



REPORT OF ASSESSMENT OF STATES' LEGISLATION AND POLICIES RELATED TO GENDER EQUALITY IN BENUE AND ZAMFARA STATES

A Publication Of
Women Environmental Program (WEP)
With support from the Kingdom of Netherlands
December 2017



Koninkrijk der Nederlanden



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The contribution and time taken by the WEP team to finalize the report and publication is highly commendable and appreciated.

ACRONYMS

ABU	Ahmadu Bello University
ADB	African Development Bank
ANC	Ante Natal Care
BENSEEDS	Benue State Economic Empowerment and Development Strategy
BOI	Bank of Industry
BSCC	Benue State Cancer Centre
BSFA	Benue State Farmers Association
BSPC	Benue State Planning Commission
CBOs	Community Based Organizations
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CFRN	Constitution of The Federal Republic of Nigeria
CRL	Child Rights Law
CSOs	Civil Society Organizations
EFA	Education for All
EPSSim	Education Policy and Strategy Simulation
FGM	Female Genital Mutilation
GBV	Gender Based Violence
GPI	Gender Parity Indices
IMNCH	Integrated Maternal New-born and Child Health
LGAs	Local Government Areas
MCIT	Ministry of Commerce, Industries and Tourism
MDAs	Ministries, Departments and Agencies
MDGs	Millennium Development Goals
MMR	Maternal Mortality Rate
MOU	Memorandum of Understanding
MWASD	Ministry of Women Affairs and Social Development
NBA	Nigerian Bar Association
NEXIM	Nigeria Export-Import Bank
NGOs	Non-Governmental Organizations
NGP	National Gender Policy
NTI	National Teachers Institute
NUJ	Nigerian Union of Journalists
OBOF	Our Benue, Our Future
OVC	Orphans & Vulnerable Children
PLWD	Persons Living with Disability
SDGs	Sustainable Development Goals

SESP	State Education Sector Strategic Plan
SUBEB	State Universal Basic Education Board
UBE	Universal Basic Education
UN	United Nations
WEP	Women Environmental Programme
WVC	Women Vocational Centre
ZMSG	Zamfara State Government
ZSLN	Zamfara State Laws of Nigeria

EXECUTIVE SUMMARY

i. Introduction/Background

Women Environmental Programme (WEP) with financial contribution from the Kingdom of Netherlands is implementing a project: "*Ensuring Effective Implementation of Programmes, Policies and Legislations, that Contribute Towards Achieving Gender Equality in Nigeria by 2030.*" The 5-year project is implemented in Benue and Zamfara States and targets Legislators, Legislative Aids and States' Executives; Civil Society Organizations; Traditional and Religious Leaders.

Objectives of the project includes:

- a. Advocate for policies and legislations that promote women participation at all levels of decision making, and remove all obstacles (social, political, cultural and economic) hindering women's empowerment and participation in decision making and infringing on women's rights.
- b. Ensure effective implementation of programmes and projects through capacity building of CSOs, budget monitoring and information sharing.
- c. Raise awareness amongst stakeholders on the fundamental rights of women.

ii. Scope of the Work

As part of the activities for the project, WEP engaged two Consultants to carry out assessment of existing States' legislations and policies in Benue and Zamfara states. This was to ascertain how these policies and legislations are contributing to gender equality in the two states i.e whether these laws and policies were sensitive to the needs of citizens in the respective states; as against the general concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, beliefs, norms, rigid gender roles, or prejudices; that the different behaviors, aspirations and needs of women and men are considered, valued and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.

This also included a detailed assessment of states policies and legislations and ascertain how well these policies and legislations have addressed gender issues and how well they will contribute to the actualization of Sustainable Development Goals. The assessment was expected to identify gaps in these policies and laws relating to gender and propose recommendations on how these gaps can be closed. The task basically entailed a desk review of the Benue and Zamfara States legislations and State's development plans and sectoral policies.

Two Consultants were engaged from these two states for the assessments and a Memorandum of Understanding (MOU) signed with them, detailing their roles and responsibilities and all other requirements in delivering this task. These consultants were to assess and review a minimum of 20 legislations and 20 policies (i.e at least 10 policies and 10 legislations per state). A framework for the analysis was provided for documenting the findings of the assessment.

iii. Benue and Zamfara States' Legislations and Policies

There are two volumes of Laws of Benue State of Nigeria, containing a total of 176 legislations as at 2004, out of which 14 legislations were selected and reviewed. The current policies in Benue State are the general Benue State 10 Years Development Plan 2016 to 2025, Our Collective Vision for a New Benue which has been collapsed into the 10 Years Development Plan. Other Policies that were obtainable are Benue State Education Sector Strategic Plan (SESP) 2013-2022. Other Policies such as the Water Policy, Energy Policy and Agriculture Policy could not be obtained.

Zamfara state had established Laws and policies governing the affairs of the state and its citizens since the creation of the state in 1996 to date, and most of them were passed after the enactment of the sharia law in the state.

Laws that were passed that directly affected the general population are grossly imbalance on gender issues. Ten numbers of Laws and policies were analyzed for this submission.

iv. Summary of Findings—Benue State

The findings of the review of Benue State Legislations and Polices were that most of the legislations do not have provisions for gender equality and equity. Generally, it can be said that the legislations are gender-blind i.e not recognizing the needs of women.

The policies reviewed on the other hand had robust of provisions on issues of gender. The State Development Plans as well as sectoral policies seemed to recognize that gender issues needed to be given consideration. Unfortunately, there are no strong political will to implement the gender programmes and projects (i.e Programmes and projects that address or respond to the different need of women, men, boys and girls differently) outlined in the various state and sectoral plans over the years. This can be seen from the budgetary allocations from 2008 to 2016.

The budget which is a document that is expected to have allocation for the implementation of gender programmes and project were reviewed, and it was a surprising discovery that the state budget over the years do not contain programmes and projects outlined in the state and sectoral plans over the years. In some cases, there were no budgetary allocations for gender programmes and projects in a whole year's budget despite that the development plans have outlined gender programmes and projects for that year.

The government has not effectively utilize commitments that have been made through ratification of International and Regional treaties on issues of gender equality and equity; hence little efforts have been made towards implementing programmes and projects that will give life to the letters of the legislations and policies on gender.

v. Summary of Finding - Zamfara state

Most of the operational Laws of the state were passed after the declaration of *sharia Law* in the state which may be connected to lack of equity in some of these Laws, therefore requires repealing and propose amendment to be in line with international standard.

These laws were also passed without participation of stakeholders, which meant the entire process was not inclusive as CSOs, professional groups, peer groups and others were not carried along. This may be due to lack of proper awareness, knowledge of gender equality and equity or fear of societal attack as gender issues were treated with disregard in the state.

There were no written policies in the state and it was discovered through interaction that documentation was lacking as Heads of Ministries, Departments and Agencies (MDAs) informed the Assessment team that, the polices were adopted in running the affairs of MDAs with no hard copies to substantiate their existence. This created bottlenecks during the review.

The policies assessed were done through consultation with relevant stakeholders in the state, where the concerned agencies complied and enforced such polices, even though they are not documented. Most of the staff interviewed affirmed that the policies come to their knowledge through instruction from their sectional and departmental heads.

Unfortunately, these policies failed to make provision for gender balance (Gender balance commonly used in reference to human resources and equal participation of women and men in all areas of work, projects or programmes) and equity in all its usage or otherwise. Besides, the application of such policies affects all sexes, but it failed to recognize same and this has created a serious gender gap (Which is the differences between women and men as regards their social, political, intellectual, cultural, economics attainments or attitudes).

vi. Challenges

One of the major challenges of this assessment was the volume of work/documents to be reviewed. Getting legislations enacted by the Benue House of Assembly after 2004 was a very big challenge. The laws were not available in the Benue State House of Assembly Library for one to access. The Benue State Printing and Publishing Corporation, which was responsible for publishing the official government documents, do not have copies of the laws. Several visits to the Benue State Planning Commission to get sectoral policies proved futile while the policies on education and health were accessed online. Consequently, only 8 policies, most of which are not current have been reviewed.

Zamfara state like Benue state is also saddled with the issues of some policies not properly documented. However, through consultation and interview with stakeholders such as media, Nigeria Union of Journalists (NUJ) and host of others, these set of policies were assessed

Summary of Recommendations:

Based on the findings from the review and assessment of policies and laws in the two states, the proposed recommendations are made for consideration by different stakeholders.

- a. **Legislations and Policy Reforms:** Based on the gaps identified in the Benue and Zamfara States Laws and policies, a reform of these laws and policies is required to integrate gender equality and equity to meet up with international and regional treaties. This can be done by looking at the specific proposed amendments made in the laws and policies that were assessed.
- b. **Ensure access to documented Policies :** There is need to ensure that the state policies formulated are documented and are readily available for easy access and reference purposes.
- c. **Inclusion of women, youth and PLWDs -** There is a need for a deliberate effort to have more women, youth and Persons Living with Disability (PLWD) in elective and appointive positions so that they can have a voice in policy formulation and implementation, programmes and projects design and implementation as well as make various state plans and sectoral policies inclusive.
- d. **Adequate budgetary Provision:** budgetary allocations for programmes and projects that promote gender equality and equity should be adequately provided for in the yearly budget to ensure their effective implementation.
- e. **Engage in sustained advocacy and awareness-** CSOs in the two states should engage in a sustained advocacy to ensure that relevant stakeholders are adequately sensitized and mobilized to appreciate as well as support the essence of gender equality and equity in our current world which is a panacea for growth and development. This should also include advocacy for immediate domestication of the National Gender Policy as well as implementation and enforcement of the provisions of the Child Rights Law and other relevant laws that provides for girl-child education to ensure unhindered access of girl-child to basic education.
- f. **Financial Empowerment for Women:** There is need for the provision of special loan schemes to financially empower women so that they are able to engage productively in politics and decision making both at the grassroots, state and national level.

vii. Conclusion

The above is a summary of the main report which have been attached for the respective states. The assessment has identified several gaps which requires a sustained effort for an overall review of the existing policies and laws in the two states in addition to grassroot advocacy, sensitization and capacity building of stakeholders especially women and young girls, their empowerment to make them more gender aware. Other engagement activities with a range of stakeholders on the need for constitutional and other legislative recognition of the 35% affirmative action to give it more meaning and enforceability is necessary.

The project will ensure some of the recommendations are taken on board the implementation of the other project activities. WEP will require further collaboration with Consultants who have assessed these policies as well as other stakeholders in the states who have opened their doors for the success of this project for the review of the proposed recommendations that can integrate gender concerns in the states' laws and policies.

1

REPORT OF ASSESSMENT OF STATES' LEGISLATIONS AND POLICIES RELATED TO GENDER EQUALITY IN BENUE STATE

Introduction/Background

1.1 Project Background:

Women Environmental Programme (WEP) with financial contribution from the Kingdom of Netherlands is implementing a project: "*Ensuring Effective Implementation of Programmes, Policies and Legislations, that Contribute Towards Achieving Gender Equality in Nigeria by 2030.*" The 5-year project is to be implemented in Benue and Zamfara States and targets Legislators, Legislative Aids and States' Executives; Civil Society Organizations; Traditional and Religious Leaders.

1.2 Objectives of this project include:

1. Advocate for policies and legislations that promote women participation at all levels of decision making, and remove all obstacles (social, political, cultural and economic) hindering women's empowerment and participation in decision making and infringing on women's rights.
2. Ensure effective implementation of programmes and projects through capacity building of CSOs, budget monitoring and information sharing.
3. Raise awareness amongst stakeholders on the fundamental rights of women.

2.0 Scope of the Work/Duration

2.1 Scope of the Work

As part of the activities for this project, WEP engaged consultant to carry out assessment of existing States' legislations and policies to ascertain how they have or can contribute to gender equality in Benue State. The consultant's task was to carry out detail assessment of state's policies and legislations and ascertain how well these policies and legislations have addressed gender issues and how well they will contribute to the actualization of Sustainable Development Goals. The assessment was expected to identify gaps (if any) in these policies and laws relating to gender and propose how these gaps could be closed. The assignment has basically been confined to desk review of Benue State legislations and State's development plans and sectoral policies.

2.2 Duration

The duration of this assignment was from March 2017 to May 2017.

3.0 Number of State's Current Legislations and Policies

3.1 Current State Legislations

There are two volumes of Laws of Benue State of Nigeria, 2004 containing a total of 176 legislations as at 2004 (being the year for some basic Legislations). Suffice to state however that other legislations have been enacted in the state since 2004, a period of 13 years now. It is difficult however to ascertain exact number of such legislations that have been enacted since 2004. This is because some of the legislations are amendments of the legislations already contained in the 2004 Laws. It has been a challenge getting some of these legislations even from the Benue State House of Assembly Library as well as Benue Printing and Publishing Corporation.

3.2 Policies

The current policies in Benue State are the general Benue State 10 Years Development Plan 2016 to 2025, Our Collective Vision for a New Benue which has been collapsed into the 10 Years Development Plan. Other Policies obtained for the study were Benue State Education Sector Strategic Plan (SESP) 2013-2022. Unfortunately, the Water Policy, Energy Policy and Agriculture Policy were not available for assessment.

A minimum of 20 legislations and policies (10 legislations and 10 policies) are expected to be reviewed. A total of 176 Laws contained in Benue State of Nigeria Laws, 2004 were considered. 14 legislations have been selected and reviewed out of the 176 Benue State Laws while a total of 8 policies have been reviewed. A detailed report of the review is attached as Annexes 1.

4.0 Summary of Findings:

- 4.1 It has been found in the course of the review that most of the legislations in Benue State do not have provisions for gender equality and equity. Some of the legislations that have such provisions do not have adequate provisions. Generally, the legislations are gender blind (Adherence to not distinguishing people by gender).
- 4.2 Almost all the policies reviewed in themselves have robust provisions on issues of gender. The State Development Plans as well as sectoral policies seems to recognize that gender issues need to be given consideration in the state plans and sectoral plans respectively. Unfortunately, there are no strong political will to implement the gender programmes and projects outlined in the various state plans and sectoral plans over the years. This can be seen from the budgetary allocations from 2008 to 2016.
- 4.3 The budget which is a document that is expected to have allocation for the implementation of gender programmes and project were reviewed, and it was a surprising discovery that the state budget over the years do not contain programmes and projects outlined in the state and sectoral plans over the years. In some cases, there were no budgetary allocations for gender programmes and projects in a whole year's budget despite that the development plans have outlined gender programmes and projects for that year.
- 4.4 By and large, it can be safely said that the government has a diminutive commitment to the issue of gender equality and equity hence no serious steps have been taken to implement programmes and projects that will give life to the letters of the legislations and policies on gender.

5.0 Challenges

Getting legislations enacted by the House of Assembly after 2004 has also been a very big challenge. The laws are not available in the Benue State House of Assembly Library for one to access. The Benue State Printing and Publishing Corporation, which is responsible for publishing the official government documents, do not have copies of the laws.

It has been a very big challenge getting policy documents in the State. A visit to Benue State Planning Commission to get sectoral policies proved futile. The sectoral policies on education and health were accessed online. Consequently, only 8 policies, most of which are not current have been reviewed.

6.0 Summary of Recommendations:

It is worthy of recommendation that; there is need to reform the Benue State Current Laws and policies to reflect gender equality and equity particularly in having more women in elective positions, management of Government parastatals and Agencies, and positions that will ensure they have a voice in policy formulation, design and implementation so that programmes and projects as copiously encapsulated in the various state plans and sectoral policies will be given life. Currently, the number of women in both electives and ministries as shown in the table need to be revisited if we are going to achieve Agenda 2030.

S/N	Office	Total Position	Male %	Female %
1	Executive Governor	1	100	0
2	Deputy Governor	1	100	0
3	Commissioners	14	86	14
4	LGA Chairpersons	23	70	30
5	State House of Assembly	30	93	7
6	House of Representatives	11	91	9
7	Senate	3	100	0

Table Source: WEP literature review, December 2017

- 6.2 There is also the need to ensure that programmes and projects that will ensure gender equality and equity are adequately provided for in the budget with adequate budgetary allocations to ensure their implementation.
- 6.3 There is also the need for sustained advocacy to ensure that relevant stakeholders are adequately sensitized and mobilized to appreciate the essence of ensuring gender equality and equity in our current world hence that is a panacea for growth and development.
Specifically there is a need for:
- i. Sensitization of the Girl-Child on politics and participation in decision making to prepare them to participate in politics in order to advance gender issues.
 - ii. Advocacy for gender-sensitive budgeting, programming and policy formulation and implementation that would ensure equal representation of women so that issues affecting women can be better articulated, and provision of women special needs captured.
 - iii. Youth be included in the disciplinary committee of education
 - iv. Advocacy to the House of Assembly to adopt result-oriented budgetary measures to ensure sensitive budgeting would provide for the special needs of women and girls.
 - v. Grassroots advocacy and sensitization to enlighten local women and girls on their rights and gender issues so as to reduce incidences of Gender Based Violence and eliminate the incidences Female Genital Mutilation (FGM).
- 6.4 **Capacity Building/Empowerment**
- i. There is need for capacity building for CSOs and CBOs for effective Advocacy on gender issues.
 - ii. There is also need for capacity building for grassroots women and girls on political participation through collaborative efforts of Ministry of Women Affairs and gender based CSOs and CBOs.
 - iii. There is need for the provision of special loan schemes to financially empower women so that they are able to engage productively in politics and decision making both at the grassroots, state and national level.
- 6.5 **Enactment/Amendment/Implementation of Legislations**
- i. There is need to simplify gender-based legislations and policies, produce abridged versions and possibly translates into local languages to ensure adequate publicity of the legislations and policies, especially to the local women and girls.
 - ii. The Benue State Agricultural Support Law (Cap5) of 2004 and the Benue State Development

- Plan (2016- 2025) did not take in cognisance Land ownership by women. There is therefore need to amend them to take care of this gap.
- iii. There is need for constitutional and other legislative recognition of the 35% affirmative action to give it more meaning and enforceability.
 - iv. There is need to immediately domesticate the National Gender Policy in Benue State.
 - v. Legislative provisions such as the Child Rights Law and others that provides for girl-child education should be implemented and enforced to ensure unhindered access of girl-child to basic education.

7.0 Conclusion:

7.1 It is worthy of conclusion that this opportunity to conduct this review was worthwhile and a rare opportunity. Therefore, I look forward to further collaboration with WEP on this project to ensure that the government is made to do the needful to ensure that issues of gender equality and equity are no longer matters of rhetoric, but cogent and deliberate steps are taken through legislations and policies to bridge the gender gap and ensure gender equality and equity.

2

REPORT OF ASSESSMENT OF STATE POLICIES AND LEGISLATIONS RELATED TO GENDER EQUALITY IN ZAMAFARA STATE

Introduction

Women make up of over a half of Nigeria's population according to 2006 census figures officially in Zamfara women constitutes 51% above 49% of male population. Women are relatively known to play vital roles Mothers, producers, managers and Community developers among others. Their contributions to socio economic development is also more than half compared to that of male counterparts considering their dual roles as producers and reproductive spheres. Yet their involvement and participation in formal and informal structures and processes, where decisions concerning the use of societal resources generated by both men and women are made remains insignificant and very minute.

Indeed, scholars are of the view that politically women in Nigeria are negligible and undermine with little political involvement. (Omonubi 2003). Also, economically they constituted the majority of the peasant labour force in the agricultural sector, while most of the others occupy the bottom of the occupational ladder and continue to be channeled into services and domestic occupations. However, the consequences of the unequal status between men and women are high level of economics and political powerlessness among women. The basic question is what are those constraint and discriminatory factors against women that still continue to perpetuate gender inequalities and lack of equities in Nigeria.

This report analyzes some operational laws in Zamfara state and how it affects equitable interest of women and how same can be changed to harnessed women involvement in all sector. Analyses of women involvement in Governance and Economic transactions in Zamfara State;

Despite having equal share of population between men and women in Zamfara State, below is a statistical analysis of women in governance and democratic representation, thus:

S/NO	Office	Total position	Male	Female
1	Executive Governor	1	100%	0
2	Federal legislators (senate and house of Reps)	10	100%	0
3	Legislatures	24	100%	0
4	Executive Council(commissioners)	17	98%	2%
5	Special Advisers	12	100%	0
6	Permanent Secretaries	38	98%	2%
7	Head of Agencies	36	98%	2%
8	Directors in the state Civil service	229	90%	10%
9	Local Government Chairmen	14	100%	0%
10	Councilors	147	100%	0%
11	Statutory Boards & Commissions (Members)	18	97%	3%
12	Heads of General Hospitals	22	100%	0%
13	High Courts Judges	5	90%	10%
14	Lower courts Judges (Magistrates)	13	90%	10%

Table Source: Literature review by Barrister Mohammed Shamsudeen Esq, 2017.

The above demonstrate one aspect of gender inequality and inequity as regards many more. Even in schools' establishment for boys and girls, there is a huge disparity in the State. There exists wide disparity in distributing the state-owned schools for boys in both the state capital Gusau and the Local Government Areas on the ration of 2:1 and 15:1 (boys: girls) respectively.

It is pertinent to know that the constitution of our dear country provides, and I quote:

"42 (1) A citizen of Nigeria of a particular community, ethnic group, place of origin, SEX (Emphasis mine), religion or political opinion shall not, by reason only that he such a person-

- a. **Be subjected either expressly by, or in the practical application of, any law enforce in Nigeria or any executive or administrative action of the Government, to disabilities or restrictions to which citizen of Nigeria of other communities, ethnic group, places of origin, SEX, religious or political opinions are not made subject; or**
- b. **Accorded either expressly by, or in the practical application of any law enforced in Nigeria or any such executive or administrative action, any privilege or advantage that is not accorded to citizen of Nigeria of other communities, ethnic group, places of origin, SEX, religious or political opinions.**

(2) No citizen of Nigeria shall be subjected any disability or depravation merely by reason of the circumstances of his birth.

Having looked at the above, supreme law of the land it is clear that women right and privileges were tramp and continue to be tramped in Zamfara state in violation of the Constitution of the Federal Republic of Nigeria, which accorded equal rights and obligations between genders.

From the above table it is pertinent that these legislations considered societal composition and norms at community level as laws that establish statutory bodies and agencies that controls and direct the Economics and social life of Zamfara citizens. However, there is room for adjustment to reach the minimum international and National standard of equitable co-existence between male and female. All these laws were promulgated by Zamfara State House of Assembly that has no female representation from 1999 to date.

Considering the aforesaid, it is clear that these laws directly affect women as those with higher proportion of population in Zamfara state. Besides, all those legislations under review fail or neglected to consider these equities due to societal patriarchal tendencies and cultural manipulations by men to their advantage.

Female employment is generally low in the Northern States, even though levels of education among females are increasing. Female employment has remained very low. Despite their high number, women are still fewer in employment. The societal system encourages them to prefer raising a family than seeking paid employment. Therefore only 16% of women are in the workforce in Zamfara State according to review of 2013 HR Data Analysis of Zamfara State Government (ZMSG) Workforce.

i. Findings

From the study carried out it was observed that women in Zamfara State suffer the following in terms of legislation and policy promulgation:

- i. Women pressure groups were not given opportunity to participate in legislative processes
- ii. Legislative representation is one sided in the state
- iii. Women lacked a unified voice in Zamfara state to facilitate changes
- iv. There is socio – cultural and religious impediment that militate women participation in governance due to lack of understanding of those societal norms and values by the general populace.

ii. Recommendations

Having said that, the Legislations that have been assessed showed lack of gender equity and equality components, as gender issues were not captured let alone the equality. In view of the legislations that are represented in the matrix in the Appendices, the study makes the following recommendations:

1. **A Law to Provide for the Establishment of Zakat and Endowment Board and for the Matters therewith.** There is need for the Amendment of this Law to include Gender equity and Balance.
2. **Zamfara State Compulsory, Free, Universal Basic Education Board Law.** The study equally recommend for the repelling to amend **Section 9 (1) (b)** to read thus;
"Four full time members who are capable of making useful contributions to the function of the Board"
 to be inserted thus:
"Four full time members and shall be 2 males and 2 female who in the opinion of the Governor are capable of making useful contributions to the functions of the Board and that Gender should be inclusive among the criterion of recruitment of teachers by the Board in the State"
3. **A Law to Provide for the Establishment of Zamfara State Agency for Poverty Alleviation.** The study recommends the Law be amended to capture the issue of Gender and Social inclusion in the Agency's activities.
4. **A Law to Provide for the Establishment of Zamfara State Mass Education Board and Connected Purposes.** The study recommends the Law to create awareness among the general population for the amendment of this Law to include **Section 6 (2)** of the Law the issue of awareness creation on gender equity among women of diverse groups. To read thus;

- a) To create awareness to the general public on rights, gender equity and access to services and governance among the vulnerable groups.
 - b) A clause to be inserted transcribing number and gender of tutors to be engaged by the Agency for onward Adult Literacy classes in the State thus;
 - Section 3 (2) For the employment of adult tutors, gender equity shall be considered in proportion of expected classes to be reached and communities.
5. **Law to Establish Hospital Services Management Board.** The study recommends this Law to be amended to include a Section to read thus;
- 7 (3) Without prejudice to any section of this law appointment shall be in accordance with gender equity by the Board.
 - (4) That any sub-committee to establish by the Board shall be in line with gender equity thereto.
 - (5) That Appointment of Sectional heads of the Hospital equity of gender shall be a yardstick.
6. **Religious Preaching and Establishment of Juma'at Mosques Commission Law.** The study recommends the amendment of the law to include a section of gender equity and balance to permit women to participate in religious preaching to their fellow women counterpart in both urban and rural areas of the State.
7. **Pilgrims Welfare Board Law.** Women groups to be mobilized to anchor for the amendment of this Law to include among other things women participation in decision making of their religious rights and obligations.
8. **Zamfara State Revenue Collection and Administration Law.** This law should be amended to include a section that will encourage gender equity in composition of the Board.
9. **Zamfara State Hisbah Commission Establishment Law.** There is urgent need to amend this law as most of the time women are at the receiving end due to poor representation and thereby making decision of the Commission to be one sided.
- a) An inclusion of a section to be cited thus;
 - i) The Commission shall recruit both male and female operational staff in proportion and assigned them in accordance with the law.
 - ii) That on appointment of sectional heads both male and female should be appointed to foster equity.
10. **Zamfara State Independent Electoral Commission Law.** There is a need to amend this Law to make an inclusion of a section that will include gender equity clauses in the provisions of the Commission's Composition.

iii. Challenge

It was discovered that Zamfara State has no compendium of laws as the time of collating and compiling this work. Series of consultations and scouting of the referenced laws was made and took a lot of time and resources. These laws were sourced from Ministry of Justice, existing statutory boards and friends to carry out this work.

iv. Conclusion

The right of women and female folks in the socio-political space of Zamfara State and her democratic agenda has been a matter of public debate and hence attracts serious concerns by individuals, academic, public analysts and

the wider international community. The plight of Zamfara Women, like their counterparts in other part of the country have been characterized by lack of adequate representation, lack of access to education and training systems for women's leadership in general, undue dominance of men in the socio-political scheme of things, poverty or lack of money or resources, lopsided political appointments and general imbalances associated with very unjust treatment of the female citizens in its entirety.

A Group discussion with various sections of the State Civil Service identified tradition, culture, history, religion, and lack of education as the major reasons contributing to limited employment of women in the service. By and large, and of all the counts above, the place of women in Zamfara is seen as being in the home, not in the workplace. Even as more girls are now encouraged and supported to continue their education beyond primary school, they are still not expected to use their newly acquired knowledge and skills to take on employment opportunities. Furthermore, even with the recommendations highlighted above, it is a well-known fact that religion plays a vital role in the sphere of life of an average Zamfara indigene, so with or without amending the Zamfara State Legislations and laws, gender equality and equity will be very difficult to attain due to the people's religious beliefs. There is no doubt that this trend negates the collective interest of human fundamental rights of equity, freedom and personal dignity of women in the society. This attitude also falls short of all necessary dictates of the principles of the much-cherished Affirmative Action and the (CEDAW) Convention on the Elimination of all forms of Discrimination against Women.

ANNEX 1: LEGISLATIONS AND POLICIES REVIEW MATRIX FOR BENUE STATE

LEGISLATIONS S/N	Title of legislation	Description (What is the legislation about? What's its aim?)	Does the legislation consider gender equality or equity?	If the legislation considers gender equality and equity, state those sections where this is captured or implied	If the legislation does NOT capture gender equality and equity, state those sections where you think this should have been captured.	Overall observation to the legislation	Recommend specific changes you would want effected in the legislation	Reference (Please provide reference to the legislation using MLA referencing guideline.)
1	High Court Law (CAP.75)	The law provides for the details operations of the High Court	No	Section 5	The law generally is to give effect to the provisions of section 270- 274 of the 1999 CFRN which established the High Courts.	Section 5 should be amended to the effect that 35% of the appointment to the High Court shall be women.	Professor Sam Scruton Richardson, A.O., C.B.E., M.A (Oxf.) LL.D (ABU) Commissioner for the Revision of the Laws Benue State of Nigeria, The Laws of the Benue State of Nigeria In force on the First Day of January, 2004, Revised Edition Prepared under the Authority of The Revised Edition (CAP.75)	
2	Customary Court of Appeal Law (CA).52)	The law provides for the details operations of the Customary Court of Appeal	No	Section 5	The law generally is to give effect to the provisions of section 280- 284 of the 1999 CFRN which established the High Courts.	Section 5 should be amended to the effect that 35% of the appointment to the Customary Court of Appeal be women.	AS ABOVE (CAP.52)	

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3	1999 Constitution of the Federal Republic of Nigeria (as amended)	The Constitution is the organic law or ground norm.	No	No	Section 192 Section 196	The Constitution generally has made provisions for the general qualifications for appointments of Commissioners and Special Advisers	Section 192 (2) of the Constitution should be amended to the effect that 35% of appointment of persons appointed as Commissioners shall be women	The 1999 Constitution of the Federal Republic of Nigeria (as amended)

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4	Electoral Law (CAP.61) Laws of Benue State of Nigeria, 2004	The aim of the law is to regulate the conduct of elections into local government councils	No	Section 54	Section 54	Professor Sam Scruton Richardson, A.O., C.B.E., M.A (Oxf.) LL.D (ABU) Commissioner for the Revision of the Laws Benue State of Nigeria, The Laws of the Benue State of Nigeria In force on the First Day of January, 2004, Revised Edition Prepared under the Authority of The Revised Edition (CAP.61)	

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S/N	Title of legislation							
5	Benue State Agricultural Support Law (CAP.5) Laws of Benue State of Nigeria, 2004	The law is aimed at promoting agriculture in Benue State	No	Section 4 (1) provides for the Project Implementation Committee.	Section 4(2)	Benue State is known to the Food Basket of the Nation. Women constitute a greater percentage of farmers in the State. A legislation aimed at promoting agriculture in the state should have provisions for women to be on the Project Implementation Committee.	Section 4(2) should be amended to make provisions for two women to be represented on the Project Implementation Committee.	AS ABOVE (CAP.5)

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6	Consumer Protection Committee Law. (CAP.42) Laws of Benue State of Nigeria, 2004	The aim of the Law is to protect persons or purchase items or commodities for their use within Benue State	Partially	Section 4 provides for the composition of the Consumer Protection Committee Section 4(o) provides that two other persons from the private sector should be appointed by the Governor on the Committee and one of such persons should be a woman.	Considering that women constitute majority of the state population and are the ones that make purchases for the family, it is expedient they should be adequately represented on such a committee	Section 4 should provide for more women on the Committee. Considering that majority of the other members might be men, the two persons from the private sector must necessarily be women. Or the representatives of some other MDAs must be stated in the Law to be women.	Section 4 (c) should be amended to read "a representative of the Commissioner for Agriculture who must be a woman. Similar amendment can be made in respect of representatives of Benue State Farmers Association, Ministry of Commerce, Industries and Tourism, who is the secretary of the committee. This will also ensure that the Secretary of the Committee is a woman.	AS ABOVE (CAP.42)		

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7	Benue State Council for Arts and Culture Law (CAP:48). Laws of Benue State of Nigeria, 2004	No	The law is aimed at the promotion of arts and culture in the state	Section 3 of the law provides for the establishment of Council for Arts and Culture. Section 4(1) provides that the Council shall consist of a Chairman and not less than 13 members.	Section 4(1) should provide the number of women out of the 13-member Council.	The law did not specify those to be appointed as members of the Council. The members of the Council are to be appointed by the Governor on the advice of the Commissioner. The tendency is that members of the Council may not have women representatives	Section 4(1) of the law should be amended to read that the 'Council shall consist of a Chairman and not less than 13 other members out of which 5 must be women.	AS ABOVE (CAP:48)	REPORT OF ASSESSMENT OF STATES' LEGISLATION AND POLICIES RELATED TO GENDER EQUALITY IN BENUE AND ZAMFARA STATES

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8	Education Law (CAP.58) Laws of Benue State of Nigeria, 2004	The law is aimed and providing for the management of education in Benue State	Partially	Section 4(1) provides for An Advisory Council on Education in the State. The section provides that "members of the Council shall consist of a Chairman and 16 other members representing each of the following interest in the state".	Section 4(1) Section 5(1) Section 5(2) Section 12(1) Section 32(1)	The law in certain provisions made provisions for women representation and in some cases not. In some cases where women representation is made, it is inadequate.	Section 4(1) should be amended to provide for women representation on the Advisory Council on Education. Section 5(2) should be amended to provide that for more women representation on the Board. Section 12(1)(f) should be amended to provide that 2 out of the 4 members of the community should be women. Section 32(1) should be	AS ABOVE (CAP.58)

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							provides for the establishment of Teaching Service Board. And further provides in Section 5(2) (a) that the Board shall consist of a Chairman and three other members, one of whom shall be a woman. Section 12(1) of the law provides for Board of Governors for every public private post-primary school and further provides for the composition of the Board.	amended to the effect that 2 out of the 4 members should be women.	

LEGISLATIONS			Does the legislation consider gender equality or equity?	If the legislation does NOT capture gender equality and equity, state those sections where this is captured or implied	Overall observation to the legislation	Recommend specific changes you would want effected in the legislation	Reference (Please provide reference to the legislation using MLA referencing guideline.)
S/N	Title of legislation	Description (What is the legislation about? What's its aim?)			<p>Section 12(1) (f) provides that four other persons should be appointed from the Community in which the school is situated.</p> <p>There is no indication that any of the 4 persons should be a woman.</p> <p>Section 32(1) of the law provides for Benue State Teachers Disciplinary Council and further provides that it "shall consist of a Chairman and four other members including a woman..."</p>		

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9	Family Support Law (CAP.66). Laws of Benue State of Nigeria, 2004	The law is aimed at supporting the family	No	Section 4 provides for a body to be called Board of Trustees for the Family Support Trust Fund.	Section 5	There is no provision for women representation of the Board despite that the legislation is intended to provide family support.	Section 5(b) should be amended to provide that 2 out of the 4 other persons must be women.

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S/N	Title of legislation							
10	Benue State Hospital Management Board Law (CAP.79) Laws of Benue State of Nigeria, 2004	The law is aimed providing for management of hospitals in Benue State	No	Section 3 of the law provides for the establishment of the Board.	Section 4(1)(c)	The law has not made provision for women representation on the Board	Section 4(1)(c) should be amended to provide that 2 out of the other persons should be women	AS ABOVE (CAP.79)

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11	The Infants Law, 1988 (CAP 83). The Laws of Benue State of Nigeria, 2004	The law is aimed at protecting the interest of infants	Yes	Sections 9 (1) and (2) confers right on surviving parent to be a guardian	The legislation has made provisions under of section 9 (1) and (2),	The legislation is gender sensitive	AS ABOVE (CAP.83)

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					Section 13(1) confers on both parent the right to apply for custody of the child		Section 13 (2) grants right of access to a parent when the child is in custody of another parent Section 13 (3)

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12	Interpretation Law (CAP.85), Laws of Benue State of Nigeria, 2004	The law is aimed at interpreting words, terms and phrases and to regulate rules of courts	No	Section 39 (a) provides that "in any law, words importing the masculine gender shall include females".	Section 39 (a) on the other hand provides that "words in the singular shall include the plural, and words in the plural shall include the singular".	Section 39 (a) should be amended to read "in any law, words importing the masculine gender shall include females and words importing the feminine gender shall include males".

LEGISLATIONS				Overall observation to the legislation	Recommend specific changes you would want effected in the legislation	Reference (Please provide reference to the legislation using MIA referencing guideline.
S/N	Title of legislation	Description (What is the legislation about? What's its aim?)	Does the legislation consider gender equality or equity?	If the legislation considers gender equality and equity, state those sections where this is captured or implied	If the legislation does NOT capture gender equality and equity, state those sections where you think this should have been captured.	
13	Landlord and Tenant Law, 1988 (CAP.90), Laws of Benue State of Nigeria, 2004	The law is aimed at regulating the relationship between landlords and tenants.	No.	Right from the title of the law, the law recognizes only men as landlords. There is even no definition of the word 'landlord' to include 'landlady'.	The law clearly demonstrates that women are not expected to be landowners to qualify them as landladies.	AS ABOVE (CAP.90)
14	Penal Code Law, 1976 (CAP.124), Laws of Benue State of Nigeria, 2004	The law is aimed and regulating the conduct of people and punishing persons for criminal conducts.	Not absolutely	Section 2 provides that 'The pronoun "he" and its derivatives are used of any person whether male or female.	Sections 2, 384, 385, 386, 387, 388, 389, 390 and 391	AS ABOVE (CAP.124) Section 2 should be amended to state that 'The Pronoun 'he' is used for male and 'she used for female. The section should also take cognizance of transgender.

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					being of any age and the word “woman”, denotes a female human being of any age’.		Sections 384, 385, 386, 387, 388, 389, 390 and 391 should also be amended to make provisions penalizing women who also commit offences relating to marriage.	

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				<p>subheading "Causing Miscarriage, Injuries to Unborn Children, Exposure of Infants, Cruelty to Children and Concealment of Births". These sections tend to recognize the importance and sanctity of the gender role of women in child bearing and upbringing and to protect same.</p> <p>Section 282 prohibits traffic in women and girls.</p> <p>Section 283 talks about the offence of rape of women by men and failed</p>			

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		Does the legislation consider gender equality or equity?	If the legislation considers gender equality and equity, state those sections where this is captured or implied those sections where you think this should have been captured.	subheading "Causing Miscarriage, Injuries to Unborn Children, Exposure of Infants, Cruelty to Children and Concealment of Births". These sections tend to recognize the importance and sanctity of the gender role of women in child bearing and upbringing and to protect same.	Section 282 prohibits traffic in women and girls. Section 283 talks about the offence of rape of women by men and failed

POLICIES

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1	Benue State Economic Empowerment and development Strategy (BENSEEDS) 2004	The Policy is aimed at setting out development roadmap or plan for the state	Yes	Development Goals One of the development goals of BENSEEDS is to promote gender equality and women empowerment Under the background to the SEEDS , one of the rationale for the reform is gender inequality based on discrimination and insensitivity.	The Development Plan has made provisions for gender equality and equity	Though the Development seems to have made provisions for gender issues, the programmes and projects on gender have not been implemented.	The State Development Plans seems to have made good provisions for gender equality and equity. The problem is that of implementation of the policies	

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				Millennium Development Goals			Under Poverty Profile of Benue State , one of the example is stated to be social and cultural dimensions of poverty, including gender/household issues.	Under Poverty Characteristics Gender Dimensions of Poverty: Poverty has a marked gender dimension. Women are socially and economically disadvantaged. While more women are likely to be engaged in crop production

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				<p>Millennium Development Goals</p> <ol style="list-style-type: none"> Promote gender Equality and Empower Women Eliminate gender disparity in primary and secondary education in the state Improve Maternal Health -Reduce by three quarter the maternal mortality ratio 			<p>Under Poverty Profile of Benue State, one of the example is stated to be social and cultural dimensions of poverty, including gender/household issues.</p> <p>Under Poverty Characteristics Gender Dimensions of Poverty: Poverty has a marked gender dimension. Women are socially and economically disadvantaged. While more women are likely to be engaged in crop production than men, women rarely own or control farmland. Women are also largely responsible for</p>	

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						Millennium Development Goals		

1. Promote gender Equality and Empower Women
Eliminate gender disparity in primary and secondary education in the state
2. Improve Maternal Health
-Reduce by three quarter the maternal mortality ratio

Under Poverty Profile of Benue State, one of the example is stated to be social and cultural dimensions of poverty, including gender/household issues.

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					water and firewood, cooking, and other household work. Men often control the proceeds of farm and sales. Men dominate access to resources like credit and agricultural inputs.	Under Economic Growth and Development, Government set out to deliver on the following:	Under Agriculture: 1. Increase women access to land by 40% by 2007 2. Train 50% of women agricultural workers in the use of affordable and appropriate farming technology by 2007 3. Amend relevant land use and matrimonial property legislation that provides legal obstacles to women's access to land. 4. Remove all cultural barriers created by customary laws and practices to women's right to land, either by acquisition, inheritance or dissolution of marriage.	

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				5. Increase access of women to credit facilities for the production of yam, soya-beans, cassava etc by 50% by 2007. 6. Facilitate access by farmers, including women farmers, to the Nigerian Agricultural Cooperative and Rural Development Bank loan facility.	Under Human and Social Development , one of the challenges is stated as follows: Women constitute a large percentage of the Benue population. They play very important roles in the socio-economic development of the state. Yet they suffer certain injustices and acts of marginalization in the society. Past administrations have made appreciable efforts to improve the lot of women. There is the need to focus more on the issue of women empowerment, with a view to ensuring the improvement in the status and			

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				quality of women and girls.	Women constitute about 50.2% of the population of Benue State. Government recognizes and appreciates the role of women as partners in progress in the development of the State. In recognition of this, government has established the Ministry of Women Affairs and the Pauline Makka Women Center as a rallying point for women. The administration has also done much to advance the course of women as seen in their appointment to key government positions.	In consultation with the representatives of women groups in the state, government is committed to eradicate all forms of gender inequality. Government will seek to reduce poverty, ignorance, and ill-health through public enlightenment, empowerment through access to education, access to maternal		

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				health and access to capital including land and micro credit. Government will also adopt International Convention on All forms of Discrimination Against Women (CEDAW).				

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2	Our Benue, Our Future		Yes	<p>Under the Background to Our, Benue, Our Future, The rationale for reform is stated to include “Gender inequality based on discrimination and insensitivity”</p> <p>One of the Policy Agenda of OBOF is Gender.</p>	<p>The Development Plan has made provisions for gender equality and equity</p>	<p>Though the Development Plan seems to have made provisions for gender issues, the programmes and projects on gender have not been implemented.</p> <p>Under Women Affairs and Social Development:</p> <p>Challenges:</p> <p>Women are marginalized from the mainstream of development although they constitute a large % of the population and they play very important roles in the socio-economic development of the State.</p>	<p>The subsequent State Development plans seems to have made similar provisions for gender equality and equity.</p> <p>The problem is that of implementation of the policies</p>	

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				Women economic development in the state not fully recognized thus the different prejudices women face at the home front, political and economic front. Wide spread poverty among women.		Goals:	<ol style="list-style-type: none"> 1. To mainstream the female gender through capacity building, and improving the quality of life of women. 2. To handle all matters relating to the total well-being and development of the Benue child. To give visibility to children, coordinate activities, monitor progress and promote a comprehensive and integrated agenda for the realization of child's right. <p>Development/ promotion of social policies and the</p>	

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					promotion of functional social services.	Review of Past Efforts Linkages with the Federal Ministry of Women Affairs on the implementation of; Better life for the rural women. Family support programme (FSP/FEAP) Child Trust Care. Efforts have been made in the area of vocational skills acquisition where each LGA built and equipped the centers. Clinics were also built in all the 23 LGA to cater for the maternal health of women and children. Other programmes involved training of women in the different skills in order to empower them economically in collaboration with some Federal Government organizations like Raw Material Development Council (RMDC) and ITF Makurdi office and the National		

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				Directorate of Employment (NDE).				

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					8. Establish small-scale industries in each zone to improve the entrepreneur skills of the rural women and promote their standard of living by 2011. 9. Financial Support to at least five women cooperative societies in each LGA by 2011. 10. Conduct base line survey on women in politics, early marriage, and widowhood practices property rights and gender based violence in the State by 2011. 11. Establish mediation centers in each senatorial zone to resolve conflict at the community levels at least 30% of ADR are women by 2009. 12. Promote the activities of New Partnership for Africa's Development (NEPAD) as it concerns women by 2010.				Strategies 1. Build one functional women development center for literacy and skills acquisition in each of

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				the 23 LGAs in the State. 2. Devote at least 30%of employment and appointment positions to Women at the State and LGAs levels. 3. Advocacy to BNHOA to pass laws on Widowhood practices, Girl child education, early marriage, property rights and gender based violence. 4. Advocate the increase in budget on women issues to enhance gender responsive programming in the State. 5. Training of staff of the Ministries on Gender Mainstreaming in line Ministries in the State. 6. Training on Behavioral Change Communications (BCC) on Discriminatory Practices against Women in the State and LGAs. 7. Mobilize funds to build Small Scale Industries to facilitate Women Economic Empowerment in the State. 8. Advocacy to BNHOA to pass law on Women Political				

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3	Our Collective Vision for a New Benue		Yes	The key challenges stated in the document concerning Gender and Women are: 1. Slow gender mainstreaming comparative to the intent of the Beijing Platform for Action (1995), and the practices in other countries such as Rwanda. 2. Inadequate knowledge and limited implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). 3. Ortom Administration's stand to promote a fair deal for women.	The Policy has made provisions for gender equality and equity	Though the policy seems to have made provisions for gender issues, the programmes and projects on gender have not been implemented.	The subsequent State Development plans seems to have made similar provisions for gender equality and equity The problem is that of implementation of the policies	

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				CEDAW, WPAY. 2. Growing Strong advocacy from State and Non State Actors for gender mainstreaming and fair deal for women. 3. Availability for adoption of the National Gender Policy (2008). 4. Opportunities for increased support from the International Development Partners and fair deal for women.				Under the Ortom Administration's Initiative on Gender Mainstreaming and Fair Deal for Women, blueprint provided as follows: 1. Mainstream Gender in development projects and programmes 2. Have more women in appointive, elective and decision-making positions. 3. Support women to establish business ventures.

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Under the Implementation Action Plan:

The Objective is: To economically and socially empower women and girls to reduce gender disparity, improve total well-being of children, empower youths and mainstream Persons with Disabilities into decision making processes.

Key Deliverables are:

- At least 35% affirmative action in favour of women in appointive, elective and decision-making positions.
- More business ventures established by women with support from government and the private sector.
- Strengthened gender responsive and multi-sector collaboration for quality services and systems.
- Sufficient data generated to facilitate gender responsive planning, monitoring and evaluation.

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				Strategies/Activities Gender and Women 1. Commission gender-sensitive research to augment existing information on equality and women's empowerment across sectors. 2. Disseminate findings and advocate for evidence based intervention 3. Formulate and Disseminate Benue State Policy on Gender and Mainstreaming 4. Institutionalize continuous Research and Development on Gender Matters 5. Create a department of Economic Services in MoWA&SD to ensure that grassroots women, PWDs etc are economically empowered 6. Provide matching funds to facilitate access to soft loans from Agricultural Development Bank, NEXIM and Bank of Industry by Benue Entrepreneurs 7. Establish Business Development Fund for Women				

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3	Zamfara State Gender Policy	What is the policy about? What's its aim?	Yes	8. Train and mentor young women to take on leadership roles 9. Domesticate and Implement Post-Beijing Platform and other UN Conventions on Women 10. Reactivate Entrepreneurship Development Centres across the 23 LGAs to train women and youth 11. Initiate legal reforms to enshrine the principles of CEDAW in legislation and customary justice system				The subsequent State Development plans seems to have made similar provisions for gender equality and equity
4	Benue State 10 Years Development Plan 2016 to 2025	What is the policy about? What's its aim?	Yes	Under the Executive Summary The mission is stated to include "providing good governance and gender responsive policies. Five development goals are stated to include "Empower women, youths and Persons with Special Needs for improved livelihoods".	The Policy has made provisions for gender equality and equity	Though the policy seems to have made provisions for gender issues, the programmes and projects on gender have not been implemented.	Under Chapter two The Mission Statement reiterated the provision of good governance and gender	

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				responsive policies and the over-arching development goals still provides to Empower women, youths and Persons with Special Needs for improved livelihood.	Figure 1: Pillars Supporting Long Term Goal Achievement also provides "better life for women, youths, the elderly, and persons with special needs.	Under Chapter 4: Agriculture and Natural Resources particularly under the section titled 'Gender and Social Inclusion' it is provided that "There shall be deliberate and concerted efforts to support adequate inclusion of women and youths not only as vanguards but also as direct beneficiaries of the perceived benefits in the agricultural subsector. Government will encourage initiatives that consciously involve, employ		

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				meaningfully in programmes development, implementation and monitoring, not just for social inclusion but also to monitor population specific indicators will be maintained.	Under Education in Chapter 5, Particularly under Gender and Social Inclusion, it is provided thus "Education as a social service and a tool for development is expected to be inclusive. As enshrined in the EFA Goals and the National Policy on Education, it is a right to all categories of people, children, youths, adults, OVC etc. It is in that wise that this plan is made with priorities to overarching programmes and activities. If diligently implemented, education will be taken to higher heights for quality service delivery.			

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				Under Ministry of Health in Chapter 6, Two of the key programmes are Maternal and Child Health Programme and Family Planning. One of the Key Project is Free Maternal Health Insurance Scheme		 Under the Gender and Social Inclusion, it is provided that there is no social protection measure like Health Insurance Scheme in the State to provide financial protection during illness to the poor and vulnerable. The only risk pooling mechanism put in place for the poor against catastrophic health expenditure is the "Deferral and Exemption"		

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						Chapter 7: Industry, Trade and Investment “There shall be deliberate and concerted efforts to support and ensure adequate inclusion of women and youths not only as vanguards but also as direct beneficiaries of the perceived benefits in these subsectors. Government will encourage organizations and industries led or consciously employ people with special needs, youth and women. To ensure social inclusion, programmes will continually undertake in-depth, population specific investigation of: 1. What people have and do not have in terms of access to natural resources , monetary, skills and other resources. 2. Where they live: Population of specific locations, barriers to creating social contracts or accessing markets. 3. Who they are: The identities of specific groups, disaggregated data, ethnicity, and level of education and occupation.		

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				Chapter 8: Works, Energy and Transport; Housing and Urban Development Provides under Gender and Social Inclusion that Social inclusion is viewed as a promising approach for pro-poor development policy in international development cooperation. Social Inclusion on enabling all people to participate actively in social, political, cultural and economic life within their community, i.e the elderly and those with special needs were put into consideration while providing for the construction of transport facilities, housing schemes, slums revitalization, investment of green and public spaces.				
				Chapter 9: Water Resources and Environment Under Gender and Social Inclusion provides that World Bank defines social inclusion as the process of improving the terms for individuals and groups				

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						to take part in society development process. Social inclusion aims to empower poor and marginalized people to take advantage of burgeoning global opportunities. It ensures that people have a voice in the decisions which affect their lives and that they enjoy equal access to markets, services and political, social and physical spaces. For example, the elderly and those with special needs were put into consideration while providing for alternative energy source (from firewood), erosion and flood control, private sector involvement in waste management and reticulation (water fetch- points)				

**Chapter 10: Women Affairs,
Youths, Sports and Social
Development**

Current Situation: Benue is highly patriarchal society; women are in a subordinate

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				position, particularly at the community and household levels. Though women make up a large portion of the population: 2,109,598 (49.8%) (Census 2006) playing various roles in the socio-economic development of the state, they suffer certain prejudices and injustices, which culminate in acts of marginalization. There is slow gender mainstreaming comparative to the intent of the Beijing Platform for Action (1995), and the practice in other countries such as Rwanda. The situation is exacerbated by such factors as inadequate knowledge and limited implementation of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).				

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				adoption of the National Gender Policy... provide opportunities for increased support from international development partners for gender mainstreaming, and the needs of women, youth and people with special needs.			<p>Policy Thrust: To achieve gender equality and empower women, girls, children and people with special needs while also empowering youth to enable them realize their full potentials.</p> <p>Objective 1: To achieve gender equality and empower all women and girls (SDGs Goal5)</p> <p>Target: Increase the proportion of women in appointive and elective positions from 20% and 10% to 40% and 20% respectively by 2019.</p> <p>Strategy: Domesticate and implement Post-Beijing Platform and the UN Conventions on Women.</p>	

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				<p>Objective 2: To ensure sustained inclusive and sustainable economic growth, full and productive employment and decent work for all (SDGs Goal 8).</p> <p>Target: Promote entrepreneurship culture amongst women, youth and people with special needs, to move government dependence to self-reliance by 2019.</p> <p>Strategy: Mentorship, funding of investment concepts and provision of credit, incentives and start-up grants for youths, women and people with special needs.</p>	<p>Objective 3: To eliminate violence and exploitation against women, the elderly, people with special needs and children.</p> <p>Target: To reduce gender based violence (spousal abuse) from 5% to 4% by 2019.</p> <p>Strategy: To legislate, enact and enforce a law against gender based violence</p>			

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				<p>Key Programmes: Protection of women's rights and gender-balanced empowerment.</p> <p>Key Projects:</p> <ol style="list-style-type: none"> Facilitate access to loans from existing financial institutions such as BOI, ADB and NEXIM Bank for women and other vulnerable groups, Advocate for a law against gender based violence in the state, Establish social learning centres for women and men, create a department of Economic Service in the MWASD to ensure that grassroots women, PWDs, the elderly and the vulnerable in Benue State are economically empowered. <p>Under Gender and Social inclusion:</p> <p>The implementation of all programmes, project and activities under this sector must be carried out with conscious inclusion, involvement and</p>				

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					enhancement of the participation of youth, children, the elderly and people with disabilities and all other vulnerable and under reached groups/population within the state with their rights fully protected.	Chapter 11: Governance Under Gender and Inclusion: For good governance to be meaningful in realizing the overall objective of accountable, transparent and responsive outcome in the BSDP,, concerns on the percentage of gender (Male/Female), children, youths and PLWDs must be given pride of place in all the sectors of the development plan.	Chapter 13: Governor's Public Commitment to Implementing the Plan: The Governor in part of the declarative statement stated "This plan is the roadmap developed to ensure good	

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5	Benue State of Nigeria Public Service Rules Revised December, 2013	Yes	Chapter 3: Female Public Servants Section 1: General Married woman means a woman who is married under the Married Act, Islamic Law or Customary Law and a woman who is separated from her husband but does not include a widow or a woman divorced from her husband.	The Service Rules has made provisions for gender but not adequate	Though the Rules seem to have made provisions for gender issues, the provisions are not enough.	There is need for exhaustive provisions concerning women Amendments to accommodate men's transfer or deployment based on marriage. There is also need for maternity leave for men		

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						Notwithstanding that throughout these rules the terms officers and staff are referred to in the masculine gender, the provisions thereof apply equally to female Public Servants except that:	a) Provisions about wives of staff do not normally apply to the husbands of female Public Servants unless the former are incapacitated by illness or old age, or are unemployed. b) A child is not normally entirely dependent on a female Public Servant unless the father of the child is dead or she is divorced from him and has been awarded legal custody of the child without a maintenance order.	Section 2: Employment of Women a) Nigerian woman whether married or not may be admitted to the permanent establishment in those grades of the Benue

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						State Public Service for which they are qualified on equal terms with men. b) Non-Nigerian women whether married to Nigerian or not who are professionally, academically or technically qualified are eligible for contract terms of appointment in respect of posts graded in salary grade level 07 and above.		

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				from the day immediately preceding the marriage.				

Section 3: Rules Relating to Pregnancy

Maternity Leave: A female staff who is pregnant is entitled to 12 weeks maternity leave at a stretch with full pay. A medical certificate showing the expected date of confinement must be presented not less than two months before the date. The annual leave for that year will, however, be regarded as part of the maternity leave. Where this annual leave has already been enjoyed before the grant of maternity leave, that part of the maternity leave equivalent to the annual leave will be without pay.

Postponement of Disciplinary Proceedings:

Any disciplinary proceedings against a female staff which might otherwise have been taken during the period of her

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				maternity leave shall be postponed until her maternity leave has expired. Such postponement, however, shall not in any way prejudice the proceedings against her.	Interruption of Training courses: Any female civil servant who is about to undertake a course of training of not more than six months duration shall be called upon to enter into an agreement to refund the whole or part of the cost of the course in the event of her course being interrupted on grounds of pregnancy.			

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5	Benue State Education Sector Strategic Plan (SESP) 2013-2022	The aim of the plan is to promote education in the state	Yes	Time Off for Nursing Mothers Any female civil servant who is nursing a child shall be granted an hour off-duty every day. This facility shall be granted up to a maximum of six months from the date she resumes duty.				
6	Benue State Education Sector Strategic Plan (SESP) 2013-2022	The aim of the plan is to promote education in the state	Yes	Under the Preamble: The state is also determined to align her development target with the aspirations of Education for All (EFA) and Millennium Development Goals (MDGs) which among others is to achieve universal primary education and promote gender equality and empower women. Universal primary education is to ensure that all boys and girls complete a full course of primary schooling, while gender equality is aimed at eliminating gender disparity in primary and secondary education in the state, irrespective of social-economic inclination and location (urban or rural).	The plan has made provisions concerning gender.	The provisions in the plan concerning gender will largely address gender gap in the education sector if implemented	There is need to back up the policy with budgetary allocations to ensure that the programmes and projects in the plan concerning gender are implemented.	

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				Persistent Challenges of the Education Sector Gender gap between male and female in the area of primary school enrolment. Inequities: gender, social and geographical is one of the six challenge areas stated.		Equity demands that every child in Benue state should have access to education irrespective of sex, social background, and geographical location. The rapid assessment of access and participation made some striking revelations. There is high gender disparity in enrolment in primary and secondary schools in favour of boys across all sub sectors. The EPSSim Scenario snapshots for the state showed that gender parity indices (GPI) were 0.95 for pre-primary level, 0.90 for primary, 0.89 for junior secondary, 0.68 for senior secondary and 0.63 for higher		

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				education in the 2010/2011 session. There was also gross disparity in the number of male and female teachers in favour of males. The total number of teachers in public primary schools in 2010/2011 was 32,244 with more males: 22,156 (69%) than female; 10,088 (31%), indicating gender insensitivity in the employment of teachers.	<p>Problem Tree Analysis on Inequities: Gender, social and geographical</p> <p>Challenge area</p> <p>Inequities: Gender, social and geographical</p> <p>Component Challenges</p> <ol style="list-style-type: none"> 1. low proportion of female teachers compared with male teachers 2. Low enrolment and high drop out of OVCs. 		

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				<p>Root causes</p> <ul style="list-style-type: none"> 1. Politicization of deployment of teachers 2. Parental attitude to girls' education 3. Attitudes/cultural views and misconceptions on gender roles <p>Effects</p> <ul style="list-style-type: none"> 1. Low enrolment and participation of females in school 2. Child marriage 3. Child labour and prostitution <p>Strategic Objectives and Strategic Interventions for Inequities: Gender, social and geographical 2013 to 2022</p> <p>Strategic Objectives</p> <p>Reduce the gender gap in the employment and deployment of teachers</p> <p>Strategic Intervention</p> <ul style="list-style-type: none"> 1. Conduct Advocacy meetings/visits for the recruitment of more female 				

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				teachers. 2. Recruit and deploy female teachers 3. Organize meeting with educated and successful female as role models. 4. Conduct counseling/sensitization meetings for out of school girls on the need to complete their education. 5. Provide incentives and train more female teachers in rural communities. 6. Provide scholarship for girls on NTI programs in rural communities 7. Undertake advocacy, sensitization and mobilization of community members on the need for girl's education.				Responsible MDAs Ministry of Women Affairs and Social Development, TSB, SUBEB

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7	Benue State Government Strategic Health Development Plan(2010-2015)	The policy is aimed at providing a framework for the provision of health service in the State	Partially	Under Preface: The Benue State Health indicators were worse than the Nigerian average. Worst hit are the poor and vulnerable: pregnant women, children and the elderly.	The Policy has made provisions for gender equality and equity	Though the policy seems to have made provisions for gender issues, the programmes and projects on gender have not been adequate	The subsequent State Development plans seems to have made similar provisions for gender equality and equity

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				3. Expected deliveries (2008 projection) 224,899 (5%) 4. Maternal mortality rate (MMR)-800/100,000 5. Fertility rate 5.7% 6. ANC attendance in Public facilities (2008) 55882					

S/N	Title of Policy	Description (What is the policy about? What's its aim?)	Does the policy consider gender equality or equity?	If the policy considers gender equality and equity, state those provisions where this is captured or implied	If the policy does NOT capture gender equality and equity, state those provisions where you think this should have been captured.	Overall observation to the policy	Recommend specific changes you would want effected in the policy	Reference (Please provide reference to the policy using MIA referencing guideline.)
						<i>Detailed activities in the Benue Strategic Health Development Plan</i> <i>Interventions under Health Service Delivery:</i>	<ol style="list-style-type: none"> 1. Scale up Integrated Maternal, New born & Child Health (IMNCH) 2. Develop and implement Evidence based IMNCH Plans endorsed by policy makers at State & LGA Level 3. Conduct advocacy for allocation of budget, increased community resources & promote partnership for IMNCH 4. Assess training needs, train and retrain HW & community care givers to have appropriate skills, provider attitudes & Ethics 5. Access to skilled care during pregnancy, childbirth, intra-partum & postnatal period at State and LGA levels 	

S/N	Title of Policy	Description (What is the policy about? What's its aim?)	Does the policy consider gender equality or equity?	If the policy considers gender equality and equity, state those provisions where this is captured or implied	If the policy does NOT capture gender equality and equity, state those provisions where you think this should have been captured.	Overall observation to the policy	If the policy specific changes you would want effected in the policy	Recommendation to the policy referencing MIA guideline.	Reference (Please provide reference to the policy using MIA guideline.)	
8	Benue State Budgets 2008 to 2016	The aim of the budget is to translate government plans into reality by budgeting resources to implement government programmes and projects.	Yes	The 2016 Benue State for Ministry of Women Affairs and Social Development provides for the following capital projects for women: 1. Benue State Cancer Center 80,000 2. Women Vocation al Center 500,000 3. Baseline data for women, children and the vulnerable in the state 500,000 4. Development of State Gender Policy	The Benue State Budgets from 2008 to 2016 have not reflected the various programmes and projects that the various development plans have set out to do on issues of gender equality and equity	The budget as a policy document is a yardstick for measuring government commitment to the implementation of its programmes and projects. The inability and the seeming failure of the government to make budgetary allocation for programmes and project that will give effect to issues of gender equality and equity and	The 2016 Benue State for Ministry of Women Affairs and Social Development provides for the following capital projects for women: 1. Benue State Cancer Center 80,000 2. Women Vocation al Center 500,000 3. Baseline data for women, children and the vulnerable in the state 500,000 4. Development of State Gender Policy	The 2015 Budget Women vocational center 10,000,000	2014 Budget Benue State Cancer Center 60,920,081	2013 Budget Women vocational center 2,000,000

ANNEX 2: LEGISLATIONS AND POLICIES REVIEW MATRIX FOR ZAMFARA STATE

Legislations		S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity,	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
1	A law to provide for the establishment of Zakat and Endowment, Board and for the matters therewith	A law for the establishment of Zakat Collection and distribution Board to help the vulnerable & Orphans in the state	There are no provisions for gender equity and equality in the legislation.	NA	Section 6 (1) There shall be an Executive Secretary of the Board and not less than 3 Directors Anne to be appointed by the Governor. (<i>There shall be an Executive Secretary of the Board and not less than 3 Directors to be appointed by the Governor and at least one of the Director shall be female</i>)	Issue of disbursement of Zakat proceeds is generally affecting women and children including caregivers of orphans and vulnerable which the composition of the Board does not cater for the inclusion of women specifically among the directors. This give rise to lack of gender equity	ZSLN0:13 (2003) Vol 4	There is need for the amendment of this law to include gender equity and balance		

Legislations	S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity,	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
						(the proceeds of Zakat shall be spent on the following:	<ul style="list-style-type: none"> a) Paupers b) Indigent c) Zakat collectors d) Persons of inclined hearts e) In bonds f) Insolvents debtors g) For sake of Allah h) Way farers i) Vulnerable (women) <p>Section 29 (2) for the purposes of sub-section (1) of this section the Board shall have power to make regulations on the priorities expenditure</p> <p>(for the purposes of sub-section (1) of this section the Board shall have power to make regulations on the priorities to women and children)</p>		

Laws	S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity, (Sections where should have been captured.)	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
2	2	The Zamfara state compulsory, Free, Universal Basic Education Board Law	Providing Free and Compulsory Education for all child in Zamfara State	There is provision of gender equity in appointment of Board Members	Section 9 (1) (h) a Representative of women group shall be appointed as member of the Board	A Board of 14 members but only one slot is specific to women.	Recommend for the repelling of the said law and amend section 9 (1) (b) Four full time members who in the opinion of the Governor are capable of making useful contributions to the functions of the board.	ZSLNO:8 (2005) Vol 4	To be as: <i>section 9 (1) (b) Four full time members & shall be 2 each male and female who in the opinion of the Governor are capable of making useful contributions to</i>

Legislations	S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity,	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
							<i>the functions of the board.</i>	<i>2. That gender should be inclusive among the criterion of recruitment of teachers by the Board in the state</i>	ZSLNO:1 (2006) Vol 1
3	A law to provide for the Establishment of Zamfara State Agency for poverty Alleviation	To improve the socio-economic conditions of the population at the grassroots level by promoting prompt delivery of services towards poverty alleviation in the state.	There is no provision of gender equity or equality in the law	To improve the socio-economic conditions of the population at the grassroots level by promoting prompt delivery of services towards poverty alleviation in the state.	Section 5 (4) The Departments are:	1. Administration 2. Finance 3. Loans 4. Operations 5. Cooperative Development 6. Legal services	Issue of socio-economic improvement needs gender equities and social inclusion which the law lack and needs to be amended, to streamline its operations of having gender balance.	To cited as thus: Section 5 (4) The Departments are: I. Administration	Conducting advocacy for the law to be amended to capture the issue of gender and social inclusion in the agency's activities.

Legislations	S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity,	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
									ZSLN0:3 (2010) Vol 1
4	A law to provide for the Establishment of Zamfara State Mass Education Board and corrected purposes 2010	Serving as an instrument for eradication of illiteracy among adults and as a source of rural continue education for adults in Zamfara State as well as to provide necessary facilities, equipment and materials for these purposes.	The law provide a balance gender equity	Section 5 (1) (d) One representative from each of the following: I. Ministry of Education ii. Ministry of women & Children Affairs iii. Women representative Section 10 (e) Women programme Department (as department) Section	This recognizes the importance of gender equity in the operation of the said agency so established. 2. The Law does not consider proportion of adult tutors based on gender to be employed by the Agency which is catastrophic and create wide gender imbalance in the running of the Agencies' affairs	To create awareness among the general population for amendment of the law to include in Section 6 (2) of the Law the issue of awareness creation on gender equity among women of diverse groups. It should read thus: <i>(h) To create awareness to general public on rights, gender equity and access</i>			

Legislations	S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity,	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
							<i>to services and governance among the vulnerable groups)</i>	<i>2. A clause to be inserted transcribing number and gender of tutors to engaged by the Agency for onward adult literacy classes in the state thus:</i> <i>Section 3 (2) for the employment of adult tutors gender equity shall be consider in proportion of expected classes to be reached and communities</i>	

Legislations	S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity. (Sections where should have been captured.)	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
5		Law to establish hospital service management Board.	To recruit, promote, discipline health personnel working in public hospital of the state	There is no provision of gender equity in the law	Composition of the Board: Section: 4 (1) (g) Nine other members representing interest groups to be appointed by the state Governor To cited as:	The Board is responsible for the discipline and promotion of staff and where the gender is not equate there is likelihood of imbalance 2. the silent on employment of health personnel by the Board, this create wide gender imbalance and lack of equity as well. Therefore, it become one sex affairs and dominant	The law to be amended for inclusion of the section so proposed. 2. to include a section thus: 7 (3) without prejudice to any section of this Law appointment shall be in accordance with gender equity by the Board. (4) that any subcommittee to established by the Board shall be in line with gender equity thereto. (5) That the appointment of sectional heads of hospitals equity of gender shall be a yard stick	ZSLN:3 (2014) VOL 4	

Legislations	S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity, (Sections where should have been captured.)	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
6	Religious preaching and establishment of Jumat mosques commission law 2003	To regulate preaching and establishment Jumat mosques in the state	The law does not consider the plight of gender volatility in its operation		Section 4 (1) composition of the commission Thus; The commission shall compose of the following members to be appointed by the Governor-	The arena of religious preaching is dominated by men they decided who preach and who does not, women were left on the mercy of men and in composition of the commission	To advocate for the amendment of the law to include a section of gender equity and balance permit to women and men for religious preaching as enshrined by our Constitution	ZSLN0:14 (2003) Vol 4	<i>(The Commission shall compose of the following members to be appointed by the Governor-</i> <i>a. Executive Chairman</i>

Legislations	S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity,	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
7	Pilgrims Welfare Board Law 2003	The Board is charged with the responsibility of pilgrims welfare of the state while performing mandatory Islamic right of Hajj	The Law ought to have consider gender balance in its operation and composition of Board considering the chunk number of male and female that do perform that obligation	There is no provision for equity or equality in the Law	Section 5 (1) The Board shall have a secretariat, with an Executive Secretary and such other staff as the Board may appoint for its purposes.	There is no provision of appointing Board members of the Board and it should have been so and to be gender balance and equitable as all individual regardless of	Amend this law to include among other things women participation in decision making of their religious right and obligations	ZSLN0:15 (2003) Vol 4	

Legislations		S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity,	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
8	Zamfara state revenue collection and Administration Law 2016	A Board saddled with responsibility of collection and administration of revenue in the state	and how Islam frown at a woman to perform such right without male accompanying her	There no issue of gender equity or equality in legislation despite the fact of it being an engine room of the economy.	No	six members of the Board with gender representation of three each)	their gender performs that religious duty same place same time	six members of the Board with gender representation of three each)	That the Law to be amended for the inclusion of the section that encourages gender equity in composition of the Board	ZSLN0:14 (2016) Vol 1

Legislations	S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity,	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference

Legislations	S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity, (Sections where should have been captured.)	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
						whom shall be legal practitioner c) 10 part time members	make arrest and monitor ceremonies upon which women are more involved in it than their male counterparts.	An inclusion of a section to made citing thus: <i>The commission shall recruit male and female operational staff in proportion and assigned them in accordance to the Law.</i>	(b) <i>that on appointment of sectional head both male and female should be appointed to foster equity</i>

Legislations	S/N	Title of legislation	Description	Does the legislation consider gender equality or equity?	Consideration of gender equality and equity,	Does NOT capture gender equality and equity. (Sections where should have been captured.)	Observation	Recommend	Reference
10	Zamfara state Independent Electoral Commission Law 2008	To conduct and monitor Local Government elections in Zamfara State	The Law has given equal opportunity to both male and female across the state to be validly nominated and contest for an elective position of Local Government Councils	Section 11 (1) A person shall be eligible to vote in an election under this law if:	a) He/She is a citizen of Nigeria b) He/She has attained the age of 18 c) He/She is ordinarily resident in the ward where he intend to vote or he is an indigene of the ward where he intends to vote He/she registered as voter in the ward where he intend to vote	The Law is silent on gender issues on the composition of the Commission which ought to have consider gender representation for proper administration of election	To advocate for amendment of the law to include among other things the inclusions of gender equity clauses in the provision of Commission composition	ZSLNO:10 (2008) Vol1	

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ABOUT US

...Innovating for change...expanding boundaries

Women Environmental Programme (WEP) is a non-governmental, non-profit, non-political, non-religion. The pollution by industries in Southern Kaduna, in Kaduna State, Nigeria, and its consequent effect on the environment and humans, especially women and children came as a serious concern to Priscilla Achakpa who stood up against these lethal activities by the industries. She was poised to fight this to a standstill as she started canvassing for support of individuals and groups. She was able to mobilize other women to join her in this cause.

This led to the formation of an environment advocacy and women's rights organization in 1997 known as Save Environment Action which is today called **Women Environmental Programme (WEP)**.

WEP has offices in: Nigeria, Togo and Burkina Faso and hope to expand to other parts of the world.

WEP has United Nations Economic and Social Council (ECOSOC) special status, Observer Status to the United Nations Environment Programme (UNEP) Governing Council/Global Ministerial Environment Forum, and United Nations Framework Convention on Climate Change (UNFCCC). With the Observer Status, WEP participates as a major group organization in contributing to the intergovernmental decision-making process in the UN-System. WEP is one of the Organizing Partners (OPs) of the Women's Major Groups and serves as the National Coordinator for Water Supply and Sanitation Collaborative Council (WSSCC) in Nigeria. WEP is also the Regional Focal Point for Global Environment Facility (GEF) Civil Society Organizations (CSOs) Network for West and Central Africa.



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