



So Far So Good

What does the data say?

The National Women Economic Empowerment
Policy and Action Plan (2023 -2028)



WOMEN'S
ECONOMIC
PARTICIPATION

National WEE Policy and Action Plan

The National WEE Policy and Action Plan launched in 2023 sets clear and measurable targets to improve Nigeria's global gender equality ranking, increase women's participation in the economy, expand financial inclusion and access to education, as well as boost women's representation in leadership by 2028.

So far, recent data shows mixed progress; there are great improvements in labour force participation, financial inclusion and corporate representation, but slower improvements in agriculture participation and overall gender rankings.





WEE Policy Target:

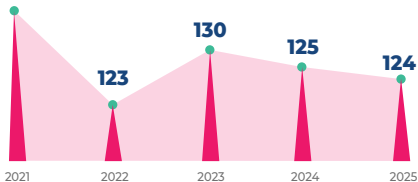


Top 90 countries

The National WEE Policy hopes to achieve top 90 countries by 2028 in The World Economic Forum (WEF) Global Gender Gap Index, however since the base year of 2022, Nigeria's ranking has stagnated coming in 124th in 2024 and 125th in 2025, a lot of work is required to get Nigeria to reach the desired target and that strongly dwells on the implementation of the policy.

Nigeria's Performance (2021-2025) on the Global Gender Gap Assessment

139



Source: World Economic Forum; Global Gender Gap Reports



WEE Policy Target:

40 countries

Based on the four sub-index of the Global Gender Gap, Economic participation and opportunity shows a major improvement over the last 5 years, going from the 2022 baseline of 50th to 24th in 2025. It has definitely met the National WEE policy target of being amongst the top 40 countries.

From the 2022 baseline of 50th to 24th in 2025.



What did
Nigeria do
differently?



How can it be
translated into
noticeable impact
for women?

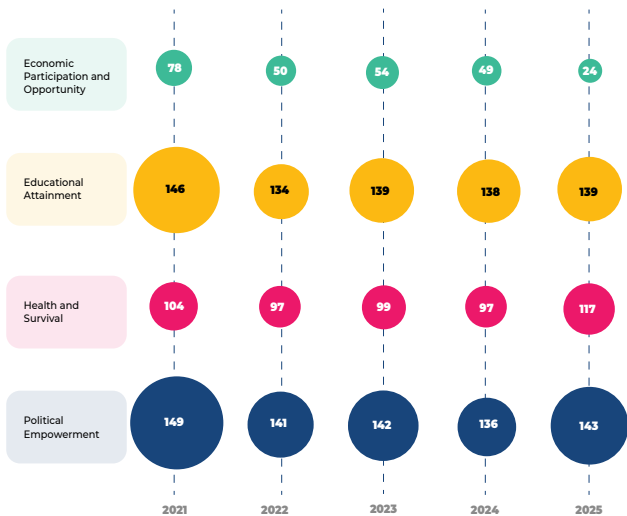


How can it be
replicated for the
other sub-index?

Gender Gap Sub-index



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Source: World Economic Forum; Global Gender Gap Reports

Labour Force Participation



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According to the Q2 2024 Labour Force Survey, Female participation has increased to 79.1% from the 55% recorded in the baseline year of 2022. This has met and surpassed the WEE policy target of 65% by 2028. 88.3% of these females are self-employed and 11.7% who work a wage employment.



Baseline
(2022)

55%

Policy Goals
by 2028

65%

Current Data
(2025)

79.1%

Source: National Bureau of Statistics

Women in the Agriculture



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The share of women in the agriculture labour force has seen just a small increase from 19.06% in 2022 to 20% in 2024, with the target 30% by 2028,

The implementation of the National WEE Policy is critical to improve women's agricultural labour force participation by improving their access to finance, land, agricultural inputs and markets.

WEE Policy Target:

30%

Source: National Bureau of Statistics



Women's Financial Inclusion

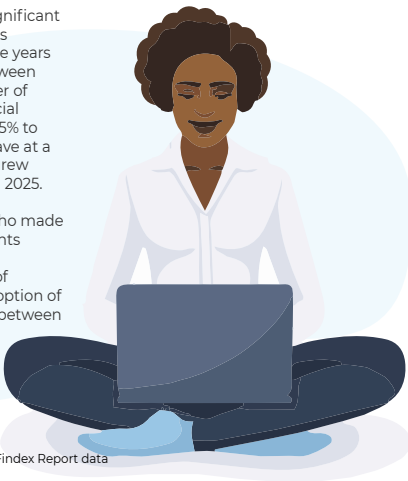


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134.78%

There have been some significant improvements in women's financial inclusion over the years across key indicators. Between 2021 and 2025, the number of women who own a financial account increased from 35% to 63%, while women who save at a financial institution also grew from 12% in 2021 to 43% in 2025.

The number of women who made or received digital payments increased by 134.78%. The proportion of ownership of debit/credit cards and adoption of mobile money accounts between 2021 and 2024 increased by 61.54% and 400% respectively.



Source: The World Bank's 2025 Findex Report data



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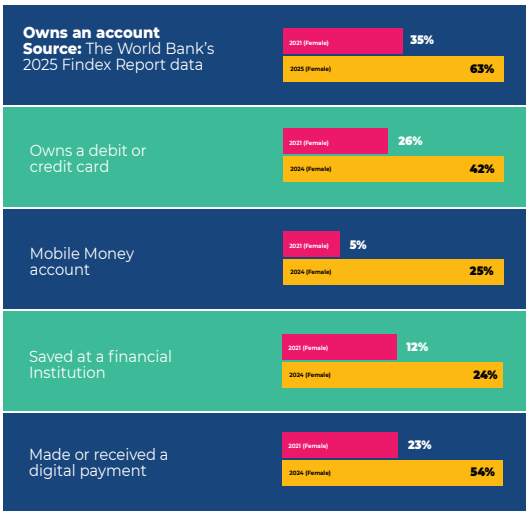
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Women's Financial Inclusion



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Financial Inclusion So far (Improvements)



Source: The World Bank's 2025 Findex Report data

Nigeria's Performance on Women, Business and the Law



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According to the World Bank's Women, Business, and the Law index 2026, on benchmarking laws for jobs and inclusive growth. This assessment looked at legal frameworks, supportive frameworks, and enforcement perception across indicators such as safety, mobility, work, pay, marriage, parenthood, childcare, assets, pension and entrepreneurship.



Source: The World Bank's Women, Business and The Law Index 2026

Nigeria's Performance on Women, Business and the Law



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Nigeria's Performance on Women, Business and the Law 2026 scores (/100)

	WBL 2026 legal frameworks index	WBL 2026 supportive frameworks index	WBL 2026 enforcement perceptions index
Nigeria	51.10	49.00	34.33

With an average score of 44.81%, Nigeria has work to do, there are needed reforms that provide legal, supportive and enforceable frameworks to improve the business environment for women to meet the 75.1% target. This especially as it dropped from 66.2% in 2024.

Source: The World Bank's Women, Business and The Law Index 2026



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Women Occupying Board Seats



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19% - 31.1% ↑

As of October 2025, women hold 31.1% of board seats in Nigeria's 30 largest listed companies (NGX-30), the highest level of gender representation recorded since tracking began in 2020. This is a remarkable win from the 19% of Women occupying board seats across the various sectors listed on the Nigerian Stock Exchange (NSE) in 2022. The target of 25% for the National WEE Policy has long been surpassed.



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Women in Education



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For the percentage of girls enrolled in secondary school, 67% recorded in 2021 by the World Bank remains the most recent data.

The need for gender-disaggregated data is critical to tracking wins and growth at all levels especially for education.



Source: National Bureau of Statistics



Recommendation

3 years after the launch of the policy, there is a serious need for the implementation of the policy interventions across all its pillars to meet its 2028 targets, as well as the 2030 SDGs. All of this is essential to building a more productive economy and making an environment where women economic participation and empowerment is not an option but the norm.





The National Women Economic Empowerment Policy and Action Plan (2023 -2028)