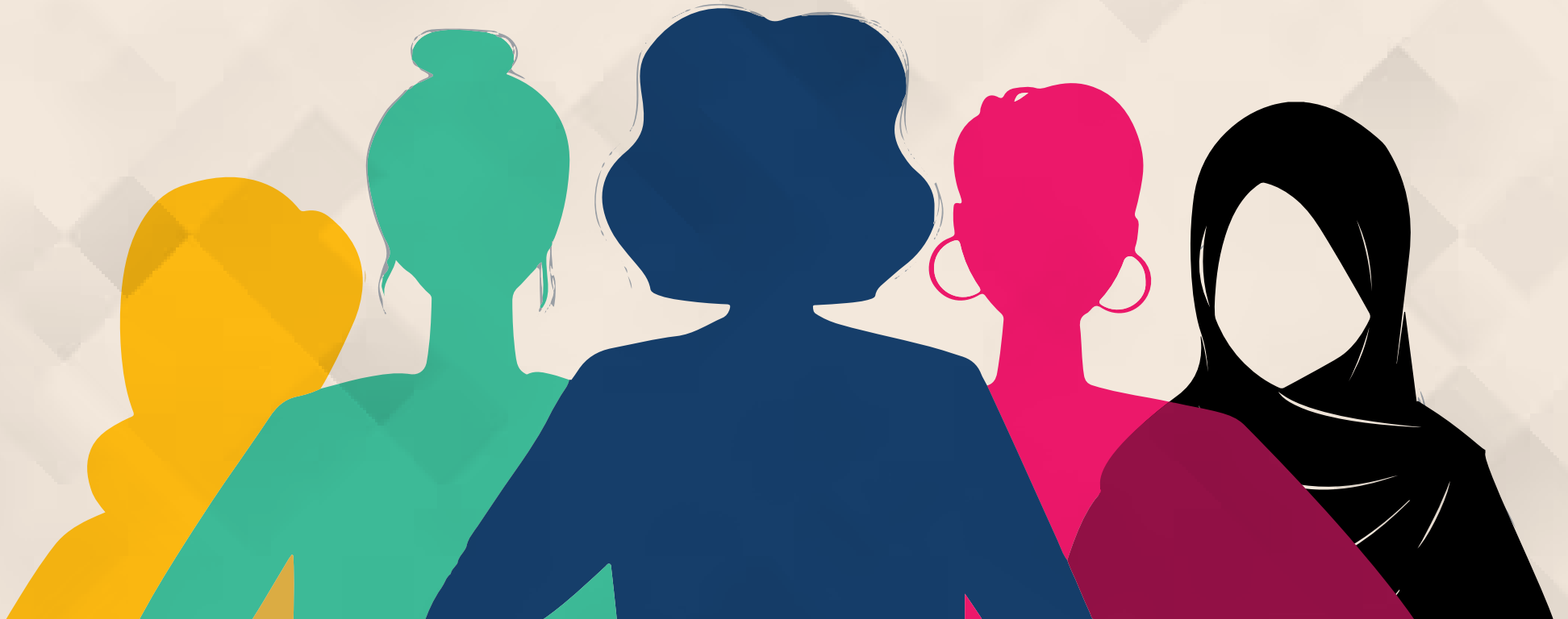




A Citizen's Guide to Understanding the  
**National Women's Economic  
Empowerment Policy and  
Action Plan.**





**NATIONAL WOMEN'S  
ECONOMIC EMPOWERMENT (WEE)  
POLICY AND ACTION PLAN**



# Acknowledgement

This simplified version of the Federal Government of Nigeria's National WEE Policy was developed by BudgIT, with guidance from Albright Stonebridge Group (ASG) and support from Gates Foundation.

## Partners



# Introduction



## What Is the National WEE Policy and Action Plan?

The Nigeria National WEE Policy and Action Plan is a blueprint and a roadmap to achieve Women's Economic Empowerment (WEE) in Nigeria. The Policy aims to ensure women aren't left behind in our economy. This policy is expected to boost economic progress for women in Nigeria, which will also benefit the broader regional economy. The Government of Nigeria is committed to driving this initiative through a five-year action plan that covers what we need to achieve and how we're going to do it.



# Why do we need The National WEE Policy and Action Plan?

## Objectives of The National WEE Policy and Action Plan.



# \$229 billion

Analysts predict that Nigeria's GDP could increase by \$229 billion over ten years if women participated in the workforce as much as men.

## Did you know?

source: International Finance Corporation; World Bank Group



# Mission Statement



The National WEE Policy and Action Plan outlines the structural reforms and sectoral interventions required to democratise economic access and opportunity for Nigerian women and girls

# Vision Statement

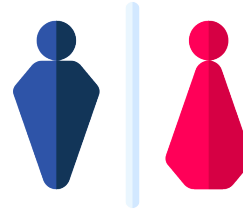


# 2030

By 2030, Nigeria will become a global WEE exemplar where there are viable economic pathways for an additional 50 million women and girls to exit poverty and contribute meaningfully to national economic prosperity.



# Understanding Current Gender Gaps in Nigeria



## Population

Women 49.3%  
Men 50.7%



## Poverty

70% of women are extremely poor.



## Financial inclusion

56% of Nigerian men have access to financial services, compared to only 45% of women.



## Land Ownership

women account for 70%-80% of agricultural labour and output in Nigeria, and only 10% of land owners in Nigeria are women.



## School Completion

While 67% of boys in Nigeria will complete secondary school, only 53% of girls have the same opportunity.



## Digital Access

34% of Nigerian women and girls have access to the internet, compared to 54% of men and boys.



## Corporate Representation

only about 1 in 5 board members of the companies represented on the Nigerian Stock Exchange are women.



## Social Access

Women have less access to quality healthcare, legal protection and political representation than men.





# ▲ Gaps between Men and Women in Access to Financial Services (Yr. 2021)

Measure (2021)	Female	Male	Absolute Gap	Relative Gap (women's percentage of men's total)
Owns an account	<b>35%</b>	<b>55%</b>	<b>20%</b>	<b>64%</b>
Owns a debit or credit card	<b>26%</b>	<b>45%</b>	<b>19%</b>	<b>58%</b>
Mobile money account	<b>5%</b>	<b>12%</b>	<b>7%</b>	<b>42%</b>
Saved at a financial institution	<b>12%</b>	<b>23%</b>	<b>11%</b>	<b>52%</b>
Made or received a digital payment	<b>23%</b>	<b>45%</b>	<b>22%</b>	<b>51%</b>

Source: The World Bank's 2021 Findex Report data

# The National WEE Policy and Action Plan Structure



## Core Sectoral Pillars and Crosscutting Accelerators

Core Sectoral Interventions



Crosscutting Enablers



All lists are representative and not exhaustive

# SMART Goals of The National WEE Policy and Action Plan



		Baseline (2022)	Policy Goals by 2028	MTNDP 2021-2025 Target
<b>Overall goals</b>	The World Economic Forum (WEF) Global Gender Gap Index	123	Top 90 countries	Top 100
	WEF Gender Gap Economic Opportunity and Inclusion Sub- Index	50	Top 40 countries	-
<b>Women's Economic Participation</b>	Labour Force Participation	55%	65%	62%
	The share of women in the agriculture labour force	19.6%	30%	25%
	World Bank's Women, Business, and the Law index	63.1%	71.5%	-
	Women occupying board seats across the various sectors listed on the Nigerian Stock Exchange (NSE) and senior management positions of listed companies.	19 % (board seats) 23% (senior management representation)	25 % (board seats) 30 % (senior management representation)	-
<b>Women's Economic Literacy Access</b>	Women's Financial Inclusion	45%	75%	71%
	Percentage of girls enrolled in secondary school.	67%(2021)	75%	71%

# Qualitative Goals of The National WEE Policy and Action Plan will bring



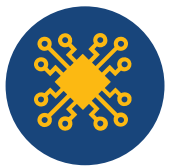
Ensure that economic recovery efforts after the pandemic focus on improving women's economic situations.



Help women get more access to important tools like land, mobile phones, and the internet, in line with national goals.



Empower women by teaching them financial skills, giving them access to financing, and supporting small businesses to grow.



Take advantage of Nigeria's growing digital economy to help women earn more and improve their economic standing, with help from the private sector.



Ensure there are support systems like paid leave, childcare, and women's groups to help women fully participate in the economy.



Ensure the government follows through on its promises and international agreements focused on empowering women economically.



Integrate gender equality into government processes such as policy-making, budgeting, and procurement.

# How will the Policy be Implemented?



Core Sector Pillars of The National WEE Policy and Action Plan , Strategic goals and Targets



## Women in Agriculture

### Access to Finance and Markets

**Priority Policy Intervention:**

Expand women-focused agriculture funds at relevant MDAs

Improves partnerships and incentives for financial institutions to lend to women small holders

Review of collateral requirements for agriculture financing

Direct government cash transfers to female smallholders

Development of a Women Agriculture Development Fund

**Lead Stakeholders:** FMARD, FMFBNP, BOA, FMITI, FMLE

### Access to high-quality, climate-resistant inputs

**Priority Policy Intervention:**

Offer women farmers discounted seeds, fertilisers, and pesticides to boost their productivity. Equip women farmers with irrigation tools to protect them from drought.

Access to affordable modern farming tools and methods for women farmers.

Build stronger connections between women farmers and companies to help them access new technologies.

Practise relevant policies to support women farmers in addressing climate change.

**Lead Stakeholders:** Federal Department of Agricultural Land & Climate Change Management Services (ALCCMS).

### High value crop and livestock value chains

**Priority Policy Intervention:**

Set up clear and accessible markets where women can sell high-value crops.

Provide training for young female farmers to grow and profit from high-value crops.

Offer government-sponsored workshops to enhance women's skills in high-value farming.

Identify valuable regional crops and train young female farmers to grow them.

Motivate businesses and government to collaborate, giving women access to valuable crops and market opportunities.

**Lead Stakeholders:** FMARD, FML, FMITI

### Gender-intentional extension services

**Priority Policy Intervention:**

Employ more women in agriculture services to make it easier for women farmers to access these resources.

Engage with women's groups to provide agricultural services and support.

Train extension workers on gender-sensitive approaches. Record how many men and women benefit from government programs to improve future policies.

Gather and use feedback from farmers to make services better. Increase the support for crops that are mostly grown by women.

Add training on business skills and emotional resilience to help women farmers succeed in agriculture.

**Lead Stakeholders:** FISS, FMST, FMARD, FMLE, FMITI

# How will the Policy be Implemented?



Core Sector Pillars of The National WEE Policy and Action Plan , Strategic goals and Targets



## Women in Agriculture

### Access to Information through Women Affinity Groups

**Priority Policy Intervention:**

Share advanced farming and marketing techniques with women farmers.

Strengthen women's groups and use them to deliver government programs.

Facilitate sharing of best practices for farming and income generation among WAGs.

Teach women how to compare financial products and make informed decisions.

Create market access, credit, and insurance products tailored to WAGs. Support shared learning between WAGs across agricultural value chains.

Raise awareness and improve funding opportunities for women exporters.

**Lead Stakeholders:** FMFBNP, Federal Department of Agribusiness & Market Development, FMWA

### Access to labour-saving agriculture tools and mechanisation.

**Priority Policy Intervention:** Offer women training on the latest farming innovations.

Help women afford tools through cash vouchers or private partnerships.

Make transportation easier for women to move farm products along the value chain.

Create shared options for women to rent or lease tractors and tools.

Develop machines suited to local needs to reduce women's labour in farming.

**Lead Stakeholders:** FISS, FMST, FMARD, FMLE, FMITI

### Demystify harmful norms around women's role in agriculture.

**Priority Policy Intervention:** Highlight the importance of women in agriculture and challenge harmful gender norms.

Educate on how gender norms hinder women's success in farming.

Offer technical training, mentorship, and business management skills for women farmers.

**Lead Stakeholders:** FMARD, FMCoDE

### Access to Land

**Priority Policy Intervention:** Ensure equal access to land for men and women.

Support reforms to improve women's access to land at state and local levels.

Reform laws that limit women's rights to land and resources. Make land administration more efficient and effective.

Ensure men and women know their land rights.

Create strategies that prioritize women in property distribution. Build systems that protect women's access to land based on local policies.

Incentivize husbands to include their wives on land titles with discounted fees.

**Lead Stakeholders:** NEC, FMOJ, Subnational Governments, NALDA

# How will the Policy be Implemented?



Core Sector Pillars of The National WEE Policy and Action Plan , Strategic goals and Targets



## Women in Agriculture

### Leverage emerging technology platforms

#### Priority Policy Intervention:

Partner with ag-tech platforms to provide women smallholders with government-backed support. Work with women-led ag-tech companies to develop training programs for women farmers.

Allocate more government funds to ag-techs and allow them to test innovative programs that benefit women smallholders.

Work with tech firms to provide women farmers with accessible data to help them make informed, yield-boosting decisions

**Lead Stakeholders:** FMARD, FMST, FMCoDE

### Change norms around women's participation in high-value chains.

#### Priority Policy Intervention:

Encourage farmer couples to make input decisions together through joint training and planning.

Hold advocacy workshops in regions where women are excluded from high-value agricultural production.

**Lead Stakeholders:** FMARD, Department of Rural Development, Department of Agric Business and Marketing



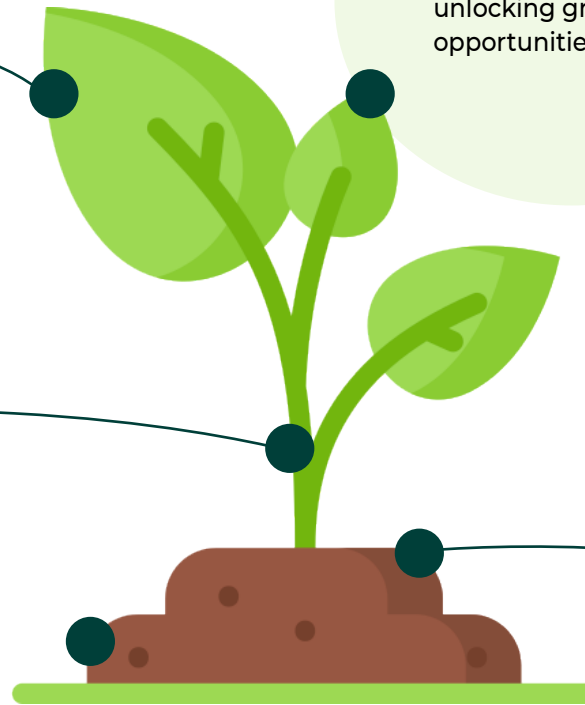
# Proposed Policy Outcomes for Pillar One: Women in Agriculture

Enhances women's access to vital resources, including capital, subsidised inputs like seeds, fertilisers, and pesticides, as well as advanced farm machinery that significantly boosts productivity.

Facilitates women's entry into high-value markets for cash crops and livestock, unlocking greater economic opportunities.

Expands women's access to climate-smart technologies, irrigation systems, and modern equipment, promoting sustainable farming practices.

Empowers women with increased access to land ownership, fostering long-term agricultural and financial independence.



# How will the Policy be Implemented?



Core Sector Pillars of The National WEE Policy and Action Plan , Strategic goals and Targets



## Women in Entrepreneurship

### Access to both local and international markets.

**Priority Policy Intervention:**

Pool female-owned products for domestic and international markets

Leverage AfCFTA to expand women's access to larger markets

Develop platforms for easy access to trade information

Develop products that meet export standards by providing clear guidelines on quality, branding, and pricing.

Scale up blockchain-enabled e-wallets to help women access markets remotely.

Work with local and global e-commerce sites to promote women-owned businesses and create dedicated marketplaces for them.

Ensure future infrastructure projects connect rural women to markets by addressing existing transportation gaps.

**Lead Stakeholders:** SMEDAN, NEPC, SON, FMITI, FMFBNP

### Access to Capital

**Priority Policy Intervention:** Collaborate with financial institutions to provide women entrepreneurs with loans, grants, and low-interest financing.

Focus on government policies that increase investment in women-led startups and SMEs.

Establish women's investment networks

Allocate more national budget resources to women-owned businesses, starting from 2024.

Offer grants to women micro entrepreneurs and train them on how to use the funds effectively.

**Lead Stakeholders:** FMFBN, CBN, FMWA, FMITI, REA

### Entrepreneurial Capacity Development

**Priority Policy Intervention:** Expand access to technology and infrastructure  
Offer more training in business management, finance, and entrepreneurship for women.

Incentivize networking opportunities for women entrepreneurs

Integrate psychological empowerment into programs: Include confidence-building activities to boost women's creativity and innovation.

Connect emerging women entrepreneurs with successful female business owners for guidance.

Combine skills training with financing opportunities to attract more women and reduce time commitment.

**Lead Stakeholders:** FMFBNP, FMCoDE, FMITI, FMWA

# How will the Policy be Implemented?



Core Sector Pillars of The National WEE Policy and Action Plan , Strategic goals and Targets



## Women in Entrepreneurship

### Lower the barrier to entry for new firms into the formal economy and business

#### Priority Policy Intervention:

Offer financial support to encourage women's entry into sectors like tech, agriculture, and renewable energy. Create policies that protect women-led businesses, intellectual property, and address discrimination. Help women with legal processes, patenting, and securing licences.

Implement policies to improve women's technical skills, enabling them to thrive in various industries.

**Lead Stakeholders:** CAC, FMITI, CBN, SON, NAFDAC, FMLE

### Women's entrepreneurship and engagement in innovation

#### Priority Policy Intervention:

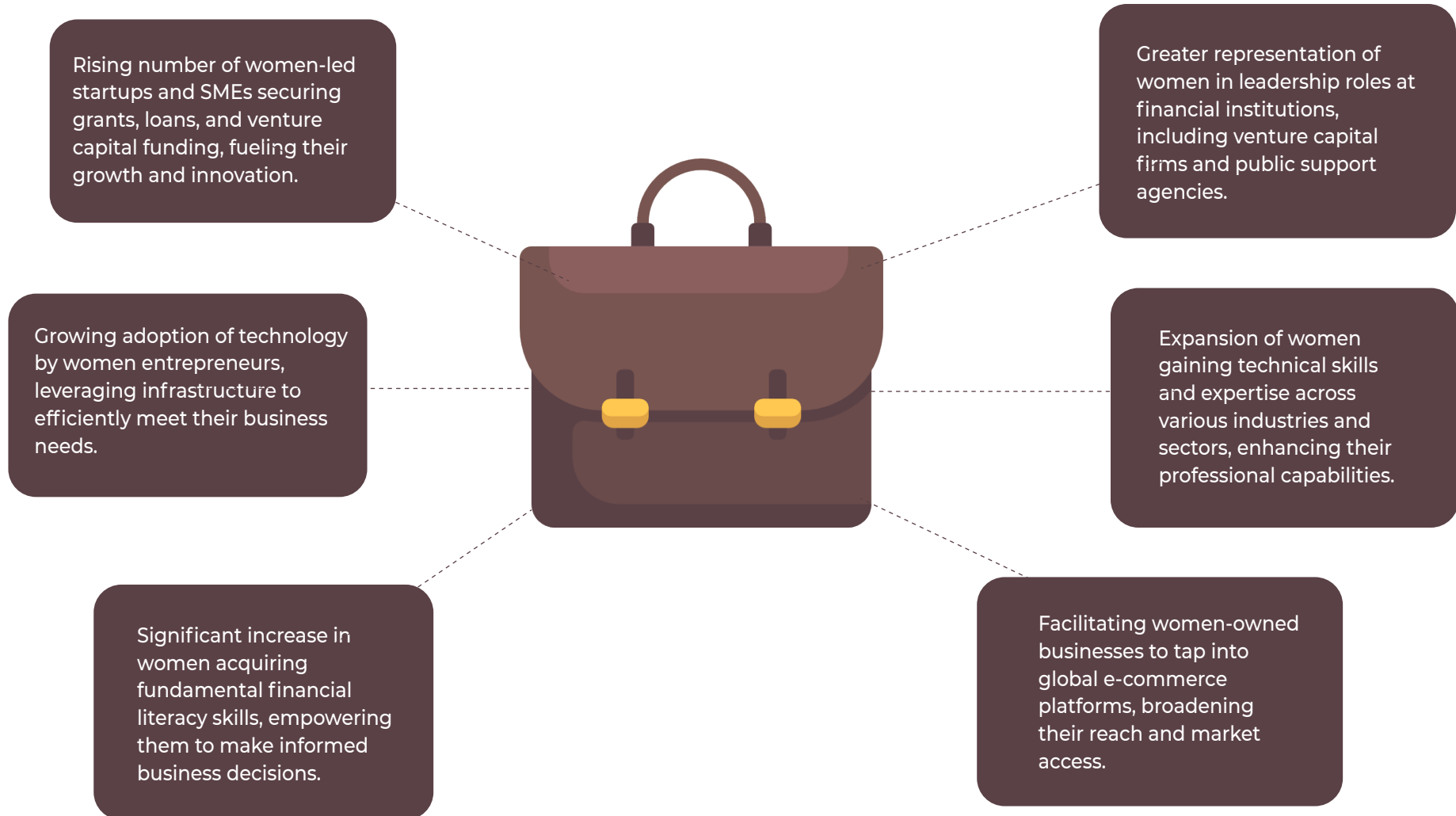
Promote equal gender representation in venture capital and public support agencies to consider women in investment decisions.

Allow women entrepreneurs to use research and development spaces to enhance their products.

Foster public-private collaborations that offer tax incentives and subsidies to companies supporting women entrepreneurs.

**Lead Stakeholders:** CBN, FMST, FMFBNP, SMEDAN, FMWA

# Proposed Policy Outcomes for Pillar Two: Women in Entrepreneurship



# How will the Policy be Implemented?



Core Sector Pillars of The National WEE Policy and Action Plan , Strategic goals and Targets



## Women in the Traditional Labour Market

### Overhaul labour laws that perpetuate inequality

**Priority Policy Intervention:**

Enact laws ensuring equal pay for equal work.

Encourage companies to offer clear progression plans for employees, creating fairness in promotions.

Collaborate with industry leaders to set voluntary quotas for women in management and board positions.

**Lead Stakeholders:** MLE, FMOJ, FMWA  
CBN – and other industry regulators

### Opportunities for women in male-dominated careers and sectors

**Priority Policy Intervention:**

Offer professional and academic training to increase women's access to jobs in these sectors.

Maintain records on men's and women's employment to identify gender gaps.

Create incentives for companies that implement gender-neutral employment practices.

**Lead Stakeholders:** FMLE, FMITI, FMWA, FMCODE, FCSC, Head of Service (HOS)  
National Bureau of Statistics (NBS)

### Workplace Legal Reforms

**Priority Policy Intervention:**

Encourage workplaces to provide health insurance covering family planning, maternal care, and family health.

Urge companies to adopt remote or hybrid work models for women balancing multiple responsibilities.

Push employers to provide caregiving benefits during work hours.

Encourage male-dominated sectors to offer comprehensive leave options to support women's participation.

Educate employers on how these policies improve business outcomes and women's workforce participation.

**Lead Stakeholders:** FMLE, FMITI, FMOJ, ILO

# How will the Policy be Implemented?



Core Sector Pillars of The National WEE Policy and Action Plan , Strategic goals and Targets



## Women in the Traditional Labour Market

### Women's safety in the workplace

**Priority Policy Intervention:**

Encourage public and private sectors to adopt policies that eliminate verbal and sexual harassment.

Enact and enforce workplace policies to prevent violence and discrimination.

Check workplaces frequently to ensure discriminatory practices are not in place.

Organize regular meetings for women to share workplace experiences and address safety concerns.

Ensure workplaces have clean restrooms and offer free sanitary products.

Continuously collect feedback from women on workplace policies to meet their needs.

Create a safe space for women to raise concerns without fear of retaliation.

Ensure clear, fair, and transparent processes for handling workplace harassment complaints.

**Lead Stakeholders:** FMLE, FMOJ

### Highlight Nigerian female role models in the traditional labour market.

**Priority Policy Intervention:**

Encourage women in traditional sectors to organize events or form groups to mentor other women.

Use prominent female figures to inspire women to join the labour force.

Motivate private and public sectors to promote women to leadership roles, especially in male-dominated fields.

**Lead Stakeholders:** FMWA, FMIC, NOA

### Tackle biases about women's role in the traditional labour market

**Priority Policy Intervention:**

Launch campaigns to encourage women and girls to pursue careers in male-dominated industries.

Require staff, especially recruiters, to undergo training on unconscious bias.

Collaborate with government and civil society to educate the public on workplace challenges women face.

Promote male and female staff participation in workshops to address issues like gender-based violence and improve inclusivity.

**Lead Stakeholders:** NOA, FMLE, FMOJ, ILO, UN WOMEN

# Proposed Policy Outcomes for Pillar Three: Women in Traditional Labour Market

Promotes policies that support work-life balance, such as flexible work arrangements and parental leave, benefits both women and the broader workforce.

Sets clear targets for women's representation in leadership across key sectors, with hiring practices showing progress toward achieving quotas, particularly in traditionally male-dominated fields.



Enacts and enforces laws ensuring equal pay for equal work, fostering fairness and gender equality in the workplace.

Expands professional and academic training for women and girls, increasing their opportunities to access jobs in male-dominated sectors.



# How will the Policy be Implemented?



Core Sector Pillars of The National WEE Policy and Action Plan , Strategic goals and Targets



## Women in Emerging Industries

### Drive the growth of the technology and creative sectors (film, music, fashion e.t.c)

**Policy Intervention:**

Encourage private sector funding and capacity building for women in film and media.

Back companies and NGOs that close the skill gap for women in Nigeria's creative industries.

Foster government and stakeholder partnerships to support the creative sector.

Implement policies for decent work, training, and regulatory frameworks to keep women in creative industries.

Make use of existing industry data and invest in new data collection and evaluation.

Partner with top companies to offer internships, mentorships, and training for young creatives.

Ensure the successful implementation of the iDICE Program and expand its gender-related goals.

**Lead Stakeholders:** FMIC, FMITI, FMCoDE

### Integrate women into Emerging Industries

**Policy Intervention:**

Create a strong support structure for women in the sector as defined by the Creative Industries Development Bill (in process)

Mainstream gender through the implementation of the recently launched iDICE Program.

**Lead Stakeholders:** Office of the Chief of Staff, FMWA, Presidency

### Women in STEM (Science, technology, engineering and mathematics)

**Policy Intervention:**

Highlight the digital gender divide in STEM education and high-tech sectors. Establish clear goals for female participation in STEM.

Develop grants to support women in advanced STEM courses and programs.

Urge private companies to offer skill-based training for women entering STEM fields.

Ensure teachers understand gender issues in STEM to help girls succeed.

Establish awards and recognition programs to highlight women in STEM fields.

Run campaigns to address cultural biases that prevent women from pursuing STEM careers.

Design accessible STEM courses for women and girls.

Create opportunities for women and girls to connect with female role models in STEM.

**Lead Stakeholders:** FMST, NITDA, NOA, FMWA

# How will the Policy be Implemented?



Core Sector Pillars of The National WEE Policy and Action Plan , Strategic goals and Targets



## Women in Emerging Industries

### Gender-intentional implementation of national digital strategies.

**Policy Intervention:**

Ensure low-income women have access to affordable smartphones, tablets, and laptops.

Extend connectivity to rural areas through long-term infrastructure plans and short-term community workshops.

Strengthen online security measures to make digital platforms safer for women.

**Lead Stakeholders:** FMCoDE, FMST, FMFBNP

### Access to basic tech services and infrastructure

**Policy Intervention:**

Build tech facilities in libraries, schools, and community centres to close the digital gap for women.

Provide affordable, safe transportation to tech facilities, particularly for women.

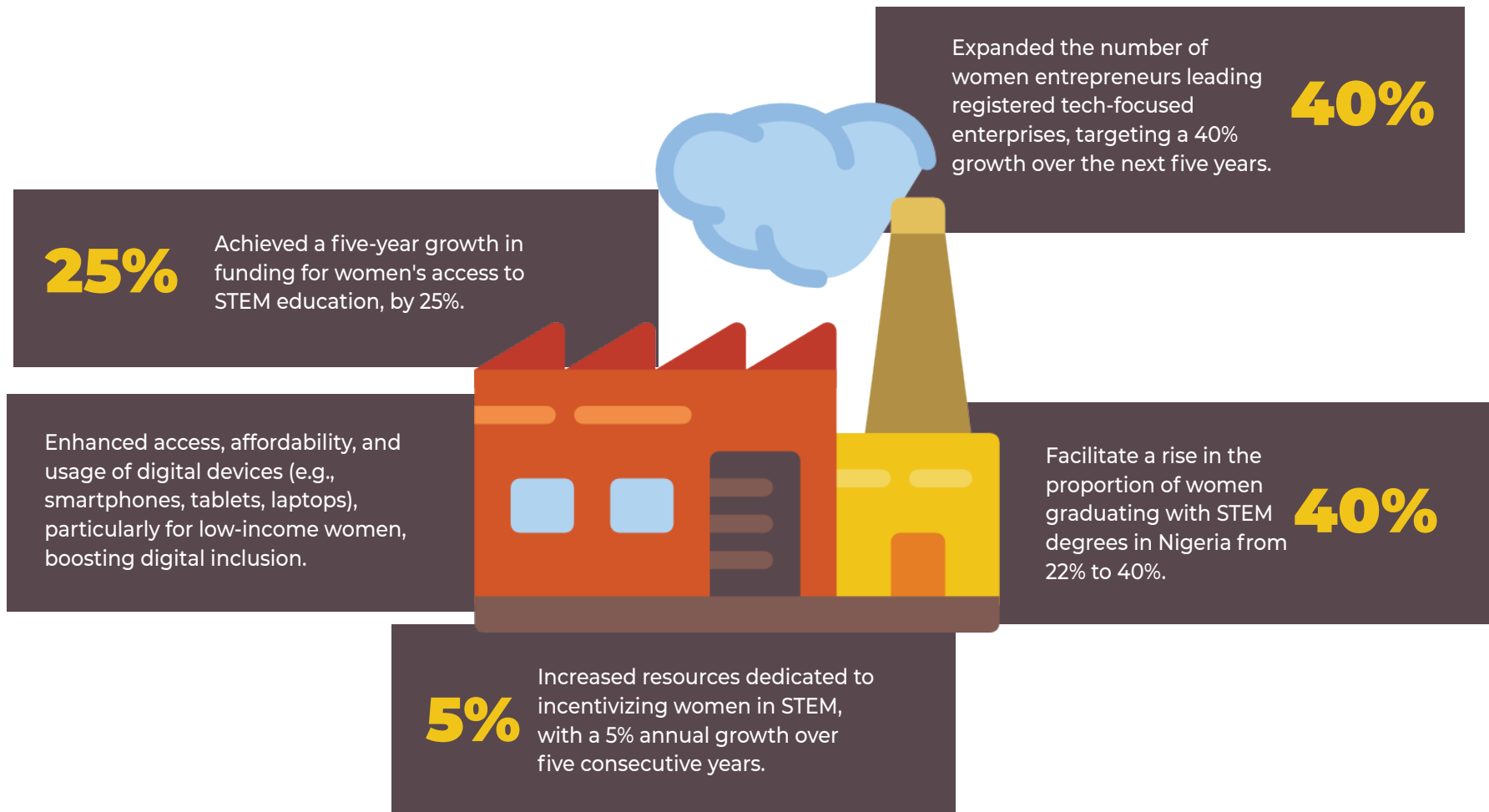
Encourage tech-friendly environments in schools, homes, workplaces, and social spaces to increase women's access.

Fund, train, and mentor women-owned tech businesses to foster participation in the industry.

Offer tax incentives and subsidies to private companies that provide tech infrastructure and services.

**Lead Stakeholders:** National Information Technology Development Agency (NITDA), FMCoDE

# Proposed Policy Outcomes for Pillar Four: Women in Emerging Industries



# How will the Policy be Implemented?



Core Sector Pillars of The National WEE Policy and Action Plan , Strategic goals and Targets



## Women's Education and Skill Acquisition

### Access to Technical and Vocational education and Training

**Policy Intervention:**

Establish vocational hubs in all states and provide female graduates with seed capital and mentors.

Fund skill-building programs nationwide, including in rural areas.

Collaborate with large employers to shape future-ready competencies for a national TVET curriculum.

Work with companies to develop curricula and create job opportunities for TVET graduates.

Establish gender quotas for enrolment in technical colleges and offer scholarships and internships to top female students.

Develop skill acquisition programs for disadvantaged women and inmates.

**Lead Stakeholders:** FMOE, FMST, FMITI

### Access to Girl Child Education and Financing

**Policy Intervention:**

Invest in building secure educational environments. Motivate financial institutions and partners to fund gender-focused education initiatives.

**Lead Stakeholders:** FMOE, FMFBNP

### Promote girls' education outcomes in programs and policies

**Policy Intervention:**

Enhance gender goals in the Universal Basic Education Program and incentivize school enrolment.

Hire female teachers as mentors and role models in rural regions.

Focus on increasing access to education for girls via distance learning.

Integrate the initiative into state policies to ensure safe and stable learning environments.

Use tech and informal methods to boost girls' learning and expand quality teaching access.

Advocate for mass reading, adult education, and non-formal education with a gender-sensitive focus.

**Lead Stakeholders:** FMOE, Presidency, NOA, FMWA, UBEC

### Breaking Normative Barriers

**Policy Intervention:**

Implement the Child Rights Act and VAPP Act to combat challenges affecting girls' school enrolment.

Work with religious and traditional leaders, youth, and men's groups to support girls' education, especially in rural areas.

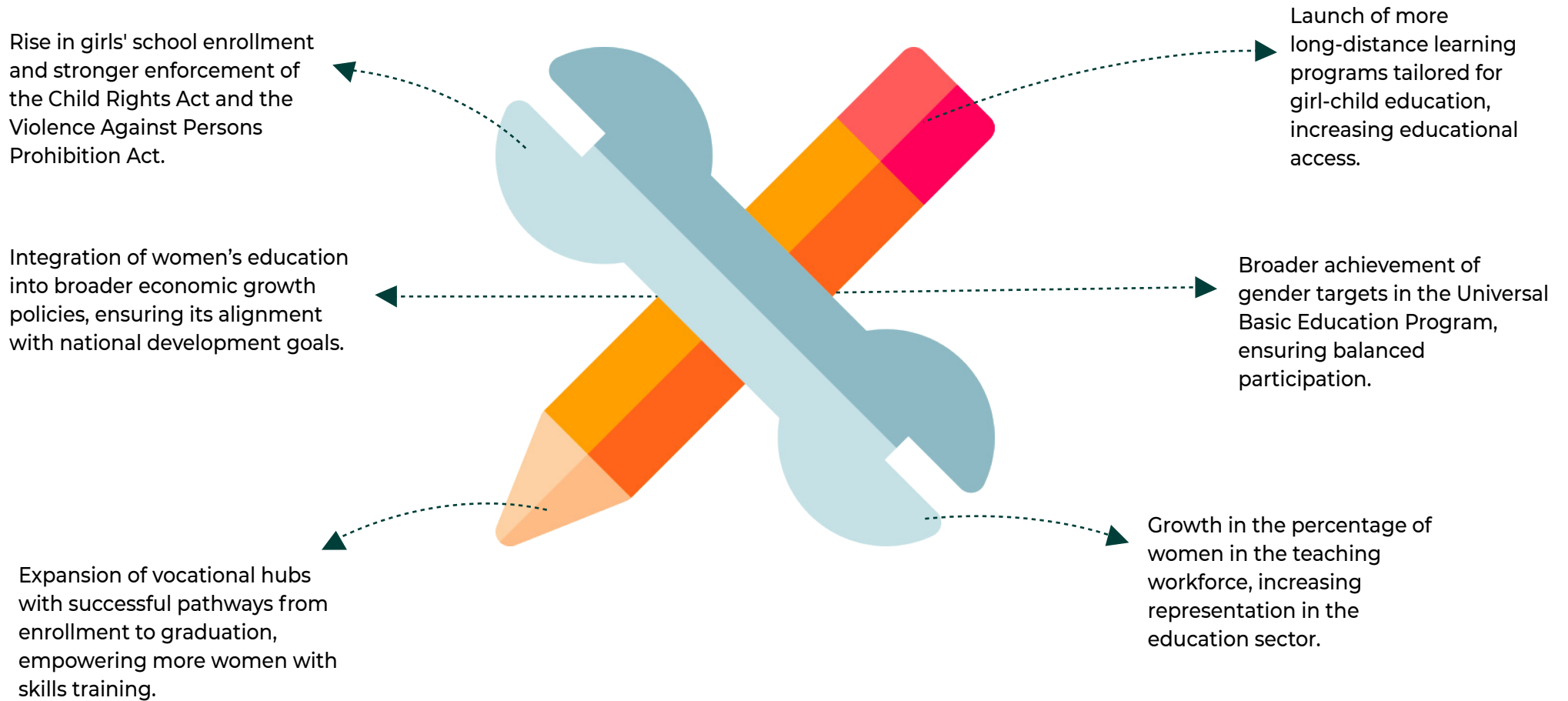
Launch public campaigns and cultural initiatives that emphasize the importance of women's education for a prosperous future.

Lead campaigns to reshape societal views on women's education and sustain successful programs.

Support continuity in grassroots and high-level stakeholder efforts focused on women's education.

**Lead Stakeholders:** FMWA, NOA, FMOE





# Proposed Policy Outcomes for Pillar Five: Education and Skill Acquisition



# Crosscutting Accelerators/Enablers

They are essential for ensuring the effective implementation of The National WEE Policy and Action Plan across diverse contexts. They will tackle systemic issues that perpetuate gender disparities, including those affecting individuals with disabilities, those living in extreme poverty or in rural areas, and women working in male-dominated fields.



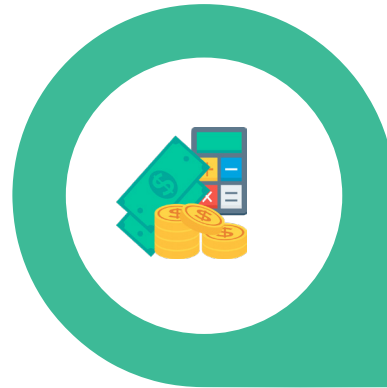
FGN High-Impact Policy Intervention	
 <p><b>Women's Financial Inclusion</b></p>	<p>Accelerate efforts to tackle demand and supply side challenges hindering women-owned MSME's from accessing capital</p> <p>Add Financial Literacy as subjects or extracurricular activities to the curriculum of both primary and secondary schools</p>
 <p><b>Digital Innovation, Literacy and Access</b></p>	<p>Invest in building robust digital infrastructure, such as high-speed internet connectivity, broadband networks, and mobile networks, especially in rural areas.</p> <p>Encourage the development of digital skills for women-owned businesses, including training programs and mentorship opportunities to help them effectively leverage digital technologies to grow and scale their businesses</p>
 <p><b>Household, Workplace and Community Support Structures</b></p>	<p>Enforce policies and social protection systems for women like pensions, unemployment benefits, maternity protection, and equal pay.</p> <p>Revise, adopt, and enforce legislation that mandates equal opportunities and rights for women, including women in the informal economy, mothers, and women with disabilities</p>
 <p><b>Gender-Responsive and Data-Driven Government Processes.</b></p>	<p>Include WEE/gender targets in all relevant government programs, policies, and national economic plans</p> <p>Publish gender-targeted line items with appropriate budget classifiers for monitoring, reporting, and evaluating the effectiveness of gender-disaggregated data on beneficiaries for all programs</p>

# Proposed Policy Outcomes for the Crosscutting Accelerator



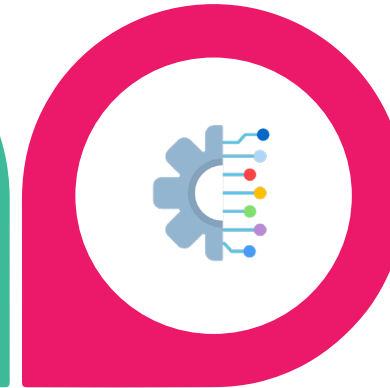
## Women's Financial Inclusion (WFI) and Literacy

- Rise in the percentage of women with the skills and knowledge to make informed financial decisions.
- Growth in women's access to digital financial services like mobile money, online banking, and e-wallets.



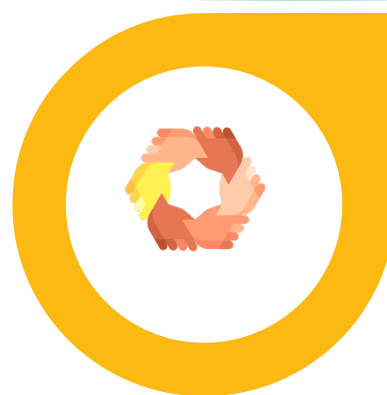
## Digital Innovation, Literacy and Access

- Increase in women trained in digital skills and mentored in the digital space.
- Growth in women-owned startups and innovation hubs, fostering success for women digital entrepreneurs.



## Household, Workplace, and Community Support Structures

- More underserved women gaining awareness of self-empowerment opportunities and improved access to information.
- Increased use of Women's Economic Collectives (WECs), driving poverty alleviation and economic support for women.
- Rising participation of mothers and marginalized women in education and skills training programs.



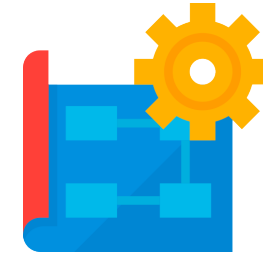
## Gender-Responsive and Data-Driven Government Processes

- More policies and programs shaped by grassroots women to address the needs of marginalized groups.
- Improved economic outcomes for women through gender-focused targets in government programs.





# How will The National WEE Policy and Action Plan be Implemented



The National WEE Policy and Action Plan outlines a three-phase plan for implementation:

## Phase Two (Q1 2024 – Q4 2025): Implementation Phase

- The Honourable Minister, the HLAC, and other stakeholders will serve as advocates for The National WEE Policy and Action Plan .
- Regular review and reporting on the implementation progress
- National Dialogue post 2027 post presidential election
- Commence review of The National WEE Policy and Action Plan impact and laying groundwork for a revised Nation WEE Policy.
- Launch the revised National WEE Policy and action plan before the end of 2028

## Phase One (Q3 to Q1 2024): Finalisation and Socialisation Phase

- Establish an Inter-ministerial Working Group/Policy Task Force
- Identify lead Key Persons of Contacts across the MDA's
- Launch advocacy efforts with numerous workshops

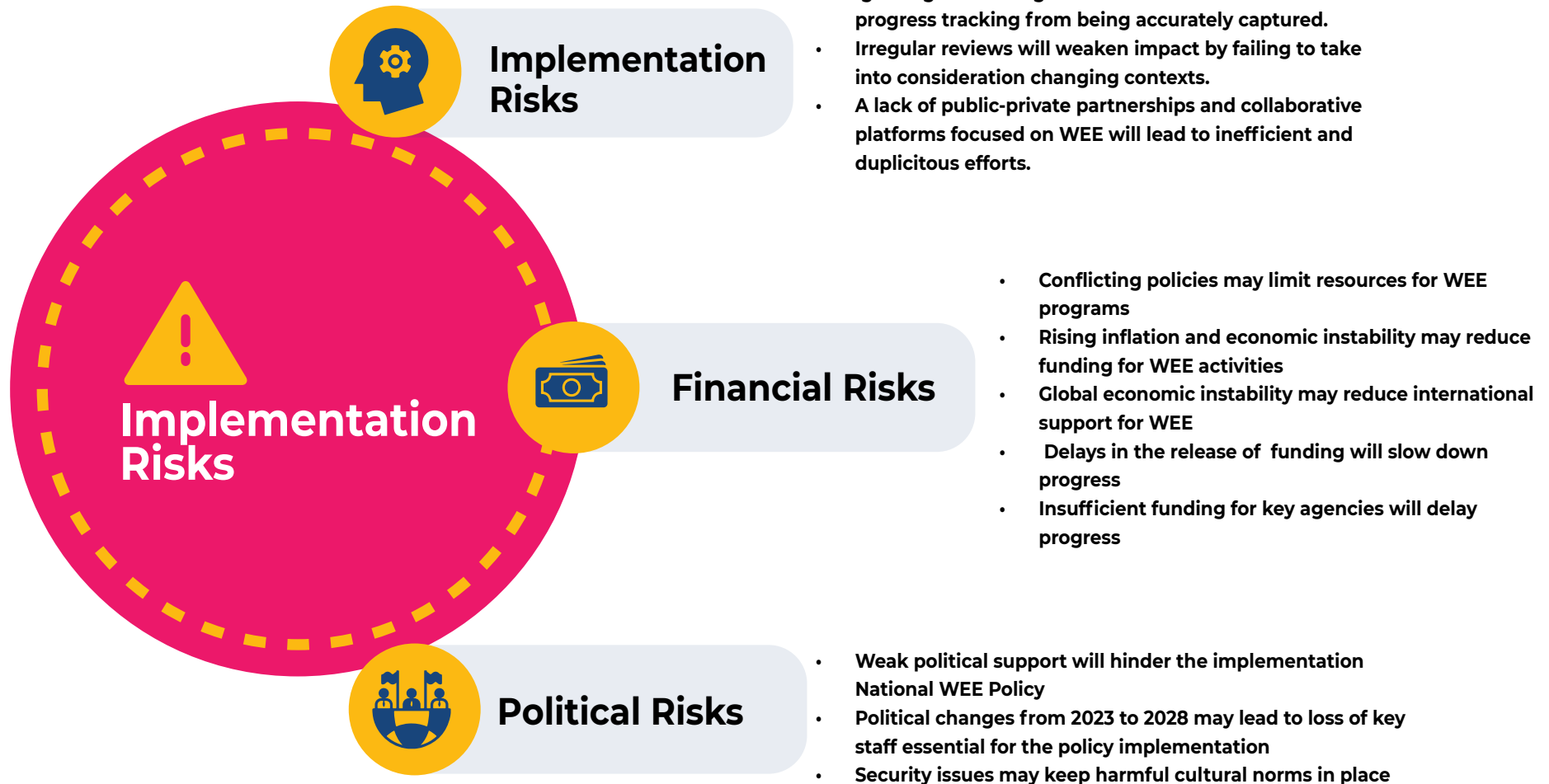
## Phase Three ( Q1 2026 - 2028): Consolidation and Renewal

- Monitor and reinforce successful strategies
- Amend or introduce new strategies to less successful goals

## Mid-Point Review: ( December 2025)

- Monitor Implementation progress: map out strategic, financial and political risks
- Measure successes based on the strategic goals

# What are the likely Implementation Risks?



# How can you get involved?



**Raise Awareness:** Share information about the policy and its benefits.

**Engage in Community Programs:** Participate in or support initiatives aimed at women's empowerment.

**Advocate for Change:** Encourage states and local governments to implement the policy.

**Support Women-Owned Businesses:** Buy from and invest in businesses run by women.

Visit [www.weeliftnaija.com](http://www.weeliftnaija.com) to become a champion for women's economic empowerment today

# Abbreviations

<b>AfDB</b>	African Development Bank	<b>HOS</b>	Head of Service
<b>ALCCMS</b>	Federal Department of Agricultural Land & Climate Change Management Services	<b>ILO</b>	International Labour Organisation
<b>BOA</b>	Bank of Agriculture	<b>IMF</b>	International Monetary Fund
<b>BOF</b>	Budget Office of the Federation	<b>MDA</b>	Ministries, Department and Agencies
<b>BOI</b>	Bank of Industry	<b>MSME</b>	Micro, Small and Medium Enterprises
<b>CAC</b>	Corporate Affairs Commission	<b>MSMEDF</b>	MSME Development Fund
<b>CBN</b>	Central Bank of Nigeria	<b>MTNDP</b>	Medium-Term National Development Plan
<b>CBOs</b>	Community-Based Organisations	<b>NBS</b>	National Bureau of Statistics
<b>CSO</b>	Civil Society Organization	<b>NEC</b>	National Economic Council
<b>EFInA</b>	Enhancing Financial Innovation and Access	<b>NALDA</b>	National Agricultural Land Development Authority
<b>FAO</b>	Food and Agricultural Organisation	<b>NERC</b>	National Electricity Regulatory Commission
<b>FCSC</b>	Federal Civil Service Commission	<b>NAICOM</b>	National Insurance Company
<b>FGN</b>	Federal Government of Nigeria	<b>NCWD</b>	National Center for Women Development
<b>FISS</b>	Federal Department of Farm Input Support Services	<b>NFWP</b>	Nigeria for Women Project
<b>FMARD</b>	Federal Ministry of Agriculture and Rural Development	<b>NEPC</b>	Nigeria Export Promotion Council
<b>FMCODE</b>	Federal Ministry of Communications and Digital Economy	<b>NIRSAL</b>	Nigeria Incentive-Based Risk Sharing System for Agricultural Lending
<b>FMFBNP</b>	Federal Ministry of Finance, Budget, and National Planning	<b>NITDA</b>	National Information Technology Development Agency
<b>FMIC</b>	Federal Ministry of Information and Culture	<b>NOA</b>	National Orientation Agency
<b>FMITI</b>	Federal Ministry of Industry, Trade and Investment	<b>NSE</b>	Nigeria Stock Exchange
<b>FMLE</b>	Federal ministry of Labour and Employment	<b>PENCOM</b>	Pension Commission
<b>FMOE</b>	Federal Ministry of Education	<b>PFM</b>	Public Financial Management
<b>FMOJ</b>	Federal Ministry of justice	<b>REA</b>	Rural Electrification Agency
<b>FMOH</b>	Federal Ministry of Health	<b>SGBV</b>	Sexual and Gender Based Violence
<b>FMOT</b>	Federal Ministry of Transport	<b>SME</b>	Small and Medium Enterprises
<b>FMST</b>	Federal Ministry of Science and Technology	<b>SMEDAN</b>	Small and Medium Enterprise Development Agency of Nigeria
<b>FMWA</b>	Federal Ministry of Women's Affairs	<b>SON</b>	Standards Organisation of Nigeria
<b>FMWR</b>	Federal Ministry of Water Resources	<b>STEM</b>	Science, Technology, Engineering and Mathematics
<b>GBV</b>	Gender-Based Violence	<b>WAG</b>	Women Affinity Group
<b>GE</b>	Gender Equality	<b>WASH</b>	Water Supply, Sanitation and Hygiene
<b>GRB</b>	Gender-responsive Budgeting	<b>WB</b>	World Bank
<b>GRP</b>	Gender-responsive Procurement	<b>WEC</b>	Women Economic Collectives
<b>HLAC</b>	High-Level Advisory Council on Support to Women and Girls	<b>WEE</b>	Women's Economic Empowerment
		<b>WEF</b>	World Economic Forum
		<b>WFI</b>	Women's Financial Inclusion

# About BudgIT

BudgIT is a civic organisation that uses creative technology to simplify public information, stimulating a community of active citizens and enabling their right to demand accountability, institutional reforms, efficient service delivery and an equitable society.

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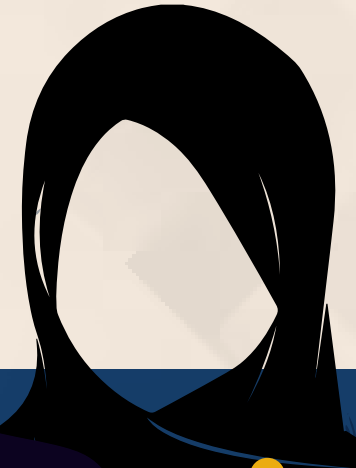
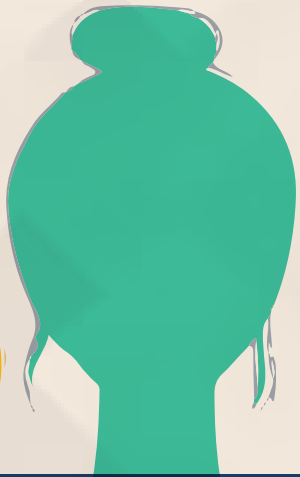
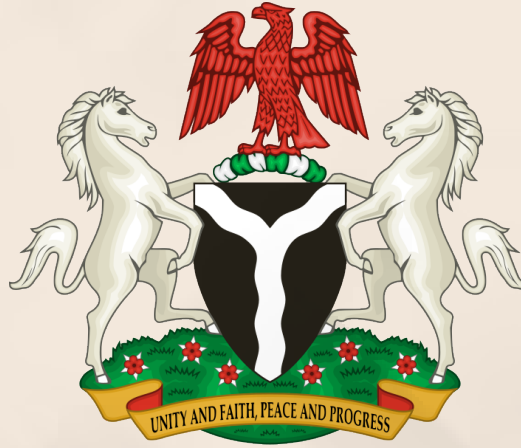
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