in production and leadership. Bloomberg (global), the leading business news platform, also applied this strategy and recorded increased profits[17,18]. This suggests that organisations are losing out on the gains that inclusion brings. It is, therefore, important for media owners and leaders to create gender-inclusive products and ensure media content is created from an intersectional lens.

2 **Strengthening collaborations that bridge the gender and inclusion divide.**
This is done by providing safe spaces for journalists to seek redress, especially female survivors of cyberbullying and men who experience in-person harassment. This platform can also make recommendations on the mental and psychosocial support to be provided by media houses and serve as a watchdog that ensures such services are provided. Additionally, this can serve as a mentorship platform to help women navigate respectability politics and ageism in the media so that they feel more confident to air their voices and opinions.

3 **The media as an advocacy tool for gender equality.**
The media can be used to promote gender-related public policies. Behavioural insight techniques, such as message simplification, having the right spokesperson, and salience – capturing the audience's attention through repeated positive gender portrayal - can also be leveraged for impact when designing content for consumption. Traditional media houses can also replicate this through their content and delivery. However, media advocacy has been critiqued for only having episodic impacts because of the commercial leaning of most media houses[19].

4 **Improve the portrayal of women, and minority groups in media coverage.**
Media houses can carry out regular portrayal analysis, which will help to examine how journalists and leading characters are represented. Assessing common gender stereotypes during media coverage is an objective way to track negative stereotypes and replace them with gender-sensitive and balanced narratives. Additionally, challenging popular stereotypes that categorise news as soft or hard will prevent women from being side-lined from editorial roles on topical issues such as the economy, international affairs, and politics.

5 **Give women an opportunity to lead and contribute at all levels of the media value chain.** Media houses need to conduct a 'gender diversity audit' to understand organisational gender balance so that interventions will be most impactful. The design of contextually relevant talent programs for mid-level managers has been suggested as a workable strategy to address attrition. It is also important to walk the talk by ensuring that more women, young people, and persons with disabilities contribute to decision-making at all levels of the value chain, including in news leadership, newsgathering, coverage, and at the consumption stage, as diversity does not always equate inclusion in decision making.

'Women should be empowered economically so that they can own the media space...It is important for media owners and editors to begin to give women opportunities for leadership to enable other women see that they also can rise.

Eugenia Abu

'As a woman journalist, you've written against a government or an institution, the next thing they say is, "How did you even get the role as a journalist? if not that you were sleeping your way up" ... We were getting much backlash for reporting certain subjects and criticising certain people. Attention was being moved away from the issues that we were talking about to us being sexualised and attacked as women.

Adie Vanessa Offiong

'To cure the tyranny of religion and culture, which makes it difficult for victims to speak out, we need to have the media take up advocacy with community-based organisations, and faith-based organisations...by creating behaviour change communication to get the community buy-in...as education is the greatest vaccine for ignorance.

Lemmy Ughegbe

We need to look into conversations that go on in media-safe spaces...as safe spaces are not safe enough

Temi Badru

[15] https://unesdoc.unesco.org/ark:/48223/pf0000243986

[16] https://www.mediaethicsmagazine.com/index.php/browse-back-issues/132-spring-2010/3919631-rtdna-social-media-and-blogging-guidelines

[17] CNN. (2020). New York Times pledges 'sweeping' changes after diversity study. Interview with Carolyn Ryan, Deputy Managing Editor. CNN. February 28, 2021. Retrieved from: https://edition.cnn.com/videos/business/2021/02/28/ new-york-times-pledges-sweeping-changes-after-diversity-study.cnn/video/playlists/reliable-sources-highlights/

[18] Bregman, R. (2020). Humankind: A Hopeful History. Bloomsbury Publishing

[19] Gibson, T. A. The Limits of Media Advocacy. Commun. Cult. Crit. 3, 44–65 (2010).

Key Priorities, Action Steps, and Responsibilities

Policy Recommendation: The need to implement Gender Inclusive Policies

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Ministry of Communications and Digital Economy, Ministry of Women Affairs, State MDAs and related MDAs.	Create political will, responsible leadership, and ensure that the media industry can adapt the National Gender Policy.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Advocate for gender equality	Nigeria Guild of Editors (NGE), Nigerian Press Council (NPC), Code of Ethics for Nigerian Journalists, and other related bodies	Adopt the National Gender Policy for the media sector.

Policy Recommendation: The need to have social media-focused guidelines or policies tailored to the media industry

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Ministry of Communications and Digital Economy, Ministry of Women Affairs, State MDAs and related MDAs.	Promote social media policies and guidelines that protect journalists.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Advocate for social media policies and guidelines	Nigeria Guild of Editors (NGE), Nigerian Press Council (NPC), and other related bodies	Adopt social media policies and guidelines that protect journalists.

Programmatic Recommendation: Improve the portrayal of women, persons with disability, and minority groups in media coverage

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Ministry of Communications and Digital Economy, Ministry of Women Affairs, Nigeria Broadcasting Commission, State MDAs and related MDAs.	Promote policies that ensure that media coverage is inclusive and non-discriminatory.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Design programs that educate and train media personnel on, agency based empowerment and GESI	Nigeria Union of Journalists (NUJ), Nigeria Guild of Editors (NGE), Nigerian Press Council (NPC), Code of Ethics for Nigerian Journalists, and other related bodies	» Carry out regular trainings on portrayal analysis » Remove labels on news types (soft/hard) that promote exclusion. » Build the capacity of women and marginalised groups in media.

Programmatic Recommendation: Give women an opportunity to lead and contribute at all levels of the media value chain

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Ministry of Communications and Digital Economy, Ministry of Women Affairs, State MDAs and related MDAs.	Create leadership opportunities for women in government-owned or controlled media houses by implementing the 35% affirmative action (National Gender Policy) for women in the media space.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Carry out GESI training for persons within the media value chain.	Nigeria Union of Journalists (NUJ), Nigeria Guild of Editors (NGE), Nigerian Press Council (NPC), Code of Ethics for Nigerian Journalists, and other related bodies	Provide mentorship for women and other marginalised groups within the media ecosystem.

Programmatic Recommendation: Strengthen collaborations that unify to bridge the gender and inclusion divide within the media ecosystem

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Ministry of Communications and Digital Economy, Ministry of Women Affairs, and related MDAs.	Set up an inclusive technical working group that drives gender and inclusion in the media ecosystem	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Seek opportunities for consolidation and develop a common agenda towards inclusion.	Nigeria Union of Journalists (NUJ), Nigeria Guild of Editors (NGE), Nigerian Press Council (NPC), Code of Ethics for Nigerian Journalists, and other related bodies	Fund interventions that strengthen collaboration within the media ecosystem.

Programmatic Recommendation: Sensitize media house owners and leaders on the business profits that come with inclusion

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Ministry of Communications and Digital Economy, Ministry of Women Affairs, and related MDAs.	Promote the integration of inclusion strategies into the business processes of media houses.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Support media houses in developing inclusive business processes.	Nigeria Guild of Editors (NGE), Nigerian Press Council (NPC), Code of Ethics for Nigerian Journalists, and other related bodies	Publish annual reports that showcase the gains of inclusion.

Programmatic Recommendation: The media can be leveraged as an advocacy tool for gender equality

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Ministry of Communications and Digital Economy, Ministry of Women Affairs, and related MDAs.	Promote policies and guidelines that drive positive gender portrayal, such as the National Gender Policy	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Support in designing content, using innovative approaches like behavioural insights to promote inclusion	Nigeria Guild of Editors (NGE), Nigerian Press Council (NPC), Code of Ethics for Nigerian Journalists, and other related bodies	Fund innovative interventions that utilise the media as advocacy tool.

Date: November 10, 2022
Time: 3.00 PM – 5.00 PM (WAT)

Gender Equality and Food Systems: Walking the Talk with Micro, Small, and Medium Agri-Food Enterprises in Nigeria

Panelists

» Dr Bukola Osuntade; Senior Lecturer, Department of Agriculture and Industrial Technology, Babcock University.

» Engr. Abdulrasid Yarima; National President, Nigerian Association of Small and Medium Entrepreneurs (NASME).

» Mrs. Osenaga Umobuarie (Orokpo); Head of Corporate Responsibility and Sustainability at Tropical General Investments (TGI) Group.

» Prof. Anthonia Ifeyinwa Achike; Director, Gender & Development Policy Center, University of Nigeria Nsukka

» Prof. Thomas Reardon, Distinguished Professor, Michigan State University, U.S.A

» Dr. Rufina Chukwumalume; Agricultural Resource Council of Nigeria (ARCN)

Moderator

» Prof. Oyinkan Tasie; Department of Agricultural Food and Resource Economics, Michigan State University, U.S.A

SESSION OBJECTIVES

» *Outline threats to food systems in developing countries.*
» *Discuss misconceptions of gender and food systems in Nigeria.*
» *Delineate Micro, Small and Medium Enterprises' participation in food systems.*
» *Provide policy and program recommendations on actionable steps for promoting gender equity and inclusion across the agricultural value chain*

Credits: Michigan State University, USA & Policy Innovation Centre (PIC)

BACKGROUND

Women make up 43 percent of the global agricultural labour force but remain under-represented in decision-making and this significantly impacts the livelihood of women farmers, their families, and the overall economy as they are more likely to be excluded from land ownership, credit access, and other essential resources for agricultural economic empowerment[20]. It is also estimated that over one billion people worldwide are living with disability, with majority residing in middle and low-income countries and a substantial proportion are actively involved in agriculture; however, little is known about their involvement[21]. Inclusion can foster food security and nutrition for a growing population and support the livelihoods of people working in the food supply chain. This session explores strategies for closing inequalities within food systems in Nigeria.

Issues & Challenges (Normative)

1. Gender division of labour

Due to discriminatory practices, most women are situated within the primary level of the agro-food chain and are expected to engage in subsistence farming as part of their domestic responsibilities, while men often deal in large scale farming. Cultural and religious factors define the gender division of labour between males and females within food systems. For instance, in rural communities, 'family farming' is organised along patriarchal lines with 'traditional' division of labour limiting female farmers to informal, unpaid work[22].

2. Gender asset gap.

Land ownership among women is limited primarily due to customs and social norms. In addition, a significant number of female farmers are unable to provide collateral to access capital for large scale farming. Furthermore, men are more likely to access agricultural technological equipment than women thereby relegating women to subsistence farming. This is viewed as consequence of the masculinization of engineering and technological expertise in society.

Issues & Challenges (Non-normative)

1. Fragility of small-scale female businesses

Small-scale female business owners often face unique challenges because large-scale business owners take up small retail products and produce at macroscale to meet larger market needs, while simultaneously mopping up smaller markets for rural businesses. The effect of these activities stagnates small-scale farmers in rural communities who are predominantly women.

2. Barriers to communication.

Farmers have various information needs; such as new seed access, cold storage facilities, warehousing, farmgate-to-market distribution channels, pesticide availability, and application limits. This information should be readily available to all farmers, but small-scale farmers are usually excluded from this information value chain.

3. Inadequate multi-modal transportation.

Inadequate coordinated and integrated transport system is a drawback for the Nigerian agricultural chain. Issues such as difficulty in moving farm produce to market, increased food deterioration, and higher costs for farmers and consumers are some of the effects of inadequate multi-modal transportation.

4. Bureaucracy of processes.

The registration process for micro, small, and medium-sized enterprises (MSMEs) can be complicated and time-consuming as it usually entails licenses and permits, as well as cumbersome paper work submission. Also, the lack of procedural transparency and consistency leads to further complications. The Nigerian government recently implemented some reforms to make registering MSMEs more efficient. More work needs to be done to foster a conducive business environment.

[20]https://www.fao.org/reduce-rural-poverty/our-work/women-in-agriculture/en/
[21]Sango, P. N. et al. Exploring the role and lived experiences of people with disabilities working in the agricultural sector in northern Nigeria. African J. Disabil. 11, (2022)
[22]Balana, B. B. & Oyeyemi, M. A. Agricultural credit constraints in smallholder farming in developing countries: Evidence from Nigeria. World Dev. Sustain. 1, 100012 (2022)

Policy Recommendations

1 **Implement gender-responsive policies**
Gender-responsive policies have been put in place, such as the National Gender Policy in Agriculture which is a gender mainstreaming document that promotes the adoption of gender responsive strategies and equitable access of men and women to productive resources[23]. The policy seeks to complement other Agricultural schemes, including the strategic implementation framework and plan. The full implementation of this policy will facilitate inclusion at all levels of the agricultural value chain.

2 **Develop and implement policies to address gender-based violence (GBV)**
The Violence Against Persons (Prohibition) Act 2015 prohibits all forms of violence against persons and has been domesticated in at least 34 states in Nigeria. In addition, the National Gender Policy in Agriculture also seeks to protect women from GBV. Female smallholder farmers, however, still report farm-related GBV cases. There is, therefore, a need to take actionable steps towards the prevention of GBV and the provision of support for survivors in agricultural communities. The domestication of the VAPP act in many states is a step in the right direction, however, mechanisms for safe reporting of GBV, enforcement and improving access to justice for survivors through measures such as specialised courts, capacity building for law enforcement officials and responders.

3 **Apply single-digit interest rates for farmers.**
Small holder farmers experience constraints in accessing loans[24]. Providing a single-digit interest rate to farmers makes it easier to access the credit they need to invest in their farms, purchase equipment, and cover other operational costs.

Programmatic Recommendations

1 **Provide capacity-building programs.**
Capacity building programs provide farmers with the knowledge and skills needed to operate new techniques and approaches for sustainable food production. This may include capacity development in food warehousing to reduce post-harvest losses, cultivation of novel seeds, and pesticide application limits. This training can be complemented with adequate access to tools and mentoring services, financial education and food handling resources.

2 **Compliance Incentives.**
Federal and State governments should ensure that farmers receive incentives for meeting food safety, environmental and animal welfare standards. Farmers who do not comply with specific requirements may receive less or no incentive (cross-compliance). Incentivising compliance will improve product quality, safety standards within the agricultural value chain and expansion to new markets.

3 **Gender database.**
Gender disaggregated data reflecting the number and types of female-owned agro-businesses as well as the challenges faced is valuable for interventions, as this creates visibility for women in the agricultural ecosystem. Gender data can also help design programs that address the barriers to access and control over key productive assets that could improve agricultural productivity. .

4 **Produce resource materials in local languages**
Language barriers may limit farmers access to information that is often available in English language. Information on new technologies, good agricultural practices (GAP), crop management, pest control, weather patterns, market prices, and government policies can be simplified and translated into the end-users' local language to aid communication. This will improve reach and help farmers make more informed decisions about their farming operations.

5 **Agro-technology for small holder farmers.**
Agricultural technology raises farm yields and quality by simplifying farming procedures and saving time. Improve access to mechanized farming and linking technology service providers with farmers is critical for precision agriculture.

6 **Provide support structures.**
Women continue to be domiciled at the bottom of the agricultural value chain due to restrictive gendered norms. For example, women in rural areas bear the main responsibility for taking care of children and elderly, limiting their capability for more profitable farming activities. Providing childcare support to female farmers can ease their domestic workload, allowing them to devote more time into farming.

[23]https://fmard.gov.ng/national-gender-policy-in-agriculture/
[24]Balana, B. B. & Oyeyemi, M. A. Agricultural credit constraints in smallholder farming in developing countries: Evidence from Nigeria. World Dev. Sustain. 1, 100012 (2022)

Food supply chains have become longer so post-farmgate operations are now extremely crucial

Thomas Reardon

Not having any mentorship is a barrier to increased productivity.

Bukola Osuntade

"When a process becomes technologically advanced or mechanised, men take over and women are displaced.... We need to know that equitable access to resources will lead to improved livelihood for all.

To achieve a food secure Nigeria, there is a need for a holistic and multi-sectoral approach, an approach that will actively track gender gaps and strengthen reforms to improve women's access and control of productive resources.

Anthonia Achike

Increasing women's participation by forming cooperatives gives them more bargaining power, as they engage with large private sector businesses.

Osenaga Orokpo

Technological advancements in agriculture must be inclusive and gender-sensitive.

Rufina Chukwuma

Key Priorities, Action Steps, and Responsibilities

Policy Recommendation: Implementation of gender-responsive policies

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Ministry of Budget and National Planning, Federal Ministry of Agriculture and Rural Development, State MDAs and other related MDAs.	» Review budgetary allocations for gender responsiveness guided by the National Gender Policy in Agriculture. » Ensure that strategies and policies incorporate the experiences and needs of females, persons with disabilities, and other marginalised groups within the agricultural value-chain when implementing the National Gender Policy in Agriculture.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Advocate for the implementation of the National Gender Policy in Agriculture. » Design projects on capacity building for focal officers on Gender and Inclusion.	» NESG » NASSBER » Organised Private Sector (OPS) bodies and all private sector organisations aligned to Agriculture.	» Drive more conversations on gender equality. » Embed a gender equality rating system within corporate processes. » Explore projects that support the implementation of the Gender Policy in Agriculture.

Policy Recommendation: Develop and implement policies to address Gender-Based Violence

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Ministry of Justice, Federal Ministry of Agriculture and Rural Development, Federal Ministry of Women Affairs (FMWA), State MDAs and other related MDAs	» Promote mechanisms for implementation of the VAPP Act by improving safe reporting and access to justice. » Increase women's access to land and other factors of production.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Advocate the implementation of National Gender Policy in Agriculture and other related policies and guidelines.	Organised Private Sector (OPS) bodies and all private sector organisations aligned to Agriculture.	Adopt policies (Gender policy on Agriculture) that protect women and other marginalised groups against Gender-Based Violence in their daily operations.

Policy Recommendation: Apply single-digit interest rates for farmers

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Ministry of Budget and National Planning, Central Bank of Nigeria, Nigeria Incentive-Based Risk Sharing system for Agricultural Lending (NIRSAL), Federal Ministry of Agriculture and other related MDAs	» Increase banks' lending threshold for farmers. » Perform a legislative gap analysis and subsequently introduce laws and regulations for consumer credit financing.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Design programs on capacity building for structure, bookkeeping and taxation.	Organised Private Sector (OPS) bodies and all private sector organisations aligned to Agriculture.	Incentivise SMEs to develop governance and financial structures that facilitate growth and sustainability.

Programmatic Recommendation: Providing capacity building programs

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Ministry of Agriculture and Rural Development, Agricultural Resource Council of Nigeria (ARCN), State MDAs and other related MDAs	Champion the design of capacity building programs for women, persons with disabilities and other marginalised groups across the Agricultural value-chain.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Design and implement capacity building programs for women, persons with disabilities and other marginalised groups.	Organised Private Sector (OPS) bodies and all private sector organisations aligned to agriculture.	» Provide mentorship for women, persons with disabilities and other marginalised groups. » Create community-based clusters of farmers for capacity building.

Programmatic Recommendation: Compliance Incentives

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Ministry of Budget and National Planning, Federal Ministry of Agriculture and Rural Development, State MDAs and other related MDAs	» Compliance incentives to support small scale farmers. » Simplify processes to help low- and middle-income farmers access larger markets.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Fund and design interventions that provide incentives to farmers.	Organised Private Sector (OPS) Bodies and all private sector organisations aligned to agriculture.	Using a gender-responsive approach, collaborate with the Federal and State governments to provide compliance incentives to farmers.

Programmatic Recommendation: Gender database

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Ministry of Budget and National Planning, Federal Ministry of Agriculture and Rural Development, National Information Technology Development Agency (NITDA), State MDAs and other related MDAs	» Set up structures for centralized gender disaggregated data collection. » Champion and encourage partnerships for data management across sectors.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Capacity Building for officers on data management across the agricultural value chain. » Support the Federal and state Government to address gaps in gender disaggregated data collection.	Organised Private Sector (OPS) bodies and all private sector organisations aligned to agriculture.	Provide technical Support to all tiers of Government to address gaps in gender disaggregated data collection.

**Programmatic Recommendation: Produce resource materials in local languages**

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Ministry of Agriculture and Rural Development, State MDAs and other related MDAs	» Implement policies that mandate farming products brochures and services to be translated into local languages. » Create platforms that are readily available, easy to use and adopt local languages to encourage inclusion.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Design projects that increase language access and simplify agricultural services and products to end-users. » Promote product labelling in local languages.	Organised Private Sector (OPS) Bodies and all private sector organisations aligned to agriculture.	Promote product labelling in local languages.

Programmatic Recommendation: Agro-technology for small holders farmers

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Ministry of Agriculture and Rural Development, Federal Ministry of Science, Technology and Innovation, State MDAs and other related ministries.	Develop a national strategy with economic and social incentives to encourage the adoption of agro-technology among Nigerian farmers.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Support interventions that promote innovation across the agricultural value chain.	Organised Private Sector (OPS) bodies and all private sector organisations.	Make Infrastructure (broadband, hardware, mobile) available and affordable especially in rural communities.

Programmatic Recommendation: Provide support structures

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Ministry of Agriculture and Rural Development, Federal Ministry of Women Affairs (FMWA), and other related MDAs	Promote community-based clusters of farmers to develop childcare support services to increase meaningful participation of women and marginalized groups in rural communities in the agricultural value chain.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Strengthen associations of community-based farmer centres to provide support services for farmers.	Organised Private Sector (OPS) bodies and all private sector organisations.	Facilitate interventions that provide support structures for small scale farmers.
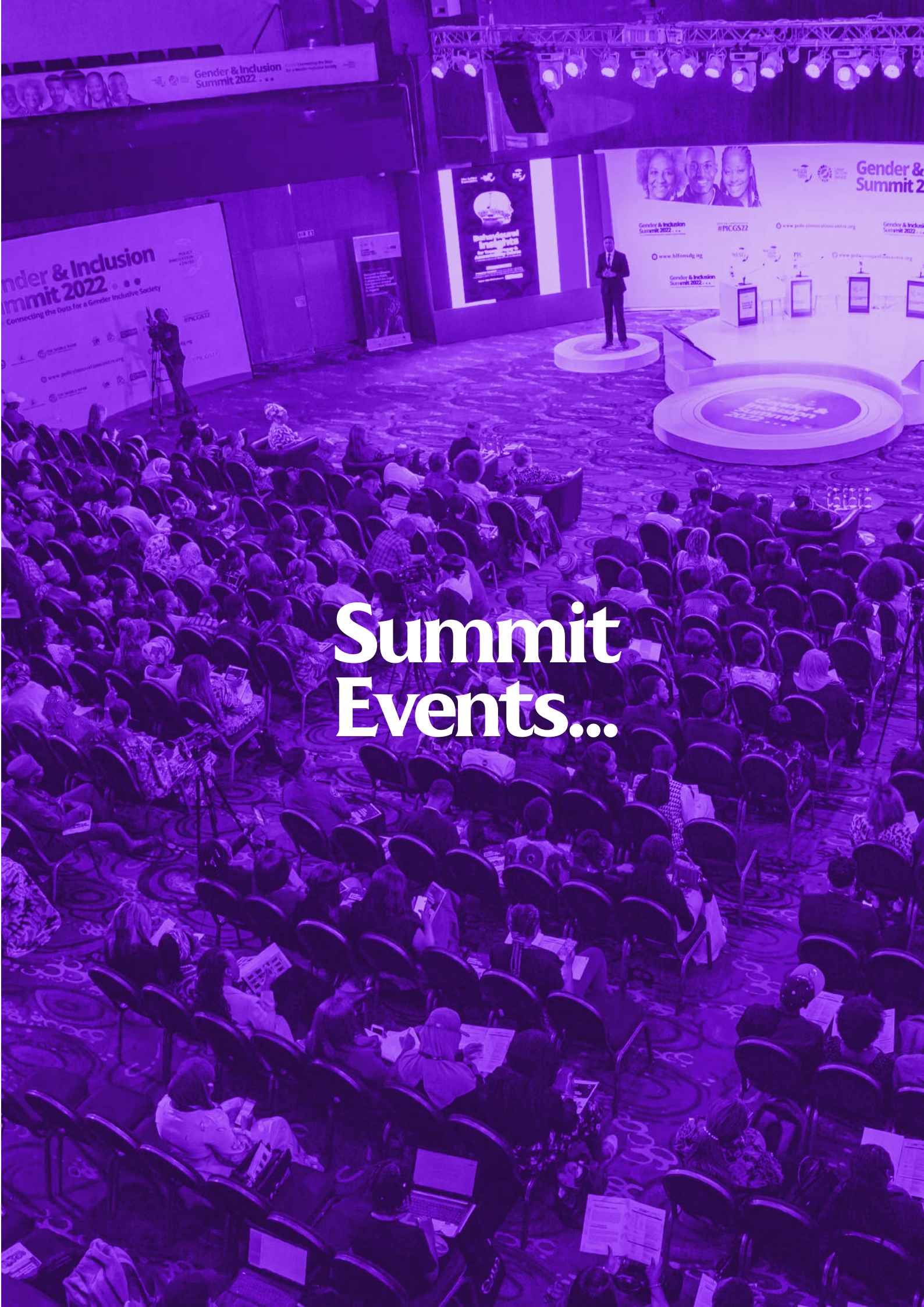
Summit Events...

Date: November 16, 2022
Time: 4:15PM - 5:45PM

*All Hands-on Deck –
Exploring Multi-sectoral and
Intersectional Pathways
for Driving Women's
Empowerment in Nigeria.*

Panelists

» H. M. Zainab Ahmed, (CON) Honourable Minister of Finance, Budget, and National Planning.
» H. M. Mohammad Mahmood Abubakar, Honourable Minister of Agriculture and Rural Development.
» HRH Alhaji Samaila Muhammed Mera, Emir of Argungu.
» Shubham Chaudhuri, Country Director, World Bank.
» Ms. Beatrice Eyong, UN Women Country Representative to Nigeria.
» Mr. Suleiman Abubakar, CEO, Sterling Bank Plc.

Moderator

» Ms. Moji Makanjuola (MFR), Veteran journalist and Broadcaster

SESSION OBJECTIVES

» *Provide a platform to explore Nigeria's persistent women's empowerment gaps – across sectors – and economic impact. Speak to the need for robust multi-sectoral action and collaboration to close these gaps.*
» *Deepen conversations and understanding about the norms, systems, and practices that continue to hinder the potential of Nigerian women – including a broadening understanding of empowerment as a concept.*
» *Create an enabling environment for public-private sector collaboration to facilitate a shared understanding of women's economic empowerment and a commitment to achieve them.*
» *Speak to existing Gender Equality/Women's Economic Empowerment frameworks (i.e., the Gender Policy in Agriculture) and how this and future government can leverage what we know about Women's Economic Empowerment (WEE) to ensure that Nigeria makes progress on SDG 5's economic components.*
» *Provide a platform for the biggest gender champions in this government to be celebrated and equip Summit attendees with knowledge about what is being done by the Government of Nigeria to drive women's empowerment broadly.*

Credits: World Bank, Nigeria for Women's Project, Albright Stonebridge Group

BACKGROUND

The 2022 Multidimensional Poverty Index indicates that 63% (133 million Nigerians) are multidimensionally poor[25]. Nigerian women account for 70 percent of the country's extreme poor, even though they make up only 49.3 percent of the general population according to the World Bank. Limited access to markets and productive assets serve as a major barrier to women economic empowerment (WEE) in Nigeria. Women in Nigeria constitute over 60% of the rural labour force but are five times less likely than males to own land and productive assets. EFInA's 2020 Financial Access Survey revealed that only 45 percent of Nigerian women have been banked or have other financial access. The advantages of women's financial inclusion for the economy and society are well established. By accumulating assets, enabling the capacity to meet family requirements, and reducing risks, women's financial inclusion can increase economic stability and prosperity for women, their families, and their communities[26]. Inequities in health and safety, gender-based violence, education, and political representation represent major gaps beyond WEE. Together, these gaps act as major barriers to Nigerian women and girls' ability to reach their full potential and they are reinforced daily by well-entrenched, patriarchal norms and systems.

In line with President Muhammadu Buhari's goal of lifting 100 million Nigerians out of poverty, the Federal Government of Nigeria has pursued strategic, targeted, and intentional action to improve Nigerian women's economic access and opportunity. However, a key gap that has emerged is the lack of a unified National Policy and Action Plan on Women's Economic Empowerment (WEE) that sketches the path to achieving equal economic access for women and men in Nigeria. The Government of Nigeria is eager is working to address this gap through an ongoing National Policy Dialogue on Women's Economic Empowerment (WEE). Nigeria's most transformational sectoral and policy reforms focused on women over the past twenty years have been pushed through by empowered, and politically influential technocrats at the federal level and progressive governors at the state level[27]. However, government alone cannot drive the transformation, and leaders in the private and customary sectors have a role to play to catalyse empowerment efforts and create the social change required for these initiatives to be truly transformative. This high-level ministerial panel explored from the public, customary, and private sector achievements on women's empowerment in Nigeria and the gaps that still need to be filled.

Achievements & Challenges (Normative)

1. Social norms limit women's agency

Women in Nigeria shoulder a higher proportion of unpaid care work compared to men and this limits their capacity to achieve economic independence. Unpaid work refers to 'non-remunerated work' that is done for the benefit and welfare of members of a household, community or other individuals[28]. Unpaid work is usually done outside the formal labor market as free services and includes child and elderly care, cooking, subsistent farming, amongst others[29]. Culturally, women are expected to shoulder care responsibilities in the home and even when they earn an income, they are expected to utilise the entire income for the home.

2. Limited Access to Education and Information especially for women in rural areas

Women and girls are disproportionately affected by lack of access to education due to restrictive gender norms, patriarchal factors and cultural beliefs that limit mobility and meaningful participation in society. Women may not be aware of information about access to loans, digital products, mentorship and capacity building opportunities to scale their businesses.

3. Social sanctions impede women's economic empowerment.

Women who participate in economic activities and achieve socioeconomic independence status are occasionally subjected to social sanctions from close relatives and the wider society through slander, abuse, exclusion from decision-making, and violence. Consequentially, there is concern of being labelled as defiant reducing women's desire and pursuit of economic opportunities.

Achievements & Challenges (Non-Normative)

1. Resource Prioritisation for Women Economic Empowerment

The Nigerian government has developed a wide range of initiatives to drive women economic empowerment in Nigeria. These programs and policies prioritise women's participation as a measure to bridge gender equality gaps (Nigeria Economic Sustainability Plan, Conditional Cash Transfer Program, the World Bank-assisted Nigeria for Women Project, Government Enterprise and Empowerment Program (GEEP), Adolescent Girls Initiative for Learning and Empowerment (AGILE)). The Ministry of Finance, Budget and National Planning has also led initiatives for gender responsive budgeting, gender responsive fiscal interventions and a Monitoring and Evaluation Framework for tracking Women's Economic Empowerment in Nigeria. Nigeria has the highest population in Africa but also a high burden of poverty (Multidimensional Poverty Index (2022) indicates that 63% or 133 million Nigerians are multidimensionally poor)[30]. The government should continue to prioritize innovative funding approaches to improve financing for women economic empowerment.

2. Financing and protection from shocks for smallholder farmers

The Anchor borrower's programme run by the Central Bank of Nigeria and the Federal Ministry of Agriculture and Rural Development seeks to create economic linkages between anchor firms involved in processing of commodities and small holder farmers to increase productivity, access to market and reduce post-harvest losses. The World Bank-assisted Agro-Processing, Productivity Enhancement, and Livelihood Improvement Support (APPEALS) Project also supports smallholder farmers to boost productivity. These projects prioritise 35% of beneficiaries as women. The government should continue to track these projects to ensure they meet expected targets. Addressing security and climate change challenges is crucial for farmers' livelihood, evidenced by the prevailing farmer-herder conflict for arable land in Nigeria. This conflict is driven by competition over resources, which are increasingly scarce due to the impacts of climate change. Women are particularly vulnerable to these negative consequences because they make up a substantial proportion of the farming population[31].

3. Addressing women leadership barriers

The allocation of 30% of executive positions in the banking sector to women has boosted the representation of women in leadership in that sector. Limited childcare and maternity benefits has been identified as an important reason for the low representation of women's leadership. The workplace is not designed to accommodate the reproductive roles of women, evidenced by the lack of child care facilities in many offices as well as the absence of adequate healthcare for expectant and new mothers.

4. Limited access to relevant technologies.

A mobile internet gender gap exists in Nigeria, with women having relatively low uptake compared to men. Females in Northern Nigeria have even lower mobile internet uptake due to restrictive gender norms that poses as barriers to women and girls' access and use, as mobile phones and the internet can be leveraged for business growth. Gender inequality in mobile internet use thereby limits women entrepreneurs from scaling their businesses.

5. Collateral requirements

Vulnerable communities, such as low-income individuals and women, may have difficulty providing collateral due to lack of assets or properties. This makes it challenging for them to access formal credit and financial services, thereby limiting their economic opportunities. Evidence from the GEEP program, however, showed that women were more likely to repay loans than men.

[25] https://nigerianstat.gov.ng/elibrary/read/1241254
[26] Central Bank of Nigeria, Framework for Advancing Women's Financial Inclusion in Nigeria (Abuja, Nigeria: Central Bank of Nigeria, 2020), https://www.cbn.gov.ng/out/2020/dfd/framework%20for%20advancing%20women's%20financial%20inclusion%20in%20nigeria_final_5mb.pdf.
[27] Chauhan P. Gendering COVID-19: Impact of the Pandemic on Women's Burden of Unpaid Work in India. Gender Issues [Internet]. 2021;38(4):395–419. Available from: https://doi.org/10.1007/s12147-020-09269-w
[28] Swiebel J. Unpaid Work and Policy-Making Towards a Broader Perspective of Work and Employment. 1999;
[29] https://nigerianstat.gov.ng/news/78

Policy Recommendations

1 **Policy Reforms in the workplace**
Maternal and paternal policies that provide adequate support for pregnant women and nursing mothers will increase the participation of women in the workforce and promote equal pay and opportunities. For example, Sterling Bank Plc, runs a project that allows women more flexible working hours which enables them decide on a convenient resumption and closing time. The bank also provides opportunities for women to extend variable work hours after they complete their maternity leave. The women only development program instituted by the bank sought to bridge the gender gaps and increase opportunities for women. Having a 50-50 male-to-female beneficiary ratio when women are disadvantaged is not equality[32].

2 **Gender Responsive Budgeting**
Gender responsive budgeting ensures that the distribution of resources is gender-equitable and promotes equal opportunities for everyone (women and men). The institution of gender responsive budgeting policies in organizations will facilitate the assessment of needs based on gender-equitable approaches. This will also ensure the tracking of budgets to ensure they respond to accountability mechanisms that promote gender mainstreaming in public financial management.

3 **Strengthening women's legal protection**
Promoting better implementation of the Violence Against Persons (Prohibition) Act, Sexual Exploitation and Abuse (SEA) Policies, Child's Right Act, and the Discrimination Against Persons with Disabilities (Prohibition) Act will protect women from discrimination and all forms of violence.

2 **Addressing Gaps in Educational Access for Women and Girls**
Education plays a critical role in women's economic empowerment. There is need to ensure that Nigerian girls, especially adolescent, remain in school using an all-hands-on-deck approach engaging stakeholders; from traditional leaders to the Government.

3 **Improving access to information for women.**
Sensitization about ongoing empowerment programs is essential for uptake. Lack of information about empowerment programs especially in rural areas constitute important barriers to access. Information should be provided through multiple channels using traditional and social media in different languages to disseminate information equitably. Community outreaches and groups are also useful channels for educating the grassroots about programs they can benefit from. This bottom-up approach allows implementers to interact with the community, understand their needs, and tailor our messages accordingly. Programs that facilitate participatory male engagement is critical.

4 **Access to equipment and Labour-saving devices.**
Labour-saving devices will increase time efficiency and facilitate women's work in the marketplace. For example, pumps for easy access to water, tractors to reduce the intensity of physical labour needed for farming, and irrigation systems to help women grow crops more effectively, are innovations that can scale women's productivity.

Programmatic Recommendations

1 **Private Sector Intervention.**
Women economic empowerment can be scaled rapidly with support from the private sector (financial institutions play an important role in this area) as economic advancement driven by the government alone is not sustainable. Government funding can catalyse private sector funding, where a greater proportion of the investment portfolio required for implementing the National Development Plan comes from the private sector and the rest is from the Government[33]. Allocating a proportion of investments and loan facilities to women will contribute to bridging huge gender gaps.

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[31] https://internationalbudget.org/country/nigeria/

[32] https://sterling.ng/she-is-the-md/

[33] https://nationalplanning.gov.ng/wp-content/uploads/2021/12/NDP-2021-2025_AA_FINAL_PRINTING.pdf

"We need to soften collateral requirements. Women own very few of the lands that are available and therefore many do not have any collateral to access finance.

Zainab Ahmed

"Without the full empowerment and participation of women and girls, Nigeria will not attain gender equality. Gender equality is not just the right thing to do, it is a smart thing to do.

Shubham Chaudhuri

"Many girls do not have access to education. If you do not have access to education...without access to information, you'll lack access to available opportunities.

Samaila Mera

"Having a 50-50 male-to-female beneficiary scale when women are already disadvantaged is not equality.

Suleiman Abubakar

"70% of women smallholder farmers account for the majority of food produced, but (they) only have access to 20% of the finance available.

Mohammad Abubakar

"Women spend more time in the home economy, than in the market economy...there are available opportunities but the women are not aware. We need to drive more sensitization programs.

Beatrice Eyong

Key Priorities, Action Steps, and Responsibilities

Policy Recommendation: Policy reforms in the workplace

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Labour and Employment, Federal & State Ministry of Women Affairs & Social Development and other related MDAs.	Enforce policies promoting equal pay and opportunities in the workplace.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations.	Advocate for workplace policy reforms promoting equal pay and opportunities in the workplace.	Organised Private Sector (OPS) bodies and all private sector organisations.	» Develop and implement policy reforms promoting equal pay and opportunities in the workplaces. » Adopt workplace reforms that promote gender equality.

Policy Recommendation: Gender responsive budgeting

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Budget and National Planning, Federal & State Ministry of Women Affairs, and other related MDAs.	» Strengthen mechanisms to institutionalize Gender Responsive Budgeting and ensure funds are allocated to gender sensitive, responsive and transformative policies. » Strengthen mechanisms for consistently collecting gender disaggregated data for tracking gender programs.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Track progress and demonstrate the impact of interventions using results-based monitoring and evaluation (M&E) framework.	Organised Private Sector (OPS) bodies and all private sector organisations	Ensure that all budgets are made using a gender sensitive and responsive approach.

Policy Recommendation: Strengthening women's legal protections

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Justice, Federal & State Ministry of Women Affairs and other related MDAs	Passage and presidential assent of the Gender and Equal Opportunities (GEO) Bill and domestication of the Child Rights Act (CRA) and the Violence Against Persons Prohibition Act (VAPP).	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Advocate and monitor the process of passage of the GEO Bill and the subnational implementation of the CRA and VAPP.	Organised Private Sector (OPS) bodies and all private sector organisations	Support initiatives and projects that support legal strengthening for the protection of women and other marginalised groups.

Programmatic Recommendation: Public-private sector collaboration

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs, Federal Ministry of Budget and National Planning, Federal Inland Revenue Services and other related MDAs	Create an enabling environment for Public-Private partnership for WEE.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Develop cross cutting programs that facilitate public-private partnerships for WEE.	Organised Private Sector (OPS) bodies and all private sector organisations	Support funding and collaboration for WEE programs.

Programmatic Recommendation: Addressing Gaps in Educational Access for Women and Girls

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Education, Federal & State Ministry of Women Affairs and other related MDAs	» Review the current education curriculum to fit the 21st century workforce requirement. » Enhance the Nigerian education ecosystem with a focus on soft skills, technical skills and industry-based learning. » Provide tax incentives to companies in the private sector that are involved in industry-based learning » Develop school policies and legal issues that support safe schools. » Ensure quality school facilities and security technologies. » Foster school, family and community involvement.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Cascade or champion the Adopt-a-School model. » Emphasize an integrated security systems model. » Support relevant institutions of government at federal and sub-national levels in developing and sustaining safe school climates. » Support relevant stakeholders in empowering students by involving them in planning, creating, and sustaining a school culture of safety and respect.	Organised Private Sector (OPS) bodies and all private sector organisations	» Fund projects that build community schools. » Provide mentorship schemes for communities.

Programmatic Recommendation: Improving access to information for women

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs and other related MDAs	» Sub-national campaign for the adoption of the National Gender Policy. » Strengthen schemes or campaigns that promote information access and the equal participation of women and other marginalised groups in decision-making processes at all levels.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Design programs that reorient the society on the views of traditionally ascribed roles for men and women to trigger behavioural change. » Drive advocacy to promote women's inclusion at all levels of decision making.	Organised Private Sector (OPS) bodies and all private sector organisations	» Creating internal initiatives, such as gender awareness campaigns, to educate employees and customers about gender issues.

Programmatic Recommendation: Access to equipment and Labour-saving devices.

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs , TETFUND, Federal & State Ministry of Science, Technology and Innovation, other related MDAs	» Invest in research and development that improves and create new technologies. » Provide tax incentives for organisations that innovate and produce labour-saving devices.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Design programs that encourage the application of labour-saving and technological devices.	Organised Private Sector (OPS) bodies and all private sector organisations	Fund programs that encourage the application of labour-saving and technological devices.

Date: November 16, 2022
Time: 2:55 PM - 4:10 PM

Expanding Financial Inclusion for Nigerian Women: Complementary Roles and Coordination Challenges of Providers, Consumers, Enablers, and Supportive Partners

Panelists

» Isaiah Owolabi, CEO, EFiNA
» Rinmicit Aboki, Gender Advisor, Albright Stonebridge Group
» Dr. Zakariya'u Lawal, mni, Director, Monitoring and Evaluation Department, Federal Ministry of Finance, Budget and National Planning
» Michael Gboyega Ilesanmi, Senior Social Development Specialist, World Bank
» Mr. Gbenga Ogundeji (Rep. of Olawale Tunde Fasanya, Director General, SMEDAN)
»

Moderator

» Prof Ummu Jalingo, National President, Nigerian Economic Society, Member of the Board, Central Bank of Nigeria

SESSION OBJECTIVES

» *To explore the effectiveness of key stakeholders (providers, enablers, supporting institutions, and consumers) delivering on their expected roles to advance women's financial inclusion.*

» *To identify recommendations for implementation by the four groups of stakeholders to equip them to deliver on the roles required for financial inclusion of women*

Credits: development Research and Projects Centre (dRPC)

BACKGROUND

Nigerian women experience significant challenges in accessing and using financial services. Factors such as low literacy, infrastructural deficiencies, access to credit, cultural and societal biases, as well as non-contextualised financial services and products limit women's financial inclusion[34]. Many women in the informal sector have relied on informal financial services such as savings groups. In addition, the structure of most women-owned businesses restricts their access to formal financial services, leaving them with informal options such as Àjọ, Esusu, Otu, and other savings groups. Discriminatory social norms also limit women's economic opportunities through requirements such as land ownership mandated by financial service providers. Increasing women's financial inclusion will improve women's agency and voice, which will invariably lead to sustainable economic growth. Numerous interventions have been launched to improve this; however, a large proportion of women remain unbanked and unable to access and sustainably use financial services and products to improve their livelihoods. This session focuses on interventions designed and implemented by the Nigerian Government, private and development sectors as well as workable recommendations for closing the persisting gender gap in financial inclusion.

Issues & Challenges (Normative)

1. Restrictive gender norms

Negative social norms have far-reaching effects on women's access to and control of productive assets, as well as financial services. Women still face discrimination when accessing financial services due to entrenched social norms which are often religious, and gender related. For example, the low representation of women in leadership roles within the financial sector impacts the availability of gender-responsive products and services[35]. There is an intersection between norms and customary laws that deny women ownership of lands, which is often a major requirement for loans. Low societal expectation of women may influence the limited investment in women's financial literacy.

Issues & Challenges (Non-Normative)

1. Unstable Policy Environment

Government policies are frequently revised, leading to policy change. Frequent policy change generates an environment of uncertainty, mistrust and disincentivise financial institutions from investing in programs that promote financial inclusion for women and other marginalised groups. For instance, the current foreign exchange policy of the Central Bank of Nigeria (CBN) has negatively impacted small and medium-sized firms that rely on imports or exports[36]. The constant changes have made it harder for these companies to plan and budget consequently increasing their operating expenses. Similarly, the numerous modifications to Nigeria's taxation policies have impacted negatively on the ease of doing business.

2. Business Registration Bottlenecks

The registration process to access financial opportunities is cumbersome for female entrepreneurs in Nigeria. Unlike their male counterparts, many women suffer from time poverty, particularly those living in rural areas who are unable to make out time to obtain formal identification cards and other necessary documentation. For example, a woman without a BVN may be unable to open a bank account and access other financial opportunities[37]. The use of English as the predominant language of communication by financial service providers may exclude women who are not literate.

[34]Ozili, P. K. Financial inclusion research around the world: A review. https://doi.org/10.1080/07360932.2020.1715238 50, 457–479 (2020).

[35]https://www.bcg.com/publications/2022/why-finance-functions-need-more-women-leaders

[36]Effiom, L., Ebehung, N., Uche, E., O. Ovat, O. & Tochukwu Obiakor, R. Does trade openness influence the performance of small and medium enterprises in Nigeria? A re-evaluation of the evidence. Heliyon 8, e10769 (2022).

[37] https://www.cbn.gov.ng/Out/2015/BPSD/BVN_FAQ.pdf

Policy Recommendations

1 **Promote equal pay**
Implementing policies and strategies like the National Gender Policy that fosters equal pay for equal work is an essential first step toward achieving gender equality and improving economic outcomes for women. For instance, the Government can promote equal pay by encouraging organizations to conduct salary audits that address pay disparities and provide incentives to those who comply.

2 **Adopt policies that increase women's access and usage of financial services and products**
Formulating gender-intentional policies that improve women's access and usage of financial services and products is essential for promoting gender-equality in access to finance as well as bolstering resilience against shocks such as recession, climate disasters and pandemics. This is particularly important for women who own small businesses, as they often face barriers to accessing credit, because of poor access to assets that may be used as collateral. It is also important to support financial institutions in implementing more flexible lending practices for women-owned businesses. Providing tax incentives for small businesses with female owners can increase women's access to credit.

done by developing and implementing tailored financial literacy programs while providing access to appropriate financial products and services such as mobile banking, digital wallets, and microfinance. Opportunities for mentorship and networking can also be created.

3 **Address socio-economic and cultural barriers**
To ensure that women have equal access to financial services, it is necessary to employ a gender-transformative approach that involves partnering with community leaders and organizations. This approach addresses cultural norms that hinder women's access to financial resources. For instance, one effective way of implementing this approach is through participatory engagement with community structures, with the goal of addressing social norms that restrict women's control over their assets and decision-making abilities.

Programmatic Recommendations

1 **Develop a digital database**
The establishment of a centralised digital database focused on women's financial inclusion would enable financial service providers to factor in the unique circumstances of women-owned businesses across Nigeria's geopolitical zones in their financial product and service designs, leading to increased utilization. Furthermore, a well-managed digital database can help to track progress on women's financial inclusion.

2 **Mainstream women's economic empowerment**
There is a need to integrate strategies and actions to promote women's economic empowerment into the broader development agenda of the financial institutions in Nigeria. This will ensure that women's needs and priorities are considered and addressed throughout the program rather than as an isolated or separate component. This should include: conducting gender-sensitive assessments to identify the barriers women face in accessing economic opportunities, incorporating gender-specific targets and indicators into program design, and monitoring to track progress on women's economic empowerment. This can also be

"There is a big gap at the grassroots... many women are not included; they do not have bank accounts and feel the need to open one. They lack access to mobile phones, nor see the need to go out in search for work.

Rinmicit Aboki

"There are hundreds of thousands of financial products and services in Nigeria today. How do we consider evidence from sex-disaggregated data before deciding on the design of these products and services?

Isaiah Owolabi

Key Priorities, Action Steps, and Responsibilities

Policy Recommendation: Promote equal pay

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Presidency, Senate and House of Representatives, Federal Ministry of Women Affairs, Finance, Budget, and National Planning, State MDAs and other related MDAs	» Review and update tax codes to ensure equity in the principles of equal pay for equal work across sectors. » Promote the formalisation of the informal economy by bringing workers under the protection of the law and empowering them to defend their interests better. » Enforce minimum wages across sectors.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations.	Advocate for the formalisation of the informal economy by bringing workers under the protection of the law and empowering them to defend their interests.	Organised Private Sector (OPS) bodies and all private sector organisations	Promote the right of workers to organise and bargain collectively.

Policy Recommendation: Adopt policies that increase women's access to credit and usage of financial services and products

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Ministry of Women Affairs, Federal Ministry of Budget and National Planning, Central Bank of Nigeria(CBN), Bank of Industry (BOI), State MDAs and other related MDAs.	Remove bottlenecks that may hinder women and other marginalised groups from accessing formal financial banking and opportunities, especially non-tech MSMEs.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations.	» Encourage interventions that use novel approaches to improve credit access for women and marginalised groups. » Promote capacity building and mentorship for women to take up union leadership.	Organised Private Sector (OPS) bodies and all private sector organisations.	Fund interventions that increase women's and marginalised groups' access to credit

Programmatic Recommendation: Develop a digital database

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Ministry of Budget and National Planning, Federal Ministry of Women Affairs, National Information Technology Development Agency (NITDA), State MDAs and other related MDAs.	» Prioritise the development of a digital database for women's financial inclusion. » Strengthen partnerships across sectors.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations.	Providing training and support to users of the digital database on financial inclusion.	Organized Private Sector (OPS) Bodies and all private sector organisations.	Support interventions that strengthen partnerships across sectors.

Programmatic Recommendation: Mainstream women's economic empowerment.

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Ministry of Women Affairs, Federal Ministry of Budget and National Planning and other related MDAs.	Promote the integration of strategies to promote women's economic empowerment into the broader development agenda of financial institutions.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations.	» Design interventions that promote entrepreneurship among women. » Tailor financial literacy programs for women and vulnerable groups and provide access to appropriate financial products and services such as mobile banking, digital wallets, and microfinance.	Organized Private Sector (OPS) bodies and all private sector organisations.	Funding interventions that tailor financial literacy programs for women and vulnerable groups and provide access to appropriate financial products and services such as mobile banking, digital wallets, and microfinance.

Programmatic Recommendation: Address socio-economic and cultural barriers

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs, Communications and Digital Economy, and other related MDAs	Promote financial inclusion by leveraging Social and Behavioural Change Communication(SBCC)	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Promote financial inclusion by leveraging Social and Behavioural Change Communication	Organised Private Sector (OPS) bodies and all private sector organisations	Promote financial inclusion by leveraging Social and Behavioural Change Communication

Date: November 16, 2022
Time: 1:10 PM - 2:15 PM

Together Yet Divided: Exploring a Diversity, Equity and Inclusion Agenda Beyond 2023

Panelists

» Ms Ivana Osagie; Founder & CEO, PWR Advisory.

» Dr. Charles Usie; Country Director, PLAN International Nigeria.

» Ms. Ekaete Umoh; Country Director, CBM Global Disability Inclusion.

» Mr Jake Epelle; Founder & CEO Albino Foundation.

» Mrs. Loise Maina; Head, Gender Center of Excellence at Rockefeller Philanthropy Advisors.

»

Moderator

» Ms. Dolapo Agbede; Founder & CEO, Will Way Paradigm.

SESSION OBJECTIVES

» *To explore the normative and non-normative drivers of diversity, equity, and inclusion (DEI).*

» *To analyze the problems and prospects of building an equitable and inclusive society.*

» *Provide policy and programmatic recommendations for engendering DEI.*

BACKGROUND

Globally, the concept of diversity, equity, and inclusion has generated interest in recent years. Nigeria, with a diverse population of over 200 million people, three major ethnic groups, and about 250–400 different ethnolinguistic groups, predominantly Christians, Muslims, and Traditional Worshippers, could also benefit from her diversity. In addition to Nigeria's ethnic diversity, there is a broad spectrum of perspectives and biases across cultures that guide decisions about equity and inclusion[38]. Equity, diversity, and inclusion has historically been controversial in the Nigerian society. A constitutional clause enacted in 1999 prohibits discrimination based on ethnicity, place of origin, gender, religion, and political opinion, marking an essential step towards engendering inclusion. The national legal framework mainly covers ethnic diversity, using strict affirmative action quotas based on the state of origin in public and political institutions; however, the legal framework is somewhat weak. The intersection of religious and ethnic identities and the long history of inter-group tensions make these sensitive issues of discussion in social and political arena. The sensitivity surrounding these issues was such that past administrations decided not to collect data on religion and ethnicity for the census exercise[39]. Recently, attempts have been made to introduce legislation addressing different diversity dimensions, including age, gender, HIV/AIDS status, disability, and sexual orientation. As we approach the 2023 general elections, the need to grow an inclusive, equity-driven is more urgent than ever. This session explores viable approaches towards building an inclusive, equitable, yet diverse Nigeria.

Issues & Challenges (Normative)

1. Socialisation process and stereotypes

Children learn about their society through the messages they receive from their families, communities, and broader society. When children are exposed to negative stereotypes and prejudices, they internalise these biases about certain groups of people and this can perpetuate discrimination and marginalisation in society.

2. Harmful gender stereotypes

Stereotypes surrounding womanhood include ideas that women are emotional, weak, submissive, and less capable than men, while the notion of manhood is depicted by patriarchal masculinity. These stereotypes can be harmful and limit opportunities, perpetuating discrimination and inequality. Harmful gender stereotypes significantly hinder diversity, equity, and inclusion.

3. Social sanctions that exclude divorced families

These sanctions refer to societal attitudes and practices that discriminate against individuals who have been through a divorce, particularly women and their children. This can include discrimination in employment, housing, and social interactions. These social sanctions negatively impact on well-being and quality of life.

Issues & Challenges (Non-Normative)

1. Equating diversity with inclusion.

It is important to recognize that diversity and inclusion are two separate but related concepts, and both are necessary for diversity, equity, and inclusion (DEI) to be attained. Due to lack of clarity about DEI, some institutions stop at diversity and as such may not necessarily foster an inclusive environment.

2. Formal educational system

School curriculums, teachers and textbooks are vehicles of socialisation. Textbooks that utilise pictures that depict men as engineers and women as nurses stimulate gender stereotypes among children and young people. These stereotypes contribute to shaping young people's perceptions about possible opportunities available to them on the basis of gender.

3. Poor commitment of leadership to DEI

This occurs when leaders or organisations make statements or take actions that appear to support diversity, equity and inclusion but do not make meaningful changes to promote these values in practice. This can include making public statements or creating initiatives around diversity and inclusion without providing the necessary resources or making the necessary structural changes to support them. When DEI is not prioritised by an institution's leadership, the actualisation of an equitable and inclusive ecosystem is difficult.

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[38]Social inclusion of persons with disabilities in Nigeria: Challenges and opportunities (worldbank.org)
[39]https://nationalpopulation.gov.ng/2023-census.html

Policy Recommendations

1   **Establish policies that promote DEI.**
Establishing and strengthening guidelines and procedures that create an equitable, and inclusive environment is essential. These policy documents should include a diversity and inclusion statement, code of conduct that prohibits discrimination and harassment, and guidelines for recruitment and promotion that aims to increase the representation of under-represented groups. Furthermore, policy documents may include procedures for addressing discrimination and bias, such as complaint and investigation procedures, as well as initiatives to foster a more inclusive culture.

Programmatic Recommendations

1   **Data-driven inclusion**
By leveraging data, organisations can improve their decision-making and find better solutions to advance diversity, equity, and inclusion. Data-driven inclusion could involve collecting and analysing information on workforce diversity, pay, promotions, and other areas that may expose disparities and biases. By recognising these disparities and biases, organisations can take measures to tackle them, including creating targeted recruitments, training and development, and retention plans. Additionally, data can be used to monitor the effectiveness of inclusion initiatives and assess progress.

2   **Strategic advocacy**
Strategic advocacy creates a more inclusive and equitable environment where everyone feels valued and respected. This can include promoting policies and procedures on DEI through capacity-building programs as well as the inclusion of under-represented groups in decision-making and leadership roles. Strategic advocacy may entail collaborating with organisations and community groups to address systemic barriers in the larger community.

3   **Designing programs with an intersectional lens**
It is critical to consider how different aspects of a person's identity, such as gender, sexual orientation, socioeconomic status, and ability, interact and overlap to shape their experiences and opportunities when designing programs. An intersectional approach recognises that individuals may face multiple forms of discrimination and that focusing solely on one aspect of identity may not adequately address the complex issues confronting marginalised groups. When designing a

program to support women in leadership, an intersectional lens would consider how gender, socioeconomic status, and other factors may impact women's experiences and opportunities. Considering these intersecting identities allows programs to be more inclusive and effective in addressing the specific needs of different groups.

4   **Situation analysis**
Conducting a situation analysis will enable institutions understand their diversity, equity, and inclusion challenges. This includes identifying areas of disparity or under-representation and understanding the cultural, structural, and systemic barriers that may impede the organisation's achievement of its DEI goals. This analysis can be done by gathering data and feedback from employees, stakeholders, and other relevant parties to identify critical issues and areas for improvement, which can be used to create targeted, evidence-based strategies for addressing these issues and increasing DEI.

"

On the issue of women's empowerment, the first thing interventions think about is sewing and grinding machines... women should be allowed to think and decide on what they want. They should determine the intervention put in place.

Charles Usie

"

As an advocate, no one will take you seriously until you put down a policy on an area you want to change...We must stop paying lip service to issues around inclusion and do the needful. It is important to know that once one person is left behind, the others cannot move forward

Jake Ekpelle

"

"...While thinking on the cost of exclusion, we must know who profits and loses to exclusion to proffer workable solutions

Ekaete Umoh

"

Inclusion is very complex as there are many pieces to the puzzle...We need to make real investments in inclusion and not just talk about it.

Loise Maina

Key Priorities, Action Steps, and Responsibilities

Policy Recommendation: Establish policies that promote DEI

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Presidency, Senate and House of Representatives Federal Ministry of Labour and Employment, State MDAs and other related MDAs	» Ensure the implementation of the Federal Character Principle, which is enshrined in Nigeria's amended 1999 Constitution. » Implementation of policies that promote diversity, equity, and inclusion across government MDAs. » Encourage meritocracy and discourage nepotism when recruiting or awarding opportunities.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Advocate for the implementation of policies that promote DEI.	Organised Private Sector (OPS) bodies and all private sector organisations aligned.	Develop comprehensive DEI policies exist and monitor the implementation within organisations.

Programmatic Recommendation: Data-driven inclusion/ situation analysis

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Presidency, Senate and House of Representatives Federal Ministry of Labour and Employment, National Bureau of Statistics (NBS), State MDAs and other related MDAs	Promote a data-driven public/private sector that ensures that DEI services are data-driven and evidence based.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Advocate a data-driven public/ private sector that ensures that DEI services are data-driven and evidence based.	Organised Private Sector (OPS) bodies and all private sector organisations aligned to Agriculture.	Institute a data-driven institutional approach to ensuring that DEI services are evidence based.

Programmatic Recommendation: Strategic Advocacy

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Presidency, Senate and House of Representatives Federal Ministry of Labour and Employment, State MDAs and other related MDAs	» Prioritise funding for DEI initiatives. » Champion campaigns that reflect the gains of DEI	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Drive campaigns that show the gains of DEI » Design and implement community engagement programs on DEI.	Organised Private Sector (OPS) bodies and all private sector organisations aligned to Agriculture.	Fund capacity-building programs that encourage the inclusion of under-represented groups in decision-making and leadership roles.

Programmatic Recommendation: Designing programs with an intersectional lens

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Ministry of Women Affairs, Federal Ministry of Budget and National Planning, Federal Ministry of Humanitarian Services Disaster Management and Social Development and other MDAs.	» Build capacity and develop frameworks to support intersectional approaches to policy and program development across MDAs. » Include women, people with disabilities, young people, and other marginalised groups of different ethnicity and religion in policy and program decision-making processes.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Design programs that build capacity on the use of an intersectional approach to policy and program design and implementation. » Including women, people with disabilities, young people, and other marginalised groups of various ethnicity and religion in decision-making processes.	Organised Private Sector (OPS) bodies and all private sector organisations aligned to Agriculture.	Fund interventions that use intersectional approaches.

Date: November 16, 2022
Time: 11:20 AM - 12:45 PM

Battered in Silence: Rethinking Faith, Culture and the Legal Eco-System on Gender-Based Violence

Panelists

» Mrs. Maryam Uwais, Special Advisor, National Social Investment Office, The Presidency.

» Tunde Onakoya, Founder, Chess in Slum Africa

» Dr. Nkiru Balonwu, Chair, African Women on Board (AWB)

» Mr. Bamidele Osibo, Director, Monitoring and Evaluation, Foundation for Resilient Empowerment and Development. (EU-UN Spotlight Initiative)

Moderator

» Dr. Osasuyi Dirisu, Executive Director, Policy Innovation Centre (NESG)

SESSION OBJECTIVES

» *Explore the normative and non-normative drivers of gender-based violence in Nigeria.*

» *Provide a platform to explore inclusive approaches for bridging the existing dimensions of gender-based violence (GBV).*

» *Deepen conversations and understanding on the contextual nuances of GBV, especially how faith, culture, and the legal ecosystem intersect on GBV.*

» *Contribute to policy conversations across sectors to support the development of an action plan for future gender transformative policies and programmes in key thematic areas.*

Credits: Policy Innovation Centre (PIC)

BACKGROUND

Gender-based violence (GBV) is a worldwide human rights crisis, with women and girls particularly vulnerable to its consequences. GBV entails sexual, physical, emotional, and psychological, including socio-economic violence[40]. Global data indicates that about one in three women has been subjected to physical and sexual intimate partner violence, non-partner sexual violence, or both at least once in their life, with the above excluding sexual harassment[41]. Research indicates a higher prevalence of depression, anxiety disorders, unplanned pregnancies, sexually transmitted infections, and HIV among women who have experienced violence compared to women who have not[42]. The Nigerian Demographic and Health Survey (NDHS) 2018 reports that almost one-tenth of women aged 15 to 49 had suffered sexual assault at least once in their lifetime, while about one-third had experienced physical violence. It is also reported that one in four women aged 15-49 had undergone FGM/C, and 48 percent of women aged 20-49 were married before 18[43].

Gender-based violence is often perpetuated by social norms defended by group members based on tradition, culture, religion, or superstition; and sustained by the social norms of "not telling". Community norms that encourage silence as a defensive weapon for the survivor, reinforce GBV as the perpetrator often goes unpunished[44]. Although religious institutions speak against GBV, some inadvertently support it through patriarchal interpretations and practices that subjugate one gender over another. The legal frameworks on GBV such as the Violence Against Persons Prohibition Act, and the Child Right Act should not only be domesticated but implemented across states in Nigeria. This session explores the contextual nuances of GBV, especially how faith, culture, and the legal ecosystem intersect.

Issues & Challenges (Normative)

1. Gender norms that view women as collateral.

Gender inequality is evident in certain Nigerian communities, where women are considered subjugate to men. For instance, the Beeheve tribe in Obanliku LGA, Cross River State, practices "Money Wife", where girls as young as five are sold by close relatives as wives in exchange for food items, livestock, money (even as little as N5000/$10), or loan cancellation. Men who marry money wives are held in higher esteem by their peers, indicating that gender norms play a crucial role in shaping the social dynamics between males and females, including determining the extent of a woman's agency. These traditional gender norms expose women and girls to an increased risk of gender-based violence.

2. Religious misinterpretation.

Religious misinterpretation can lead to increased gender-based violence in some communities. This occurs when religious teachings are misused or taken out of context to justify violence against women and girls. For example, some may use religion to argue that women are inferior to men or that men have the right to control and dominate women.

3. Social norms that hinder survivors' access to justice.

Social norms can make it difficult for survivors of gender-based violence to seek justice. There may be a strong emphasis on family honour in some cultures and the belief that reporting gender-based violence to authorities will bring shame to the family. This puts survivors under pressure to remain silent about their experiences and avoid seeking justice through the legal system. In addition, cultural stereotypes and biases can play a role in the justice system, where survivors may not be taken seriously, their testimony may not be considered credible, and justice may not be served.

4. Culture of silence.

The culture of silence refers to a social phenomenon where people are reluctant or unwilling to speak out about GBV, either as victims or witnesses. It can also perpetuate the notion that violence is acceptable or normal, making it difficult for survivors to speak about their experiences and receive the necessary support.

Issues & Challenges (Non-Normative)

1. Early and forced marriages as an escape from poverty

Families may view marriage as a means of relieving household financial responsibilities and securing their daughters' futures. Poverty and lack of access to education and opportunities can also contribute to malnutrition and increase the pressure to use early marriage as an escape. The health and well-being of girls as well as their education and economic opportunities, are impacted by early and forced marriages. Consequently, such girls are forced to drop out of school, marry, and become pregnant at a young age.

2. Poor infrastructure for GBV data collection.

Limited infrastructure for gender-based violence data collection can impact negatively on gender-based violence prevention. This includes lack of proper reporting mechanisms, limited funding for research and failure to report GBV cases due to the associated stigma.

3. Weak justice system.

Many rural communities lack access to the criminal justice system that can assist survivors of GBV in speaking out. Enforcement and prosecution mechanisms are weak and survivors may not have access to mobile GBV courts. Very few paralegals officers work in rural areas to protect victims and survivors of GBV. Lawyers are concentrated in urban areas their services may be too expensive for survivors to afford.

[40]United Nations High Commissioner for RefugeesSexual and gender-based violence against refugees, returnees and internally displaced persons Guidelines for prevention and response. 2003. Available at: http://www.unicef.org/emerg/files/gl_sgbv03.pdf. Accessed: 20 May 2014
Google Scholar

[41]https://www.unwomen.org/en/what-we-do/ending-violence-against-women/facts-and-figures

[42] World Health Organization, on behalf of the United Nations Inter-Agency Working Group on Violence Against Women Estimation and Data (2021). Violence against women prevalence estimates, 2018 Global, regional and national prevalence estimates for intimate partner violence against women and global and regional prevalence estimates for non-partner sexual violence against women.

[43]https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620458/rr-breaking-culture-silence-enough-campaign-nigeria-280218-en.pdf

[44]https://www.sciencedirect.com/topics/psychology/social-norm

[45]https://stephenlegal.ng/barbaric-tunde-onakoya-moves-to-save-girls-sold-into-marriage-as-money-wives-in-cross-river-state/

Policy Recommendations

1 **Data Driven GBV Policies**
Locally generated data on GBV is a powerful tool for addressing a community's specific needs. The National Gender-Based Violence Dashboard of the Federal Ministry of Women Affairs, supported by the EU-UN Spotlight Initiative project, is a user-friendly platform designed to systematically collate GBV data through a bottom-up approach from the community to the state and the national level. The reporting platform captures GBV data in twenty-seven states in Nigeria and is supporting evidence-driven GBV policies and programs in implementing states[46].

2 **Strengthen structures that integrate GBV policies and laws.**
The integration of GBV policies and laws will necessitate cooperation from different levels of stakeholders. Activities such as inter-agency coordination, legal reform, health service delivery, capacity building for frontline personnel, research and data collection, public awareness, community participation, and monitoring and evaluation must be undertaken to strengthen GBV policy and programs. Adequate funding and political will are also essential.

Programmatic Recommendations

1 **Drive community-level advocacy.**
Gender-based violence advocacy at the community level entails raising awareness about issues within a specific community and working to change harmful traditional practices contributing to violence against women and men. This can include participatory community engagement, engaging men and boys in GBV conversations, and supporting survivors. Civil-society organisations, community-based organisations, religious leaders, and local government officials can contribute significantly to this work.

2 **Develop innovative interventions.**
Chess in Slum has utilised innovative approaches using the game of chess as a tool to engage and empower young girls with decision making and life skills. Chess was also used to increase their agency by demonstrating to the young girls that they can think critically, solve problems and be assertive about their lives[47].

3 **Involve the private sector.**
The private sector can play a vital role in addressing gender-based violence (GBV) through corporate social responsibility, implementation of workplace GBV policies, advocacy, and partnership using integrated approaches. For instance, African Women on Board (AWB) informed working women about the resources accessible to them in the event of sexual harassment[48].

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[46]https://reportgbv.ng/#/
[47]https://www.chessinslumsafrica.com/
[48]https://www.africanwomenonboard.org/

❝

Gender-Based Violence is not just about sexual violence. It's also about physical, emotional, socio-economic, and verbal abuse.... When you deny resources, you've perpetuated gender-based violence

Osasuyi Dirisu

❝

So many women go through a lot, but they hide under the guise of 'Work and Pray

Nkiru Balonwu

❝

We need accurate and locally situated Gender-Based Violence (GBV) data to address GBV in Nigeria.... These data will inform our policies so we can get to the grassroots and address these issues properly.... However, getting people on board has been hectic, and getting the government to work on this has been challenging

Bamidele Osibo

❝

Many of these victims (of gender-based violence) don't even know they are being victimised

Tunde Onakoya

❝

We have many laws and policies passed in Nigerian states, but few have the required structures to safeguard against Gender-based Violence

Maryam Uwais

Key Priorities, Action Steps, and Responsibilities

Policy Recommendation: Data Driven GBV policies.

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs, National Population Commission, National Bureau of Statistics, and other related MDAs.	» Utilize reliable data sources on GBV to inform policies and programs. » Strengthen reporting through the National Gender-Based Violence Dashboard to support GBV Policy and Response.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Design programs that strengthen GBV partnership among relevant stakeholders.	Organised Private Sector (OPS) bodies and all private sector organisations	Fund programs that strengthen GBV partnership among relevant stakeholders.

Policy Recommendation: Strengthen structures that integrate GBV policies and laws

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs, Federal Ministry of Finance, Budget, and National Planning other related MDAs.	» Establish specialized GBV courts. » Increase funding for GBV programs and services. » Ensure that existing laws (Child Right Act, Violence Against Persons Prohibition [VAPP] Act, amongst others) and policies are fully domesticated and implemented. » Strengthen partnerships between the government and civil society organisations.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Support funding for GBV programs and services. » Design GBV capacity-building programs for relevant stakeholders within the GBV framework. For example: PIC Gender and Social Norms/ Male engagement training, Agency-Based Empowerment Training, and Gender and Development Course.	Organised Private Sector (OPS) bodies and all private sector organisations	» Increase funding for GBV programs and services. » Ensure that all organisations have and incorporate Sexual Exploitation and Abuse policies.

Programmatic Recommendation: Drive community-level advocacy

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs, National Human Rights Commission, Nigerian Police, and other related MDAs.	» Promote a bottom-up and top-down approach to GBV prevention. » Amplify mitigation and response measures through traditional and social media.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Design and implement gender-transformative GBV programs.	Organised Private Sector (OPS) bodies and all private sector organisations	Allocate funds for community-based GBV advocacy programs.

Programmatic Develop innovative interventions

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs, and other related MDAs.	» Use gender transformative approaches when designing and implementing GBV programs. » Design more human-centred GBV programs	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Design more human-centred GBV programs. » Scale mobile apps that connect GBV survivors with help. » Leverage social media for GBV sensitisation.	Organised Private Sector (OPS) bodies and all private sector organisations	Increase funding for GBV programs and services.

Programmatic Recommendation: Private sector involvement

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs and other related MDAs.	Strengthen GBV partnerships between the government and private sector.	Donor agencies, INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Advocate for the adoption of National Gender Policy for private sector organisations » Strengthen GBV partnerships between development partners and private sector.	Organised Private Sector (OPS) bodies and all private sector organisations.	Fund initiatives that Strengthen GBV partnerships between the government, development partners and private sector.

Date: November 16, 2022
Time: 3.00 PM – 4.00 PM (WAT)

Re-Imagining Inclusion for Social Development: Youths' Perspective

Panelists

» Oyinkansola Odidi, Secretariat Anchor, NESG-NGF Economic Roundtable (NNER)
» Adedotun Esan, Mental Health Consultant
» Tolulope Babajide, Gender Network Manager, Financial Sector Deepening Africa, Nairobi
» Mike Imafidor, Infrastructure Investment Specialist and Public Policy Expert
» Aishat T. Hussain-Olabanji Esq, International Development Expert

Moderator

» Ms. Joy Ekanem, International Development Expert

SESSION OBJECTIVES

» *Explore the normative and non-normative drivers of youth exclusion in Nigeria.*

» *Give policy and program recommendations for promoting youth inclusion across sectors.*

Credits: Policy Innovation Centre (PIC)

BACKGROUND

To ensure that inclusion is effective and meaningful, it is crucial to consider the viewpoints and needs of young people for social development. This requires a shift in power dynamics that recognises the unique perspective and experiences of young people. Conventional methods of promoting inclusion usually involve marginalised communities in the dominant practice without involving them in the co-creation process. Involving young people in policy and program design results in more favourable outcomes for the broader society. Additionally, this approach not only gives young people a voice in the issues that affect them, but it also helps to break down stereotypes and challenges the dominant narratives about their abilities and potential. For instance, Singapore has leveraged its youth population for social development resulting in the World Bank ranking her as the best country globally in human capital development[49,50]. This session explores youth perspectives and its implication for social development.

Issues and Challenges (Normative)

1. Ageism between older and younger generations.
In Nigeria, prevalent cultural customs hinder young individuals from voicing their thoughts or viewpoints, particularly if they contradict the beliefs held by older members of the community. Cultural and social conventions may uphold the notion that young individuals should not question the wisdom of their elders. The older generation may also impose a degree of dominance or knowledge that gives their viewpoints greater worth or credibility than the younger generation, which may lead to a reduced inclination to heed the perspectives of the youth.

2. Reinforcing negative stereotypes.
The continuous portrayal of young people in a negative light can create an inaccurate and restricted story about their capabilities, traits, and prospects, leading to fewer opportunities. Such a portrayal can, for example, discourage young people from pursuing political careers, fostering bias and prejudice against them based on the unfounded assumption that they lack interest in essential matters. This may also lead to a self-fulfilling prophecy, where young people internalize these stereotypes and limit themselves and their aspirations due to societal perceptions.

Issues and Challenges (Non-Normative)

1. Non-inclusive program design.
Programs that are designed without inclusivity can disproportionately affect young people and marginalized communities, resulting in the perpetuation of existing inequalities. When programs fail to address the specific needs and experiences of young people, they may be excluded from the program's full benefits. This can hinder their ability to fully realize the potential of such programs and contribute to the disparities they face.

2. Inadequate representation.
Inadequate representation of young people in decision-making processes can have severe implications for social development. Numerous studies have shown that young people are typically underrepresented in leadership roles across countries[51,52]. Despite various commitments and agreements, such as the National Action Plan for the Promotion & Protection of Human Rights in Nigeria, youth and marginalized groups continue to have low levels of involvement across various sectors.

3. Social and economic inequality.
Young people from marginalised communities often experience social and economic inequality and exclusion leading to poverty. This poverty can create a cycle of disadvantage, with limited access to education, training, and employment opportunities, leading to further economic deprivation and social exclusion.

4. Weak Institutions.
Nigeria's weak state of institutions, including those related to the rule of law, governance, education, and electoral system, creates an environment that promotes apathy, poverty, violence, frustration, and limited opportunities, thereby exacerbating the exclusion of young people. This situation is further compounded by corruption and lack of accountability, which erodes public trust in government and impedes the development of inclusive and fair policies.

[49] https://www.worldbank.org/en/country/singapore/overview
[50] https://www.mccy.gov.sg/about-us/news-and-resources/speeches/2019/jun/youths-as-a-driving-force-for-sustainable-development
[51] https://www.unfpa.org/youth-participation-leadership
[52] https://www.un.org/esa/socdev/documents/youth/fact-sheets/youth-political-participation.pdf

Policy Recommendations

1 **Design a social inclusion agenda and framework.**
Implementing a social inclusion agenda and framework can help create a more equitable and inclusive society where everyone can participate fully and contribute to the nation's development. To effectively address this, it is crucial to establish a comprehensive agenda and framework that outlines strategies. This framework should involve a multi-faceted approach that addresses the underlying factors that sustain social exclusion, such as poverty, inequality, discrimination, and lack of access to basic resources and services. The social inclusion agenda should also encompass initiatives aimed at improving access to education, healthcare, employment, and social protection.

2 **Create an enabling environment for young people and marginalised groups.**
Creating an enabling environment requires continuous adaptation to meet the changing needs of youths and marginalised groups. Improving access to quality education and training as well as providing access to jobs and other economic opportunities is important to aid youths' social inclusion. Additionally, ensuring that youths and marginalised groups have increased access to political and civic participation will support empowerment and give them a voice on issues pertaining to them.

3 **Increase funding and support for youth-led organisations and initiatives.**
Providing sufficient funding for youth-led initiatives is crucial for social inclusion as it creates opportunities for young people to empower themselves. These initiatives help dispel stereotypes, challenge prevailing narratives about youth capabilities and potential, and enable societies to invest in the development of the next generation. Examples of youth initiative programs include TraderMoni, N-Power, and Tony Elumelu Foundation Entrepreneurship Program (TEF), among others.

4 **Institutionalise inclusivity of youths and marginalised groups in programs.**
To institutionalize inclusivity in programs, a sustained, long-term commitment is required to ensure that programs are responsive to the needs of youths and marginalized groups. One way to achieve this is to incorporate their perspectives into program design and implementation through community engagement and outreach, focus groups, and other forms of consultation.

Programmatic Recommendations

1 **Design gender-responsive programs and initiatives.**
Gender-responsive programs and initiatives consider the different experiences and needs of men and women and ensure that inclusivity and equity for all[53]. Gender-responsive programs can help significantly address social norms that foster exclusion and drive sustainable development in Nigeria.

2 **Engage youths.**
Creating an environment where the voices of young people are heard and their contributions appreciated is crucial. Young people bring fresh perspectives, energy, and ideas to the table and play a vital role in building a more inclusive society. For instance, the youth can advocate for change by speaking out against inequality and advocating for policies and practices that promote inclusion. Moreover, youths can also mobilize their peers to take action on inclusion issues, using social media and other platforms to build support and raise awareness..

3 **Encourage participatory dialogues around issues of diversity and inclusion.**
Participatory dialogues promote critical thinking, empower individuals to challenge existing norms, and explore ways to establish a more inclusive society. For instance, encouraging youth to engage in participatory dialogues on issues of diversity and inclusion is a significant stride towards attaining a more inclusive society, as this can aid in debunking stereotypes and misunderstandings while fostering empathy and comprehension.

[53]https://www.oecd.org/gov/gender-mainstreaming/

There is an urgency to take a bolder approach when formulating policies that concern women and girls in rural areas. We need to ensure that they are present in order to have community driven interventions

Tolulope Babajide

It is important for the younger generation to leverage the institutional memory of the older generation, and combine it with their creativity and innovation to provide better approaches for inclusion in social development

Oyinkansola Odidi

With inclusivity, we can expand the productive frontier of the economy and this must be seen as an opportunity

Mike Imafidor

For us to enjoy inclusion in all aspects, it must start with self

Adedotun Esan

Key Priorities, Action Steps, and Responsibilities

Policy Recommendation: Enact social Inclusion agenda and framework

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Youth and Sports Development, Federal Ministry of Humanitarian Affairs, Disaster Management and Social Development, and other related MDAs.	Develop a strategic plan for the National Social Protection Policy to enable seamless implementation across sectors.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations.	Promote strategies that include youths and marginalised groups across projects' life cycles.	Organised Private Sector (OPS) Bodies	Support the development of an action plan that will drive the implementation of the National Social Protection Policy within the private sector ecosystem.

Policy Recommendation: Create enabling environment for young people and marginalised groups

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Executive Council, of Nigeria (FEC), Federal & State Ministry of Youth and Sports Development and other related MDAs.	» Ensure that Technical Working Groups across ministries have seats reserved for youths and marginalised groups and ensure that they fill them. » Strengthen policies that promote youth participation in the National Assembly, Senate as well as at subnational levels.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations.	» Incorporate strategies that include youths and marginalised groups across projects' life cycles. » Design capacity building programs on DEI for all MDAs.	Organised Private Sector (OPS) Bodies	» Support in developing an action plan that will drive the implementation of the National Social Protection Policy within the private sector ecosystem. » Design capacity building programs on DEI for staff strengthening.

Policy Recommendation: Increase funding and support for youth-led organisations and initiatives

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Finance, Budget, and National Planning, and other related MDAs	Guided by related policies, a quota of funding should be set aside to support in implementing interventions that enable inclusion.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Design and implement youth-centred initiatives.	Organised Private Sector (OPS) Bodies	Fund youth-centred initiatives.

Policy Recommendation: Institutionalise inclusivity of youths and marginalised groups in programs

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Executive Council of Nigeria (FEC), ministries and MDAs	Mandate ministries to incorporate the perspectives of youths and marginalised groups into policy processes and programs.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Incorporate strategies that include youths and marginalised groups when designing and implementing projects	Organised Private Sector (OPS) Bodies	Incorporate strategies that include youth and marginalised groups when designing and implementing projects.

Programmatic Recommendation: Design gender-responsive programs and initiatives

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal Executive Council, of Nigeria (FEC), Federal & State Ministry of Women Affairs and other related ministries.	» Design interventions using an intersectional lens. » Mandate that all Government projects are designed and implemented using a gender-responsive approach.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Design interventions using an intersectional lens. » Build capacity in GESI; for example, the PIC Gender and Development Course.	Organised Private Sector (OPS) Bodies	» Build capacity of member organisations on GESI » Design services and products using an intersectional lens

Programmatic Recommendation: Engage Youth

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Youth & Sport and other related ministries.	» Design and implement youth-focused interventions. » Consult with youths when designing interventions for a diverse population.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	» Design and implement youth-focused interventions. » Consult with youths when designing interventions for a diverse population.	Organised Private Sector (OPS) Bodies	» Design and implement youth-focused interventions. » Consult with youths when designing interventions for a diverse population.

Programmatic Recommendation: Encourage participatory dialogues around issues of diversity and inclusion

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Youth & Sport and other related ministries.	Co-create inclusion programs with the youth on issues of National interest.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Advocate for youth participation through their inclusion in high-level dialogues on social development.	Organised Private Sector (OPS) Bodies	» Sensitize organisations on the benefits of youth engagement in organisational processes. » Encourage members to include youths in

Post- Summit Events...

Date: November 16, 2022
Time: 3.00 PM – 4.00 PM (WAT)

Democracy Without Us: Exploring Pathways for Inclusion in Politics

Panelists

» Hon. Mulikat Adeola Akande, Former Majority Leader, House of Representatives.
» Ms. Emily Ikhide, Research Fellow, National Institute for Legislative and Democratic Studies (NILDS)
» Mr. Jude Feranmi, Practice Lead, HEI Unit at Co-Creation Hub

Moderator

» Mr. Akinwumi Akinola, Senior Research Specialist, Policy Innovation Centre (PIC)

SESSION OBJECTIVES

» *Provide a platform for stakeholders to dialogue and explore inclusive approaches for bridging the existing gender gap in political parties.*

» *Deepen conversations about advancing gender equality, inclusion and civic participation in the democratic process in Nigeria.*

» *Contribute to policy recommendations to address the under-representation of women in politics and the democratic process.*

Credits: Policy Innovation Centre (PIC)

BACKGROUND

Despite making up approximately half of the Nigerian population, women hold less than 10% of elective and appointed positions in the country[54]. This figure falls short of the National Gender Policy's 35% affirmative action target for women's representation in public service. Initiatives such as the INEC's Gender Policy (IGP) and the youth ambassadors' scheme have been implemented to increase the representation of women and other marginalized groups in appointive and elective public positions, yet, underrepresentation persists[55]. The 2019 elections in Nigeria illustrated limited political representation, with only 7.3% of the Senate and 3.1% of the House of Representatives comprised of women. Furthermore, no female candidate was elected governor in any of the 36 States, and out of the 636 appointed executive positions between 1999 and 2015, women only occupied 17.5% of the total appointments. Similarly, only 15% of ministerial positions during the same period were occupied by women[56]. The representation of women in leadership promotes advancement of women issues and sustainable development. This session explored transformative ways to achieve inclusion within the Nigerian political ecosystem.
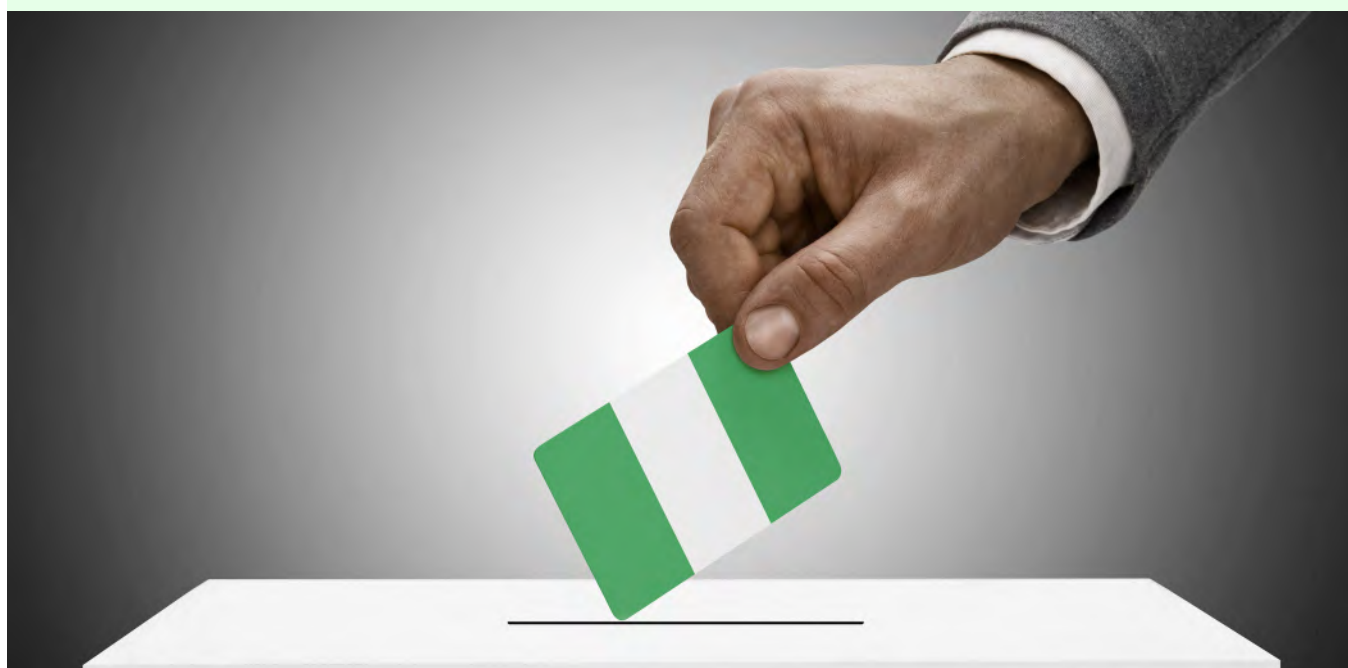
Issues & Challenges (Normative)

1. The impact of patriarchy on women's political participation.

In Nigeria, men have historically held more dominant political positions due to structural and sociocultural barriers that limit women's representation. In addition to being underrepresented, women are 'invisible' participants supporting the democratic process in the backstage but unable to advance to political leadership because of the societal perception that politics the exclusive prerogative of men[57].

2. Negative stereotypes.

In Nigeria, the intersection of patriarchy, religious beliefs and social norms that tend to restrict women to private spaces within the household and enable men to dominate in public decision making platforms. These beliefs and attitudes that limit women's political participation. Likewise, ageism constrains youth participation in politics due to the embedded perception that stereotypes persons on the basis of their age. Sadly, persons with disabilities suffer an increased burden of discrimination[58].

Issues & Challenges (Non-Normative)

1. Financial constraints.

Obtaining a candidate ticket from a political party and organising electoral campaigns is capital-intensive. Women, persons with disabilities, and other marginalised candidates may struggle to secure funding and other resources necessary to run a successful campaign consequently hindering their capacity to gain visibility and attract support.

2. Cumbersome process for seeking redress

The process of seeking redress is time-consuming and expensive as candidates from marginalized groups may be unable to afford the expenses associated with challenging the outcome of electoral processes through the legal system. This loophole has been used as a vehicle for exclusion as many electoral outcomes in Nigeria end in court.

3. The feeling of 'statelessness' for women in politics

Several married women in politics often feel 'stateless' because they are not fully recognized as potential candidates in their states of origin and also face the same treatment when they marry from a different state. This poses a hindrance to their political aspirations.

4. Additional scrutiny of female candidates

Female candidates face more scrutiny and criticism than their male counterparts and are held to different and, unfortunately, higher standards. They are also subject to derogatory language and comments, treated with less respect and credibility, and experience voter suppression and manipulation during election primaries. Voter intimidation and gerrymandering are common tactics that disadvantage women.

5. Lack of support structure

Women's political participation is hampered by lack of support structures for childcare as women mostly bear the burden of domestic work. Women's reproductive roles frequently limit their political participation.

[54]https://journals.sagepub.com/doi/10.1177/00219096221084253

[55]https://main.inecnigeria.org/?page_id=146

[56]https://main.inecnigeria.org/?page_id=7246

[57]https://journals.sagepub.com/doi/10.1177/00219096221084253

[58]https://blogs.worldbank.org/nasikiliza/social-inclusion-persons-disabilities-nigeria-challenges-and-opportunities

Policy Recommendations

① 1. Policy Enabling Environment
A legal framework guiding an open, equitable, and responsible political system to guarantee that all marginalised groups have the right to fair elections and equal access to the legal system is imperative. Additionally, it would ensure that measures are in place to deal with corruption or abuse of power and that the electoral and judicial institutions are open and accountable to the general public.

② Uphold the 35% Quota for women.
The 35% quota and affirmative action policy for women is essential to ensure gender equality and representation in decision-making. It addresses systemic barriers that prevent women from fully participating in politics. By upholding the quota, political parties and governments can be held accountable to ensure women are given equal opportunities to run for office and be represented in leadership positions. This not only helps to create more balanced and inclusive decision-making bodies, but it also helps to improve the representation of women's perspectives and interests in policies and legislation.

Programmatic Recommendations

① Commitment to free and fair elections.
Free and fair elections will build trust in the political system and encourage marginalized groups to participate. This can be achieved through citizen sensitization about their rights to vote and be voted for, transparency in voting processes, and procedures for resolving disputes. Technology such as smart card readers (SCR) and biometric voter verification (BVV) to confirm voters' identities will also engender free and fair elections.

② Capacity development and mentorship
Interventions that facilitate capacity development and empowerment are crucial for women, and other marginalised groups interested in pursuing political positions. Capacity building interventions can focus on public speaking, media relations, and campaign management. The creation of safe spaces where marginalized groups can openly speak and exchange ideas on their political experiences is also needed.

③ Affordable childcare for women
Providing affordable and accessible childcare options for women will enable them to balance responsibilities as caregivers with their participation in the political sphere. Government-funded childcare intervention can help to address systemic barriers faced by marginalised communities, such as low-income families, who may otherwise lack access to quality childcare.

④ Sensitise social institutions on inclusivity.
Campaigns on inclusivity should be created and implemented for social institutions that facilitate socialization. For example, primary and secondary school curricula should include academic and non-academic activities to improve girls' self-efficacy. Additionally, initiatives that involve community members, religious leaders, and traditional leaders should transform beliefs and attitudes about the role of girls and women in society. Positive media portrayals of women and girls can also shape societal perceptions and create a more supportive environment for females.

⑤ A balanced voice for advocacy.
Advocacy for political participation is essential for a healthy democracy, and a balanced voice is crucial in ensuring that all perspectives are heard and considered. For example, political dialogues should represent all members of society, as this will help bridge the gap between different perspectives and promote a more inclusive and participatory democracy.

" *Women vying for political positions must ensure they are well qualified and meet all the requirements.*

Mulikat Akande

" *Gender inequality is not specific to the political space....it is a cultural issue.*

Emily Ikhide

" *Advocacy for inclusion should also be inclusive and non-threatening.... Both men and women should champion this.*

Jude Feranmi

Key Priorities, Action Steps, and Responsibilities

Policy Recommendation: Policy Enabling Environment.

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Presidency, Senate and House of Representatives Federal & State Ministry of Women Affairs, Finance, Budget, and National Planning, and Budget, INEC, and other related MDAs	Promote a legal framework guiding an open, equitable, and responsible political system to guarantee that all marginalised groups have the right to fair elections and equal access to the legal system.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Advocate for a legal framework guiding an open, equitable, and responsible political system to guarantee that all marginalised groups have the right to fair elections and equal access to the legal system.	Organised Private Sector (OPS) Bodies and all private sector organisations	Support an enabling environment for policies that foster an open, equitable, and responsible political system.

Policy Recommendation: Uphold the 35% Quota for women

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs, Finance, Budget, and National Planning, and Budget, INEC, and other related MDAs	» Prioritise funds for implementation. » Ensure that INEC's Gender Policy is implemented	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Advocate for the adoption of INEC's Gender Policy	Organised Private Sector (OPS) Bodies and all private sector organisations	Adapt INEC's Gender Policy for private sector organisations

Programmatic Recommendation: Conducting free and fair elections

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Presidency, Supreme Court, Senate, and House of Representatives, and other related MDAs	Promote the implementation of electoral and judicial reforms for free and fair elections	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Advocate for the implementation of electoral and judicial reforms. for free and fair elections	Organised Private Sector (OPS) Bodies and all private sector organisations	Support programs that promote free and fair elections

Programmatic Recommendation: Capacity Development and Mentorship

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
INEC and other related MDAs	Interventions that facilitate capacity development and empowerment are crucial for women, and other marginalised groups interested in pursuing political positions.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Design mentorship and capacity-building programs on public speaking, media relations, and campaign management.	Organised Private Sector (OPS) Bodies and all private sector organisations	Support mentorship and capacity-building programs on public speaking, media relations, and campaign management.

Programmatic Recommendation: Affordable Childcare

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs, Federal Ministry of Works and Housing, INEC, and other related MDAs	Promote childcare and structural aids for person with disabilities.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Design and implement support programs such as childcare and structural aids for person with disabilities	Organised Private Sector (OPS) Bodies and all private sector organisations	Support interventions that support infrastructural development.

Programmatic Recommendation: Sensitise social institutions on inclusivity

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs, Federal Ministry of Finance, Budget, and National Planning, and Budget, Education, INEC, and other related MDAs	Incorporate inclusion into the educational curriculum of primary and secondary education as well as other social institutions.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Design programs that incorporate inclusion into the educational curriculum of primary and secondary education as well as other social institutions.	Organised Private Sector (OPS) Bodies and all private sector organisations	Fund programs that incorporate inclusion into social institutions.

Programmatic Recommendation: A balanced voice for advocacy

Government Sector Driven		Development Sector Driven		Private Sector Driven	
Responsibility	Action Steps	Responsibility	Action Steps	Responsibility	Action Steps
Federal & State Ministry of Women Affairs, INEC and other related MDAs	INEC's ambassadors should include women, persons with disabilities and other marginalised groups.	INGO, NGOs, CSOs, CBOs, FBOs, and other related organisations	Organise inclusive dialogues on political participation.	Organized Private Sector (OPS) Bodies and all private sector organisations	Support inclusive dialogues on political participation.

PIC Gender and Social Inclusion Programs

Women, people living with disabilities and other vulnerable groups continue to face discrimination that limits their meaningful participation in society. This is compounded by intersectional factors such as age, race, religion, ethnicity, disability and socio-economic status. Nigeria ranks 123 out of 146 countries on the global gender index (WEF 2022) indicating the need for coordinated efforts to address gender-inequality-related gaps.

At the PIC, our Gender Equality and Social Inclusion (GESI) program is focused on supporting an enabling policy environment for gender and social inclusion; gender systems strengthening as well as gender transformative programming. Our sustainability approach to GESI embeds capacity building, skills transfer, and participatory strategies to facilitate ownership and positive social change. Our GESI pillars are:

»   Policy and Governance
»   Gender System Strengthening
»   Gender Portfolio Management

Nigeria ranks 123 out of 146 countries on the global gender index (WEF 2022) indicating the need for coordinated efforts to address gender-inequality-related gaps.

POLICY AND GOVERNANCE

We use evidence based gender transformative approaches to support the development and Gender Equality and Social Inclusion (GESI) policies. We promote advocacy for gender equality for women, persons with disabilities, youths, and other marginalized groups.

Annual Gender and Inclusion Summit:
The PIC Gender and Inclusion Summit convenes national and global leaders in government, business, politics, development, civil society, and academia through a hybrid summit platform of in-person and virtual dialogues to deliberate on transformative ways to achieve gender equality and accelerate the actualization of the SDGs as well as positive outcomes for men and women. The summit provides a platform for co-creating actionable strategies for addressing gaps in Nigeria's gender-responsive governance, policy and programming.

GENDER SYSTEM STRENGTHENING

We strengthen gender systems through research, information management systems and sector specific capacity building programs for public, private, and development practitioners that equips them with skills to engage on gender issues and implement gender transformative programs. Our agency-based empowerment training programs enhances the capacity of women to harness sustainable livelihood opportunities and address challenges they encounter in doing so.

PIC Gender /DEI Courses:

The PIC organises a Gender and Development certificate course in collaboration with an expert faculty as well as the Centre for Gender and Social Policy Studies (CGSPS), Obafemi Awolowo University, Ile-Ife. The five-day course covers basic concepts about gender, gender mainstreaming, gender action planning/budgeting, gender analysis, as well as monitoring and evaluation as they apply across various sectors. The course also includes sector specific modules such as: Gender and Public Policy, Gender and Health, Gender in Agriculture and Food Security, Gender in Education, Gender and Financial Inclusion/Women Empowerment. The PIC runs open and customized courses.

GENDER PORTFOLIO MANAGEMENT

We provide technical support for gender budgeting, manage gender projects and provide technical advisory for incorporating gender considerations into program design for government, development and private sector to ensure that policies and programs are designed and implemented to take into account the needs and perspectives of women, young people and marginalized groups. Our gender transformative approach and use of behavioural insights innovatively address gender norms and deep seated inequalities as well as improve male engagement to create an enabling environment for sustainable change.

Appendix

GS22 AGENDA

TIME	ACTIVITIES	SESSION TYPE	SPEAKERS
8:00am - 9:00am	Poster and Art Exhibition Booth Set-up	Exhibition	Policy Innovation Centre Team
	Registration	Registration	
9:00am - 10.00am	Fireside Chat: Re-imagining Inclusion for Social Development: Youth's Perspective	Interactive Panel 1	**Discussants:** Joy Ekanem, Oyinkansola Odidi, Adedotun Esan, Tolulope Babajide, Mike Imafidor, Aishat Hussain-Olabanji, Dr. Cornelius Ohonsi
10:00am - 10:05am	About PIC	Documentary	**Mr. Faisal Naru,** Executive Director, PIC
10:05am - 10:10am	About the Gender & Inclusion Summit	Documentary	**Dr. Osasuyi Dirisu,** Deputy Director, PIC
10:10am - 10:15am	Opening Remark	Opening Remark	**Mr. Niyi Yusuf,** Chairman, NESG
10:15am - 10:25am	Special Guests	Special Recognition	Government/Donors/Development Partners/Private Sector
10:25am - 10:30am	Special Remarks 1	Special Remarks 1	**Alexandre Borges-Gomes,** Deputy Head of EU Delegation to Nigeria
10:30am - 10:35am	Special Remarks 2	Special Remarks 2	**Ms. Catriona Laing CB,** British High Commissioner to Nigeria
10:35am - 10:55am	Opening Speech	Opening Speech	**Sybil Chidiac,** Senior Program Officer, Gender Equality Division, Bill & Melinda Gates Foundation, USA
10:55am - 11:10am	Keynote Speech	Keynote Speech	**Mary Beth Leonard,** United States Ambassador to Nigeria
11:10am - 11:15am	Echoes of Inclusion	Documentary/Speech	Shadow Country Director, PLAN International Nigeria
11:15am - 11:20am	Access to Justice for Survivors of Gender Based Violence (GBV)	Presentation	**Yewande Gbola Awopetu,** Head SGBV Response Unit, Ministry of Justice (EU- UN Spotlight Initiative engagement with Interministerial Committee)
11:20am - 12:45pm	Battered in Silence: Rethinking Faith, Culture and the Legal Eco-System around Gender-Based Violence in Nigeria	Interactive Panel Session 2	• **Mrs. Maryam Uwais**, Special Advisor, National Social Investment Office, The Presidency • **Mr. Tunde Onakoya,** Founder, Chess in Slum Africa • **Margaret Ochalla,** Commissioner of Police/Force Gender Coordinator/Adviser to the Inspector General of Police • **Dr. Nkiru Balonwu,** Managing Partner, RDF Strategies	Chair, African Women On Board • **Mr. Bamidele Osibo,** Director, Monitoring and Evaluation, Foundation for Resilient Empowerment and Development. (EU-UN Spotlight Initiative) • **Moderator: Dr. Osasuyi Dirisu,** Deputy Director, Policy Innovation Centre, Nigeria
12:45pm - 1:05pm	Research Presentations	Two minutes thesis	**Oral Presentation** **Panelists:** Dr. Michael Kunnuji/Mrs. Loise Maina/Mr. Mayokun Adediran
1:05pm - 1:10pm	A Case for Gender Equality in the Mining Sector	Presentation	**Mrs. Janet Adeyemi,** President of Women in Mining in Nigeria
1:10pm - 2:15pm	Together Yet Divided: Exploring a Diversity, Equity, and Inclusion Agenda Beyond 2023	Interactive Panel Session 3	• **Ms. Ivana Osagie,** Founder & CEO, PWR Advisory • **Dr. Charles Usie,** Country Director, Plan International Nigeria • **Ms. Ekaete Umoh,** Country Director, CBM Global Disability Initiative • **Professor Olu Ogunsakin,** DG National Institute of Police Studies • **Mr. Jake Epelle,** Founder & CEO, Albino Foundation • **Mrs. Loise Maina,** Head, Gender Centre of Excellence at Rockefeller Philanthropy Advisors • **Moderator: Ms. Dolapo Agbede,** Founder & CEO, Will Way Paradigm
2:15pm - 2:55pm	**Lunch**	**Exhibitions/Poster Presentations**	
2:55pm - 4:10pm	Expanding Financial Inclusion for Nigerian Woman: Complementary Roles and Coordination Challenges of Providers, Consumers, Enablers, and Supportive Partners	Interactive Panel Session 4	• **Isaiah Owolabi,** CEO, EFiNA • **Rinmicit Aboki,** Gender Advisor, Albright Stonebridge Group • **Dr. Zakariya'u Lawal mni,** Director, Monitoring and Evaluation Department, Federal Ministry of Finance, Budget and National Planning • **Michael Gboyega Ilesanmi,** Senior Social Development Specialist, World Bank • **Mr. Olawale Tunde Fasanya,** Director General, SMEDAN • **Moderator: Prof Ummu Jalingo,** National President, Nigerian Economic Society, Member of the Board, Central Bank of Nigeria
4:10pm - 4:15pm	Connecting the Dots for a Gender-Inclusive Society	Rendition	The Greatminds
4:15pm - 5:45pm	(High-Level Ministerial Session) All Hands on Deck – Exploring Multi-sectoral and Intersectional Pathways for Driving Women's Empowerment in Nigeria	Interactive Panel Session 5	• **H. M. Zainab Ahmed (CON),** Honorable Minister of Finance, Budget, and National Planning • **H. M. Mohammad Mahmood Abubakar,** Honorable Minister of Agriculture and Rural Development • **H. M. Dame Pauline Tallen (OFR, KSG),** Honorable Minister of Women Affairs • **HRH Alhaji Samaila Muhammed Mera,** Emir of Argungu • **Mr. Suleiman Abubakar,** CEO, Sterling Bank Plc • **Ms. Beatrice Eyong,** UN Women Country Representative to Nigeria • **Shubham Chaudhuri**, Country Director, World Bank • **Moderator: Moji Makanjuola (MFR),** Veteran Journalist and Broadcaster
5:45pm - 5:55pm	Presentation of Prizes	Closing Session	Representative from Bill & Melinda Gates Foundation
5:55pm - 6:00pm	Vote of Thanks	Closing Session	**Dr Tayo Aduloju,** COO, NESG

GS22 ABSTRACT DIRECTORY

POSTER NUMBER	SUMMIT TRACK	PRESENTING AUTHOR	ABSTRACT TITLE
GS22/201	GENDER AND HEALTH/HIV	ARINZE AJOGWU	DOES GENDER DIFFERENCES AFFECT TUBERCULOSIS TREATMENT OUTCOMES? LESSONS FROM IMPLEMENTATIONS IN ABIA STATE NIGERIA
GS22/202	GENDER AND HEALTH/HIV	ATUNDE AHMED OLAREWAJU	WOMEN AND GIRL'S INCLUSION: A REVIEW OF THE NIGERIAN NATIONAL COVID-19 VACCINE DISTRIBUTION STRATEGY AND PRACTICE
GS22/203	GENDER AND HEALTH/HIV	PROFESSOR JA TYNDALL	ASSESSMENT OF GBV/HIV RELATED SERVICES AT ACEBAY SUPPORTED HEALTH FACILITIES IN THE BAY STATES, NE NIGERIA
GS22/204	GENDER AND HEALTH/HIV	TAMUNO FORTUNE LUKE	ADDRESSING HARMFUL GENDER NORMS THROUGH COMMUNITY-BASED SENSITIZATION AND DIALOGUE
GS22/205	GENDER AND HEALTH/HIV	YETUNDE FATOGUN	SUCCESS AND PITFALLS IN GETTING RURAL WOMEN TO PROCURE SOCIAL HEALTH INSURANCE: A PRELIMINARY ANALYSIS FROM A WOMEN ECONOMIC EMPOWERMENT PROGRAM
GS22/206	WORKPLACE GENDER DYNAMICS	OZIOMA IZUORA	DEVELOPING INSTITUTIONAL FRAMEWORK FOR TACKLING SEXUAL HARASSMENT IN THE WORKPLACE IN NIGERIA
GS22/207	WORKPLACE GENDER DYNAMICS	HABIBA WAZIRI	A NIGERIAN AT WORK: RESEARCH STUDY OF CULTURE, GENDER & THE WORKPLACE
GS22/208	WORKPLACE GENDER DYNAMICS	SUSAN POPOOLA	ALLYSHIP: WORKING TOGETHER WITH MEN TO ACHIEVE GENDER EQUALITY
GS22/210	ACCESS TO REPRODUCTIVE HEALTH SERVICES	BABATUNDE BAKRE	IMPACTS OF SCALING ACCESS TO VOLUNTARY CONTRACEPTIVE USE AMONG ADOLESCENT GIRLS IN NIGERIA
GS22/211	ACCESS TO REPRODUCTIVE HEALTH SERVICES	ELIZABETH OBANGHE ENU-AKAN	ABORTION: AN OUTLAWED BUT ESSENTIAL REPRODUCTIVE HEALTH SERVICE
GS22/212	ACCESS TO REPRODUCTIVE HEALTH SERVICES	MOSES ADURASEGUN ABOLADE	LEGAL PERSPECTIVE OF ASSISTED REPRODUCTIVE TREATMENT AND ITS IMPLICATION ON THE ACTUALISATION OF FEMALE REPRODUCTIVE RIGHTS AND SUSTAINABLE DEVELOPMENT IN NIGERIA
GS22/216	ACCESS TO REPRODUCTIVE HEALTH SERVICES	MERCY ANTHONY	ACCESS AND CHALLENGES TO FAMILY PLANNING CARE SERVICES: A CASE STUDY OF PEOPLE WITH DISABILITIES
GS22/213	GENDER AND SOCIAL POLICY	IDONGESIT ESHIET	THE LAW AND GENDER INEQUALITY IN CONTEMPORARY NIGERIA: CHALLENGES AND PROSPECTS
GS22/214	GENDER AND SOCIAL POLICY	YUSUF SAMAILA	INCREASING KNOWLEDGE AND PRACTICE OF LAWS AND POLICIES TO PREVENT GBV AMONG LOCAL LEADERS IN MCGL FOCUSED STATES OF EBONYI AND SOKOTO STATES, NIGERIA
GS22/303	GENDER AND DIGITAL INCLUSION	TOYIN UMORU	ADDRESSING GENDER DIGITAL DIVIDE; A PATHWAY TO INCLUSIVE DIGITAL TRANSFORMATION IN NIGERIA
GS22/307	GENDER AND DIGITAL INCLUSION	CHARLES FLAJIKI	GENDER SPECIFIC PATTERNS AND DETERMINANTS OF DIGITAL AWARENESS AND INCLUSION: STUDENTS' PERSPECTIVES FROM A GENDERED SCHOOL-BASED DIGITAL SKILLS INTERVENTION ACROSS SCHOOLS IN ABUJA NIGERIA
GS22/308	GENDER AND DIGITAL INCLUSION	GIDEON OLARENWAJU	REFLECTIONS ON EVIDENCE-BASED APPROACHES IN CLOSING GENDER DIGITAL SKILLS GAP AMONG ADOLESCENTS GIRLS: FINDINGS FROM DIGITAL SKILLS TRAINING AMONG LEARNERS FROM LOW-INCOME HOUSEHOLDS IN NIGERIA

POSTER NUMBER	SUMMIT TRACK	PRESENTING AUTHOR	ABSTRACT TITLE
GS22/309	GENDER AND POLITICAL PARTICIPATION	LATEEF AREMU	KOS'OBIRIN, KOS'BO (NO WOMEN, NO VOTES): WOMEN AND POLITICAL PARTICIPATION IN IBADAN METROPOLIS, NIGERIA
GS22/310	GENDER, DISABILITY AND INCLUSION	IFEOLUWA OGUNDIPE	INFLUENCE OF ASSISTIVE TECHNOLOGY ON THE ACADEMIC PERFORMANCE OF SPECIAL EDUCATION STUDENTS IN ILORIN, KWARA STATE
GS22/311	GENDER, DISABILITY AND INCLUSION	TINUKE TEMITOPE	THE NECESSITY OF GENDER AND DISABILITY INCLUSION AND MAINSTREAMING IN TECHNICAL VOCATIONAL EDUCATION TRAINING (TVET)
GS22/312	GENDER, FAITH AND CULTURE	DR. PATRICIA K OBI	THE RESTITUTION OF CONJUGAL RIGHT AS A TOOL FOR THE REPRESSION OF THE REPRODUCTIVE RIGHTS OF WOMEN IN NIGERIA
GS22/313	GENDER, FAITH AND CULTURE	OPARA, EUCHARIA UGOCHI	EXPLORING GENDER EQUALITY IN GBAGYI FAITH AND CULTURE: AN ETHNOGRAPHICAL APPROACH
GS22/314	GENDER, FAITH AND CULTURE	HADIZA SALELE	RELIGIOUS AND TRADITIONAL LEADERS (RTLS) AS CHAMPIONS OF GENDER EQUALITY AND SEXUAL AND REPRODUCTIVE HEALTH (SRH): ADDRESSING THE GENDER-BASED BARRIERS THAT RESTRICT ACCESS TO SRH IN NORTHERN NIGERIA
GS22/315	GENDER, FAITH AND CULTURE	PAUL OLUWASOGO OMONIYI	INFLUENCE OF RELIGION ON DOMESTIC VIOLENCE IN IBADAN METROPOLIS, OYO STATE, NIGERIA
GS22/101	AGRICULTURE AND FOOD SECURITY	DR. AFOLABI MOJIRAYO	FEMALE FARMERS AS MAINFRAME OF NIGERIAN ECONOMY: A STUDY OF FARMING ACTIVITIES OF RURAL WOMEN IN SELECTED COMMUNITIES IN ONDO AND OSUN STATE
GS22/102	AGRICULTURE AND FOOD SECURITY	SAMUEL OLUFUNKE OLUBUKOLA	A COMPREHENSIVE EVALUATION OF THE EFFECT OF INVOLVEMENT IN FISH FARMING ON THE MATERIAL AND PSYCHOLOGICAL WELLBEING OF YOUTHS IN NIGERIA
GS22/103	AGRICULTURE AND FOOD SECURITY	TEMILADE SESAN	BEYOND MAN-POWER: HOW CAN ELECTRICITY FROM MINI GRIDS BE HARNESSED TO BOOST PRODUCTIVITY FOR WOMEN IN AGRICULTURAL VALUE CHAINS?
GS22/104	GENDER AND CLIMATE CHANGE	DR. OYINLOLA ABIODUN FASORO	CLIMATE JUSTICE BUILDING RESILENCE TO CLIMATE CHANGE
GS22/114	GENDER, INCLUSION AND BEHAVIOURAL INSIGHTS	CORNELIUS CHINONSO NWODOH	GENDER-BASED VIOLENCE TREND AMONG THE ELDERLY/ AGED POPULATION LIVING IN RURAL COMMUNITIES OF KWARA STATE, SOUTH WEST NIGERIA: INCLUSIVE OF ALL AGE GROUPS.
GS22/115	GENDER, INCLUSION AND BEHAVIOURAL INSIGHTS	NDUKWU, GEORGE ODOCHI	GENDER PARITY ACCELERATORMODELFOR NIGERIA: ENGAGING PUBLIC-PRIVATE SECTOR MULTI-STAKEHOLDERS FOR COLLECTIVE ACTION THROUGH SOCIAL AND BEHAVIOUR CHANGE COMMUNICATION GENDER TRANSFORMATIVE APPROACHES
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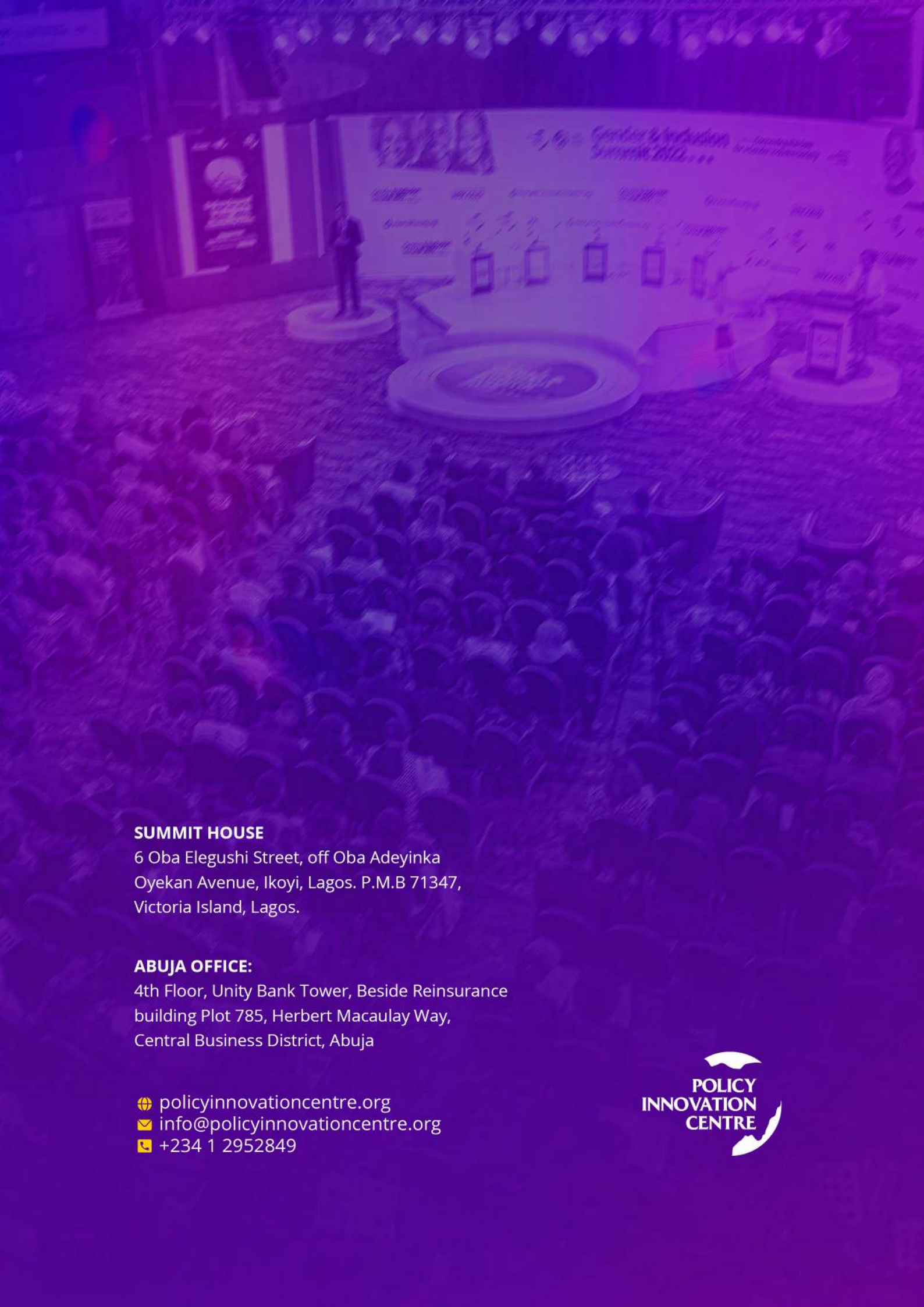
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For more inquiries on the Gender and Inclusion Summit or the PIC, kindly contact
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