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GENDER NEEDS ASSESSMENT FOR KADUNA METROPOLIS, NIGERIA

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Figure 1. Map of Nigeria Showing Kaduna



Source: www.maps.com

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ABBREVIATIONS

AfDB	African Development Bank
AIDS	Acquired Immunodeficiency Syndrome
CEDAW	Convention on Elimination of All Forms of Discrimination Against Women
CPR	Contraceptive Prevalence Rate
DHS	Demographic and Health Survey
FMOH	Federal Ministry of Health
FP	Family Planning
GBV	Gender-Based Violence
GER	Gross Enrollment Rate
GPI	Gender Parity Index
HIV	Human Immunodeficiency Virus
KSP	Kaduna State Police
LEADS	League of Democratic Women
LGAs	Local Government Areas
MCI	Millennium Cities Initiative
MDGs	Millennium Development Goals
MVP	Millennium Villages Project
MoE	Ministry of Education
MoH	Ministry of Health
MWA	Ministry of Women's Affairs
NBS	National Bureau of Statistics
NER	Net Enrollment Ratio
NGO	Non-Governmental Organization
NPC	National Planning Commission
STI	Sexually Transmitted Infection
TFR	Total Fertility Rate
UBE	Universal Basic Education
UNDP	United Nations Development Programme
UNOPS	United Nations Office for Project Services
UNFPA	United Nations Population Fund
UN-HABITAT	United Nations Human Settlements Programme
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
WHO	World Health Organization

EXECUTIVE SUMMARY

Kaduna Metropolis is located in northern Nigeria and serves as the country's trade and transportation hub. It is the capital city of Kaduna State, the fourth largest city in the country and is one of the most populous Millennium Cities.

Women in Kaduna face many challenges that prevent them from being guaranteed gender equality and empowerment. Girls in the city have had limited access to secondary school education, with poverty and early marriages often forcing them to forgo their education. Unsafe abortions and limited access to family planning prevent safe sexual and reproductive health. A number of women are unaware of their inheritance rights and freedom to purchase land due to inconsistent religious interpretations concerning these rights. Significant gaps exist in the employment sector demonstrated by income disparities and limited female representation in the private sector. Lastly, women have been unable to make significant legislative changes to overcome these challenges.

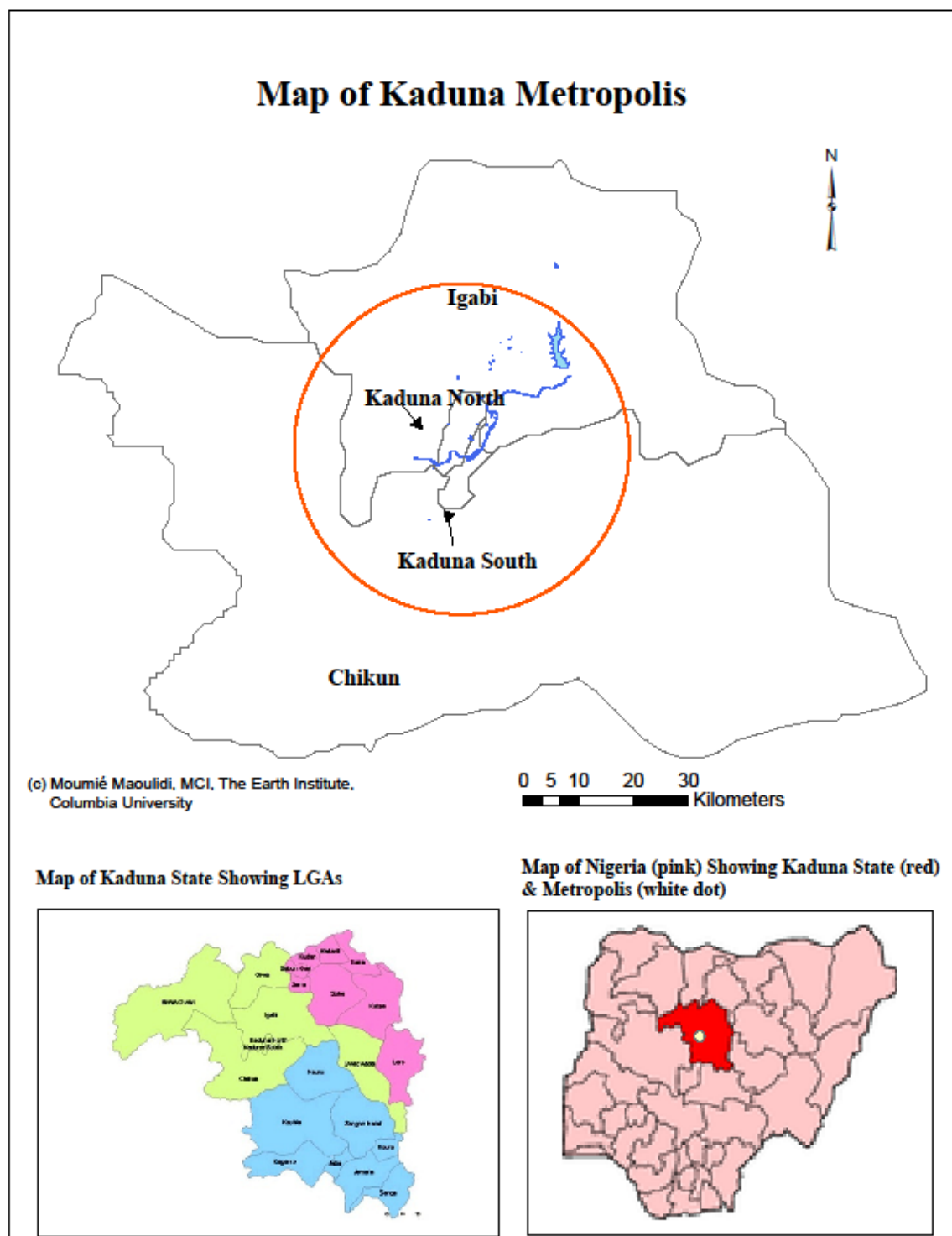
The problems women face in the city are significant and will require comprehensive investment by the people and government. This needs assessment seeks to provide a roadmap that can put effective strategies in motion to achieve the third Millennium Development Goal (MDG 3)—promoting gender equality and empowering women – with specific interventions that include:

- A mass media campaign targeting families and religious leaders about the benefits of sending girls to secondary school, implemented in tandem with a university workshop for secondary school girls;
- Provide comprehensive family planning education in secondary schools;
- A public service announcement on women's and girls' property and inheritance rights that debunks misinformation about property rights and religious interpretations concerning inheritance rights. Increase legal representation for women dealing with property and inheritance cases;
- Vocational training focusing on ways women can run their own private businesses and a sensitization workshop that provides human resource administrators strategies to recruit qualified female employees;
- Workshops for female politicians and activists on how to campaign during elections and how to implement effective grassroots strategies.

With an average annual investment of \$3 per capita between 2011 and 2015, MCI believes Kaduna Metropolis can effectively promote gender equality and empower women.

This needs assessment has four sections. Section One offers background information on Kaduna Metropolis as well as an overview of the objectives and limitations of the needs assessment and the major gender issues facing women and girls. Section Two provides a detailed data analysis, delving into some of the priority areas of MDG 3 in the city. Section Three discusses proposed interventions and their costs, and Section Four concludes with the study's findings and recommendations.

Figure 2. Map of Kaduna Showing Local Government Areas (LGAs)¹



¹ Kaduna Metropolis consists of Kaduna North and Kaduna South LGAs and parts of Igabi and Chikun. The red circle represents the 30-km radius defining Kaduna Metropolis.

INTRODUCTION

Background

Nigeria has faced numerous challenges, from military rule to ethnic and religious tension to the high levels of corruption which have hampered the government's ability to address many social and health issues.² Despite these challenges, Nigeria has gained some ground over the past five years in its efforts to reach the Millennium Development Goals (MDGs). Indeed, the Government of Nigeria has made the unique commitment, upheld by four heads of state, to dedicate 100 percent of its debt relief to attaining the MDGs nationwide and has embarked on a national scale-up of the Millennium Villages Project,³ with an integrated package of interventions in health and education currently being rolled out nationwide. The key for Nigeria over the next four years will be to keep this momentum and to apply the same integrated approach to the eradication of poverty in urban areas.

Following the independence of Nigeria in 1960 Kaduna became the administrative capital of northern Nigeria when the country was a federation of a national government and three self-governing regional governments (Northern, Eastern and Western). In 1976, the country was divided into local government areas (LGAs). Present-day Kaduna Metropolis consists of two LGAs (Kaduna North and South) and parts of two other LGAs (Chikun and Igabi). It is located 100-km north of the capital city, Abuja.

Kaduna is the capital of Kaduna State and the fourth largest city in the country. It is also one of the most populous Millennium Cities and serves as the most important trade and transportation center in northern Nigeria. The metropolis is made up of different ethnic groups including, the Hausa, the Jarawa and the Gwari. The two main religious groups are Muslims and Christians.

1.1. Objectives

The objective of this needs assessment is to highlight and analyze the social, economic and political challenges women face in Kaduna Metropolis, in an effort to help it achieve the third MDG—promoting gender equality and empowering women. This report discusses some key issues preventing the women of Kaduna from fulfilling their potential in society and addresses the difficult balancing act Nigeria must perform as a resource-rich country with huge wealth disparities and inequities amongst its people.

² Nigeria is made of 150 million people living in 36 states.

³ The Millennium Villages Project (MVP), the sister project to the Millennium Cities Initiative, is an integrated rural development project founded at the Earth Institute and administered by the non-profit Millennium Promise, with UN Development Programme (UNDP), UN Office for Project Services (UNOPS) and others as key partners. MVP operates in Ondo and Kaduna states. The national scale-up will try to achieve the MDGs in 113 of the 774 local governments in Nigeria. Columbia University's Earth Institute is serving as technical advisor to this unprecedented nationwide scale-up. Because Kaduna Metropolis residents are less impoverished than in other parts of the state, the city has not been included in this scale-up, and therefore all findings and observations in this needs assessment remain germane.

This report will identify specific, low-cost interventions Kaduna can implement to help empower women and promote gender equality and will provide estimates on the costs of the interventions proposed.

1.2. Methodology

This needs assessment relies on information and data gathered from field research and secondary sources. These secondary sources included publications from UNDP, UNFPA, USAID, the African Development Bank (AfDB) and the Federal Government of Nigeria. Data were collected from various local and national government agencies including the Ministry of Women's Affairs, the National Planning Commission, the Ministry of Education, the National Bureau of Statistics and the Kaduna State Police.

The analysis is guided by the framework proposed by the United Nations Millennium Project Task Force on Education and Gender Equality, which focuses on the following priority areas:

- Priority 1: Strengthen opportunities for post-primary education for girls;
- Priority 2: Guarantee sexual and reproductive health and rights;
- Priority 3: Invest in infrastructure to reduce women's and girls' time burdens;
- Priority 4: Guarantee women's and girls' property and inheritance rights;
- Priority 5: Eliminate gender inequality in employment;
- Priority 6: Increase women's share of seats in national parliaments and local government bodies;
- Priority 7: Combat violence against girls and women.

1.3. Limitations

Kaduna Metropolis is included in four separate local government areas (LGAs), Kaduna North, Kaduna South and parts of Chikun and Igabi. The major limitation of this needs assessment was finding data on the specific LGAs. Data from sources such as Nigeria Demographic and Health Surveys (DHS) and UNDP typically refer only to the state and national levels rather than the city itself. There were also limitations in getting population data broken down by age groups within the LGAs. As a result, this needs assessment relied on the population breakdown at the state level and extrapolated this to estimate city-level age-cohorts.

This report does not include the interventions and costs for the crucial Priority Area 3, "invest in infrastructure to reduce women's and girls' time burdens." MCI found it difficult to obtain reliable data on the main challenges women face in this context and determine specific interventions that would alleviate these issues.

Although gender-based violence (GBV) has been a major issue in Kaduna and Nigeria due to the sensitive nature of this issue, reliable data on GBV was scarce.

1.4. Demographics

Kaduna Metropolis had a population of 1,570,331 in 2006 and 49 percent of the population was female (Federal Republic of Nigeria, 2009b). By 2015 the city is expected to have 2,057,078 people inhabitants.

Women of reproductive age (15-49) represent 48 percent of the total female population in the city, which will have a significant impact on the total fertility rate over the next few years. Kaduna's youth (15-24) is primarily female, with girls making up 52 percent of the total youth and boys comprising 48 percent.

Figure 3 highlights what the city population will look like between 2011 and 2015 based on the 2006 census.⁴

Figure 3. Kaduna Metropolis Projected Population (2006-2015)

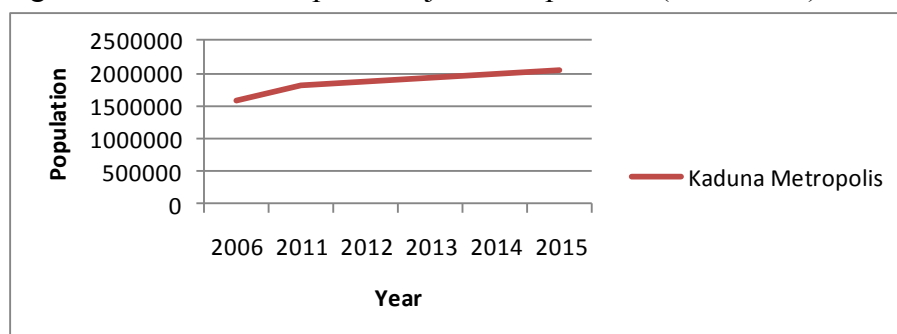


Table 1 provides a snapshot of the demographics as it relates to the female population.

Table 1. Kaduna Metropolis Population Projections (2006-2015)

	2006 Census		2011		2013		2015	
	Male	Female	Male	Female	Male	Female	Male	Female
Total Population	796,891	773,440	925,855	898,609	983,107	954,176	1,043,899	1,013,179
Women (15-49)		368,234		427,827		454,282		482,373
Youth (15-24)	144,910	159,797	168,361	185,658	178,772	197,138	189,827	209,329
Labor Force (15-64)	398,452	402,515	462,935	467,655	491,561	496,574	521,958	527,280

Source: Federal Ministry of Nigeria (2009a)

1.5. Overview of Key Gender Issues in Nigeria and Kaduna

Nigeria has taken significant strides in the arenas of economic, political and social development, and its president and Parliament have made an extraordinary financial and programmatic commitment to achieving the MDGs nationwide. The country has continued to be a mainstay of regional stability and, with its vast resources, an economic powerhouse for Africa. Despite these successes, Nigeria's political past has strained its attempts to improve the lives of its diverse population. One of the major legacies of the

⁴ MCI used a growth rate of three percent to calculate the population projections from 2011–2015.

extended period of military rule, between 1966-1979 and 1983-1998, was the lack of a national and local development planning culture, which “negatively affect[ed] government efforts to generate reliable and consistent baselines for assessing progress towards the MDGs” (Federal Republic of Nigeria, 2010c). This is one of the legacies that the nation is addressing, through its present major commitment.

After loosening the military’s grip on political power, Nigeria made some headway in promoting rights for women. The country signed various treaties that promote gender equality and empowerment including the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 2000 and the African Union (AU) Protocol on Women’s Rights and Human Rights. It also established the Ministry of Women’s Affairs at both the federal and state levels in 1999. The Nigerian National Assembly has passed specific bills directed at protecting women such as Senate Bill 66 (2008), which provided for the abolition of all forms of discrimination against women in Nigeria, and Senate Bill 300 (2009), which amended the Labor Act to remove discrimination against women relating to night shifts and underground work (Federal Government of Nigeria, 2009). The House of Representatives also passed bills that sought to protect women by prohibiting corporate prostitution (2009), providing support for battered women (2003) and prohibiting female circumcision (2000).⁵

As is the case in many countries facing challenges in gender equality and empowerment, legislative acts and bills can only go so far and sometimes do not translate to meaningful changes at the local level. Women in Kaduna Metropolis face an array of hurdles preventing them from enjoying equal rights and independence. The city’s history of political instability has slowed progress in the areas of social and human development.

Poverty, early marriages and the tendency to favor boys over girls has prevented many adolescent girls from attending secondary school and, consequently, university or professional institutions. Women also lack the ability to implement change through effective legislation, due to their poor representation in the National Assembly. This affects their ability to change or amend existing rules regarding land and property rights. Kaduna Metropolis is one of the most important cities in northern Nigeria; but to reach its full potential and adapt to the country’s changing economic and social dynamics, the city needs to put gender empowerment and equality at the forefront of its development strategy.

Table 2 outlines budget comparisons between 2007 and 2008 in Kaduna State and how much it allocated to the Ministry of Women’s Affairs (MWA). The total percentage allocated to the MWA was less than one percent in both years.

⁵ See Annex 5 for some of the legal provisions from the National Assembly.

Table 2. Kaduna Budget Allocation to the Ministry of Women's Affairs (\$)

2007	MWA Budget (\$)	Total State Budget (\$)	Percentage for MWA
Personnel Cost	327,600	89,238,574	0.4%
Overhead Cost	205,140	108,165,204	0.2%
Total	532,740	197,403,778	0.3%
2008	MWA Budget (\$)	Total State Budget (\$)	Percentage for MWA
Personnel Cost	425,873	121,607,917	0.4%
Overhead Cost	431,600	168,267,969	0.3%
Total	857,473	289,875,886	0.3%

Source: Ministry of Economic Planning, See Annex 1

I. DATA ANALYSIS

Priority Area 1: Strengthen opportunities for post-primary education for girls

Education is a basic human right. Access to education is a main pillar of economic, political and social prosperity, especially in Nigeria, where the economy is driven overwhelmingly by the private sector and entrepreneurship.

One of the major educational challenges facing Kaduna (and Nigeria as a whole) is the inadequate number of secondary schools throughout the country (Inobeme and Ayanwole, 2009). In 2006, there were approximately 72 public junior secondary schools in Kaduna Metropolis as compared with 501 public primary schools (SMoE, 2008). The disparities between the number of available primary and secondary schools presents a dilemma for families when they decide which children should go to secondary school.

The main impediments to strengthening opportunities for post-primary education for girls are high poverty levels, early marriage amongst young girls (sometimes forced) and the preferential treatment boys receive over girls.

Poverty

Despite its rich array of resources, Nigeria's federal government has been unable to properly allocate necessary funds to all of its states. The World Bank estimated that 41 percent of the Kaduna State population qualified as poor in 2006, and there are no signs of poverty levels decreasing. Kaduna State's human poverty index (HPI-1) was 34.3 in 2007, which was slightly higher than the national level HPI at 32.3 (UNDP, 2009). With the limited number of public secondary schools as well as high poverty levels, families are forced to make tough decisions as to who, out of their children, should attend secondary school. This negatively affects young girls, due to the perception that boys will do better in school and be more successful in the workforce.

Poor families tend to invest their limited resources into areas they feel are practical and which provide them the best chance of having a better life. As a result, girls have to help out with chores at home or find a job so that they can provide a stream of income for their families. Inclusion under the umbrella of the Universal Basic Education (UBE) program does not necessarily alleviate the indirect costs associated with school attendance.

Individual fees for textbooks and uniforms may not be expensive, but these costs are doubled when families decide to send both their sons and daughters to school.

Early Marriage

There are a variety of reasons why families allow and sometimes push their daughters to marry early, including those relating to religion and cultural beliefs. The most common explanations for early marriage are poverty, unexpected pregnancy and parental pressure. For some families, early marriage is seen as a solution to economic troubles. No matter the arguments, it is clear that early marriage hinders and prevents girls from attending secondary school. Once these young girls are married, they tend to focus on household chores and, once they give birth, have to take care of their children, forgoing their chances of attending secondary school and availing themselves of the opportunities attending completion of a high school degree.

Nigeria has instituted various legislative and institutional measures at the federal and state level including the Child's Rights Act (CRA) of 2003 (stating that 18 is the marriageable age for girls). Thus far, only 22 states have passed the CRA, and early marriage is still a common practice, including in Kaduna where the CRA is still only of persuasive effect and non enforceable by the State.

Priority Area 2: Guarantee sexual and reproductive health and rights

Women bear a disproportionate burden when it comes to sexual and reproductive health and rights. Many women are unaware of their basic rights when it comes to reproductive health. In Kaduna the major challenges facing women's sexual and reproductive health are poor maternal health, limited access to family planning, frequent miscarriages and induced and unsafe abortions (UNFPA, 2009).

At the federal and state levels, the government has attempted to assist women with their reproductive needs. The government in Kaduna has implemented a free health care scheme for pregnant women and has also intervened in subsidizing the costs of contraceptives (PATHS, 2008). The federal government has also developed strategies to deal with family planning, such as the 2004 National Policy on Population for Sustainable Development⁶. This policy outlined strategies and targets to help reduce total fertility rates throughout the country, in part by increasing access to contraceptives (USAID, 2009).

Maternal Health

The leading causes of maternal death in Kaduna stem from complications that arise while women are pregnant or giving birth. Although pregnant women receive free health care and have some access to family planning services, many of them suffer from various preventable complications that can lead to death, such as anemia, obstetric hemorrhage, obstructed labor and sepsis (PATHS, 2008). The underlying issue is that pregnant

⁶ This program is currently implemented in 115 primary health care centers and suffers from challenges such as drugs and staff shortages.

women are often unaware of the proper measures to take in order to care for themselves. The lack of access to health professionals contributes to women's widespread lack of awareness of appropriate behavior and preventive health measures to adopt during pregnancy.

Access to Family Planning

Contraceptive use has historically been low among married women of reproductive age in Nigeria, especially with respect to modern methods (USAID, 2009). Although the contraceptive prevalence rate (CPR) has increased from four percent to eight percent between 1990 and 2003, it only increased to 10 percent in 2008 (Federal Republic of Nigeria 2009c). The modern-method CPR of Kaduna Metropolis and Kaduna State was not readily available, but the North West Zone, where Kaduna is located, had a much lower CPR of three percent in 2008 (Federal Republic of Nigeria 2009c).

Table 3. Price of Contraceptives in 2008

Contraceptive	Price (N)	Presentation
Female Condom	20	Piece
Male Condom	1	Piece
Depo-provera	60	Vial
Exluton (pill)	15	Cycle
IUCD	100	Piece
Lo-Femenal (pill)	15	Cycle
Microgynn (pill)	15	Cycle
Neo-sampon (vaginal foam tab)	100	Tube
Noristerat and syringe	60	Ampule
Norplant implant	2000	Set

Source: Kaduna State Ministry of Health

Table 3 lists different contraceptives available in Kaduna Metropolis and their prices. It seems that they are priced reasonably well, with none of them, except for the Norplant implant, exceeding \$1 USD. There are many reasons why women do not use contraception or seek family planning advice, but high costs do not present the main obstacles. Many women are unaware of the way different contraception methods work, leading to skewed perceptions, such as the belief that to use contraceptives is unsafe and will compromise a young woman's fertility when she is ready to start a family (Bankole et al., 2009). Misinformation about the side effects associated with contraceptives increases women's reluctance to seek out family planning options (Sedgh et al., 2006).

Access to family planning and contraceptives has also been limited due to male views of contraception. Some men have a limited understanding of family planning, and, due to cultural norms linking the number of offspring with social status, may not be open to the idea of having fewer children. There has been progress on this front, as indicated by the Center for Development and Population Activities (CEPDA), which proclaimed earlier this year that attitudes towards family planning in the North have improved significantly.⁷

⁷ Indeed, MCI Social Sector Advisory Council member Dr. Funmi Olopade, founder/director at the University of Chicago, and her colleagues in Kano State have demonstrated this very thing, reducing maternal mortality by 50 percent, in part by enlisting women's husbands in the family planning process.

Men are not only more aware of family planning methods but are starting to accept and encourage the use of various methods to their families (Agbese, 2011).

At the national level, progress has been incremental. The Ministry of Health (MoH) initiated the distribution of free contraceptive commodities in April 2011 in order to reduce unwanted pregnancies among adolescent girls (Leo, 2011). This effort employs a top-down approach in which the government distributes the contraceptive commodities to all 36 states, which are then expected to distribute to their respective LGAs and public health facilities.⁸ This is a significant step in the right direction; however, simply distributing contraceptives may provide only a short-term solution to the low CPR; in the long term, things may backtrack significantly if efforts are not also made to address perception and cultural practices.

Unsafe Abortion

Abortion is officially permitted in Nigeria only when the life of the mother is threatened. Otherwise, inducing or procuring an abortion is considered a criminal offense. The Penal Code of Nigeria or Criminal Code Act indicates that “supplying drugs or instruments to procure abortion; attempts to procure abortion and procure own miscarriage” are considered offenses against morality (Federal Government of Nigeria, 1990). When abortions are associated with a criminal offense and are not managed by official health care institutions, unsafe abortions become the norm, leading to serious complications.⁹

Reporting on abortions rates is not readily available at the LGA level due to sensitivities about the practice of abortion and the social stigma attached to both performing and undergoing the procedure. Women are motivated to seek out illegal abortions, with their universally terrible safety record, due to the social marginalization that accompanies pregnancies out of wedlock, such as school dismissal and the risk of unemployment.

There have been attempts by health experts and non-governmental organizations (NGOs) to reform Nigeria’s abortion law to increase access to safe abortions. IPAS Nigeria, an NGO working on sexual and reproductive rights for women nationwide, has emphasized the causal relationship between Nigeria’s restrictive abortion law and the many deaths resulting from unsafe illegal abortions (Agabi, 2010). Until there is concerted and legislative action and more public health education at the national level, it will be very difficult for the city of Kaduna to address the challenge presented by unsafe abortions at the municipal level.

⁸ The contraceptive commodities include female and male condoms, injectable contraceptives and consumables.

⁹ See Annex 6.

Priority Area 4: Guarantee women's and girls' property and inheritance rights

Land ownership in Nigeria is determined primarily by inheritance. According to Nigerian Senate Bill 66, “every female citizen of Nigeria whether by means of inheritance or otherwise, shall have the right to acquire and own, movable and immovable property anywhere in Nigeria” (Federal Republic of Nigeria, 2008). However, due to cultural and religious divisions, many state governments do not implement these policies on the local level.

Despite the misconceptions associated with Shari'a Law, the system does guarantee rights for women. Problems arise when women are unaware of what the rules entail and when misinformation prevails. Women in Kaduna have the right to own and dispose of property, as well as a right to inheritance and dower.¹⁰ These rights are similar to those outlined in the Constitution, but most people, especially women, are “not aware of the full range of their rights under Shari'a law and these rights are not embodied in any subsidiary legislation so that it can be demanded to be specifically enforced” (USAID, 2003).

Historically, women have had limited or no access to property unless they purchased it outright with their own capital. Even then loans and an independent source of income to purchase property have often been inaccessible. Recently, however, women have been able to purchase and own land. In southern Kaduna, where the majority of the population is Christian, women have had increased opportunities to buy and own land, but Christianity has limited influence when it comes to property rights in divorce cases. In the event of a divorce, some cultural and traditional practices dictate that a woman is only entitled to what her husband and his family allow. However, a woman can maintain property if it is under her name. In northern Kaduna, where a majority of the people are Hausa/Fulani and predominantly Muslim, compensation is granted to whichever party is requesting the divorce. It is clear that with religion and culture playing a critical role in determining the legal status of women with regards to property, women and all citizens need to be fully informed as to their rights within the systems they must navigate each day.

Priority Area 5: Eliminate gender inequality in employment

Although laws and bills exist to prohibit discrimination against women in employment, there hasn't been much evidence of this at the state and LGA level. The estimated earned income at the national level is \$715 for women and \$1,596 for men. Income disparities are much less pronounced at the state level in Kaduna, with \$266 for women and \$1,114 for men (Federal Republic of Nigeria, 2010a). These differences indicate significant inequality between men and women in the employment sector. Indeed, only a handful of states in Nigeria have relatively equal estimated earned income (Ondo State, Akwa Ibom and Delta).

¹⁰ Not to be confused with a dowry, a dower refers to the proportion of a deceased husband's real property allowed to his widow for the rest of her life.

Unemployment distribution rates in Nigeria and Kaduna are also telling. In 2009, the unemployment rate for men in Nigeria was 17 percent and 23.3 percent for women, whereas in Kaduna, the unemployment rate was 11.6 (Federal Republic of Nigeria, 2010a; gender-disaggregated data of the unemployment rate was not listed). In 2005, the unemployment rate in Kaduna among men and women aged 15 and up was 2 and 2.9 percent, respectively.

Women have continued to be underrepresented in the formal sector but have played an active and influential role in the public sector. There are currently 9,346 women and 15,495 men across the different Kaduna State apparatus and ministries. Wages and salaries are the same for every employee, corresponding to their respective grade level irrespective of gender.

Priority Area 6: Increase women's share of seats in national parliament and local government bodies

The Nigerian National Assembly consists of the House of Representatives and Senate. There are 109 members in the Senate and 360 members in the House of Representatives. In addition to this, governors enjoy a wide range of responsibilities and power and have significant independence in their respective states. Senate Bill 66 includes a provision requiring a minimum of 30 percent of all political positions to be reserved for and occupied by women (Federal Government of Nigeria, 2008).

Women do not enjoy substantial membership within the National Assembly, nor do they occupy any high-level positions within the House of Representatives. This is exemplified by the lack of female principal officers within the House; all officers, from the speaker to the minority whip, are men. As Table 4 demonstrates, female representation at the local level is not any better, with only one woman serving as an LGA Chairperson and only one female councilor serving between 1999 and 2007.

Table 4. Number of Seats Held in Local Governments (1999-2007)

	1999			2003			2007		
	Female	Male	Female (%)	Female	Male	Female (%)	Female	Male	Female (%)
Kaduna	1	22	4	1	22	4	1	22	4
Nigeria	13	697	2	15	759	2	27	713	4

Source: Federal Ministry of Nigeria (2009e)

Prior to the 2011 elections, the sixth National Assembly had eight women serving in the Senate (seven percent of the total Senate membership). Kaduna had three state senators, and all three were male. The House of Representatives are the lawmakers of Nigeria, with representatives from each state. The lawmakers from Kaduna had very low female representation, with only one female representative out of 16.

In the recent 2011 elections, Kaduna Metropolis saw a total of 26 aspiring candidates for the House of Representatives. Of those 26, only one was female in Kaduna North LGA, and she received less than one percent of the vote. The results of the 2011 elections in the National Assembly did not produce an increase in female participation in government bodies.

Table 5. Number of Judges in Kaduna State and Nigeria (2001-2007)

	2001			2003			2005			2007		
	Female	Male	Female (%)	Female	Male	Female (%)	Female	Male	Female (%)	Female	Male	Female (%)
Kaduna	7	137	5	16	178	8	16	178	8	16	172	9
Nigeria	146	725	17	198	787	20	208	887	19	226	901	20

Source: Federal Ministry of Nigeria (2009e)

Table 5 shows the number of female judges in Kaduna State as compared to national levels. Female representation in the judiciary has not fared any better than in the other areas of government. The Court of Appeals is the highest court in the country, second to the Supreme Court of Nigeria. It is divided into 15 judicial divisions, including Kaduna. Kaduna State has four justices; only one of them is female. The Supreme Court has appointed two women between 2006 and 2009; women constitute 12 percent of the 17 members of the Court (Federal Republic of Nigeria, 2010b).

Priority Area 7: Combat violence against girls and women

Gender-based violence (GBV) has been a serious issue for women and girls in Kaduna Metropolis. There are some provisions that protect women; the Criminal Code Act of Nigeria includes a chapter that specifically addresses assaults on women. According to the Criminal Code, “any person who attempts to or commits the offence of rape is guilty of a felony and is liable to imprisonment for fourteen years” (Federal Government of Nigeria, 1999b). There are no specific references to domestic abuse.

The most prevalent forms of GBV in Kaduna Metropolis are domestic abuse and rape. Due to the highly sensitive nature of both offenses, reporting has been sporadic. According to the Kaduna State Police (KSP) there were 46 cases of rape and ‘indecent assaults’ in the state of Kaduna in 2009 (Gyong, 2010). The KSP recorded 18 cases of rape in Kaduna Metropolis¹¹, but, despite these numbers, actual instances of domestic abuse were not recorded. There are many obstacles to reporting GBV, including cultural norms and traditions dictating that domestic violence be treated as a private matter and as something that would bring shame on the woman and her family if made public. From the perspective of many women, the risks of reporting these crimes outweigh the risks of keeping silent.

Violence and confrontations between spouses are not often reported and therefore do not typically end up in the courts. Domestic abuse in the household includes wife/husband

¹¹ This includes only the three LGAs of Kaduna North, Kaduna South and Chikun. See Annex 4 for more details.

battering, psychological abuse and spousal rape. This last offense is both inadequately reported and particularly difficult to prove in court. Most women in Kaduna are encouraged to seek help from relatives, friends or religious and communal leaders rather than from authorities.

There are outlets available, such as Project Alert, a NGO that has conducted outreach efforts to combat domestic violence, operating a shelter for victims of domestic abuse and support groups and programs for male abusers. The group also seeks to empower survivors of GBV, via practical support services and financial training in order to get these women back on their feet (Falobi, 2011). Many staff and others involved with Project Alert¹² believe that the judicial system needs to play a more aggressive role in combating violence against women and cracking down on perpetrators.

CEDAW has not been signed into law by the National Assembly and therefore does not apply to state-level officials. This is important because there are no legal means to prevent GBV, especially when state governments have no law addressing it. Gender mainstreaming is lacking in Kaduna, and there are no appropriate avenues for victims of GBV. For instance, there are no special units within the Kaduna State Police that handle issues specifically relating to women.

There are also a limited number of police officers trained on legal provisions for rape cases and a limited number of health workers capable of dealing with these cases (UNFPA, 2008). This results in non-aggressive measures to protect women, since GBV cases happen in the private (rather than the public) sphere. Table 6 shows the Kaduna State Police force makeup and how many women were represented in 2008. Ten percent of the police force is insufficient in address the challenges of GBV in Kaduna.

Table 6. Kaduna City Police Force: Female Representation in 2008

Local Government Authority	District	Percent female of police force
Chikun	Sabom Tasha	25
	Kajimu	5
Kaduna North	Sabon Gari	3
	Gabasawa	20
	Kabak Doki	17
	Lenguwan Sanusi	7
	Tudun Wads	4
	Kawo	21
	Lenguwan Rimi	6
	Malali	9
	Kurin Vashi	5
	Kabala west	4
Kaduna South	Kakun	3
	Barnawa	3
	Ragasa	3
Total		10%

Source: Kaduna State Police Headquarters¹³

¹² For more information on Project Alert, visit <http://www.projectalertnig.org/progs.html>.

¹³ The police force only includes three LGAs, as MCI was unable to find data from Igabi.

Poor sensitization at the community level on rape and gender-based violence was exemplified by the 2011 elections, in which reports of physical abuse against female political candidates in Kaduna arose. Such activities are used to intimidate women from running for political office, and, in many cases, this strategy succeeds (Dantiye, 2011).

Systemic Issues

All the priorities listed above are important in their own right. In drafting a strategy for Kaduna, city officials and other local stakeholders are free to select from among the priority areas, to determine which specific challenges they would like their municipal government to address. However, the systemic issues related to gender must be taken into account at all levels. This concerns gender mainstreaming in all major gender units and departments within local, state and federal government offices. Gender issues need to be accounted for on all levels of government, if genuine sustainable development is to be achieved in Kaduna and Nigeria. The publication by the Nigerian National Bureau of Statistics on Women and Men in Nigeria is a productive start.

Gender-disaggregated data is essential for policy planning and implementation. The Nigerian National Bureau of Statistics, as well as the National Planning Commission, need to make sure that data on state and LGA levels represent gender equity and accurate information. This is essential to ensuring that agencies primarily focused on women's and girls' education and social well-being have the necessary demographic content. The limited availability of employment and unemployment statistics among men and women at the LGA level is an example of the systemic challenges facing women. Gender mainstreaming for law enforcement agencies can have a significant impact on mitigating gender-based violence.

II. INTERVENTIONS

Promoting gender equality and empowering women in Kaduna is essential to achieving MDG 3 by 2015. For Kaduna to be a sustainable city that will continue to serve as the most important trade and transportation center in northern Nigeria, the people and government must be fully invested in empowering women. This will require a cultural transformation that would be difficult to quantify. This section will recommend and describe interventions for six of the seven priority areas and systemic issues.

Local unit costs were derived from Radio Kaduna, Radio Nigeria, NTA Kaduna Network Centre, the League of Democratic Women and the Centre for Law Enforcement Education Foundation (CLEEN).

Priority Area 1: Strengthen opportunities for post-primary education for girls

Secondary school education is essential for young girls so they can be equipped with the necessary tools to compete in Kaduna's economy. It is also essential for their health and quality of life, as the more educated young girls are, the less likely they will have

unplanned pregnancies, unsafe abortions and early marriages (Federal Republic of Nigeria, 2010c). More educated girls/women can influence healthier lifestyles.

Two interventions are recommended¹⁴; the first is a radio and television awareness campaign targeting families and religious leaders that will highlight the benefits of attending secondary school. For instance, radio programs could sensitize parents to the idea that more educated girls would gain access to higher paying jobs to ultimately support their families.

Target population: total adult population (1.8 million people).

The second intervention is a workshop for secondary school girls on transitioning to university. This workshop will highlight and inform students about what they need to accomplish, in order to attend a tertiary institution and should serve as a support group during the application process. There will be four workshops conducted each month and they will be led by 20 counselors.

Target population: secondary school girls (700 students).

Average annual cost for both interventions: \$540,397 (NGN 82,570,170)

Priority Area 2: Guarantee access to sexual and reproductive health

There is a serious lack of awareness among women concerning sexual and reproductive health, rights and family planning options.

To promote awareness of sexual and reproductive health, an information campaign highlighting the importance of family planning and modern contraceptives will be useful. The campaign will target adult men and women of reproductive age via radio advertisements, handbills, stickers and posters to be disseminated throughout the city. Emphasis will be placed on enlightening women that the side effects of contraception are not as dangerous as they think. The campaign will also endeavor to dispel the common misconception among men that the use of contraception can result in infertility. It will also stress the advantages of child spacing and its benefits in preserving good maternal health.

Target population: adult men and women (15-59).

To deal with the lack of awareness of family planning options, a comprehensive family planning education program for secondary school students will be implemented. These sessions will take place 10 times per academic school year and provide valuable information on contraception and life skills on safe sexual and reproductive health.

¹⁴ Note: There are myriad other factors hindering girls from remaining or completing school, including distance from home, transportation and other school-related costs, insecurity in schools, etc.

Target population: secondary school population (38,000 students).

Average annual cost for both interventions: \$269,535 (NGN 41,183,751)

Priority Area 4: Guarantee women's and girls' property and inheritance rights

Many women continue to be unaware of or misinformed regarding their property and inheritance rights. Their confusion can be exacerbated by relatives trying to inherit a widows' land.

A public service announcement (PSA) that will run once a week in which inheritance and property rights are discussed can debunk misinformation about religious interpretations concerning these rights and can provide women with information on how best to seek legal advice. Increasing legal counseling and representation for women dealing with inheritance and property cases can help the women who eventually do seek legal advice. Counseling offices will be established throughout the metropolis with two counselors overseeing each office.

Training politically active adult women so that they can be eligible to participate in local land related decision-making bodies will help streamline policy initiatives that support women's and girls' property and inheritance rights.

Target population: adult women (485,000 inhabitants).

To complement the PSA 60-second television spot will occur five times a week, outlining key discussion points.

Target population: adult men and women (1.8 million people).

Average annual cost for the three interventions: \$284,000 (NGN 43,393,954)

Priority Area 5: Eliminate gender inequality in employment

There is a lack of female participation in the formal sector, and many women do not possess the technical skills required to start up a private business. A vocational training program encouraging entrepreneurship and providing guidance on how to start a small business should be implemented. Essential skills such as networking and computer use can be introduced so women can be equally competitive with their male counterparts in the formal sector. Each program will include 30 women, led by one trainer, and take place at least 12 times annually. Business management skills also need to be taught because many female entrepreneurs often lack this skill.

Target population: one percent of adult women (7,000 people).

In addition to the training program, a sensitization workshop for hiring managers focused on how best to recruit qualified female candidates would be useful.

Target population: human resources departments.

Average annual cost for both interventions: \$2,088,289 (NGN 319,080,910)

Priority Area 6: Increase women's share of seats in parliament and local governmental bodies

With women making up half the city's population, there is a clear need for more female representation in both national and local government.

A training program for aspiring female candidates and politically active women would be a good start. These training programs will help educate women on how to campaign, initiate grassroots organizing and raise funds. The three-hour program will take place once a year and will be led by 12 trainers. Additionally, an awareness campaign will start two years before the next (2015) election to promote female candidates, no matter their party affiliation.¹⁵

Target population: aspiring female candidates (90 women) and the city of Kaduna.

An annual support program will also be implemented for newly-elected female representatives, to serve as an orientation on how to govern and navigate the political system of the city, including becoming accustomed to political life. This program will run for two hours and occur once a year.

Target population: newly elected female politicians.

Average annual cost for both interventions: \$1,387,038 (NGN 211,933,077)

Priority Area 7: Combat violence against girls and women

Gender-based violence (GBV) and domestic abuse are a serious issue for women and girls in Kaduna Metropolis. Many of these women do not have the proper avenues to file complaints regarding their victimization, as the police apparatus are inexperienced in dealing with cases of rape and domestic abuse. Women also do not have sufficient resources such as safe houses, to accommodate them when needed.

Establishing a special unit within the Kaduna State Police will encourage women to speak up, and will furnish the police with comprehensive records of cases. These police

¹⁵ Organizations such as the League of Democratic Women believe that aspirants would need more than the proposed three hour program. LEADs spent two days building skills of female aspirants before the 2011 elections and this was not enough to get them grounded on issues like engaging the media, and developing campaign messages.

officers (male and female) will be trained and sensitized once a year by 30 trained staff members who are knowledgeable about GBV. Once the police officers are trained, it should be made public that this special unit will deal with any type of GBV and will have an open-door policy. Depending on the returns, one program will be added each year, to accommodate new police officers.

Target population: 3,778 police officers.

On the communal level, an awareness campaign should be conducted for men and women (separately) on GBV. This program will inform women about their rights and about organizations enabling them to air concerns. It will also inform both men and women about the harmful consequences of violence and rape. In addition to raising awareness on how to prevent certain forms of GBV, parents could also be taught how to identify whether their children have been abused and what to do after a GBV incidence so as not to destroy evidence since these offences require strict proof in court. This campaign would be initiated simultaneously with the establishment of two temporary housing shelters for victims of GBV and domestic abuse that can accommodate an estimated 1,000 women.

Target population: total city population.

Average annual cost for the three interventions: \$1,387,038 (NGN 49,939,316)

Systemic Issues

Emphasis on collecting gender-disaggregated data among state, local and federal levels of government is essential to proper strategic planning. This is a challenging task and the ministry could establish functional gender desks and coordinate trainings at the local level on how to gather and manage gender disaggregated data as well as how MDAs can adopt gender mainstreaming tools. Data providing an appropriate context for women's issues and challenges will help both governments and NGOs plan effectively for future development. Hiring two additional officials to work at the gender desk of the Kaduna Ministry of Women's Affairs will support gender mainstreaming in the city.

Target population: State and local government area officials.

Average annual cost: \$10,995 (NGN 1,680,000)

Table 7 summarizes the proposed interventions and their associated costs.

Table 7. Summary of Intervention Costs (in \$)

		2011	2012	2013	2014	2015	Average
PRIORITY AREA 1: Strengthen opportunities for post-primary education for girls.							
Radio and television awareness campaign highlighting the benefits of attending secondary school and a university workshop for secondary school girls.							
TOTAL	USD	459,897	504,074	538,434	582,610	616,970	540,397
PRIORITY AREA 2: Guarantee sexual and reproductive health and rights.							
Information campaign explaining the importance of family planning and modern contraceptives debunking common misconceptions. Comprehensive family planning education in secondary schools.							
TOTAL	USD	265,066	267,410	269,625	271,752	273,823	269,535
PRIORITY AREA 4: Guarantee women's and girls' property and inheritance rights.							
PSA addressing the misinformation and confusion related to women's inheritance rights. Provide legal counselling for women dealing with inheritance and property rights cases. Increase the number of women in local land related decision-making bodies.							
TOTAL	USD	281,864	282,964	284,027	285,064	286,082	284,000
PRIORITY AREA 5: Eliminate gender inequality in employment.							
Vocational training that teaches women entrepreneurial skills and how to start a small business. Sensitization workshops for hiring managers.							
TOTAL	USD	2,108,375	2,089,813	2,080,293	2,078,728	2,084,234	2,088,289
PRIORITY AREA 6: Increase women's share of seats in national parliament and local government bodies.							
Workshops for aspiring female politicians and activists and awareness campaigns promoting female candidates during election season.							
TOTAL	USD	1,385,712	1,386,375	1,387,038	1,387,701	1,388,365	1,387,038
PRIORITY AREA 7: Combat violence against girls and women.							
Training of Kaduna State Police on issues related to gender-based violence and rape. Community-based sensitization campaigns and developing temporary shelters open to victims of domestic abuse and gender-based violence.							
TOTAL	USD	278,605	292,941	298,520	314,394	326,838	302,260
SYSTEMIC ISSUES							
Improve the resources of the Kaduna Ministry of Women's Affairs by hiring two additional staff members.							
TOTAL	USD	10,995	10,995	10,995	10,995	10,995	10,995
TOTAL GENDER NEEDS ASSESSMENT							
YEAR		2011	2012	2013	2014	2015	Average
TOTAL	USD	4,790,515	4,834,572	4,868,933	4,931,246	4,987,306	4,882,514
Per Capita	USD	2.6	2.6	2.5	2.5	2.4	3

III. CONCLUSION AND RECOMMENDATIONS

The city of Kaduna is currently not on track to achieving MDG 3—promoting gender equality and empowering women. This needs assessment outlines many of the challenges women face, and will continue to face, in the city if specific policy changes do not occur. The population of Kaduna Metropolis is expected to reach two million by 2015, and in order for the city to be sustainable beyond 2015, aggressive action must be taken so that women can contribute to society as fully as they are able.

Women continue to face impediments to their well-being and to realizing their potential. For instance, many girls in Kaduna Metropolis are unable to attend secondary school, because of high poverty levels, early marriages and a cultural preference for educating boys over girls. Unsafe abortions due to strict laws and limited access to family planning continue to hinder good maternal health, and many girls and women are unaware of their reproductive and sexual health and rights due to a lack of awareness. With women unable even to decide how many children they will have, and with a demographic transition key to Nigeria's healthful social and economic development, it is all the more critical that women be afforded this vitally important information. The limits on women's decision-making are also manifested at the highest levels by the limited female representation in local and federal government bodies. It is unfortunate that there has never been a female governor in Nigeria, a status quo not ruptured by the recent elections.

The Kaduna administration has demonstrated the political will to safeguard women's rights and improve their status, which will also help fight poverty in the city. MCI estimates that with an annual average cost of \$3 per capita, the interventions proposed in this needs assessment can support Kaduna in achieving MDG 3.¹⁶ The following interventions can assist the city in developing a strategy to address some of the challenges facing women:

- A mass media campaign targeting families and highlighting the benefits of sending girls to secondary school;
- Information campaign highlighting the importance of family planning and addresses the common misconceptions of using modern contraceptives. Family planning education conducted in secondary schools;
- Increase legal representation for women dealing with inheritance cases;
- Training local police officers on dealing with victims of sexual violence and establishing two temporary shelters for victims of domestic abuse;
- Workshops for aspiring political candidates and activists on campaigning during elections and how to raise funds.

Both the national and state governments and NGOs would be advised to coordinate their efforts in order to successfully promote gender equity and empowerment.

¹⁶ Importantly, other key interventions with dramatic benefits for women and girls are detailed in MCI's Kaduna Education Needs Assessment and forthcoming Public Health Needs Assessment. Those interventions and their associated non-negligible costs are not given here.

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APPENDIX

Appendix 1: Kaduna State 2008 Ministry of Women Affairs Budget

2008 APPROVED ESTIMATES RECURRENT EXPENDITURE					
MINISTRY/DEPT/PARASTATAL: Ministry of Women Affairs					
BUDGET HEAD: 432090201					
370000000000/					
NEW CODE	CLASS CODE	DETAILS OF EXPENDITURE	APPROVED ESTIMATES 2008	APPROVED ESTIMATES 2007	APPROVED REVISED EST. 2007
0001	1	Personnel Cost	51,310,000	46,200,000	42,000,000
0111	2	Transport and Travelling	2,500,000	2,300,000	2,300,000
0200	3	Utility Services	500,000	500,000	500,000
370001000010000	4	Observance of Special Days	3,000,000	2,500,000	2,500,000
0301	5	Stationery and Minor Office Expenses	2,000,000	1,700,000	1,700,000
0405	6	Maintenance of Office Furnitures & Equipment	500,000	400,000	400,000
0401	7	Maintenance of Vehicles & other Capital Assets	2,500,000	2,000,000	2,000,000
0302	8	Consultancy, Research, Publication and Library	1,000,000	500,000	500,000
1200	9	Grant and Subventions	78,800,000	57,200,000	56,700,000
0408	10	Up-keep & Maint of Social Centres, Homes	2,500,000	2,000,000	2,000,000
1001	11	Entertainment and Hospitality	1,000,000	750,000	750,000
1201	12	Assistance to Women Groups	4,000,000	7,000,000	4,000,000
370001000020000	13	Participation in LGA and International Trade Fair	3,000,000	3,000,000	3,000,000
1204	14	Children in Special Difficult Situations	3,000,000	2,700,000	2,700,000
0501	15	Seminars, Conferences and Workshops	1,500,000	900,000	900,000
0801	16	Bank Charges	50,000	50,000	50,000
0022	17	Up-keep of Women Multipurpose	3,200,000	3,000,000	3,000,000
0408	18	Women Multipurpose Centre Maint. & Beautification	2,000,000	-	-
0200	19	Sensitisation and Mobilisation	5,000,000	-	-
	20	Annual Women's Summit	10,000,000	-	-
	21	Provision of Micro-Credit Facilities for Women in the			
		State to enable them set up Small Enterprises	5,000,000	-	-
		TOTAL	182,360,000	132,700,000	125,000,000
GENERAL SUMMARY			2008	2007	2007
			N	N	N
Personnel Cost			51,310,000	46,200,000	42,000,000
Overhead Cost			130,800,000	86,500,000	83,000,000
Total			182,110,000	132,700,000	125,000,000
SUMMARY FOR THE MINISTRY			2008	2007	2007
			N	N	N
Personnel Cost			51,310,000	46,200,000	42,000,000
Overhead Cost			52,000,000	29,300,000	26,300,000
Total			103,310,000	75,500,000	68,300,000
EXPLANATORY NOTE					
Provision under Subhead 9 is for the Parastatals					
below:- see breakdown on P.					
Kaduna State Rehabilitation Board			78,800,000	57,200,000	56,700,000
			78,800,000	57,200,000	56,700,000

Appendix 2: Indicators for Tracking Progress Towards Gender Equality

Priority 1: Strengthen opportunities for post-primary education for girls

- The ratio of female-to-male gross enrollment rates in primary, secondary and tertiary education.
- The ratio of female-to-male completion rates in primary, secondary and tertiary education

Priority 2: Guarantee sexual and reproductive health and rights

- Adolescent fertility rate
- Contraceptive prevalence rate
- HIV Prevalence among women

Priority 3: Invest in infrastructure to reduce women's and girls' time burdens

- Hours per day (or year) women and men spend fetching water and collecting fuel.

Priority 4: Guarantee women's and girls' property and inheritance rights

- Land ownership by male, female or jointly held
- Housing title, disaggregated into categories including male, female and jointly held

Priority 5: Eliminating gender inequality in employment

- Share of women employed, both by wage and self-employed.
- Gender gaps in earnings in wages and self-employment

Priority 6: Increase women's share of seats in national parliaments and local governmental bodies

- Percentage of seats held by women in national parliament
- Percentage of seats held by women in local government bodies

Priority 7: Combat violence against girls and women

- Prevalence of domestic violence
- May include instances and reporting of rape cases

Source: UN Millennium Project Task Force, 2005

Appendix 3: List of Some Active Women's Organizations in Kaduna

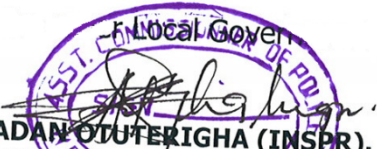
- Gbagyi Women Association Kaduna
- League of Democratic Women (LEADS Nigeria)
- CARE-NGO
- Abantu for Development
- Pan African Leadership League Kaduna
- Widow and Child Empowerment
- Zee Karatu Workshop
- Connecting Gender for Development
- Abantu for Development
- Federation of Muslim Women Association of Nigeria
- Gender and Human Values Proactive
- Progressive Women Association Kaduna
- Center for Children and Women Intervention Programmes in Africa
- Comfort for Widows and Orphans Charity
- Millennium Hope Programme
- National Council of Women Societies
- International Federation of Women Lawyers (FIDA) Nigeria

Appendix 4: List of Rape Cases from January 2007 – June 2008

The period under review the Kaduna State Police Command recorded a total of 45 cases of rape.

1. Kaduna North Local Government recorded 8 cases;
2. Kaduna South Local Government recorded 6 cases;
3. Chikun Local Government Recorded 5 cases.

While the rest are for the other Local Governments.


IBADAN OTUTERIGHA (INSPR).
COMMAND CRIME RECORDER
FOR ASSIST. COMMISSIONER OF POLICE
'D' DEPARTMENT STATE C.I.D
KADUNA

Appendix 5: Provisions from Senate and House Bills Promoting Gender Equality

Senate Bill 66

An Act to Enact an Abolition of All Forms of Discrimination Against Women in Nigeria and Other Related Matters

Part I-Rights of Women

6. Subject to the provisions of the 1999 Constitution, every female citizen of Nigeria whether by means of inheritance or otherwise, shall have the right to acquire and own, movable and immovable property anywhere in Nigeria

9. – (1) In relation to all political positions, elective and appointive offices, a minimum of 30% of such positions and offices shall be reserved and occupied by women.

Part II-Prohibition of Discrimination Against Women in Employment

11. – Every woman shall have the right to work on the basis of equality with men. In particular, a woman shall be provided the same employment opportunities, including the application of the same criteria for selection in matters of employment

Part V-Education

18. – No girl-child or woman shall be withdrawn or expelled from any institution by reason of pregnancy.

Part VI-Right to Health

20. – Every woman shall have the right to enjoy reproductive rights including the right to medical abortion in cases of sexual assault, rape, incest and where the continued pregnancy endangers the life or the physical, mental, psychological or emotional health of the mother.

Senate Bill 300

An Act to Amend the Labor Act so as to Remove the Discrimination Against Women by Repealing Sections 55, 56, 57 and 58 (2) Thereof Relating to Night and Work and Underground Work.

Explanatory Memorandum: This Bill seeks to amend the Labor Act so as to enable women work at night and to be employed on underground work.

Senate Bill 143

An Act to Provide for the Enforcement of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women in the Federal Republic of Nigeria and for Purposes Connected Therewith

Appendix 6: Provisions within the Nigerian Criminal Code Act

Chapter 30

Assaults on Females: Abduction

- 358.** Any person who commits the offence of rape is liable to imprisonment for life, with or without caning.
- 359.** Any person who attempts to commit the offence of rape is guilty of a felony, and is liable to imprisonment for fourteen years, with or without caning.

Chapter 21

Offences Against Morality

- 230.** Supplying drugs or instruments to procure abortion
- 228.** Attempts to procure abortion