



CALL FOR APPLICATIONS

Consultancy for the Domestication of the National Women's Economic Empowerment (WEE) Policy in Nasarawa State

Background

Women Environmental Programme (WEP) is a non-governmental, non-profit and non-political organization established in 1997 to address environmental and social injustices, promote good governance, and advance the rights of women, children, and persons with disabilities. WEP works across thematic areas including climate change, governance, peace and security, and women's economic empowerment.

WEP, with financial support from Christian Aid is implementing the Transforming Her Resilience, Inclusion and Value in Economies (THRIVE) Project in Nasarawa State. The THRIVE Project is part of Christian Aid's Women Transforming Economies Signature Programme, that aims to achieve gender-just economies, where women, especially the poorest and most marginalized, have greater economic rights, safe and dignified work, and influence over economic decisions, markets, policies and finance systems.

As part of this intervention, WEP seeks to support the Nasarawa State Ministry of Women Affairs and Social Development to domesticate the National Women's Economic Empowerment (WEE) Policy in Nasarawa State.

Based on the above, WEP seeks to engage a qualified consultant or consulting firm to provide technical support for the domestication of the National WEE Policy through an inclusive, participatory, and government-led process.

2. Purpose of the Consultancy

The consultancy aims to provide technical expertise for the development of a context specific, implementable, and government-owned Nasarawa State Women's Economic Empowerment Policy, including clear institutional arrangements, implementation strategies, monitoring frameworks, and accountability mechanisms.

3. Objectives of the Assignment

The consultant is expected to:

1. Support the Nasarawa State Government to domesticate the National Women's Economic Empowerment Policy in line with state priorities and realities.

2. Conduct a situational and policy analysis on women's economic empowerment in Nasarawa State, identifying gaps, opportunities, and challenges.
3. Facilitate inclusive stakeholder consultations to ensure ownership and participation in the policy development process.
4. Develop a comprehensive policy framework that promotes:
 - Women's economic empowerment and livelihood opportunities
 - Inclusive governance systems
 - Gender equality and social inclusion
 - Climate-resilient and sustainable economic opportunities
 - Safe, inclusive and resilient market systems
5. Propose practical implementation, coordination, monitoring, evaluation, learning, funding and accountability mechanisms for effective policy implementation.

4. Scope of Work

Under the supervision of Women Environmental Programme (WEP) and in collaboration with the Nasarawa State Ministry of Women Affairs and Social Development, the consultant will undertake the following tasks:

A. Desk Review

Review of relevant documents including:

- National Women's Economic Empowerment Policy;
- Relevant federal and state gender, economic, development, and social protection policies;
- International and regional frameworks relating to women's economic empowerment and gender equality;
- Existing studies, reports, and data on women's economic participation in Nasarawa State.

B. Situational and Stakeholder Analysis

- Assess the status of women's economic empowerment in Nasarawa State.
- Identify key barriers, risks, gaps, and opportunities affecting women's economic participation.
- Map key stakeholders, institutions, programmes, and initiatives operating at state and local government levels.
- Analyze issues relating to disability inclusion, unpaid care work, access to finance, entrepreneurship, market participation, and economic governance.

C. Stakeholder Consultations

Facilitate consultations with:

- Relevant Ministries, Departments and Agencies (MDAs);
- Women's rights organizations and women-led groups;
- Organizations of Persons with Disabilities (OPDs);
- Traditional and religious institutions;
- Private sector actors and business associations;
- Financial institutions;
- Development partners and academic institutions.

D. Policy Development

- Draft the Nasarawa State Women's Economic Empowerment Policy.
- Develop an implementation framework outlining institutional responsibilities, timelines, financing considerations, and coordination arrangements.
- Develop monitoring, evaluation, accountability, and learning framework.

E. Validation and Finalization

- Support policy validation workshops and technical review sessions.
- Incorporate stakeholders' feedback.
- Produce a final, government-ready policy document suitable for presentation to the State Executive Council.

5.Key Deliverables

- The consultant is expected to deliver:
- Inception report and detailed work plan.
- Situational and policy analysis report.
- Draft Nasarawa State Women's Economic Empowerment Policy.
- Stakeholder consultation and validation reports.
- Final Nasarawa State Women's Economic Empowerment Policy (editable and print-ready versions)

6.Duration of Assignment

The consultancy is expected to be completed within 12weeks from the date of contract signing.

7. Reporting and Coordination

The consultant will report directly to the Programmes Department of Women Environmental Programme (WEP) and work closely with the Nasarawa State Ministry of Women Affairs and Social Development throughout the assignment.

8. Required Qualifications and Experience

- Advanced degree in Gender Studies, Development Studies, Economics, Public Policy, Social Sciences, Law, or related fields;
- Minimum of 5-7 years of relevant experience in policy development, policy domestication, governance, or gender-responsive programming;
- Demonstrated expertise in women's economic empowerment and gender equality;
- Experience facilitating multi-stakeholder processes and government engagement;
- Strong research, analytical, and policy-writing skills;
- Experience working with state government institutions and civil society organizations;
- Evidence of legal registration and compliance with applicable laws and regulations;
- Female consultants are strongly encouraged to apply.

9. Application Procedure

Interested consultants should submit applications containing the following documents:

- Technical proposal outlining understanding of the assignment, methodology, and work plan
- Financial proposal
- Curriculum Vitae of the Lead Consultant and other team members
- Evidence of similar or relevant assignments
- Cover letter
- Applications should be submitted via email to procurement@wepnigeria.net, with **“Nasarawa WEE Policy - NAME OF CONSULTANT”** as the email subject.
- Deadline for submitting applications is 30th October 2026.