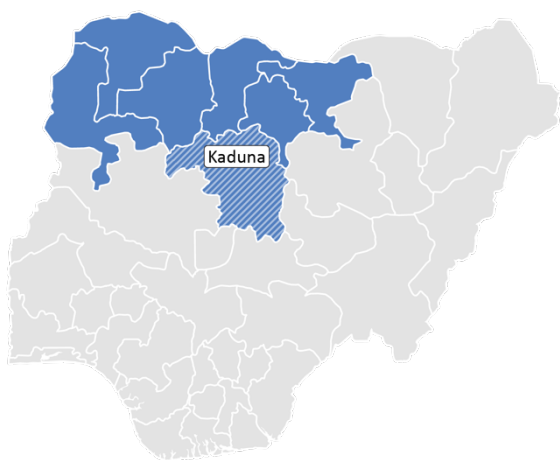




KADUNA STATE SNAPSHOT: SOCIAL NORMS & WOMEN'S ECONOMIC EMPOWERMENT



The Kaduna State brief is a part of a larger review of social norms, women's economic empowerment, and policy across six states – Abia, Borno, Edo, Kaduna, Lagos, and Niger – from varied geo-political zones in Nigeria. These states were chosen to reflect diverse contexts among Bill & Melinda Gates Foundation (BMGF) priority states. The full report consisted of a desk review, 36 in-depth interviews (IDIs), and two focus group discussions (FGD) with key stakeholders across the selected states and at the national level.

Throughout Nigeria, women are exposed to patriarchal social norms relating to decision-making, employment, land ownership, and access to school. Across states, this leads to negative outcomes for women's economic empowerment resulting in women often having limited access to public services, finances, legal and social protection, health services, education, and opportunities to participate in the economy. Women also make most of Nigeria's poor.

Kaduna State has somewhat low cumulative rates of economic empowerment for women ages 15 to 49 when compared with the other five States. They have low rates of ownership of a bank account (13.9%) and the highest rates of GBV (54.4%). Women's limited access to land and house ownership (1.6%) appears to be the norm in Nigeria – under 2% of women in all the selected states except for one own land or a house. Their rates of educational attainment, employment, and participation in decision making are comparatively moderate at 53%, 64.3%, and 35.7% respectively (2018 Nigeria Demographic and Health Survey).

Similar to other northern states in Nigeria, Kaduna state has a patriarchal social structure that limits women's empowerment. Participants highlighted a lack of decision-making power in and outside the

home. A belief that it is the man's responsibility to maintain the family leads to women having limited participation in decision making and constrains their options for work and economic development.



You find a lot of men-dominated work environments not hiring a single woman, as they believe they would want to ask for maternity leave every year or make excuses to visit the hospital or stay home. In cases where they are hired, the women aren't given the stipulated maternity leave. If they're expected to stay home for three months, the employer can decide to only allow them to stay home for a month or a month and two weeks.

In-Depth Interview,
Community Representative

Often, women provide the majority of agricultural labour, but their husbands sell the produce. Women are then expected to use whatever money their husbands give them to support the family. Many employers, particularly in male-dominated industries, resist hiring women. Lack of access to

training and internet services and husbands' control of women's activities leads to low financial literacy. Even when women do work outside the home, they may have little autonomy in terms of the type of work they do or how they can use the resources they generate.

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COMMON GENDER NORMS RELATED TO WOMEN'S ECONOMIC EMPOWERMENT



Families consider sons more deserving of care and investment.



Husband controls wife and provides permission for her to access health care, engage in income-generating activities, access financial services, and move outside the home.



Men should be the key decision-makers in their families and communities.



Women are not expected to control their own assets or property.



Women are expected to take care of most domestic and nurturing chores within the household.



In some circumstances it is appropriate for men to use violence to discipline their wives.¹

¹ Unlike the other norms, the issue of appropriateness to use violence to discipline wives did not arise from the interviews, it comes from the literature (2018 NDHS).

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GENERAL GENDER EQUALITY-FOCUSED LAWS, POLICIES, AND PROGRAMMES

- VAPP Act (2018)
- Gender Equity and Social Inclusion (GE&SI) Policy (2017)
- Kaduna State Women Empowered Programme (KADSWEP) (2020)
- Group Antenatal Care (G-ANC) Programme (2020)
- Child Welfare and Protection Law (2018)

WOMEN'S ECONOMIC EMPOWERMENT-FOCUSED LAWS, POLICIES, AND PROGRAMMES

- Kaduna State Women Empowerment Programme
- Maternity and Paternity Leave Bill (2020)
- Health Financing Policy

OBSERVATIONS ON POLICY IMPLEMENTATION

According to a study respondent, the challenges encountered by the Ministry include poor and untimely release of funds; shortage of technical personnel to coordinate and supervise the programs; shortage of materials and working tools resulting from poor funding; nonchalant attitude of beneficiaries, dearth of professional trainers; poorly equipped women centres; and poor monitoring and evaluation systems.