

# What is the National WEE Policy and Action Plan?



## Bigger Impact

Stronger women, stronger communities, stronger Nigeria.



## Government Commitment

Five-year action plan to drive this initiative. (2023-2028).



## Impact

Boost economic progress for women and benefit the broader regional economy.



## Nigeria's National WEE Policy

A roadmap for Women's Economic Empowerment (WEE).



## Goal

Ensure women aren't left behind in Nigeria's economy.



weeliftnaija



budget

# Nigeria's Current Gender Gap



**49.3%**

of the population are women.



**70%**

of Women are extremely poor.



**45%**

of women have access to financial services.



**10%**

of agriculture land owners in Nigeria are women.



**Only 55%**

of Women participate in the labour force.



**7.6 million**

girls are out of school.



**Only 53%**

of girls complete school.



**34%**

of Nigerian women and girls have access to the internet.

**Only about**

**1/5**



board members of the companies represented on the Nigerian Stock Exchange are women.

# Policy Focus Areas



## Women in Agriculture

Increase women's access to land, finance, and agricultural inputs.

### Gap

**19.6%**

Only 19.6% of women's population make up the agricultural labour force and only 10% are land owners.

### Potential

**\$2.3 billion**

According to the World Bank, closing the gender productivity gap in agriculture in Nigeria could boost GDP by at least \$2.3 billion.

### Goal

**30%**

Increase women's participation in agriculture to 30% and improve access to land ownership.



# Why is the Policy Needed?





# Policy Focus Areas



## Women in Traditional Labour Market

Support women-owned businesses with training and access to capital.

### Gap

# 40%

Women in Nigeria earn 40% less than men and are underrepresented in fields like engineering and manufacturing. They also face discrimination, limited access to finance, and restrictive laws.



### Potential

# \$229 billion

Nigeria's economy could grow by \$229 billion if women participated in the workforce equally with men, especially in leadership and high-growth sectors.

### Goal

# 55% - 65%

Boost women's participation in the workforce from 55% to 65%, in leadership roles, and professional careers, aiming to reduce the pay gap and workplace discrimination.



# Policy Focus Areas

## Women in Emerging Industries

Encourage women's involvement in tech and creative sectors.

### Gap

# 30%

Women are underrepresented in Nigeria's tech and STEM fields, making up only 30% of tech firm owners and 22% of STEM graduates.

### Potential

# \$7 billion

Increasing women's participation could generate millions of jobs and significantly boost GDP, with the tech sector alone having the potential to create over 10 million jobs and generate \$7 billion in annual revenue.

### Goal

# 40%

Increase the number of female STEM graduates to 40% and Increase women's participation in the ICT, STEM, and creative sectors by providing training, support, and access to finance.





# Policy Focus Areas

## Women in Entrepreneurship

Support women-owned businesses with training and access to capital.

### Gap

**46%**

Women earn 66% less profit than men, and 46% less when selling directly to consumers.

### Potential

**25%**

If women had access to the same capital as men, their profits could grow by 25%.

### Goal

**60%**

Help 60% of women entrepreneurs access finance through MSME Funds and digital tools.



# Four Cross-Cutting Accelerators



## Financial Inclusion

Ensure women have access to and knowledge of financial services like bank accounts and loans.



## Digital Access

Increase women's access to and knowledge of digital tools and the internet.



## Support Structures

Provide childcare and other support to enable women to work.



## Gender-Responsive Governance

Implement policies that consider gender impacts.







# Policy Focus Areas

## Education & Skills Acquisition

Improve access to education and skill development for women and girls.

### Gap

**63%**

Only 9% of girls from northern Nigeria's poorest households enrol in secondary school, and 63% of out-of-school children are girls, with 43% married before 18, reinforcing poverty cycles and limiting educational access.

### Potential

Increasing girls' access to education and technical vocational training can significantly boost women's economic participation and human capital development.

### Goal

**50%**

Increase the number of girls in secondary schools in the poorest areas of Nigeria by 20% over the next five years, with a target of at least 70% completing their education. Also, aim for 50% of women to participate in vocational training programs by 2030.



# Call to Action



## Raise Awareness

Share information about the policy and its benefits.

## 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.

## Engage in Community Programs

Participate in or support initiatives aimed at women's empowerment.

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