

SENSITIZATION / DISSEMINATION WORKSHOP ON THE NATIONAL GENDER  
POLICY 2021 TO 2026

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GENDER POLICY 2021 TO 2026

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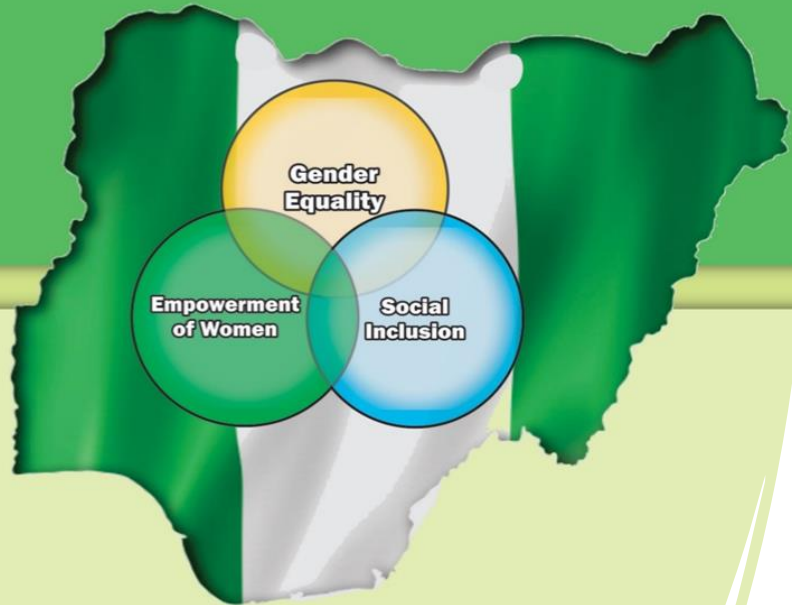
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FEDERAL REPUBLIC OF NIGERIA

# NATIONAL GENDER POLICY



FEDERAL MINISTRY OF WOMEN  
AND GENDER AFFAIRS  
— (2021-2026) —

# OUTLINE OF PRESENTATION

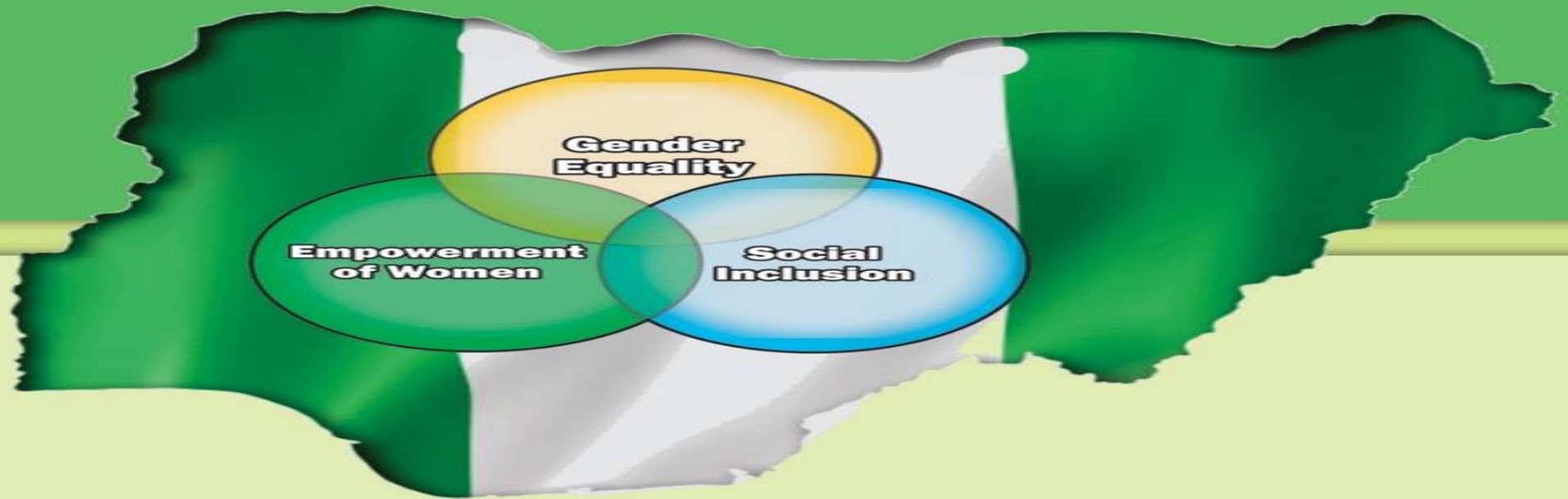
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# NATIONAL GENDER POLICY



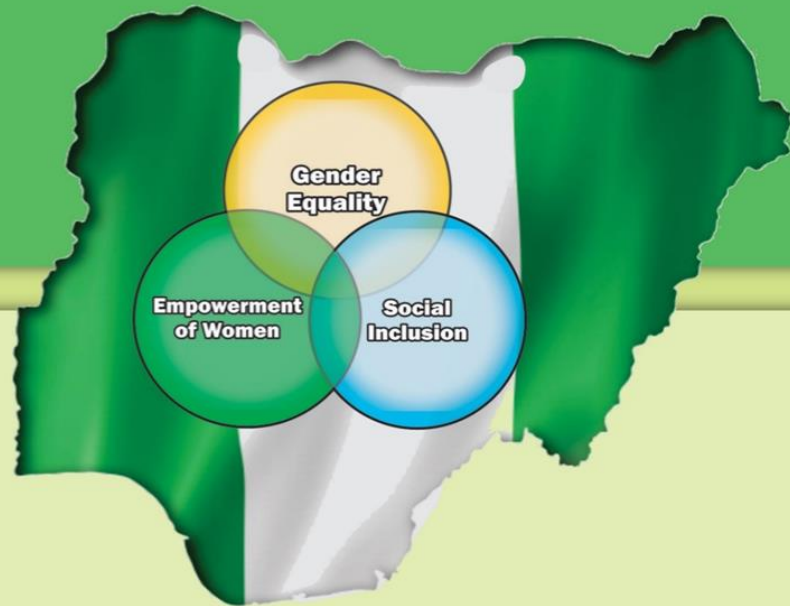
FEDERAL MINISTRY OF WOMEN  
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(2021-2026)



FEDERAL REPUBLIC OF NIGERIA

# NATIONAL GENDER POLICY



FEDERAL MINISTRY OF WOMEN  
AND GENDER AFFAIRS  
(2021-2026)

## Introduction/Background

The National Gender Policy provides guidelines for mainstreaming gender in various sectors of the economy with the overall goal of reducing gender inequalities and enhancing participation of women, men, girls and boys in socio-economic and political development.

The 2021-2026 policy draws from the 2006 National Gender Policy whose overall goal was to provide ‘strategic policy guidance for mainstreaming gender at all levels as well as address the inequalities that exist in the socio-economic sphere’, and combat all forms of violence against women and girls, among other things. It further draws from regional and international instruments to which Nigeria is a party. The persistence of gender inequalities and under representation of women in decision making positions at all levels continue to provide the need for a gender policy to provide the policy framework for addressing them. The overall goal of the policy is “to build a just society devoid of discrimination, where the needs and concerns of women, men, girls, and boys are mainstreamed equitably into all sectors of national development”.

The National Gender Policy is linked to relevant regional and international instruments and protocols. At the national level, among others, the Policy has strong linkages to several policies and instruments such as the 1999 Nigerian Constitution, Violence Against Persons Act, 2015, the Child Rights Act, 2003, National Health Policy, Education Policy, Reproduction Health Policy, the Agriculture Policy, the Environmental Policy, National Youth Policy and the National Child Policy, 2007/8.

Several international conferences and United Nations conventions raised the tempo for Governments and State Parties to promote gender equity and equality. Showing its political will and commitment to gender equality and empowerment of women, the Government of Nigeria ratified several regional and international instruments and is a signatory to other commitments. The most notable instruments and commitments are: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child (CRC), the Vienna Conference on Human Rights, and the Beijing Platform for Action (BpfA), New Partnership for African Development (NEPAD), AU Solemn Declaration for Gender Equality, African Protocol on the Rights of Women in Africa (APRRRW), International Conference on Population Development Plan of Action (ICPD PoA), the 17 Sustainable Development Goals (SDGs) and importantly, the Nigerian Economic Recovery and Growth Plan (2017-2020). All these are human rights instruments for the advancement of women and children. The international and regional instruments provide useful reference material for the development of national instruments particularly the Nigerian Constitution which upholds the principle of gender equality and women's rights related national laws on gender equality.

**TABLE 1: - LEGAL FOUNDATION OF THE NGP 2021 – 2026**

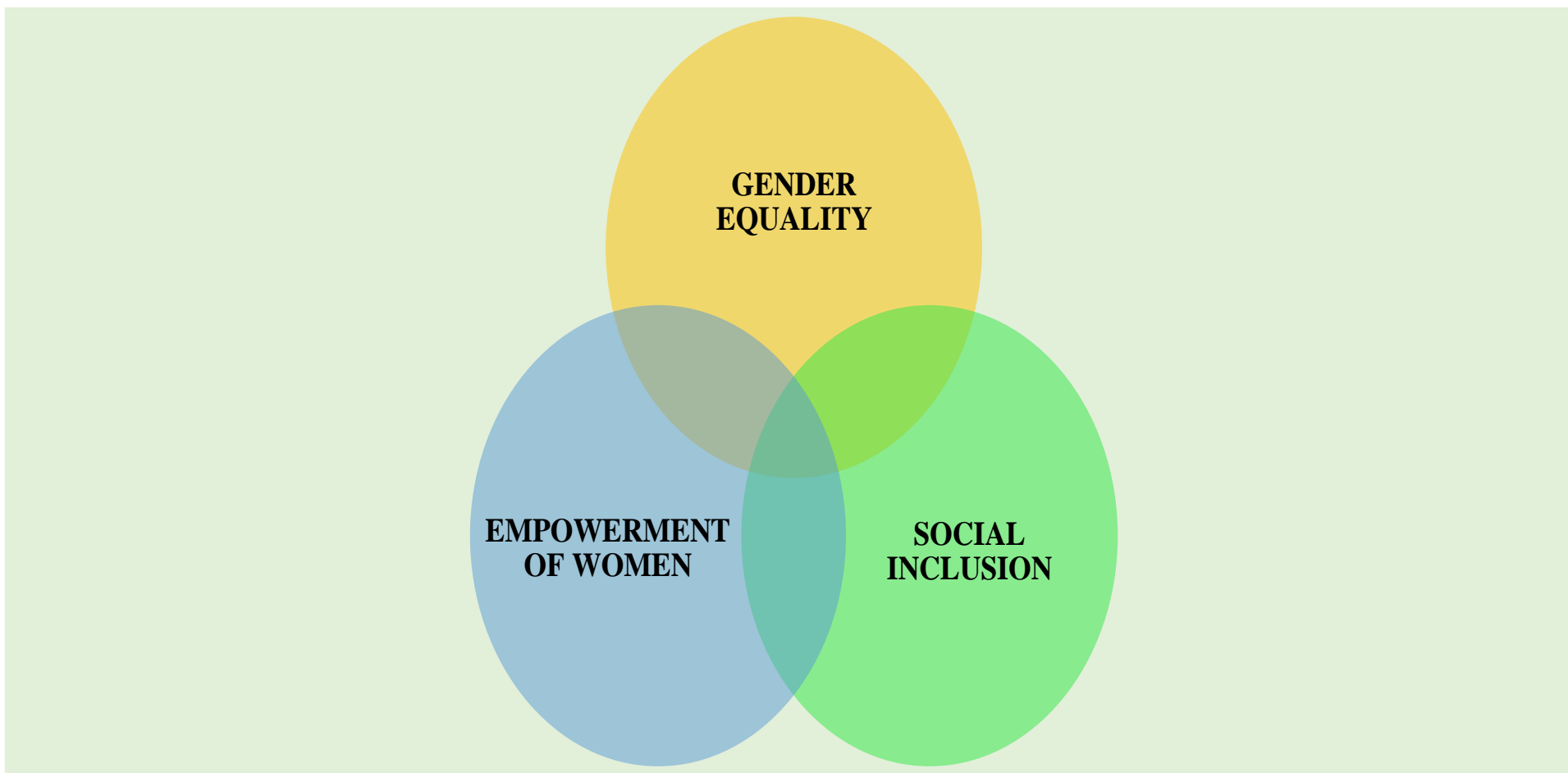
1	<b>LAW(s)</b>	<b>The constitution of the FRN 1999 as amended</b>
	REMARK(s)	<ul style="list-style-type: none"> <li>• Section 14(2) (b) primary purpose of government.</li> <li>• Section 14 (2) (c) right to participate in government.</li> <li>• Section 15 (2) prohibition of discrimination on the grounds of sex, status, etc.</li> <li>• Section 15 (3) (a) &amp; (b) on the State duty to promote free movement of persons, goods and services; and residency rights</li> <li>• Section 16 (1)(b) State duty to manage economy for the maximum welfare, freedom and happiness of all based on social Justice and equality of status and opportunity.</li> <li>• Section 16 (1)(d), state duty to promote in right to participate in economic activities and development of Nigeria.</li> <li>• Section 16 (2) (d), state duty to promote social security and welfare for the aged, sick, unemployed and the disabled.</li> <li>• Section 17 (2) (a), right to equality of rights, obligations and opportunities before the law.</li> <li>• Section 17 (2) (e) right of access to courts for justice.</li> <li>• Section 17 (3) rights to decent employment, health, safety, social security, protection of children, Women etc against discrimination and all forms of exploitation and abuse.</li> <li>• Section 18 on state duty to provide access to education.</li> <li>• Section 19 (d) respect for treaty obligations under international law.</li> <li>• Section 20, State duty to protect the environment against harm or pollution.</li> <li>• Section 21, State duty to promote, preserve and protect Nigerian Cultures which enhance human dignity.</li> <li>• Section 42 (1)(a), right to freedom from discrimination on the grounds of Sex, place of origin, etc.</li> <li>• Section 43, right to acquire and own immovable property anywhere in Nigeria.</li> </ul>
2	<b>LAW(s)</b>	<b>The Violence Against Persons Prohibition Act, 2015 (and 35 state VAPP Laws, Save Kano State).</b>
	REMARK(s)	<ul style="list-style-type: none"> <li>• The VAPP Act, like the state laws, seeks to address the silent pandemic of violence against women and girls, in particular, or Sexual and Gender-based violence in Nigeria.</li> <li>• More comprehensively, it seeks to eliminate violence in both private and public life against both women / men or all persons, and to provide maximum protection and effective remedies for victims and punishment of offenders and for other related matters.</li> </ul>

3	LAW(s)	<b>The Child Rights Act, 2003 (And 35 State child Protection Laws, Save Bauchi)</b>
	REMARK(s)	<ul style="list-style-type: none"> <li>• The CRA guarantees the survival, participation, protection and development Rights of Children in Nigeria, including the GIRL-CHILD</li> <li>• The Act obligates parents and governments at all levels to promote and protect the rights of children against all forms of discrimination, exploitation, abuse, exclusion, marginalisation and disadvantage.</li> <li>• It, among other things, provides for institutional and implementation mechanisms in the best interest and welfare of the child</li> </ul>
4	LAW(s)	<ul style="list-style-type: none"> <li>➤ <b>UN Convention on the Elimination of All forms of Discrimination Against Women (CEDAW)</b></li> <li>➤ <b>The UN Convention on the Rights of the child</b></li> <li>➤ <b>The African Union Protocol on the Rights of Women in Africa</b></li> <li>➤ <b>The OAU Charter on the Rights and Welfare of the child.</b></li> <li>➤ <b>Several other non-binding instruments.</b></li> <li>➤ <b>Sustainable Development Goals 1-17, especially Goal 5 on Gender Equality, SDGs 1-10 and 16.</b></li> </ul>
	REMARK(s)	<ul style="list-style-type: none"> <li>• Nigeria had signed and ratified all these international legal instruments and a signatory to the other international commitments that collectively seek to, among other things, promote gender equality and justice, and combat all forms of discriminatory and harmful practices against women and girls, promote the social, economic and political rights of women and girls, and provide them with access to justice mechanisms.</li> </ul>



The Nigerian revised National Gender Policy (2021-2026) commits Nigeria to a bolder and more ambitious vision for gender equality and the empowerment of all children, adolescents, and women. Unlike the 2006 National Gender Policy that was conceptualised on institutional engagement, the 2021-2026 revised National Gender Policy places practical and strategic gender needs at the heart of both the policy and Nigeria's common objective of achieving social inclusion and promoting shared values regardless of ethnicity, sex, or other differences. Alongside equity and empowerment, these have become the vanguards of national life and pro-poor development aspirations.

Furthermore, the reasoning/grounds for the revised National Gender Policy is that it affirms the importance of gender equality, not only as a fundamental human right but also as essential to poverty reduction and improved living standards, sustainable economic growth, effective and accountable governance. Gender equality is crucial for socio-economic development as well as the attainment of the Sustainable Development Goals, including the Agenda 2063.

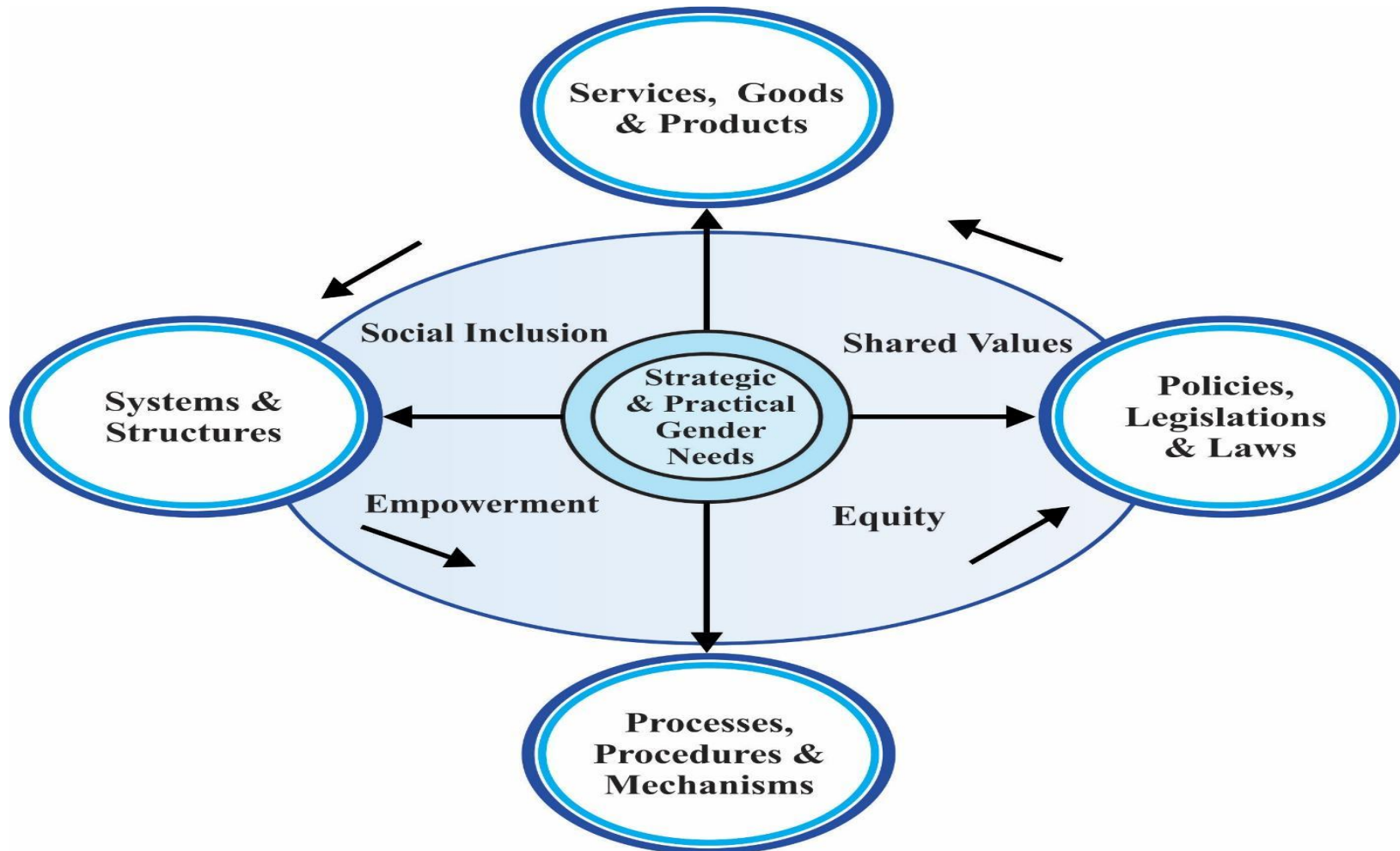


*Figure 2.1: Key Elements in the GEESI Perspective*

The broad objectives of the revised policy are developed based on the overall goal, the guiding principles, lessons from achievements, and challenges faced over the period by women and men, boys and girls which culminated by the revision of the 2006 National Gender Policy. Therefore, the policy seeks to achieve the following broad objectives:

- i. Bridge gender/social inclusion gaps and achieve parity in all spheres of life.
- ii. Protect women's human rights and mitigate sexual and gender-based violence through appropriate buffers and related services.
- iii. Explore and fully harness women's human capital assets as a growth driver for national development through women's economic empowerment.
- iv. Advance women's participation and representation in leadership and governance.
- v. Support women and girls' education, lifelong health, survival, and sustainable development.
- vi. Ensure that gender equity concerns are integrated into social protection, and complex humanitarian actions, legislations, and policies
- vii. Ensure that the socially excluded groups (e.g. persons with disabilities, the elderly, and the poor) are mainstreamed in development practice.

The overarching goal of the policy flowing from above is thus: to mainstream gender equality and women's empowerment concerns into the national development process in order to improve the social, legal, civic, political, economic, and cultural conditions of the people of Nigeria; particularly women and men, boys and girls, elderly, poor and persons with disabilities in an appreciable manner as required by national and international frameworks.



**Figure 2.2: Gender Policy Conceptual Framework**

The revised policy seeks to address the systemic nature of gender mainstreaming and the need for both traditional and non-traditional gender sectors to embrace gender transformation and the changes which accompany this. The National Gender Policy aims to institute a paradigm shift in national policy-making and implementation from a gender –sensitive position that presumes gender equality and equity, to a gender-aware position which acknowledges that barriers exist which prevent equal access and thus creates inequality. Structurally, the revised policy is premised on the following key underpinning principles, values and philosophies:

- The promotion and protection of women's rights, provision of social buffers and safety nets, social justice, and equity are critical to national cohesion, growth, and stability;
- The uniqueness of the needs of women and girls, compared to those of men and boys, are not homogeneous, originate from varying circumstances, and therefore demand tailored policy responses at sector and sub-sector levels;
- The gender policy is central to the achievement of overall national development goals, objectives, and targets on many fronts and from both the macro to the micro-economic levels as gender equality is a driver of growth and good governance;
- The cooperative interaction of all stakeholders, including government, private sector, civil society organizations, traditional and religious leaders, community-based organizations, and development partners at all levels is required to drive effective implementation of the policy;

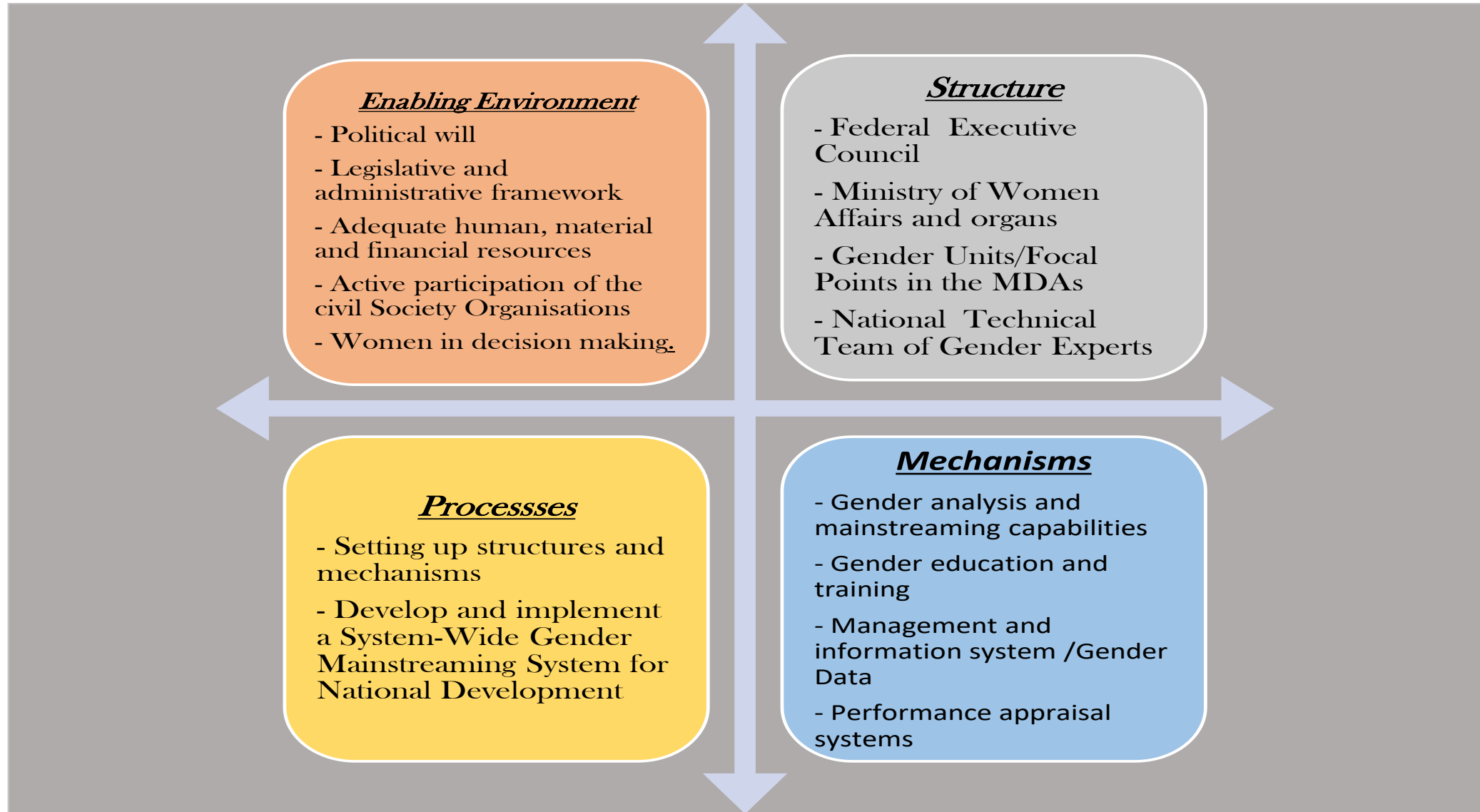
- **The implementation of the policy shall build on existing structures, and draw on international policy frameworks, protocols, experiences, and practices including affirmative action interventions focused on women, recognising them as a corrective measure to bridge gaps in opportunities and access to resources; and**
- **Gender analysis is an integral part and essential component of all policy articulation, implementation, monitoring, and evaluation.**

**Gender mainstreaming shall be the core strategy for achieving the policy objectives and targets.**

**The policy adopts the gender mainstreaming strategy to draw attention to how women, men, girls, and boys are influenced and affected by policy decisions and programme executions and the need for a two-pronged approach to redressing gender inequalities. Gender mainstreaming is the globally recognized strategy for successfully advancing gender equality and equity in society.**

**The policy has an estimated life span of five years, 2021-2026 with a review at the expiry of the NGP.**

**Figure 4.1: The Gender Management System (GMS)**



**Source: Adapted from the Commonwealth Gender Management System Handbook, 1999**

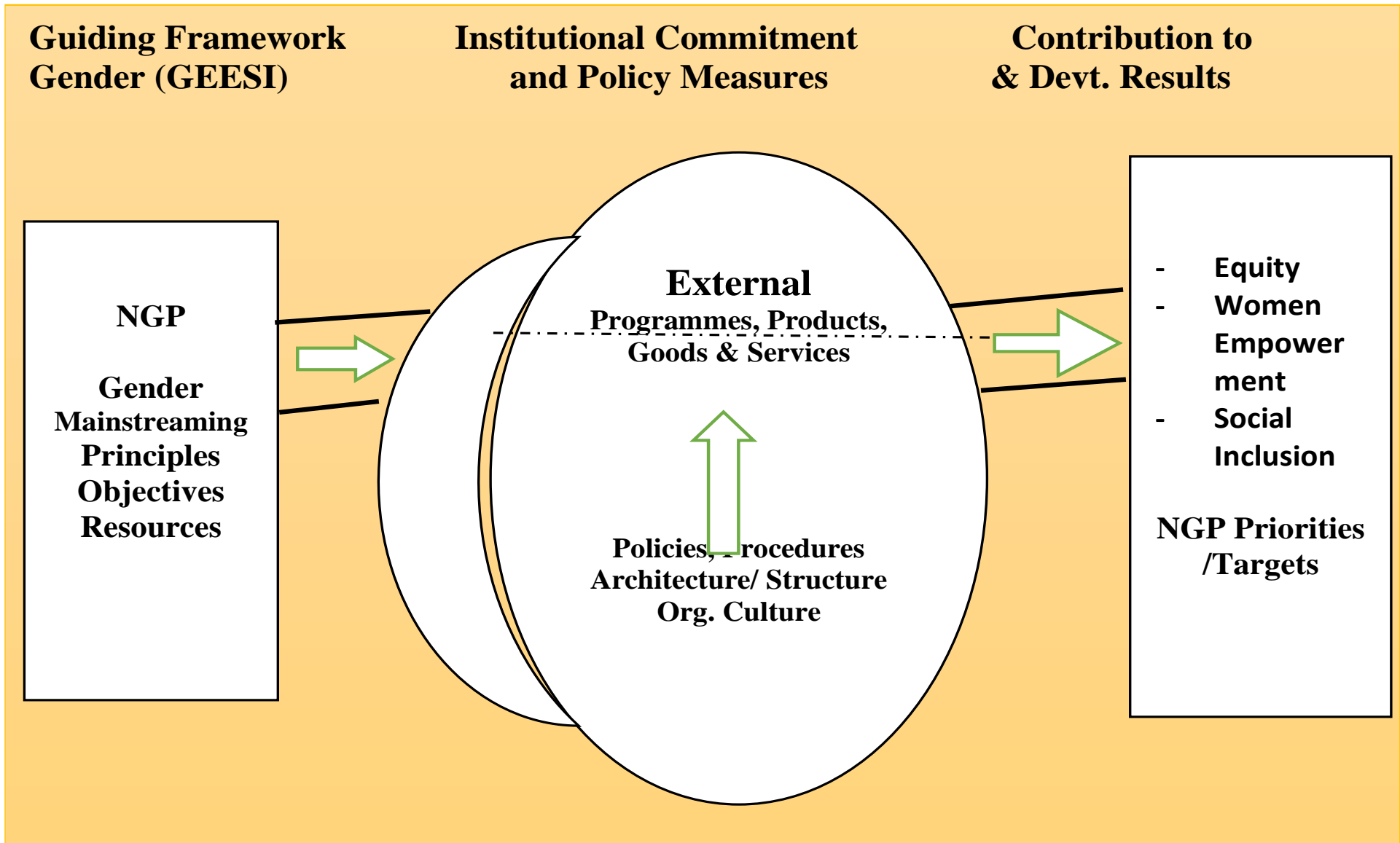
The National Gender Policy contain the following standard components: a purpose statement, outlining why the organization issued the policy, and what its desired effect of the policy should be; an applicability and scope statement; effective date which indicates when the policy comes into force; policy statements indicating the specific regulations, requirements, or modifications to organizational behaviour that the policy is creating; background, indicating history, and interest that led to the creation of the policy and definition section. All these and more are contained in the following sections: (1) Objectives, (2) Policy Statement (3) Procedures that explain its implementation and operation, (4) Stakeholders and (5) Additional Information. These comprise the following sections of the Policy:

- I. Section 1: Context and Rationale
- II. Section 2: Policy Framework, Guiding Principles, Goals and Objectives
- III. Section 3: Policy Priorities, Objectives, Targets & Strategic Actions
- IV. Section 4: Institutional And Implementation Frameworks & Delivery Strategies for the Policy
- V. Section 5: Conclusion

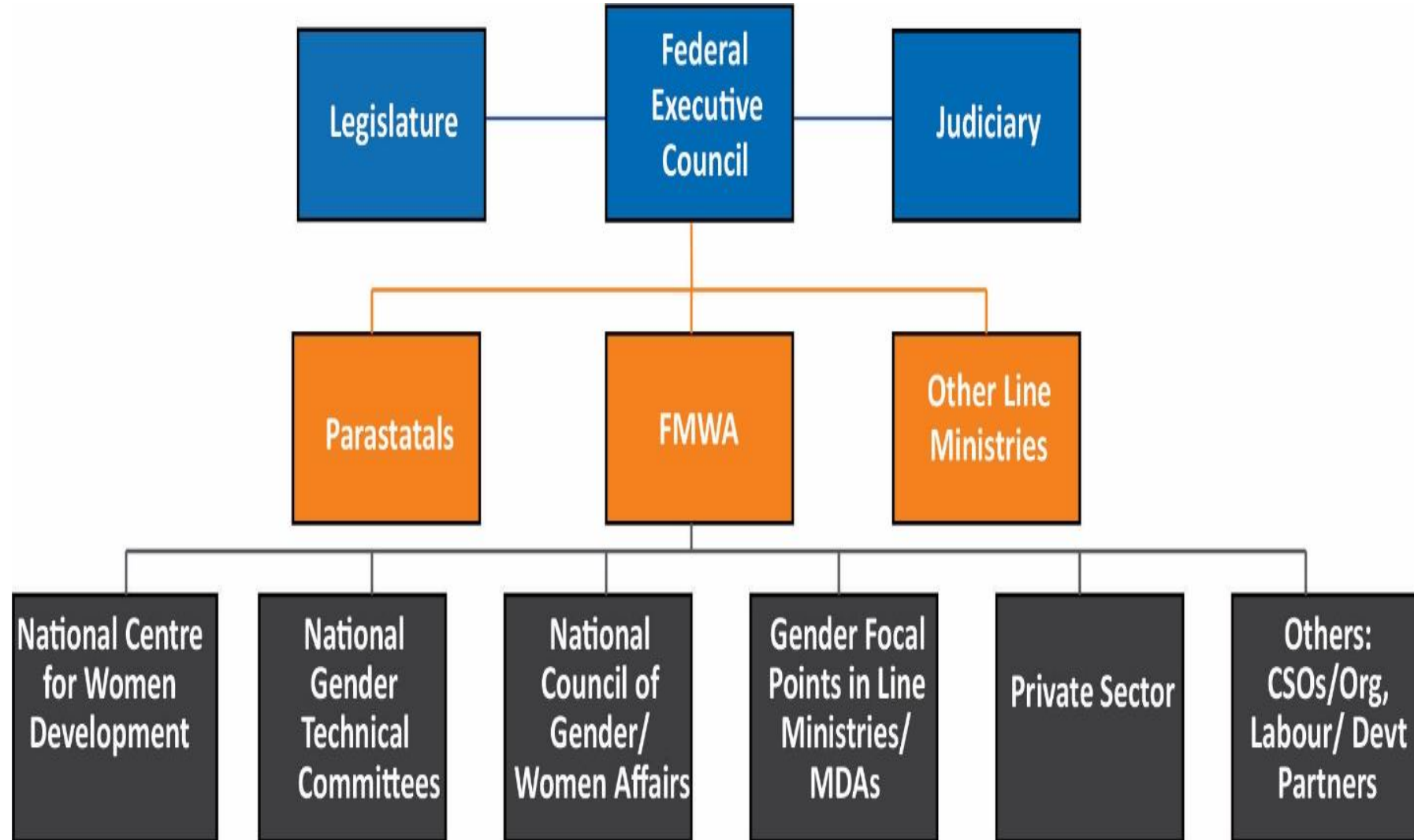
The National Gender Policy has an Appendix that deals with operational definitions. It provides clear and unambiguous definitions for terms and concepts found in the policy document. Concepts such as gender, CEDAW, empowerment, gender awareness, gender and development (GAD), etc. are included in the definition section.



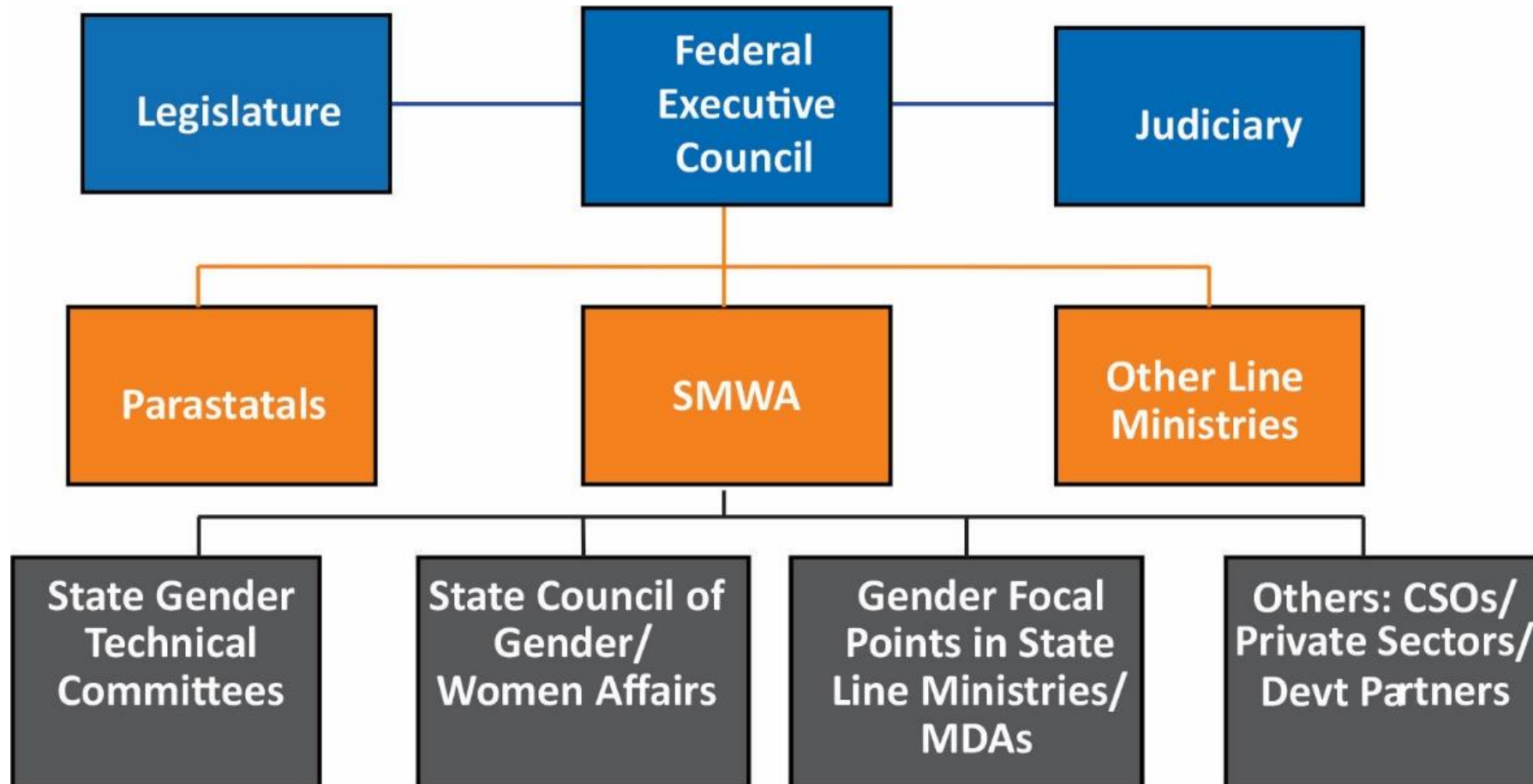
**Fig 4.2: Implementation Logic Model**



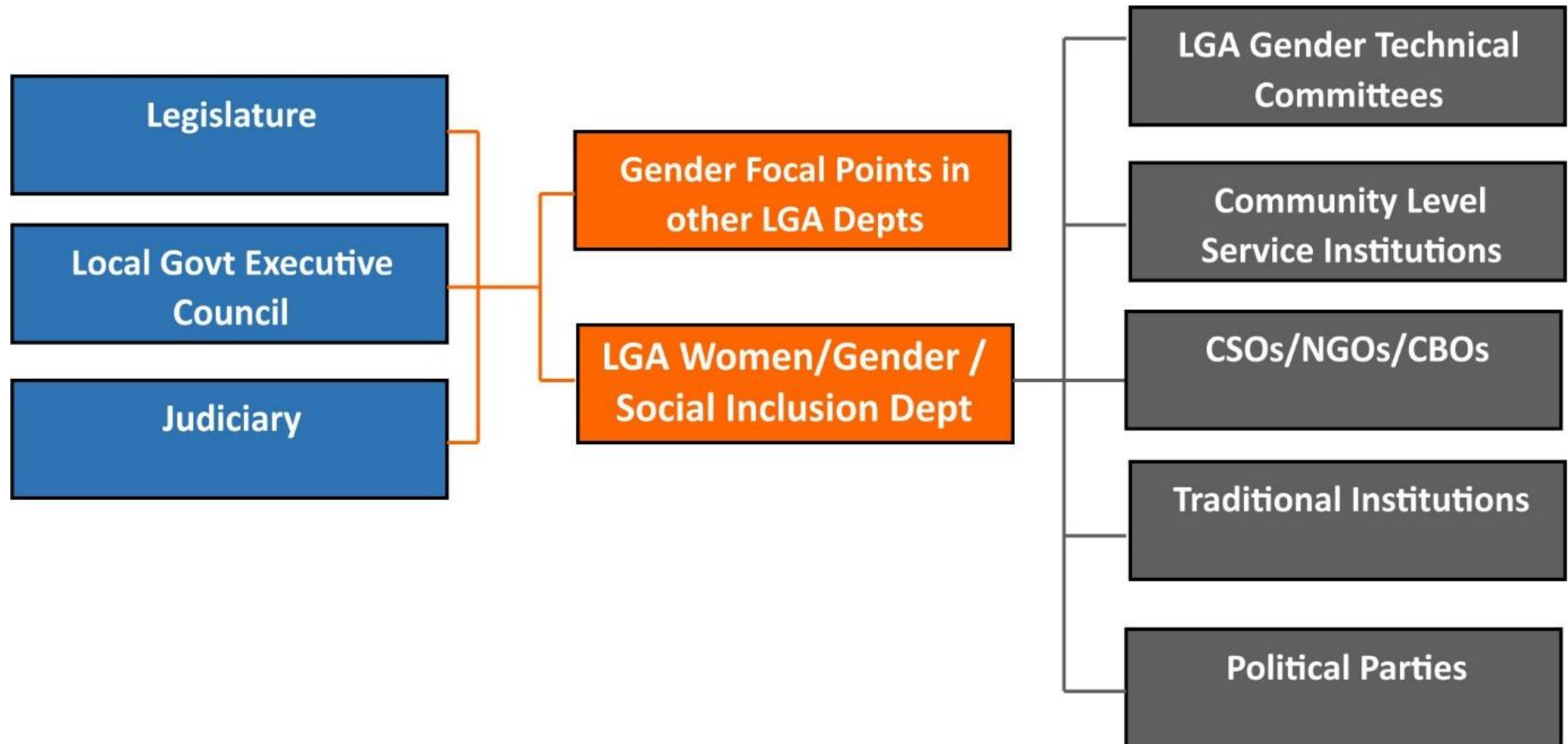
**Figure 4.3: Federal Level Gender Machinery**



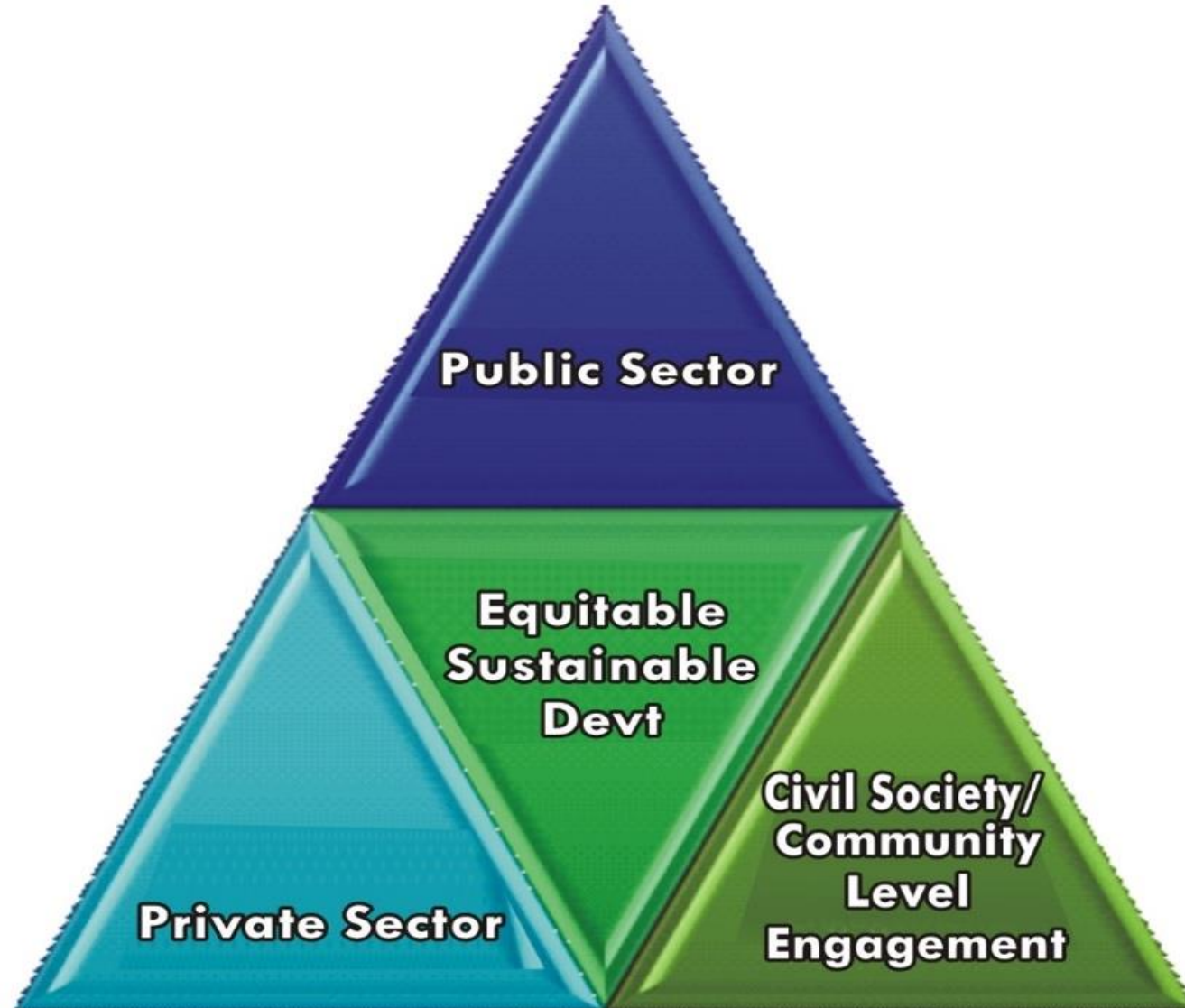
**Fig. 4.4.: State Level Gender Machinery**



**Fig. 4.5.: Local Government Level Gender Machinery**



**Figure 4.6.: System Wide Approach to GEESI**



**Figure 4.7: The National Gender Policy Key Compliance Criteria & Operational Strategies**



The NGP will apply its gender policy throughout its activities. The NGP objectives apply across four (4) interconnected levels:

(a) **At the institutional level:**

The policy addresses gender issues in its day-day governance, operations and procedures, and its performance measurement frameworks as reflected in the targets and strategic actions while committing the necessary resources, financial and human, to make this approach robust and effective;

(b) **At the portfolio/project level:**

To address and reduce gender inequality, deepen stakeholder engagement and deliver better accountability to both men and women to generate sustainable livelihood opportunities, health and well-being, and resilience against discrimination;

(c) **At the National Level:**

To support and sustain an enabling environment the various stakeholders-including MDAs, partners-that build on existing policy commitments, social standards, and redress mechanisms to achieve gender equality in accordance with the policy document.

#### **(d) At the Sector Level**

To contribute to high quality, more comprehensive, systematic and participatory data collection, qualitative and quantifiable gender analysis and action plans, and knowledge base that support gender-related learning outcomes.

Hence, in this way, NGP will support an institutional culture and enabling environment that integrates gender equality, vertically and horizontally across diverse stakeholders and frameworks through the course of the policy life cycle (2021-2026)

In addition, the National Gender Policy is anchored within the framework of the Constitution of Nigeria 1999 (as amended), which guarantees equality and right to freedom from discrimination; and the various global, regional, and national policy commitments to gender equality and human rights (including CEDAW; the Beijing Platform of Action; the MDGs; the African Charter and its Protocols for Gender Equality, etc).

The policy framework revolves around four (4) pillars that cover the practical and strategic needs of women and the poor, viz: (1) Policies and Legislations; (2) Systems and Structures; (3) Processes, Procedures and Mechanisms, and (4) Services, Goods and Products.

The policy is targeting the following areas: gender in education and training; health; agriculture, food security and nutrition; natural resources; environment, economic development; governance and human rights. The policy also prioritizes gender perspective in gender based violence and capacity of the national gender machinery.

The NGP is pushing vigorously for a level playing field in terms of gender equity and social inclusion in all spheres of life, thereby promoting the Gender Equality, Empowerment of Women, and Social Inclusion Agenda (GEESI)



**Table 4.1: The Elements of the National Gender Management System**

<b>Enabling Environment</b>	<ul style="list-style-type: none"><li>● Political will</li><li>● Legislative and administrative framework</li><li>● Adequate human and financial resources</li><li>● Active participation of Civil Society Organisations</li><li>● Women in decision making (public and private sectors; and community level structures)</li></ul>
<b>Processes</b>	<ul style="list-style-type: none"><li>● Setting up GMS structures and mechanisms</li><li>● Developing and implementing a National Gender Policy Implementation Plan</li><li>● System-Wide Gender Mainstreaming across MDAs</li><li>● Developing and implementing a Sector Specific Gender Policy</li><li>● Mainstreaming GEESI issues in Policies and Legislations</li></ul>
<b>Structures</b>	<ul style="list-style-type: none"><li>● Federal Executive Council</li><li>● Federal Ministry of Women and Gender Affairs</li><li>● Federal Ministry of Economic Development, Budget and Planning;</li><li>● Federal Ministry of Finance</li><li>● Federal Ministry of State and Local Government Affairs</li><li>● The Legislative</li><li>● The Judiciary</li><li>● Gender Focal Points (across MDAs)</li><li>● National Technical Team of Gender Experts</li><li>● Community Based GEESI Structures</li></ul>
<b>Tools and Mechanisms</b>	<ul style="list-style-type: none"><li>● Gender analysis and mainstreaming capabilities</li><li>● Gender education and training/Gender Research</li><li>● Management and information system</li><li>● Gender Data (sex disaggregated data and gender statistics)</li><li>● Performance appraisal systems</li><li>● Gender Responsive Budgeting</li></ul>

**Table 4.2: Criteria for the Policy M&E Mechanisms**

<b>i. Relevance</b>	Intervention addresses the needs and priorities of all especially vulnerable and disadvantaged population
<b>i. Efficiency</b>	Use of available resources is commensurate to outcomes and outputs obtained in relation to the inputs
<b>i. Effectiveness</b>	Degree to which expected results are achieved
<b>i. Impact</b>	Implicit in the efficiency and effectiveness criteria, but important considering that if the delivery of relief packages is significantly delayed, they might not be useful e.g. If food assistance does not reach the targeted people in due time their nutritional status will decline
<b>i. Timeliness</b>	A cross-cutting criterion referring to the capacity of stakeholders to address in time the different needs of the populace.

# APPENDIX: GLOSSARY OF TERMS

CONCEPT	OPERATIONAL DEFINITION
CEDAW	The Convention on Elimination of All forms of Discrimination against Women (CEDAW) provide the basis for realizing equality between men and women through ensuring women’s access to and equal opportunities in political and public life.
Development	A process with economic and social dimensions. It entails quantitative changes in aggregates such as Gross National Product, as well as changes in institutional, social and administrative structures (Todaro,1989), with the objective of effecting the material and social advancement of the population.
Engendering	As a gender concept, engendering refers to the process of integrating gender considerations and concerns into words, actions and assessment policies, programmes, projects and other institutional functioning.
Empowerment	Refers to the process of “conscientisation” which builds critical analytical skills for individual to gain self-confidence in order to take control of her or his life. Empowerment of women is an essential process in the transformation of gender relations because it addresses the structural and underlying causes of subordination and discrimination.
Equality of Opportunity	Refers to a fundamental human right, and a zero tolerance to discrimination, as embedded in the Constitution of the Federal Republic of Nigeria. At the core of this National Gender Policy is achieving equal opportunity for ALL irrespective of sex, gender, and social circumstance, such that everybody has equal access to resources, services, employment opportunities among others.
Equality of Treatment	Refers to meeting the specific and distinct needs of different social categories of men and women by government and cultural institutions, service providers, and employers of labour irrespective of sex, gender, and physical disabilities. Equality of treatment does not mean treating all men and women in exactly the same way (i.e., in a gender-blind fashion) as this would only serve to perpetuate existing disparities, rather persons are treated according to the level of need and/or social circumstance.

Gender	This refers to culturally and socially constructed roles, responsibilities, privileges, relations and expectations assigned to being women, men, boys and girls. Gender is therefore patterned, socially produced distinctions between femininity and masculinity. It is a central organising principle of societies, and often governs the processes of production and reproduction, consumption and distribution. Through gendered processes, advantages and disadvantages, exploitation and control, action and emotion, meaning, and identity are patterned in terms of a distinction between male and female; masculinity and femininity. Thus, gender attributes are culturally specific (not universal), and can change over a period of time. They do not necessarily have biological component.
Gender Analysis	“Is a process which allows us to distinguish the ways in which the distribution of resources, activities, power, representation and decision-making vary amongst women and men within a given socio-economic group and at a particular point in time. A gender analysis may ask typical questions such as – who does what? Who has what? Who decides? How? Who sins? Who loses?” (The United Nations System in Nigeria, 2013:12).
Gender and Development (GAD)	Refers to a planning process which is based on an analysis of the different situations and needs of men, women, boys and girls. It aims at creating gender equity between men and women; boys and girls. A gender and development perspective recognises the importance of the relations between men and women; boys and girls.
Gender Awareness	Refers to a state of knowledge of the differences in roles and relations of women and men; girls and boys; and how this results in difference in power relations, status, privilege and needs.
Gender aware policy appraisal	Is a tool that assesses whether the policy addresses the needs of men and women; boys and girls; and specific vulnerable groups such as the physically challenged and the aged.
Gender Bias	This is a positive and/or negative attitudes/practices towards either female or male.

Gender Blindness	Is the failure to recognise that gender is an essential determinant of social outcomes impacting on projects and policies. A gender-blind approach assumes that gender is not an influencing factor in, projects, programs or policy. Such policy/programme/project consciously or unconsciously failed to consider the position, needs, feelings, and desires of women, men, boy and girls as separate categories with separate needs and interests. For example, until recently, agriculture policies are male biased - as “farmers” are generally seen as males, while female farmers are often not focused in agricultural intervention programmes. This ends up widening the gender gap in Agriculture.
Gender Budget	A budgeting method that analyses the incidence of budgets on men and women and girls and boys. Gender budgeting entails analyses of revenue and expenditure impacts so as to avoid or correct gender imbalances. Gender budgeting or ‘gender-sensitive budgets’ are not separate budgets for women, or for men; rather it is a dissection of the government budget to establish its gender-differential impacts and to translate gender commitments into budgetary commitments. The main objective of a gender-sensitive budget is to improve the analysis of incidence of budgets, attain more effective targeting of public expenditure and offset any undesirable gender-specific consequences of previous budgetary measures.
Gender Development Index (GDI)	Refers to an index which uses some of the same variables as the Human Development Index (HDI) which includes life expectancy, educational attainment and real GDP, but which goes further to take into account inequality in achievement between women and men; boys and girls.
Gender Discrimination	Differential treatment to individuals on the grounds of gender
Gender Division of Labour	Different work roles assigned by society to men and women. For example, women tend to be engaged in unpaid domestic work, low pay, low status and informal sector jobs, while men tend to be employed in higher paid and formal sector work.
Gender Empowerment (GEM)	Refers to a measure which examines whether women and men are able to actively participate in social, economic, and political life and are able to take part in decision-making. GEM focuses on the capacities of women and men to take advantage of the opportunities of life.
Gender Equality	Refers to a situation where women and men have equal conditions for realizing their full human rights and potential; are able to contribute equally to national, political, economic, social and cultural development; and benefit equally from the results. Gender Equality entails that the underlying causes of discrimination based on sex, gender and other social conditions are systematically identified and removed in order to give men and women equal opportunities. The concept of Gender Equality, as used in this policy framework, takes into account women existing subordinate positions within social relations and aims at the structuring of society so as to eradicate male domination. Therefore, equality is understood to include both formal equality and substantive equality; not merely simple equality to men. Gender equality tends to refer to equality in outcomes and results.

Gender Equity	This entails the provision of fairness and justice in the distribution of benefits and responsibilities between women and men; boys and girls. The concept recognises that women and men; boys and girls, have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. In other words, it takes into consideration the differences in women's and men's (boys' and girls') lives and recognises that different approaches may be needed to produce outcomes that are equitable
Gender Gap = Disparity	A gender gap is a disparity between genders involving quality or quantity. Though some gender gaps are controversial, they are not to be confused with sexist stereotypes. A classic example of a gender gap is the supposed difference in pay between men and women for the same job responsibilities. The European Commission defines gender gap as the 'gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits' (European Commission, 1998).
Gender Implicit Issues	These are not clearly state, they are hidden, henceforth implied, such terms as farmers, population, the poor, and the masses are given examples. Therefore, there is need to open them up and know exactly whose gender needs are being targeted. Is it men, women, girls or boys?
Gender Indicator	It measures gender related changes in society over time. They may be pointers, facts, numbers, opinions or perceptions used to signify changes in specific conditions or progress towards particular gender-related objectives (The United Nations in Nigeria, 2013)
Gender Issues	These arise when the relationships between women and men, their roles, privileges, status and positions are identified and analysed. Gender issues arise where inequalities are shown to exist between people purely on the basis of being a female or a male. The fact that gender differences are socially constructed is itself a primary issue to deal with.
Gender Mainstreaming	<p>Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of the policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated (ECOSOC, 1997).</p> <p>Recognising that most institutions consciously and unconsciously serve the interests of men, gender mainstreaming perspective aims at transforming institutions to promote full participation of women in decision making so that women's needs move from the margins to the centre of development planning and resource allocation.</p>

Gender Management System (GMS)	GMS is a network of structures, mechanisms and processes put in place within an existing organisational framework, to guide, plan, monitor and evaluate the process of mainstreaming gender into all areas of the organisation's work, in order to achieve greater gender equality and equity within the context of sustainable development (Commonwealth Secretariat, 1990).
Gender Neutral	The planning for women, men, girls and boys as if they are homogeneous and not taking into consideration their different needs and roles. Experience has shown that gender neutral planning in reality addresses the needs of the dominant group.
Gender Oppression	Whereby one gender dominates the other unjustly or even cruelly, whether it is deliberate or not.
Gender Perspective	The ultimate goal of this approach is to create equality between women and men. It uses a set of tools and guidelines on how to identify the impact on development on gender relations and the roles of women and men.
Gender re-distributive policies	These policies try to tackle gender imbalances, gender gaps and gender disparities in society by addressing the strategic gender needs of both men and women. Such policies transform gender relationships and lead to gender equality.
Gender Responsiveness	Refers to a planning process in which programmes and policy actions are developed to deal with and counteract problems which arise out of socially constructed differences between women and men.
Gender Roles	These are the different tasks and responsibilities and expectations that society has defined and allocated to men, women, girls and boys. They are not necessarily determined by biological make up and therefore they change with time and according to the situation.
Gender Sensitivity	Encompasses the ability to acknowledge and highlight existing gender differences, issues and inequalities and incorporate these into strategies and action.
Gender Stereotyping	This is the assigning of roles, tasks and responsibilities to a particular gender on the basis of pre-conceived social and cultural prejudices.
Human Development Index (HDI)	Refers to a tool which measures the average achievement of a country in basic human capabilities. The HDI focuses on three variables, namely life expectancy, educational attainment and the gross domestic product (GDP).

Policy	Refers to guiding principles to a course of action arrived at by decision-makers to address an area of concern and/or issues through executive and/or legal action.
Poverty	Poverty is a level of economic development, which barely meets the minimum standards of human wellbeing. Conventional economic definitions use income or consumption pattern, complemented by a range of other social indicators such as life expectancy, infant mortality, nutrition, the proportion of the household budget spent on food, literacy, school enrolment rates, access to health clinics or drinking water; to classify poor groups against a common index of material welfare.
Practical Gender Needs (PGN)	PGNs are needs which are related to satisfying both men's and women's, girls' and boys' basic and material needs for their day today survival. Women's PGNs are those needs identified to help women cope better in their existing subordinate positions. Thus, practical needs are related largely to issues of welfare and do not challenge the existing gender division of labour and/or improve women's subordinate positions in society.
Productive activities	Refers to the production of goods and services for consumption or trade. When people are asked what they do for a living, the response is usually related to productive work, especially work that generates income. Both men and women are involved in productive activities but, for the most part, their functions and responsibilities will differ according to gender division of labour in the society. Women's productive work is often less visible and less valued than men.
Reproductive work	Refers to care and maintenance of the household and its members – including child bearing and nurturing roles, preparing food, collecting water and fuel, shopping, housekeeping and family health care. Although reproductive work is crucial to human survival, it is seldom considered “real work”. Reproductive work is usually time consuming, labour intensive and not paid for. It is almost always the responsibility of women and girls.
Sex	This is the biological make up of men and women, boys, and girls which describes their anatomical distinction of being a male or a female. Sex attributes are universal, and are often not adaptable to change
Strategic Gender Needs (SGN)	These are needs that are related to changing the situation of marginalised people especially women and other vulnerable groups. Meeting strategic needs helps women to achieve greater Gender Equality. It also changes existing roles and therefore challenges the structure of gender inequality which often results in women's subordinate position. Strategic needs may include such issues as legal rights, equal wage, and women's control over resources among others.
Substantive Equality	Refers to a stage of real equality underpinned by equality of opportunity, access and treatment between women and men.
Women Empowerment	This is a process of generating and building capacities to exercise control over one's life. Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. Central to this process are actions which both build individual and collective assets, and improve the efficiency and fairness of the organisational and institutional context which govern the use of these assets.
Women in Development (WID)	Refers to a planning process in which the importance of women's needs in development is the major focus. Strategically, it focuses on women only projects, but often considers women as the problem of development needing intervention rather than targeting the structure which continues to entrench gender inequalities in the society.



# POLICY IMPLEMENTATION CHALLENGES IN NIGERIA

- Weak or lack of political will to implement faithfully and fully
- Poor or inadequate or unsustainable funding regime
- Weak or non-existent feedback, coordination, collaboration, monitoring and evaluation mechanisms.
- Poor or weak capacity for data generation, analysis, usage etc.

# STRATEGIES FOR ACHIEVING NGP POLICY OBJECTIVES

- Effective coordination of policy implementation and programmatic reforms through mainstreaming of gender concerns at all levels.
- Gender education and capacity building to enhance necessary technical expertise and positive gender culture.
- Legislative reforms to guarantee gender justice and respect for human rights.
- Economic reforms for enhanced productivity and sustainable development especially that which address the needs of women and children as well as other vulnerable groups.

# CONCLUSION

The success of the NGP technically rests on how operators / implementers of the policy are able to follow due process and the use of gender mainstreaming as a strategic tool for institutionalising change in power role relations.

There is the need for critical stakeholders at all levels of governance, to mobilise resources to address the structures that perpetrate gender inequality and gender injustice in Nigeria.

**BOX 6****CONCLUSION**

With the new and revised policy in place, the Nigerian government can learn from the previous policies and ensure that there is clear tracking and monitoring of the impact of each of the objectives so as to fully do away with gender inequality in the country. Thus, the major challenge will be how to move from policy prescription projected in this policy document to the actualization of the policy frameworks. Hence, to achieve the policy goals, the following elements must be considered and adhered to: political will, gender as a core value for transforming the Nigerian society, confronting patriarchy and coordination, networking, and monitoring.

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