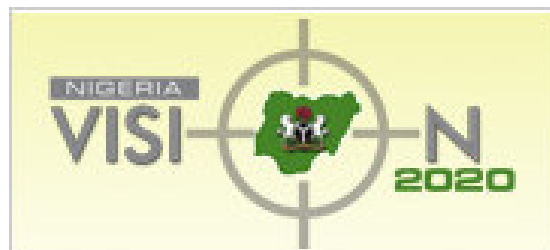




**Report of the Vision 2020
National Technical Working Group**

On

Human Development



July, 2009



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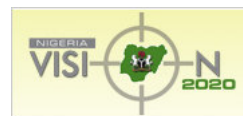
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Executive Summary

Human development is the ultimate goal of all development efforts. Essentially it seeks to expand people's choices to be what they can be and to enhance the lives of their families, communities and country. Nigeria's human development index currently ranks 158th out of 177 countries with data. This disturbing status underscores not only the limited choices of Nigerians, but also defines the pernicious development challenges faced by government. These realities are reflected in abysmally low indicators of social and economic development including, life expectancy (46.5) adult literacy (69.1), GDP per capita \$1128¹. Also, Nigeria's maternal and infant mortality rates are ranked amongst the worst globally. It is significant that most key socio-economic indices of socio-economic continue to decline in the face of high disease burdens, rising poverty, increasing HIV/AIDS prevalence and rapid population growth.

Recent responses to the country's development crisis, through SAP, NEEDS 1 and 2, VISION 2010 were constrained by disturbing disconnect between economic growth and human development to the extent that the benefits accruable from development efforts have failed to change the realities of majority of Nigerians. For VISION 2020, the Human Development Thematic Group proposes an approach that bridges the gaps between economic growth and human development. In effect, the group outlines an approach that establishes a virtuous cycle: where investment in human development generates human capacity which drives economic growth. This cycle is completed only when the gains of economic growth are ploughed back into human development to generate measurable improvements in key human development indices. With this paradigm shift, economic growth becomes both the outcome of and tool for holistic people-focused, people-driven and people-centred human development. Consequently, the human development thematic group envisions Nigerians positioned "*to propel Nigeria into the league of the best twenty economies in the world by year 2020*".

The group's focus areas, though narrowed to three domains of *gender and women empowerment, child and youth development and social safety nets*, acknowledged

1



the broad scope of human development. These thematic threads address population groups usually excluded: women, children and youth, physically challenged persons, poor and vulnerable and whose potentials are often wasted in the development process.

Nigeria's women continue to face daunting challenges and constraints despite making pivotal contributions in their families, communities and national development. While recognizing the encouraging trends, initiatives, increasing national discourse on the status of women and the country's ratification of significant global conventions such as CEDAW, the pace of women development remains hesitant. The group proposes key actions and initiatives that build on existing programs and facilitate an enabling social, political and economic environment for women's empowerment as beneficiaries and drivers of economic change and social transformation.

To address current exclusion of youth the group acknowledges that this heterogeneous demographic group demonstrates wide social, economic and regional disparities in their conditions. As such, the group adopted a life span approach in proposing short, intermediate and long term initiatives to facilitate their participation, leadership development and employment. In addition, the group recognizes that previous plans did not adequately focus on children on the assumption that responses dispersed in education, health catered for their development. For this demographic group, we make a strategic shift through strategic responses centered on MDG and the Child Rights Act.

Recognizing the broader definition and scope of human development and our vision that human capacity should drive, own and benefit from economic growth, the group interacted with 29 thematic groups of Vision 2020 to discuss cross-cutting issues, forge strategic synergies and ensure that the needs of women, youth, children and disadvantaged persons are appropriately reflected. Interactions include Education, Health, Employment, Water and Sanitation, Sports, Rule of Law, Security and Governance.

Besides focus on three core themes of women, children and youth and social safety nets, the group identified cross cutting strategic human capacity challenges and



recommend the following based on the gaps, constraints and opportunities of past national responses;

- i) VISION 2020 thematic and sectoral areas conduct situation/gap analysis and develop human capacity development strategies.
- ii) Articulate and implement a consolidated human capacity development blueprint for VISION 2020.

In addition we observe and recommend a cross sectoral committee to address the following strategic issues;

- i) Wide regional disparities in performance across sectors
- ii) Gaps and misalignment between supply and demand for human capital.
- iii) Brain drain
- iv) Weak institutional and human capacity in the public sector and in particular at state and local government levels.
- v) Failure to aggregate, support and mainstream large reservoir skills and entrepreneurship in the informal sector and indigenous trades and industries.

In conclusion, we emphasize the need for a paradigm shift in the approach and significance of human development in VISION 2020. First, the link between economic growth and human development should be clearly established through a performance monitoring plan for Vision 2020 with clear indicators of pro-poor growth so that Nigerians can experience the benefits of growth. Secondly, a human capacity development strategic plan should be articulated and aggressively pursued by public, and private stakeholders.



1.0 Introduction

1.1. Overview of the Thematic Area

Human development can be broadly defined as all activities and interventions as well as processes that are aimed at expanding people's choices and enhancing their capabilities. Simply put this means what people can be and what people can do. This is the ultimate goal of development. The Human Development thematic group examined the role of human beings in the development process and the extent to which they act as passive or active participants.

Human development is conceptualized as the total wellbeing of a country's citizens in terms of life expectancy, knowledge and standard of living. It is also concerned with the extent to which human capital drives the development process and acts as wealth creator. We note our country's previous attempts to improve the lives of citizens in more recent times through SAP, NEEDS, VISION 2010 and NEEDS 2. We acknowledge also the gaps that have persisted in limiting the impacts and benefits accruable to people from economic growth (all the initiatives were aimed at growing the economy). For VISION 2020 the Human Development Thematic group proposes an approach that addresses the gaps between economic growth and human development. Our approach outlines a virtuous cycle: where human development results in human capacity which drives economic growth and generates resources which are further ploughed back into human development and measurable improvement in key human development indices. With this paradigm shift, economic growth is not an end in itself but a tool for human development and vice versa. This approach will result in a people-focused, people-driven and people-centered human development.

Indeed, the purpose of the human development theme is to examine the extent to which the individual is able to explore and expand available choices, not just in terms of income, but by managing socio-economic and political environment for the full realization of the human potentials. A balanced human development trend would exhibit positive indicators in education, health, standard of living and other variables that constitute the totality of human development. Although VISION 2020 targets



economic growth, we propose a development strategy that is strongly rooted in the culture and ethos of our people in other words, a virtuous development cycle.

The group's focus areas though narrowed to three domains of *gender and women empowerment, child and youth development* and *social safety nets* recognize the broad scope of human development. As a result, the group's definition of human development incorporates two approaches. The first is the conventional approach which was adopted in NEEDS 1 and 2 and VISION 2010. This approach addresses human development as the execution of a social charter which in effect fulfils a covenant between citizens and the state by providing basic needs such as education, health and other social services. It presumes human development as citizens' right, the ultimate goal and often the end-point of the development process. Often, this approach is packaged as welfare, as it were, handouts from government to the governed and inevitably construed as a drain on economic resources. The second approach views human development as investment in people that enables them to become assets to the extent that human capacity drives rather than drags economic growth and human development.

For the purpose of VISION 2020, the group merged the two approaches in a paradigm shift that in effect places people at the core of development. It positions human development as an *outcome* and a *tool* that should drive development, including economic growth. With this paradigm shift, human development becomes the hub around which development efforts in all sectors revolve and evolve. This shift underscores the need to forge creative synergies and promote mutually reinforcing linkages between human development and economic growth to the extent that human capacity simultaneously drives and benefits from economic growth and the latter propels and reinforces human development. For example, by providing education for women, we are meeting a basic need while also positioning women as strategic investments that augment the drivers of economic growth and social development. This articulation delineates the framework for the group's responses to the issues, opportunities, challenges and goals in the identified sub- themes.



1.2. Scope of the Study of Human Development

It is evident from the foregoing that human development is cross-cutting and its scope traverses the whole continuum of the development process. However, the group focused on the following sub-themes:

- i) Child and Youth Development
- ii) Gender and Women Empowerment
- iii) Safety Nets (Vulnerable Groups)

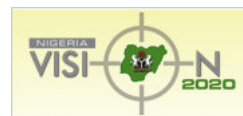
1.3. Overall Targets for Human Development

The overall target for this thematic area is to identify the human development challenges that need to be addressed in order for Nigerian citizens to live longer and contribute to as well as enjoy the benefits accruing from an economically vibrant society. Through a proper identification of strengths, weaknesses, opportunities and challenges, the overall target is to create space for a Nigerian who has full access to the basic necessities of life and positioned to propel the country to the league of the best 20 economies in the world by year 2020.

1.4. Processes Involved in Developing the Plan

The process of developing the plan entailed examining relevant documents on the sub-themes, analyzing these in line with identified global benchmarks, brainstorming and documentation. The process also entailed extensive reviews of development and policy reports. Specifically, the group reviewed baseline information, relevant literature, defined key success factors and indicators, as well as analyzed global trends, opportunities and challenges for each sub-theme. The group also identified the human development challenges and opportunities in Nigeria, and defined the vision, goals, strategies and initiatives for each of the sub-themes.

A process was created for the 29 thematic groups to interact with one another through representation to discuss cross-cutting issues. For this Forum, the Human Development theme group was slated to and interacted with Education, Health, Employment, Water and Sanitation. In addition to these core and initially slated thematic areas, the group also interacted with such other themes as Sports, Rule of Law, Security and Governance. The purpose of the interactive session was to ensure



that issues of concern to the Human Development theme group which can be addressed better in these other groups are well articulated among the groups. Therefore for these groups, the issues of concern to human development which they should address are:

- i) Adequate Infrastructure for Persons with Disability – Link with Infrastructure Thematic Group
- ii) Maternal Mortality (Gender) -Link with the Health Thematic Group
- iii) Adult Education Centres - Link with Education Thematic Group
- iv) Pensions and Social Security – Link with Finance Thematic Group
- v) Birth Control – Link with Health Thematic Group
- vi) Youth and HIV/AIDS – Link with Health Thematic Group
- vii) Youth Unemployment – Link with Unemployment Thematic Group
- viii) Youth and children Education – Link with Education Thematic Group
- ix) Youth and Niger Delta – Link with the Niger Delta Thematic Group
- x) Children – Link with Health, Education Thematic Groups



2.0 Current Assessment of Human Development

2.1 Global Trends on Human Development

This assessment is focused on the three sub-themes identified for the human development thematic area.

Child and Youth Development

The African Charter defines the child as every human being below the age of 18 years. According to the National Child Policy (2007) a child shall be taken to be a person below the age of eighteen (18) years. Nigerian children constitute about 51% of the population, with 44% of the total population under 15 years. There is 2.8% growth rate and 5.2% fertility rate. However, the mortality rates are intolerably high. It is worrisome that the infant mortality rate (IMR) which measures the probability of a child dying before his/her first birthday as well the under five mortality rate (U5MR) which measures the probability of death before the age of 5 years are increasing rather than decreasing. Available statistics indicate that the national IMR and the U5MR which were respectively 100 and 201 in 2003 were higher than those of 1999 which were 90 and 168 respectively. It is also of concern that regional as well as rural/urban disparities exist in IMR and U5MR. Birth registration in Nigeria currently stands at 33% with males at 31.1% and females at 33.9% (Nigeria Core welfare Indicators, 2006).

All over the world and especially in the older and emerging economies of the West and Asia development has continued to evolve towards an inclusiveness that focuses attention on the poor, the weak and the most vulnerable in the society. Women, young people and the poor constitute the majority of this weak segment. Development efforts must target them. Young people between ages 10-24 make up one-third of the Nigerian population (NPC, 2006). For the first time in history, the number of people in the world aged 12 – 24 is the largest ever. According to the World Development Report 2007, there are 1.3 billion people in this age group. Close to 85 per-cents of this over 1.3 billion young men and women live in developing countries; this figure is projected to increase to 89 per cent by 2025.



Gender and Women Development

Women play key roles in the socio-economic development of society and have come to be recognized as wasted resources if excluded from the development process. Therefore issues that concern women are becoming strong issues on the development burner which countries that wish to progress are addressing as a matter of necessity. Nigeria has to do the same if it is to place itself among the leading economies.

Social Safety Nets

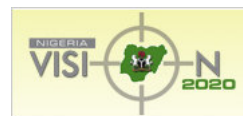
Governments are responsible for ensuring the basic requirements for decent life for all citizens and should determine the minimum level below which no citizen should fall. This involves provision of safety nets for vulnerable sub-populations.

2.1.1. Comparative Benchmarking Analysis

Each year since 1990 the Human Development Report has published the Human Development Index (HDI) which looks beyond GDP to a broader definition of well-being. The HDI provides a composite measure of three dimensions of human development: living a long and healthy life (measured by life expectancy), being educated (measured by adult literacy and enrolment at the primary, secondary and tertiary level) and having a decent standard of living (measured by purchasing power parity {PPP} income). The index is not in any sense a comprehensive measure of human development. It does not, for example, include important indicators such as gender or income inequality and more difficult to measure indicators like respect for human rights and political freedoms etc. What it does provide is a broad prism which creates a good basis for viewing human progress and the overall well-being of the people.

Data on all the indicators of human development shows that Nigeria at most levels, consistently ranks below expectation and in some cases ranks alarming low. The indicators on Institutions in the Global Competitiveness Index (which ranked countries over 134) places Nigeria country in the following categories in the following selected indices:

i) Diversion of public funds	119
ii) Favoritism in decisions of government officials	125
iii) Wastefulness of government spending	118



iv) Business costs of crime and violence

124

Under Health and Primary Education Nigeria ranks 127th in infant mortality, 128th in life expectancy, 125th in primary enrollment and 127th in education expenditure out of 134 countries. In sum, Nigeria ranked 106th under institutions and 126th under health and primary education. These are unacceptable levels that must be remedied to attain the vision of joining the top twenty economies by 2020.

The HDI for Nigeria is 0.470, which gives the country a rank of 158th out of 177 countries with data. For Nigeria to attain the vision by 2020, she must aim high and benchmark herself against the best of the top 20 economies in the world.

Table 1.0: Summary of Human Development Indices of Selected Countries.

Country	HDI (Index)	Life Expectancy at Birth (years)	Adult literacy	Gross Enrollment ratio into schools %	GDP per capital (PPP US\$)	Life Expectancy	Education	GDP Index	HDI Rank
Nigeria	.470	46.5	69.1	56.2	1128	.35	.64	.44	154
US	.948	77.5	99.0	93	38454	.88	.97	1	15
Japan	.948	82.2	82.4	85	29251	.95	.94	.95	8
Netherlands	.947	78.5	99.0	98	31789	.89	.99	.96	6
Norway	.965	79.6	-	100	38454	.91	.99	.99	
China	-	-	93.0	-	-	72.7	-		94
India	-	-	65.2	-	-	64.1	-		132
Brazil	-	-	89.6	-	-	72.0	-		70
South Korea	-	-	99.0	-	-	78.2	-		25
Indonesia	-	-	91.0	-	-	70.1	-		109
Turkey	-	-	88.1	-	-	71.6	-		75
Iran	-	-	84.0	-	-	70.5	-		84

Drawn from The Human Development Index (2007/2008); Economy Statistics Human Development Index (most recent by country); Human Development Index (2005); Study Rank for Asia Pacific Economies in Top Global Competitiveness (BSA News Release 2008)

The key success factor or key enabler for competitiveness for some of the top 20 countries highlighted in the table above is investing in people. Investing in the training, talent development, and overall well being of the people is mission-critical for development in other areas of national development and in growing the economy of Nigeria to become one of the top 20 economies by the year 2020.

2.1.2. Key Learning Points

Global trends in child and youth development show the following thrusts which constitute our key learning points:

Child and Youth Development

- i) In 2008, Taiwan rose to second place in the world through its strengths in research and development (R&D) and nurturing technology talent
- ii) Singapore provides one of the best environments for human capital development
- iii) Iowa Workforce Development (IWD) programme in the United States of America relates educational training to the needs of industries. The IWD effectively manages the unemployment Trust Fund for the benefit of the youth
- iv) From the literature reviewed of top 20 countries in the world, the following emerged as learning points:
 - Massive investment in the people
 - Investing in training and capacity building
 - IT Professional return home to work in established technology firms and start-up
 - Investing in talent development
 - Investing in the overall well-being of the people
 - An innovation-friendly culture
 - World-class technology infrastructure
 - A robust legal regime that protects the rights of the individual
 - An open, competitive economy; and government
 - Leadership that strikes the right balance between promoting technology and allowing market forces to work.



Gender and Women

Our key learning points are drawn from Vietnam and South Africa.

i) Vietnam

Despite persistence of gender inequality in Vietnam, welfare of women generally improved. Gender inequalities were mitigated by state policies that allowed women to take advantage of newly created diverse range of income generating opportunities.

The state policies include:

- 1986 law on family and marriage(wife equal to husband, joint responsibility for household chores and child care, sons and daughters should receive equal treatment
- Revised 2000 law on family and marriage (land-use right certificates should include names of both husband and wife)
- National Strategy for the Advancement of Women 2001- 2010
- Women's welfare gains reflected in GDI> HDI
- Narrowing of gender wage gap in formal sector observed during period 1993-98 (Packard, 2005).

In Vietnam, prudent macroeconomic policies produced rapid and stable growth which was beneficial to women. Increased integration with global economy (US- Vietnam BTA, ASEAN Free Trade Area, WTO membership) led to high share of women workers in export sector (Packard, 2005). For instance, in Vietnam, the reform policies, although gender-neutral in intent, can give rise to gendered outcomes due to underlying factors such as:

- Social attitudes influenced by patriarchal values
- Occupational segregation and related gender wage differentials
- Gender differences in education levels (Packard, 2005). In addition, fiscal austerity and downsizing had disproportionate negative impact on women during early reforms years. The laid off workers from the state sector were mostly women and they were forced out of secure formal sector into insecure informal sector (Packard, 2005).

ii) South Africa



In 1996 South Africa enacted a law on Discrimination based on gender; this was followed by Employment equity and domestic violence in 1998. In 2000, an Act of Equality was enacted.

iii) European Union countries

The European Union countries have also taken specific actions on gender equity and they recognize gender as a common objective and a common goal. Their strategy towards achieving the following,

- Equal rights in (political, civil economic, employment and cultural) for women, men, boys and girls.
- Equal access to and control over resources for women and men.
- Equal opportunity to achieve political and economic influence for women and men

Social Safety Nets

i) Countries which have well entrenched and expansive social safety nets (USA, UK, Nordic Countries) are those whose policy interventions have potentials both for reducing vulnerability and for enhancing growth prospects.

ii) Successful pure cash transfers are those that target exclusively those groups which most of the citizens in the society perceive as very deserving. Examples are old age social pension schemes in South Africa, Lesotho and Bangladesh.

iii) A majority of cash transfer programs are conditional and need-based. For instance in Argentina the national scholarship program was designed to promote long-term human capital accumulation among young people to reduce rate of poverty. The program targets poor children age 13-19 that are entering their 8th and 9th year in public schools and are at the risk of leaving school before completing their education. Transfer is conditional on the student's school attendance and annual grade progression. Similar program exist in Bangladesh and Brazil.

iv) The more extensive the social the safety nets program, the greater the sophistication of the administrative infrastructure needed to ensure efficient and effective administration and management. Furthermore, highly trained professionals are observed to be necessary for the efficient running of the scheme in countries where safety nets have been fully institutionalized.



v) Social safety nets do not just happen. Countries make sustained budgetary provisions for them. For example available World Bank reports show that Bulgaria and Lithuania committed 0.22% and 0.1% of their GDPs respectively in 2004, while Indonesia committed 0.66% in 2006 and Hungary committed 0.46% in 1997.

2.2. Local Context of Human Development

Child and Youth Development

A youth as defined by the National Youth Policy is any individual who is a citizen of the Federal Republic of Nigeria, between the ages of 18-35. Nigeria has a population of 140 million people (NPC, 2006). Between 1991 and 2006, the youth population in Nigeria grew from 22.5 to well over 30 million. In addition to the youth population, 32.4% of the total population is below the age of 18 years. If these two groups are taken together, the population of Nigerians below the age of 35 comprises 60% of the entire population of the country. In absolute terms there are more young people in Nigeria today than any other segment of the population.

From the 1991 census, 6.1 million young people between the ages of 12 – 24 were illiterates (NPC, 2003), and a survey in 2003 shows that 10.24% of male young people and 12.4% of these aged 20 – 24 had no formal education (NDHS, 2003). According to the National Bureau of Statistics (2006) the youth literacy for persons aged 15-24 years who could read and write in any language was only 76.5% with males recording 80.7 and females, 72.2%. Over the last few years, due to the introduction of the UBE programme, school enrollment levels have increased significantly, yet there are serious concerns about the quality of the services delivered (Nigeria's EFA Report Card, 2004). About 46% of children had reasonable access to secondary education. The rate for urban areas was 68.2%, while the rural areas recorded 36.6% (National Bureau of Statistics, 2006).

Lack of access to information and communication technologies (ICT) like the Internet remains a major challenge to young people in Nigeria. A survey (WYR, 2005) showed that 331 persons per 1000 use the Internet in Europe, 92 per 1000 use it in Latin



America and just 15 per 1000 in Africa use the internet. The internet is a key tool for communication, education, interaction and entertainment. 13% of Nigeria's population is unemployed and 70% of those unemployed in Nigeria are young people (MDG, 2004).

Tertiary graduate unemployment remained at an average of 15% per annum. Nigerian youth (15-24 years) bear the greatest burden of unemployment with rates averaging 40-60% in the last two decades. The number of students graduating from the school system into the labour market annually is estimated at about 3 million. The labour market is estimated to absorb only 10% of this number annually. At 21%, youth unemployment in Africa is much higher than the world average of 14.4% (ILO, 2004). The National Bureau of Statistics (2006) put the unemployment rate in Nigeria at 12.3%, with unemployment rates higher in urban (5.6%) than the rural (4.7%) areas. In absolute terms over 67 million Nigerians are living in abject poverty, that is less than \$1 per day (UNDP, 2004), majority of these are young people who are most often dependent on poor parents and live in rural areas.

The prevalence rate of HIV/AIDS in Nigeria is about 5.4% translating to over 3.5 million people. The highest infection rate is among young people aged 20-29 years.

Despite the fact that more than half of Nigeria's population are young people below the age of 35, are for the most part, excluded from policy and decision-making on issues that affect them (DPI, 2007).

The performance of this segment of the Nigerian population is again aptly captured by the Youth Development Index (2008) developed by Federal Ministry of Youth Development using guidelines by the World Programme of Action for Youth (WPAY) and the Commonwealth Youth Programme (CYP). The overall youth development Index for Nigeria was put at 0.34 (below average) (NYDI 2008). The domain areas examined under the Nigerian Youth Development Index includes the following:

- Health
- Education
- Employment
- Participation
- Nutrition
- Media Influence



- Security
- Leisure
- Economic wellbeing
- Social support
- Self development
- Social Behaviour
- Personal identity
- National identity

The Youth Development Index provides a measure of the well being of the Nigerian youth.

Gender and Women Empowerment

The Gender Index (2007) UNDP rates Nigeria 158 out of 179 countries.

In some of the areas cited below the Nigerian women have not fared too well.

- Literacy
- Maternal Mortality
- Poverty (Feminization of poverty)
- Political Representation
- Health/HIV/AIDS

i) Gender and Poverty

The incidence of poverty among poor female headed households rose from 26.9% in 1980 to 58.5% in 1996 before falling to 43.5% in 2004, underscoring high incidence of poverty among female headed households.

ii) Access to Land Use

Overall, males have greater access. On aggregate, 75.05% of males have access to land use either through rents, share cropping, use free or land distribution against 24.95% of females. This trend is also observed in ownership of critical productive assets.

iii) Culture Constraints

Across the country women are constrained by harmful traditional practices.

iv) Gender and Literacy

Gender inequality is apparent in the area of educational attainment. Situational reports reveal that literacy rates are lower for females across all the levels of



educational attainments. As indicated in Table 2.1 the highest imbalance is post secondary education.

Table 2.1: Total Population by Highest Level of Education

Highest level of education	Male	Female
None	31.2	42.4
Nursery school	2.5	2.3
Some primary	17.4	15.5
Completed primary	11.4	10.2
Some secondary	13.0	11.4
Completed secondary	14.7	11.8
Post secondary	7.5	4.5
Missing	2.3	2.1
Total	100	100

Source: NBS, 2007

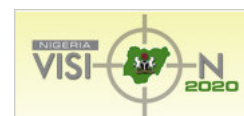
v) Health Care Consultation by Service Provider

In Nigeria, the sources of health care include consultations from doctors and nurses, traditional healers, spiritualists and traditional birth attendants. As reported by National Bureau of Statistics (2005), 44.54 per cent of the female sought for health care from doctors while 43.59 per cent males did. More males patronized traditional healers (9.35%) than females (7.2%), while more females patronized spiritualists (5 percent) than males (0.38 percent).

vi) Employment Status, Employer and Types of Employment

Statistics on employment show gender inequality in terms of proportion of males and females who are active, inactive, employed and unemployed. The unemployed rate was 5.4 per cent for males and 5.3 percent for females for age 15 and above, while 94.7 percent of the females were employed as opposed to 94.6 percent of the males (NBS, 2006/7).

As reported by NBS (2006), there is gender inequality in the distribution of the working population by type of payment in main jobs. About 17 percent of males were on wage salary employment, with 8.3 percent for females. More females were in unpaid work



(15.6 percent) and self employment (74.5%) than 8.3 percent and 70.4 percent for males respectively.

In terms of distribution of the working population by employer, more males were employed by the Federal, State and Local governments as well as parastatals and large private companies than the females. The females were more in small private enterprises and private person/ household. However, the highest employer for both females (73.6 percent) and males (65.6 percent) was private person/ household (NBS, 2006).

vii) Underemployment by Employer

Table 2.2 presents percentage distribution of unemployed population by employer. The proportion of females in private informal sector was 69.9 per cent, and 65.4 per cent for males. This means that we have more females in private informal employment suggesting 'feminization of informal employment' in Nigeria. On the other hand, males were more in government employment (8.4 per cent) than females (4.2 per cent).

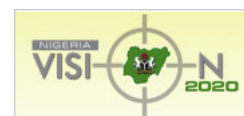
Table 2.2: Percentage Distribution of the Underemployed Population by Employer and Gender

	Government	Parastatal	Private Formal	Private Informal	Total
Male	8.4	0.5	25.7	65.4	100.00
Female	4.2	0.3	25.7	69.9	100.00

Source: NBS, 2007.

Social Safety Nets

- i) Generally, there is a dearth of data on vulnerable persons in Nigeria. However, extrapolating from international estimates that puts 10% of most populations as having one disability or other, one can deduce that at least 14 million Nigerians fall in this category. Besides, these numbers are further swelled by millions more who are rendered vulnerable by natural and social crisis, including conflict, poverty and the impact of HIV/AIDS among others. Furthermore, among Nigerian elderly, 58.9% live below \$1/day.



- ii) Children present an important indicator of the massive social and demographic changes in Nigeria resulting from pervasive poverty, conflict and HIV/AIDS pandemic. Of grave concern are the large and increasing numbers of children who are orphaned, vulnerable, abjectly poor, living on the streets, engaged in child labour, abused and exploited. It is estimated that Nigeria had 5 million orphans in 1990, which rose to 7 million in 2003, and is projected to increase to 8.2 million in 2010. In 2003 about 1.8 million of the 7 million orphans or 26 per cent are orphaned due to AIDS. (UNAIDS, UNICEF and USAID Joint Report on *Orphans*). Many of these children have fallen through the safety nets provided by traditional extended family support systems.
- iii) Recent political events in Nigeria have compounded the problems of vulnerable people. For example, internal conflicts have displaced families and sometimes whole communities to the extent that many are without livelihood and most are unable to invest in the future of their families. In fact, many have fallen through the cracks economically and are on the verge of destitution. Despite these trends, Nigeria currently has no integrated approach for caring for vulnerable people.
- iv) Documented evidence from Brazil, India and Jamaica supports the conclusion that the development of strong social safety nets can reduce poverty and vulnerability in communities as well as allow government to make choices that support efficiency and growth. A World Bank comparison of poverty rates in Brazil, India, Jamaica and Nigeria, tabled below also affirms that successful social safety nets interventions combine social safety nets policies with insurance, health, education, provision of utilities and other policies aimed at reducing poverty and managing risks.

Comparison of Poverty Rates in Nigeria, Brazil, India, Jamaica

	% of Persons living on less \$1.25/day	% of Persons living on less \$2/day
Nigeria	64.4	83.9
India	41.6	75.6
Jamaica	Less than 2%	5.8
Brazil	7.8	18.3



2.2.1. Local Trends and Recent Developments

The human development challenges that the country faces in all sectors are presented in the following key areas:

- i) Wide regional disparities in performance across sectors: Our national statistics reveal staggering disparities across regions in all socio-economic indicators. Disparities also widely exist in teacher availability and qualification across the regions leading to glut in some and drought in others. In education for instance, the 2006 School statistics show that states with very high enrolment figures have a teacher pupil ratio of as high as 1:100 (Akwa Ibom) and 1:106 (Bayelsa) among others. Some states have a ratio of 1:40 while others have below 40. On gender, female teachers continue to dominate in number in the South West and South South while male teachers dominate in the North. There are therefore, significantly higher number of male teachers in Northern states like Bauchi, Benue, Borno, Jigawa, Kano, Katsina, Kebbi, Taraba, Sokoto and Zamfara than females. Surveys show that lack of role models as should be exemplified in the female teachers is a critical de-motivator for the enrolment of girls in school. Wide disparities also exist among states with some states employing secondary school leavers and Teacher Grade 2 (TC2) certificate holders (no longer being encouraged). Bauchi, Ebonyi and Zamfara have only 35.3, 35.7, and 35.8 percentages of qualified teachers respectively (FME, School Census Data 2006).
- ii) On health, under-five mortality rate shows a national average of 201 per 1000 births. On disaggregating, the picture that emerges is 243 and 153 for rural and urban populations respectively while in the North West and South East, the figures are 269 and 103. Poverty levels are also widely divergent among regions. National Bureau of Statistics (NBS) figures for 2004 show that 54.4% of Nigerians are poor with 63.3% of this group living in the rural areas and 43.2% in urban. A range of 72.2% is however reported for the North East and 26.7% for the South East. Adult (15 and over) literacy rate for 2005 is reported to have a national average of 63.1% while the lowest rate of 20.5% is recorded in Yobe and the highest of 94.7% is reported for Lagos.
- iii) The same NBS documents shows that electricity use in homes is recorded at 30.7% in the North East and 79.1% in the South West; safe water source availability is 30.7% in the North East and 73.5% in the South West; 15% of



homes in the North East have TV sets while in the South West the figure is 58.5%. Indeed, a mere 3.5% of families use non-wood fuel in cooking in the North East while the number rises to 58.3% in the South West. The over-arching concern in recognizing these disparities is for planning in all sectors to ensure that numbers are disaggregated that and strategies and intervention appropriately modified.

- iv) Exclusion of vast pools of human resources from the development process: A critical mass of knowledge, information and skills are required for quantum leap into the League of most economically advanced countries. Presently, women, children and youth, physically challenged persons, poor and vulnerable are for the most part excluded from the development process and their potentials wasted. In the same vein, the vast majority of Nigerians does not enjoy any form of social security or cushioned in any safety net. Available data shows that only 10% of Nigerians are covered by any form of social security provision. This compares with 20.39% for Morocco, 27.5% for Senegal and 40% for Egypt².

- v) Gaps and misalignment between supply and demand for human capital : There appears to be a total disconnect between outputs from the education system and the demands of the labour market. Quality and relevance are also no longer satisfactory to the needs of the market. Curricular content and enrolment in schools and tertiary institutions do not appear to adhere to the specified ratios of arts: science to financial services. Compounding the problem is the complete absence of reliable data for manpower projections across disciplines that are considered propellers of development. It is for instance crucial to determine Nigeria's projected manpower needs in critical areas of knowledge-driven economy for accelerated growth. Such projections for example, would help address the gaps in doctor: patient ratios, teacher: pupil across levels and terrain and address skills development and training packages offered in all educational institutions for example. The numerous policy documents scoured by the group during the visioning process all appear to mention the need for such projections but none contained actual data.

² Reference?



- vi) Brain drain: The phenomenon of brain drain is a threat to human capital in the country. According to the Nigeria Manpower Development Board Survey, Nigeria loses more than 1,500 professors annually. In some specialized disciplines, the loss is as much as 70% of those trained. UNDP Human Development Report (1996) estimates that there are more than 21,000 Nigerian Doctors practicing the United States. The gap in the number of professional trained in Nigeria and the number internally engaged is a major human development challenge. In some sub-sectors the effect is more devastating. Brain drain is also manifests internally especially in education where trained teachers prefer more financially rewarding positions in other sectors. The human development challenge is to devise interventions that train, engage, motivate and retain professionals in their chosen disciplines.
- vii) Failure to aggregate, support and mainstream large reservoir skills and entrepreneurship in the informal sector and indigenous trades and industries : Many individuals operate outside the defined mainstream economy but possess skills that support economic sub-systems and communities. They are largely undocumented unsupported and not being leveraged into the mainstream. The skills are dying away and not being transferred because they are not being made attractive to young people who daily move to the urban centres with no saleable skills. A factor perhaps is the fact that products from such expertise are often not appropriately packaged and priced. Above all, they are often so poorly finished by apprentices who are in a hurry to earn money without finishing up their training. These factors compound the lack of attractiveness of such expertise which at present largely resides with the older generation. A major drawback is the fact that all of these skills are lost to our economy and operates largely unaccounted for.
- viii) Weak institutional and human capacity: For Nigeria's systems to compete effectively, we need an approach that positions human development as an outcome as well as a tool and the hub around which all activities in every sector is driven. Currently, there exists wide and critical human capacity gaps within institutions and across sectors at all levels. This constrains implementation of policies and programmes and for the most part, accounts for implementation failure of past visions, plans, policies and programmes. Of greater concern are the human capacity challenges faced by most states and local governments.



Besides there is wide disparity with and among states in this regard, accounting for gross variations in human development indices across the country. In other words, this factor is a cause as well as an effect. An example, implementation of the MDGs is threatened by low human capacity in the North West, North East and North Central states. Therefore, besides national strategies, human development approach for Vision 2020, should respond to disaggregated human development challenges faced by states and local governments.

- ix) Human Capacity Needs in Key Sectors: Low human capacity is a recurring challenge in all key sectors. For example in the health sector, low doctor to population ratio or low nurse to population ratio is critical issues. It is envisaged that the key growth drive sectors shall undertake a gap analysis of human capacity needed to deliver set target. Indeed it would be appropriate to develop a human development plan for VISION 2020 by aggregating capacity needs in all sectors with particular emphasis on forging cross sectoral synergies.

2.2.2. Current Plans and Programmes of Nigeria

Child and Youth

- National Plan of Action on Convention for the Right of the Child/Child Right Act 2009 – 2015
- National Policy on Early childhood Development (ECD)
- National Policy on Gender in Basic Education
- Prevention of Mother to Child Transmission (PMTCT) of HIV
- Care for HIV infected children
- Care and Support for Orphans and Vulnerable Children (OVC)
- Human Development and Capacity Building for Children, teachers School Authorities
- Community Participation in Promoting Child Education
- Integrated Early Childhood Development Programme
- Capacity Building Programmes for School Management Authorities and teachers
- Education for Children with Special Needs



- Universal Birth Registration
- Presentation and Rehabilitation Programme for Children in Armed Conflict
- Child Labour Prevention Programme
- Child Trafficking and Sexual Exploitation Eradication Programme
- Universal Basic Education Programme
- School Feeding Programme
- National Programme on Immunization

National Youth Employment Programme

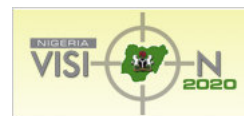
- Youth Empowerment Scheme (YES)
- Mandatory Attachment Programme (MAP)
- National Youth Service Corps (NYSC)
- Citizen and Leadership Training Programme
- National Directorate of Employment (NDE)
- The Technical Aids Corps (TAC) Scheme

Gender and Women

Like many other nations of the world, Nigeria is responding to the clarion calls made variously by the United Nations to rid societies of all forms of discrimination especially gender-based discriminations and violence against women who are half of her human resources. Major effort taken to achieve this goal was the development and adoption of a national gender policy with a complementary implementation and monitoring and evaluation framework. The Policy is guided by the global instrument on the Convention of all forms of Discrimination against Women (CEDAW) and its optional protocols and the 1999 Constitution of the federal Republic of Nigeria. The policy seeks to achieve gender equality for men and women as it sees men and women as viable partners in achieving sustainable development.

The Policy thrust includes:

- Policy reforms with implication for mainstreaming of gender concerns at all levels
- Gender education and capacity building, thereby ensuring technical expertise and positive gender culture
- Legislative backstopping, thereby ensuring gender justice and human rights



- Economic reforms, which will help ensure productivity and policy efficiency and with a lasting outcome for the empowerment of women and the vulnerable groups in the society

The policy implementation framework focuses on bringing about changes in the under listed sixteen thematic priority areas:

- Culture, Family and Socialization
- Gender-based Violence
- Education and Training
- Poverty and Economic Empowerment
- Employment and Labour Issues
- Agriculture and Rural Development
- Environment and Natural Resources
- Health and Reproductive Services
- Gender and HIV/AIDS
- Political and Decision Making
- Gender, Peace and Conflict Management
- Information, Communication and the Media
- Other forms of Social Inequalities(Vulnerable Groups and inequalities in Society)
- Gender, Physical and Social Services
- Legal and Human Rights
- Building National and International Partnership for Development

It continues to make central to its operations:

- Decentralization of the mandate for gender equality to all institutions, governance and to all stakeholders
- Promotion of gender mainstreaming as an institutional programmes and societal culture
- Gender monitoring with all macro-policies
- Institutionalization of the training and research in gender and development policy
- Financial sustainability for gender equality policies and programmes
- Political will for implantation
- Monitoring and evaluation



Social Safety Net Programs in Nigeria.

There is no existing formalized integrated National Social Safety Net program in Nigeria as of today. The prevailing system is the traditional social welfare, but this is also breaking down due in part to globalization and economic realities. However the following programs are in place;

6 Vocational rehabilitation centres for vocational training of disabled persons (Kano, Lagos, Emene, Kaduna, Sokoto and Ibadan)

Many NGOs, FBOs,CBOs initiated programs for the orphans, widows, people living with HIV/AIDS, people with disabilities and the aged

Associations of different categories of disabled persons provide platforms where concerns about disability are brought into the public discourse.

2.3. Issues and Challenges

Child and Youth Development

Child

- Poor nutrition, high mortality and morbidity rates, especially among children under five. NBS figures show that less the five mortality rate is 5%
- Orphaned children as a result of HIV/AIDS, communal conflicts and others
- Harmful traditional practices, poverty, natural disasters, discrimination against the girl-child
- Lack of effective implementation of Government policies
- Lack of domestication and effective implementation of international conventions on the rights of the child
- The vulnerable groups – abandoned orphans, street children, child trafficking, children under foster care, children in conflict situation, child soldiers, children in conflict with the law

Youth

- Very high unemployment rates among youth (Nigeria probably has one of the highest number of unemployed graduates in the world).
- A significant percentage of Nigerian youth is illiterate
- Limited access to quality education at all levels
- High rate of HIV/AIDS infection among youth (the 2005 national sera-prevalence survey reported a rate of 3.6% and 4.7% for young people aged 15-19 years and 20-24years respectively).
- Increased poverty and deprivation among youth



- Majority of youth live in rural areas
- Increased youth restiveness and crime
- Inadequate supervision, coordination and monitoring of youth development programmes
- Young people used as cannon fodders in times of political, ethnic, and religious conflicts around the country
- Inadequate parental care and breakdown of family and positive traditional values in society
- Gender inequality
- Teenage pregnancies, child marriages, harmful traditional practices, and obstetric fistula
- Girls and young women bearing the brunt of HIV infection
- Youth exclusion in the political and policy development processes

Gender and Women Empowerment

- Constraining traditional practices, attitudes and norms
- Low literacy
- Poor access to healthcare
- High level of maternal mortality and morbidity
- High or greater vulnerability to HIV/AIDS and its impact
- Low access to skills and economic resources
- Low representation in critical decision making structures
- Poorly developed legal and policy framework for women
- High level of feminization of poverty
- Inadequate access to potable water

Social Safety Nets

- Corruption and lack of transparency etc)
- Absence of reliable data for planning
- Skepticism of the of the populace about Government's initiatives and programmes
- Slow and overly publicized process of establishing appropriate legislative and institutional frameworks
- Absence of reliable system for identifying and tracking vulnerable groups.
- Low administrative capacity for programme administration

These challenges can be summed up in the following major ones for human development: The challenges and issues detailed in chapter two are;



- Exclusion of vast pools of human resources from the development process:
- Wide regional disparities in human development and capacity indices.
- Gaps and misalignment between supply and demand for human capital:
- Brain drain
- Failure to aggregate, support and mainstream reservoir of entrepreneurship, and skills within informal sector, and traditional trades and native industries.
- Weak institutional and human capacity.
- Human capacity gaps in strategic sectors.

2.4. Strategic Imperatives/ Opportunities for Nigeria

Six strategic thrusts encompassing above challenges were developed and these provided the basis for configuring objectives, goals and strategies for human development.

Strategic Thrusts

- Diversify and increase human resource base including marginalized groups.
- Reduce regional disparities in Human Development.
- Promote public private partnerships (PPP) to bridge skills gaps of workforce in productive sectors.
- Engage and retain human capital, reduce Brain Drain and leverage skills of Nigerians in Diaspora.
- Support, mainstream and market reservoir of indigenous skills, trades and industries.
- Strengthen human capacity in public service at Federal, State and Local levels'.

Opportunities for Nigeria

Child

Children constitute future resource for any nation. The quality of the population will depend on the quality of upbringing of the children. Investment in the needs of children is an investment in the future of the nation.

Youth Development

- Youth are critical stake holders in the development process.



- In absolute terms there are more young people (aged below 35 years) in Nigeria today than any other segment of the population
- The youth population in Nigeria is a formidable creative force that can be harnessed for development
- Youth are Nigeria's foremost social capital
- Youth are core targets of Millennium Development Goals.
- Growing awareness of the need to mainstream youth development issues
- The creation of a separate Ministry of Youth Development at the Federal level
- Growing international concern for youth issues e.g. World Programme of Action for the Youth (WPAY) by the UN, Common Wealth Youth Programme (CYP) etc.
- Youth in Diaspora
- Increase in the number of Universities (Nigeria currently has close to 100 universities)
- Information and Communication Technology (ICT)
- The National Youth Policy
- National Youth Employment Action Plan

Gender and Women Empowerment

- Global ground swell for women empowerment leading to a number of instruments, conventions and declarations for the advancement of women empowerment (i.e. Beijing 1995; CEDAW, etc).
- National efforts to domesticate CEDAW
- Existence of policies and institutions responsible for women affairs (Ministry of Women Affairs)
- Existence of programmes e.g. UBE; SME; MDGs and other anti-poverty programmes which target women.

Social Safety Nets

- Nigeria possesses the resources to take care of its vulnerable groups
- Nigerian societies have a subsisting traditional social security system and therefore the value of caring for the vulnerable groups is entrenched in our culture
- The existence of many NGOs and civil society groups engaged in working with various vulnerable groups
- Integration of the plight of vulnerable groups into the programmes of wives of State Governors and other senior Government officials
- Interest and support from development partners



- Expansion of the existing pension scheme to include benefits for vulnerable groups
- Increase in the number of indigenous philanthropic foundations

2.5. Key Success Factors

The following constitute our key success factors for all the sub-themes.

Youths and Development

Child

- Effective pre and post natal care for the survival of the child
- Nutrition and immunization of children
- Pre-primary, primary and post-primary education
- Protection from abuse, neglect, violence and harmful traditional practices
- Protection against discrimination (for example gender, ethnic, religious)
- Right to privacy, communication, leisure and recreation
- Domestication and effective implementation of international conventions on the rights of the child

Youth

- Identify Target Groups - Even though the youth experience common problems, and also share similar aspirations and concerns, they are not a homogenous group. There are different categories of youth with different and peculiar sets of concerns and problems. There are also some categories of youth with special circumstances or problems, which require concerted, focused, and well targeted attention.
- Education – ICT education and a market demand driven educational system, increase access to education at all levels, open education at all levels, emphasis on technical and vocational education; girl child education.
- Health – health care programmes targeting key health challenges among young people such as HIV/AIDS, reproductive health, emotional and mental health, malaria, improved nutrition etc
- Employment – Tailor micro-finance schemes to support young entrepreneurs in establishing private business, create opportunities for youth in Agro-allied business, investments in Agricultural developments, vocational and technical



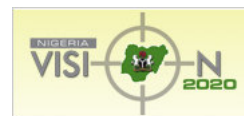
skills training, job creation, youth entrepreneurship, develop and strengthen micro-finance schemes.

- Participation – create opportunities for youth to participate in the development of their country. Youth development programme should be youth-centered and youth-driven. Youth participation in the political process and governance at all levels, youth parliament, involvement in conflict resolution. Reserve quotas for youth participation in political and policy development processes. Engage youth as professionals and not just as recipients of agendas.
- Citizenship and National identity – the need to pursue value reorientation among youth in the country. Develop and inculcate national pride, patriotism, self-esteem, self- confidence in the youth. Youth mentoring programmes and role modeling.
- Social networking and intergenerational issues – the need to re-engage the family and the community in youth empowerment e.g. the extended family systems, positive aspects of our culture. Build bridges between the younger and older generation.
- Recreation and leisure – creating avenues for the youth to recreate their energy through leisure time activities. The role of sports, clubs and societies in youth development need to be emphasized
- Girl child education – the need to increase the enrollment of the girl-child at all levels of education and access to quality education
- Rehabilitation and conflict resolution - youth addicted to drugs use, youth in crime should be rehabilitated. Young people should be exposed to peace education and conflict resolution.

Gender and Women Empowerment

The following are key success factors for addressing the gender issues presented in the situation report:

- Enabling cultural environment
- Basic education
- Access to healthcare



- Access to skills, resources and enabling environment for economic empowerment
- Critical mass representation in decision making across board (family, community, public and private sectors)
- Conducive legal and policy environment
- Gender mainstreaming in national planning

Social Safety Nets

- A well articulated and functional social security system
- Availability of accurate baseline data of key indices of vulnerability
- Budgetary provisions at all levels of government to support and fund the system
- Transparency, control and effective monitoring
- Establishment of legal framework for implementation
- Effective taxation mechanism for citizens and corporate organizations
- Effective partnerships between government and civil society groups
- Capacity building for personnel and stakeholders
- Strengthening traditional care-giving systems at the community level
- Appropriate support to ensure that vulnerable individuals live as long as possible and remain relevant in their natural communities
- Empowering citizens to access social security services



3.0 Strategies for Human Development

3.1. Vision, Objectives and Goals of Human Development

The Vision

We envision patriotic, well informed, productive and enterprising Nigerians living to a ripe old age with full access to the basic necessities of life and positioned to propel Nigeria into the league of the best twenty economies in the world by year 2020.

Child and Youth

Child

- **Objectives**

- i) Strengthen effective health care delivery system to ensure child survival.
- ii) Develop the enabling environment for the realisation of the child's full potentials.
- iii) Strengthen institutional and legal framework for the protection and promotion of children rights.
- iv) Strengthen positive traditional values for the good up-bringing of the child

- **Goals**

- i) Provide functional health care centres for each community by the year 2015.
- ii) Provide child friendly centres and recreational facilities for all children in every community by the 2015.
- iii) Effective implementation of the National Child Policy and the National Policy on Education by all tiers of government by the year 2015.
- iv) Provide functional mechanisms for the domestication and implementation of the international conventions on children rights by all state by 2015.
- v) Provide institutional child care centres for children in special in special circumstances in all states by the year 2015 and in all local government by the year 2020.

Youth

- **Objectives**

- i) Develop and improve entrepreneurial skills and competencies and increase employment opportunities for youth.
- ii) Strengthen youth participation in decision making process at the local, state and national levels of governance.



- iii) Strengthen the prevention of HIV/AIDS among youths and provide care and support for young people living with and affected by the disease.
- iv) Strengthen family systems, institutional and legal framework for youth development.
- **Goals**
 - i) Strengthen relevant government agencies, NGOs and private sector to provide and promote educational, vocational talent and skill development to 80% of the youth by 2020.
 - ii) Invest in mass employment based programmes and projects that are youth targeted from the end of 2009 to reduce the current high unemployment rate of 16% by 50% by the year 2020.
 - iii) Ensure 50% youth participation in decision making process at the local, state and national levels of governance by the year 2020.
 - iv) Reduce the prevalence of HIV/AIDs, substance abuse, cultism and violence of young people by 80% by the year 2020.
 - v) Develop an enduring implementation, monitoring and evaluation mechanism that will ensure the continuous and full implementation of the national youth policy and the domestication of international convention on young persons by the year 2015.
 - vi) Strengthen family and community life education to inculcate responsible parenting skills for the development of at least 80% of youth by 2011.

Gender and Women Empowerment

- **Objective**
 - i) Promote gender equality and women empowerment in social, political and economic sectors
 - ii) Enhance entrepreneurial and leadership skills of women to increase investment and productive capacity
 - iii) Strengthen Institutional and legal framework to advance women empowerment
- **Goals**
 - i) Promote systematic gender mainstreaming in all sectors by year 2015
 - ii) Promote gender equality in access to basic education
 - iii) Increase women's access to paid employment, land, credit and other productive resources by 80% by the year 2020



- iv) Increase proportion of women in executive positions in the work-force to at least 30% by year 2015
- v) Review, domesticate and implement international and regional conventions and agreements that advance the rights of women and the girl child
- vi) Facilitate gender responsive plans, budgets, programmes and outcomes in MDAs by 2015 to bridge gender gaps

Social Safety Net

- **Objectives**

- i) Empower and promote social safety nets for the vulnerable persons including women, children, orphans, persons with disabilities, the poor, the elderly and internally displaced persons.
- ii) Alleviate poverty and redistribute income to the poorest and most vulnerable.
- iii) Ensure full integration of the vulnerable groups (Children in difficult circumstances, orphans, abandoned and abused children, child laborers, trafficked children, people with disabilities, mentally challenged, internally displaced persons-IDPs, the elderly and the poor) into the mainstream of the society.

- **Goals**

- i) Legal framework developed for social safety nets and passed into law by the National Assembly by 2015.
- ii) Establish institutional/administrative framework at the federal, state and local Government levels for delivery and monitoring of programmes and services for the vulnerable groups by 2015.
- iii) Provide means tested cash payments and in-kind benefits to cover 100% of the poorest and most vulnerable to alleviate poverty by year 2020.
- iv) Eliminate extreme poverty by 2020
- v) Provide funds for social safety net by 2015

3.2 Initiatives and Programmes

Child and Youth

Child

- i) Collaborate with international organisations e.g. UNICEF, NGOs, and faith based organisations (FBOs) CBOs and involve organised private sectors in equipping primary health care centres in all the communities.



- ii) Involve the private sector and communities in the expansion of quality child-care, child-friendly and recreational centres in all the communities
- iii) Ensure full implementation, monitoring and evaluation of National Child Policy and National Policy on Education.
- iv) Enforce the domestication and implementation of international conventions on child rights by all states.
- v) Establish and equip functional child-care centres for children in special circumstances in all local government areas and states

Youth

- i) Conduct periodic surveys on youth related matters to provide reliable and accessible database.
- ii) Increase and adequately equip technical and vocational institutions and embark on massive training of personnel for talent and skill development.
- iii) Develop and implement mass employment programmes and projects in collaboration with the organised private sector that would absorb the teeming unemployed and under-employed youths.
- iv) Ensure legislation and implementation of 50% youths participation in governance and decision making at all tiers of governance and relevant educational institutions.
- v) Establish functional leadership and development centres in all local government areas.
- vi) Collaborate with international donor agencies and civil society organisations to accelerate HIV/AIDS.
- vii) Re-engage the family, traditional institutions, NGOs, CBOs, FBOs, in reducing cultism, substance abuse and other vices among youths.
- viii) Establish an independent national monitoring and evaluation committee to ensure full implementation of the National Youth Policy and domestication of the international conventions on young persons.
- ix) Facilitate active participation of family, community, traditional rulers, faith-based organisations, grassroots-based agencies in promoting family and community life education.



Gender and Women

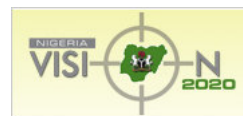
- i) Use various appropriate IEC materials and techniques to diffuse the contents to the society.
- ii) Design and implement using appropriate community driven development approach to identify and adopt gender empowerment measures.
- iii) Put up advocacy programs to strengthen political support for women
- iv) Use role model to encourage parents to send their young girls to schools
parents to send their young girls to school.
- v) provide scholarship schemes to support the girl- child education to tertiary level in those disadvantaged states by 2011
- vi) Increase statutory allocation to educationally disadvantaged states by 10% by the year 2015
- vii) Women entrepreneurs to join/form cooperative societies to be able to obtain loans from the institutions.
- viii) Establish a National Empowerment Fund for economic activities for women entrepreneurs
- ix) Design and organize vocational and entrepreneurial skills training for rural women
- x) Set up micro credit scheme targeted specifically for rural women
- xi) Provide tax rebate every year for organizations that have at least 30% of women at executive / managerial levels.
- xii) Allocate more land to women for farming activities.
- xiii) Continuously sensitize the rural communities on the issue of traditional religious and cultural barriers
- xiv) Appropriate sanctions to violators of these provisions.
- xv) Domesticated and implement CEDAW and other national, regional and international conventions and agreements on women.
- xvi) Rehabilitate, support and integrate into society victims of violence and conflict
- xvii) Affirmative action to back up 50% women representation in decision making, leadership and governance at all levels.
- xviii) Create gender data base and disaggregate information and data by gender

Social Safety Net

- i) Draft a bill for presentation to the National Assembly
- ii) Initiate public enlightenment and advocacy to facilitate the passage of the bill at the National Assembly



- iii) Request public memoranda on the ideas to meet the needs of the Vulnerable
- iv) Develop administrative and operational guidelines for the Safety Net Trust Fund.
- v) Conduct a baseline survey on types of disabilities/vulnerabilities in States of the Federation
- vi) Prepare a status report on Vulnerability in Nigeria- Extent and Responses
- vii) In consultation with People With Disabilities (PWDs), prepare a directory of the major associations of Disabled persons in the Country
- viii) Educate the general populace on the benefit of appropriate family size
- ix) Put in place conditional cash and in-Kind transfer to encourage the poor and vulnerable to invest in children's education, appropriate family size, nutrition and immunization
- x) Set up administrative procedure and guidelines for effective funds management.
- xi) Create general awareness to enable stakeholders know the relevance of the profit after tax contribution and to have ownership of the programme.
- xii) Appropriate legislation to enforce private sector to set aside in special account of 0.2% of their annual profit after tax for onward remittance to Safety Net Trust Fund.
- xiii) Ensure effective control mechanism for the remitting of the funds from the sources.
- xiv) Advertise and solicit for assistance from all potential contributors.
- xv) Appoint an Officer who should be of impeccable character to ensure transparency and accountability of the donations.
- xvi) Establish internal control system to ensure that only the vulnerable get the benefits.
- xvii) Establish linkages via regular meetings and workshops amongst the existing and potential stakeholders for effective planning and control.
- xviii) Capacity building of the key players and Fund's personnel for effective design, implementation and control of the programme.
- xix) Promulgation of bye-laws against public alms solicitation.





CHILD DEVELOPMENT IMPLEMENTATION PLAN

Strategy	Initiative	Timeline			Implementing Agency	Collaborating Agency	Funding Sources
		S	M	L			
1.1 Effective partnership between government and international organisations, e.g. UNICEF, NGOs, faith-based organisations, to provide and strengthen effective primary health care centres in all the communities.	1.1.1 Collaborate with international organisations e.g. UNICEF, NGOs, and faith based organisations (FBOs) and involve organised private sectors in equipping primary health care centres in all the communities.	X			Ministry of health at all tiers of government.	UNICEF, WHO, NGOs organised private sector and other development partners.	Federal, states and local governments and development partners.
2.1 Collaboration between public and private sectors for the establishment of child-friendly centres and recreational facilities for all the children.	2.1.1 Involve the private sector in the expansion of quality child-care, child-friendly and recreational centres in all the communities		X		Ministry of Women Affairs in collaboration with UNICEF and other development partners.	Ministry of Youth Development, Min. of Education, UNICEF and other development partners.	Federal, states and Local govts. and development partners.
3.1 Enforcement and full implementation of the National Child Policy and National Policy on Education by all tiers of government.	3.1.1 Ensure full implementation, monitoring and evaluation of National Child Policy and National Policy on Education.	X			Ministries of Women and Education.	UNICEF, UNESCO, and other development partners.	The three tiers of gov. and development partners



Strategy	Initiative	Timeline			Implementing Agency	Collaborating Agency	Funding Sources
		S	M	L			
4.1 Domestication and implementation of the international conventions on child rights by all the states.	4.1.1 Enforce the domestication and implementation of international conventions on child rights by all states.	X			Ministry of Justice.	Ministries of Women Affairs, youth Development, UNICEF, UNESCO, and other development partners.	Ministry of Justice.
5.1 Involved IDPs and the organised private sector in the development of institutional child care centres for children in special circumstances.	5.1.1 Establish and equip functional child-care centres for children in special circumstances in all local government areas and states			X	Govts. at all the three tiers, development partners and organised private sector.	UNICEF and other development partners.	Govts. at all the three tiers, development partners and organised private sector.

Child Development Monitoring Tool

Initiative	Monitoring Agency	Frequency	KPI	% Completion	Issues	Risk	Mitigation
1.1.1 Collaborate with international organisations e.g. UNICEF, NGOs, and faith based organisations (FBOs) and involve organised private sectors in equipping primary	Ministry of Health, relevant NGOs, development partners, UNICEF	Bi-annual	No of functional centres established.	Establishment of health care centres in all communities by 2011.	Funding and qualified personnel.	Poor implementation, diversion and misappropriation of funds.	Pressure from CBOs, FBOs, and liberty organisations and other stakeholders.

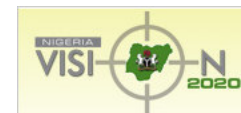


health care centres in all the communities.							
2.1.1 Involve the private sector in the expansion of quality child-care, child-friendly and recreational centres in all the communities	UNICEF, NGOs, Mins. of Youth Development & Education	Bi-annual	No. of quality centres established.	Establishment of centres in all communities by 2015.	Funding appropriate utilisation of funds.	Shortage of funds.	Relevant bodies and communities to insist on transparent and efficiency.
3.1.1 Ensure full implementation, monitoring and evaluation of National Child Policy and National Policy on Education.	Ministries of Education and Women Affairs, UNESCO, UNICEF, and other development partners.	Bi-annual	Level of implementation of the two policies.	100% completion by 2011	Poor monitoring and implementation.	Lack of synergy, culture and tradition of the people.	Massive public enlightenment, advocacy.
4.1.1 Enforce the domestication and implementation of international conventions on child rights by all states.	Min. of Justice in collaboration with Mins of Women Affairs, Youth Development, Education and other relevant agencies.	Bi-annual	No. of states that have complied.	100% by 2011.	Reluctance of some states toward the implementation.	Delay in accepting, domestication, and implementation of the policy.	Lobbying, public enlightenment and advocacy.
5.1.1 Establish and equip functional child-care centres for children in special circumstances in all local government areas and states	Min. of Women Affairs in collaboration with Min of Education and other stakeholders.	Annual.	No. of centres established and equipped.	50% by 2015 and 100% by 2020.	Cultural constraints.	Delay in implementation	Public enlightenment, lobbying.



YOUTH DEVELOPMENT IMPLEMENTATION PLAN

Objective 1 Develop and improve entrepreneurial skills and competencies and increase employment opportunities for the youth										
No	Strategy	Initiative	Timeline			Implementing Agencies	Collaborating Agencies	Funding Sources		
			S	M	L					
1.	1.1.1	Develop reliable and accessible data base on youth development.	1.1.1.1	Conduct periodic surveys on youth related matters to provide reliable and accessible database.	X	-	-	Fed. Min of youth and NBS	UNICEF, World Bank, NOA, NDE, UNDP, NGOs Tertiary Institutions, and NISER.	Fed, State and Local Governments; Development partner Foundations, Philanthropists, and the organised private sector.
	1.1.2	Strengthen vocational and technical education for talent and skill development for the youth.	1.1.1.2	Increase and adequately equip technical and vocational institutions and embark on massive training of personnel for talent and skill development.	-	X	X	Min. of Labour, Employment and productivity, Ministry of Youth Development, and Ministry Education at Federal and State levels.	NDE, private sector, state and local governments, NGOs, Development partners, ILO, SMEDAN, NAPEP, ITF	Federal, State and Local governments, organised private sector, international development partners, and Foundations.



	1.2.1 Establish and fund mass employment-based programmes and projects such as agriculture, construction infrastructure etc. in order to boost youth employment.	1.2.1.1 Develop and implement mass employment programmes and projects in collaboration with the organised private sector that would absorb the teeming unemployed and under-employed youth.	-	X	X	Ministry of Labour, Employment and Productivity, Min. of Youth and Development; Min. of Agriculture and Min. of Works.	Organised private sector, Development partners, ILO, NGOs.	Federal, State and Local Governments, Development partners.
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Objective 2 Strengthen youths' participation in decision making process at the local and national levels of governance

No	Strategy	Initiative	Timeline			Implementing Agencies	Collaborating Agencies	Funding Sources
			S	M	L			
1	2.1.1 Legislation by all tiers of government for 50% youths' participation in governance and decision making bodies including relevant educational institutions.	2.1.1.1 Ensure legislation and implementation of 50% youth participation in governance and decision making at all tiers of governance and relevant educational institutions.	-	X	-	Federal and State Min. of Justice, youth and Development, State Assemblies.	Civil liberties organisations, NBA, NISER, and organised private sector.	Federal, State, and Local Governments, Development partners.



Nigeria Vision 2020 Program

2.1.2 Encourage and develop leadership potentials in the youth.

2.1.2.1 Establish functional leadership and development centres in all local government areas.

- X -

Federal Min. of Youth and Development, State and local Governments counterparts.

NOA, NYSC, NIPSS Man-O-War, Boys Scout, Girls' Guide, Red Cross/Red Crescent Universities, NGOs, Development partners .

Fed. Govt, Development partners, foundations and philanthropic organisations, NGOs.

Objective 3 Strengthen prevention of HIV/AIDS among youth and provide care and support for young people living with and affected by the disease.								
No	Strategy	Initiative	Timeline			Implementing Agencies	Collaborating Agencies	Funding Sources
			S	M	L			
	3.1.1.Ensure effective collaboration between government and NGOs', Community Based Organisations (CBOs)', Faith Based	3.1.1.1Collaborate with donor agencies and civil society organisations to accelerate HIV/AIDS prevention.	-	X	-	Federal and State Min. of Health, Local Governments	International development partners, UNICEF, World Bank, UNIAD, Fed. Min of Information, the Media, FBOs NGOs	Fed, State and Local governments, International development partners, Foundations and philanthropists, foreign countries.



	Organisations (FBOs') and other relevant agencies to reduce the prevalence of HIV/AIDS, substance abuse, cultism and other vices among young people.	3.1.1.2. Empower NACA, SACA and LACA to function efficiently and effectively.	X	-	-	Federal Government	Federal Ministry of Health and Development partners, FBOs, NGOs	Federal Government, international development partners, philanthropists, World Bank
		3.1.1.3 Re-engage family, traditional institutions, NGOs, CBOs, in reducing cultism, substance abuse and other vices among youths.	X	-	-	Federal Min. of Youth Development	Min. of Women Affairs, Traditional Institutions, NOA, FBOs, CBOs, NGOs, PTAs, NDLEA, NAFDAC, community network, public and private media.	Federal, State and Local Governments, development partners
Objective 4 Strengthen family systems and institutional and legal frameworks for youths' development. prevention of HIV/AIDS among youth and provide care and support for young people living with and affected by the disease.								
No	Strategy	Initiative	Timeline			Implementing Agencies	Collaborating Agencies	Funding Sources
			S	M	L			
	4.11. Implement the national youth policy and domesticate international conventions on young persons.	4.1.1.1 Establish an independent national monitoring and evaluation committee to ensure full implementation of National Youth Policy	-	X	-	Federal Min. of Justice, Min. of Youth Development.	NYSC, NAPTIP, State houses of Assembly, Local Government Councils.	Federal, State, and Local Governments, Development partners, foundations, NGOs.



		and domestication of international conventions on young persons.						
	4.2.1 Develop an institutional framework for family and community life education to enhance the well-being of the youth.	4.2.1.1 Facilitate active participation of family, community, traditional rulers, faith-based organisations, community-based organisations in promoting family and community life education.	X	-	-	Federal Min of Women Affairs, Ministry of Youth Development.	CBOs, FBOs, NGOs, NOA, traditional Institutions, Educational institutions, public and private media.	Federal, State and Local Governments, Development partners, Foundations, Organised private sector.



YOUTH MONITORING TOOL

Initiative	Monitoring Agency	Monitoring Frequency	KPI	% Completion	Issues	Risks	Mitigation
1.1.1.1 Conduct periodic surveys on youth related matters to provide reliable and accessible database.	National bureau of Statistics (NBS) National Planning Commission (NPC), Federal Ministry of Youth.	Quarterly	Quantity of youth Specific Data	100% by 2015.	<ul style="list-style-type: none"> • Problem of unreliable data • Lack of disaggregated data • Avoiding the risk of duplication of data • Accessibility to rural areas for data collection 	<ul style="list-style-type: none"> • Delay in fund release • Bureaucratic constraints. 	<ul style="list-style-type: none"> • Ensure timely release of funds • Proper coordination of multiple stakeholders in Youth Development to ensure synergy • Provision of proper logistics for data collection.
1.1.1.2 Increase and adequately equip technical and vocational institutions. Embark on	NDE, Min. of Employment Labour and Productivity, Min. of Youth Development, Sports commission, Ministry of	Bi-annual	No. Of functional technical and vocational institutions established. Number of youth trained	50% of eligible youths by 2015	<ul style="list-style-type: none"> • The gap between curriculum content/number trained and market needs. • Ownership of programme 	<ul style="list-style-type: none"> • Inadequate technical expertise. • Insufficient involvement of the private sector. • Diversion of 	<ul style="list-style-type: none"> • Massive capacity building for resources persons. • Participation of states



massive training of personnel for talent and skill development per Local Government.	Education, NBTE, and ITF.		and gainfully employed.			funds/corruption.	
1.2.1.1 Develop and implement mass employment programmes and projects in collaboration with the organised private sector that would absorb the teeming unemployed and under-employed youth.	Ministry of Labour and productivity and its State equivalents	Yearly	Actual No. of youths employed per project.	50% Completion by 2015.	<ul style="list-style-type: none"> Ownership of programmes and projects. Insufficient private sector involvement 	<ul style="list-style-type: none"> Inadequate access to information on data by the youth. Lack of information on available projects. Limited access to information by geographical spread. Corruption 	<ul style="list-style-type: none"> Provide adequate information on programmes and project. Transparency and accountability. Expansion of job creation horizons
Initiative	Monitoring Agency	Monitoring Frequency	KPI	% Completion	Issues	Risks	Mitigation
2.1.1.1 Ensure legislation and implementation of 50% youth participation in governance and decision making at all tiers of governance and	Ministry of Youth Development; National Assembly; Ministry of Education; National and State	Annually.	Passage of legislation and number of institutions implementing the legislation.	Expect 70% by 2015 and 100% by 2020.	Reluctance to legislate.	Delay in passing the legislation and lack of political will.	<ul style="list-style-type: none"> Lobbying by pressure groups to ensure the bill is passed. Advocacy, lobbying and sensitization.



relevant educational institutions.	Assembly; and Ministry of Justice.						
2.1.2.2 Establish Functional leadership and development centre in each Local Government Areas.	Ministry of Youth and Development; Federal, State and Local Governments.	Bi-annual	No. Of functional centres established.	50% by 2015 and 100% by 2020.	Lack of adequate budgetary provision.	<ul style="list-style-type: none"> Poor implementation of budget. Corruption 	<ul style="list-style-type: none"> Pressure from NGOs and society and development partners. Transparency and accountability.
Initiative	Monitoring Agency	Monitoring Frequency	KPI	% Completion	Issues	Risks	Mitigation
3.1.1.1 Collaborate with IDPs and civil society organisations to accelerate HIV/AIDS prevention.	Ministry of Health, NACA, and relevant NGOs.	Bi-annual	Number of persons who have access to effective information and prevention strategies. Level of reduction of the prevalence rate.	80% reversal by 2015 and 100% by 2020.	Fund mis-management, corruption and ignorance.	Stigmatisation.	Massive Public Enlightenment.
3.1.1.2. Empower NACA, SACA and LACA to function efficiently and	Federal, State Min. of Health in collaboration with relevant	Quarterly.	Increased effective and efficient services to the	None	<ul style="list-style-type: none"> Inadequate budgetary provision of funds. Misappropriation 	<ul style="list-style-type: none"> Delay in release of counterpart funds by all tiers of 	<ul style="list-style-type: none"> Early request and pressure on state and local



effectively.	NGOs and development partners.		populace. Increased funding for NACA, SACA, and LACA, Increase in qualified personnel in NACA, SACA, and LACA.		of funds.	government. • Ineffective service delivery	governments to release their counterparts funds. • Transparency and accountability.
3.1.1.3 Re-engage family, traditional institutions, educational institutions, NGOs, CBOs, in reducing cultism, substance abuse and other vices among youths.	Ministry of Women Affairs, Ministry of Education in collaboration with Ministry of Youth, relevant NGOs and civil society.	Bi-annual	Increase family life education; Reduce cultism, substance abuse and other vices and eradicated by 2020.	100% by 2020	Ignorance; Misplaced values	Resistance to change	Massive public enlightenment.



Initiative	Monitoring Agency	Monitoring Frequency	KPI	% Completion	Issues	Risks	Mitigation
4.1.1.1 Establish an independent national monitoring and evaluation committee to ensure full implementation of National Youth Policy and domestication of international conventions on young persons.	Min. of Youth Development	Annually	Number of Effective monitoring and evaluation mechanism put in place.	50% by 2015, 100% by 2020.	Problem of synergy between all ties of governments and related agencies.	Delay in domestication of international conventions and implantation of National Youth Policy.	Lobbying; advocacy.
4.2.1.1 Facilitate active participation of family, community based organisation, traditional rulers, faith-based organisations, in promoting family	Ministry of Women Affairs in collaboration with Ministries of youth Development and Education.	Bi-Annually	Level of participation by relevant groups.	50% by 2015, 100% by 2020.	Ignorance, inadequate access to relevant information.	Poverty and Cultural constraints.	<ul style="list-style-type: none"> • Massive public enlightenment. • Poverty alleviation programmes



and community life education.							
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GENDER AND WOMEN EMPOWERMENT: IMPLEMENTATION PLAN

S / N	OBJECTIVE	GOAL	STRATEGY	INITIATIVE	IMPLEMENTING AGENCIES	COLLABORATING AGENCIES	FUNDING SOURCES	TIMELINE		
								S	M	L
1	Promote gender equality and women empowerment in social, political and economic sectors	1.1 Promote systematic gender mainstreaming in all sectors by year 2015	1.1.1 Intensify advocacy campaigns by relevant agencies on the civil and political rights of women.	1.1.1.1 Use various appropriate IEC materials and techniques to disseminate information on the civil and political right of women	Fed.Ministry of Women Affairs & Social Devt. (FMWA & SD)	Ministry of Information & Communication, State Ministries of Women Affairs & Social Development & Local Chapters, National Orientation Agency, the Media, Relevant NGOs/CSOs	Federal Ministry of Women Affairs & Social Development, International Development Partners (IDPs)		2015	
			1.1.2 Extend gender empowerment measures currently adopted in few states to cover all other	1.1.2.1. Design and implement using appropriate community driven developme	Federal Ministry of Women Affairs & Social Development	Media, NGOs, CSOs, FBOs, State Ministries of Women Affairs & Social Development (SMWA & SD),	State & Local Governments, CBOs, NGOs, FBOs	2011	2015	



			outstanding states	nt approach to identify and adopt gender empowerment measures.		LGAs				
			1.1.3 Increase political support by 80% to promote gender equality	1.1.3.1 Design and sustain advocacy programs to strengthen political support for women	Federal Ministry of Women Affairs & Social Development (FMWA & SD)	State Min of Women Affairs and Social Development (SMWA & SD), NGOs, CSOs, FBOs	Development Partners, State Ministries of Women Affairs and Social Development, NGOs, Fed.Min of Women Affairs		2015	
		1.2 Promote gender equality in access to basic education	1.2.1 Increase girl-child enrolment in primary school to 100% by 2020	1.2.1.1 Use role models to encourage parents to send their young girls to school	Fed.Ministry of Education (FME)	Ministry of Women Affairs, States, LGAs, CSOs, NGOs, NCWS, PTA, UBEB, NAPTIP, NDE	Federal Government / FME & International Development Partners (IDPs)		2015	
			1.2.2 Reduce regional	1.2.2.1 provide	Federal Ministry of	Local Government	Federal Governme	2011	2015	2020



			disparities in gender enrolment at all levels by 80% by the year 2020	scholarship schemes to support the girl- child education to tertiary level in those disadvantaged states by 2011	Education & State Governments. Federal Ministry of Women Affairs & Social Devt.	Aauthorities and NGOs, NAPTIP, PTDF, Private Sector	nt, States and Local Governme nts, PTDF, IDPs			
				1.2.2.2 Increase statutory allocation to educational ly disadvantaged states by 10% by the year 2015	Revenue Mobilization, Allocation and Fiscal Commission, Federal Ministry of Finance.	National Assembly, Min. of Education and its agencies	FGN, IDPs		2015	
			1.2.3 Establish new adult education centres and strengthen existing ones in all rural	1.2.3.1 Mass Literacy to be made free and accessible in all rural communitie	Fed. Min. of Education and State Ministries of Education	LGAs	Fed and State Govts. LGAs and IDPs		2015	



			communities in the country by the year 2020	s						
2	Enhance entrepreneurial and leadership skills of women to increase investment and productive capacity	2.1 Increase women's access to paid employment, land, credit and other productive resources by 80% by the year 2020	2.1.1 Establish /strengthen financial institutions and programmes to improve access to loans for women	2.1.1.1 Women entrepreneurs to join/form cooperative societies to be able to obtain loans from the institutions	Fed Min of Women Affairs, Min of Commerce & Ind	LGA, SMEDAN, ITF, NDE, Organised Private Sector (OPS)	FMWA, NAPEP, Corporate Bodies, Microfinance Banks		2015	
			2.1.2 Link women entrepreneurs with existing financial institutions for loans	2.1.2.1 Establish a national empowerment Fund for economic activities for women entrepreneurs	Public Private Partnership(PPP), Federal States & LGAs	Microfinance Institutions, FMWA & SD, SMWA & SD	FGN, States, LGA & IDPs		2015	
			2.1.3 Strengthen institutions such as SMEDAN,	2.1.3.1 Design and organize vocational and	FMWA & SD, SMWA & SD	ITF, SMEDAN, NDE, NAPEP, FME and its agencies	MDG office, NAPEP, FMWA & SD, and		2015	



			MDG office, NAPEP, NDE and ITF	entrepreneurial skills training for rural women			IDPs			
				2.1.3.2 Establish micro credit scheme targeted specifically for rural women	CBN, SMWA & SD,	MFIs, NGOs	CBN, SMWA & SD, NGOs		2015	
		2.2 Increase proportion of women at managerial and executive level in the work-force by at least 30% by year 2015	2.2.1. Design and implement incentives/tax rebate to provide organisations which achieve 30% of managerial positions of their workforce as females by 2020	2.2.1.1 Provide tax rebate yearly for organizations that have at least 30% of women at managerial and executive levels.	Fed. Min of Finance	National Assembly, Fed. Min. of Commerce & Ind, Fed. Min of Labour & Productivity, State Internal Revenue Agencies, FIRS	FGN			2020
			2.2.2 Intensify advocacy and social	2.2.2.1 Allocate more land	Fed, State & Local Governments	Fed. Min of Agric and its agencies,	FGN, State and Local Governme		2015	



			mobilisation efforts to increase 80% of women to have access to land by the year 2015	to women for farming activities.		NGOS,CBOs & FBOs,Traditional Councils of Chiefs	nt			
3	Strengthen Institutional and legal framework to advance women	3.1 Review, domesticate and implement international and regional conventions and agreements that advance the rights of women	3.1.1 Reduce incidences of selected harmful traditional practices by 80% by year 2020	3.1.1.1 Facilitate active participation of all stakeholders in preventing harmful traditional/cultural practices.	FMWA & SD, SMWA & SD, and LGAs	Judiciary, MDAs, Traditional Councils of Chiefs, CBOs, FBOs and NGOs	FMWA & SD, SMWA & SD, and Local Govts.		2015	
			3.1.2 Facilitate legislation fixing minimum age of girl marriage at 18 years in Nigeria by year 2020	3.1.1.2 Appropriate sanctions to violators	Judiciary	National Assembly, House of Assembly, Traditional Councils of Chiefs, media CBOs ,FBOs and NGOs	Federal, State and Local Governments, IDPs,FMWA & SD		2015	
			3.1.3 Reduce gender-	3.1.2.1 Appropriate	Judiciary	National Assembly,	Federal, State and		2015	



			based violence by 80% by 2015	enforce sanctions to violators		House of Assembly, Traditional Councils of Chiefs, media CBOs, FBOs and NGOs	Local Governments, IDPs, FMWA & SD			
				3.1.3.1 Domestic violence and implement CEDAW and national, regional and international conventions and agreements on women	National Assembly, FMWA & SD, SMWA & SD	Judiciary, Media, & MDAs			2015	
				3.1.3.2 Rehabilitate, support and integrate victims of violence and conflict into the society	FMWA & SD, SMWA & SD	NGOs, FBOs, CBOs	IDPs, FMWA & SD and SMWA & SD		2015	



		3.2 Facilitate gender responsive plans, budgets, programmes and outcomes in MDAs by 2015 to bridge gender gaps	3.2.1 Establish gender focal points in all MDAs by 2011	3.2.1.1 Affirmative action to back up 50% women representation in decision making, leadership and governance at all levels	MDAs	Judiciary, National Assembly, State House of Assembly & Media	IDPs, MDAs	2011	2015	
			3.2.2 Develop and maintain gender information systems at national, state and local levels	3.2.2.1 Create gender data base and disaggregate information and data by gender	FMWA&SD, MDAs, SMWA&SD	NBS, National Population Commission, National Planning Commission	FMWA&SD, SMWA&SD, MDAs, IDPs		2015	



GENDER AND WOMEN EMPOWERMENT: MONITORING TOOL

Initiatives	Monitoring Agencies	Monitoring Frequencies	KPI	% Completion	Issues	Risks	Mitigation
1.1.1.1 Use various appropriate IEC materials and techniques to disseminate information on the civil and political rights of women	Fed.Ministry of Women Affairs & Social Development (FMWA&SD), State Min of Women Affairs & Social Development. (SMWA&SD), CSOs, NGO, IDPs	Bi-annual	<ul style="list-style-type: none"> Number of IEC materials produced and disseminated Increased participation of women in political and civil issues Number of women holding political and other offices 	25%	None	<ul style="list-style-type: none"> Funding Constraint Traditional/religious/ cultural constraints 	<ul style="list-style-type: none"> More Funding Eliminate all traditional and cultural barriers
1.1.2.1. Design and implement using appropriate community driven development approach to identify and adopt gender empowerment measures.	FMWAs, SMWAs LGAs, CBOs, FBOs, CSOs, community leaders	Quarterly	<ul style="list-style-type: none"> Number of states that adopt gender empowerment measures 	20%	None	Traditional/religious/ cultural constraints	Eliminate all traditional and cultural barriers



1.1.3.1 Design and sustain advocacy programs to strengthen political support for women	FMWA&SD, SMWA&SD, the Media, NGOs, CBOs, FBO,CSOs	Quarterly	Number of Nigerians and institutions sensitized on gender equality	40%	None	Fear of losing male authority and cultural barriers	Continuous sensitization to address cultural barriers
1.2.1.1 Use of Role Models to encourage parents to send their girls to school.	FME, FMWA & SD, LGAs, CSOs, NGOs, NEPAD, NPC, NAPTIP	Quarterly	Number of role models actively engaged in motivating parents towards sending their female children to school	60%	None	Poverty Low status of educated graduates Non Conducive learning environment	Poverty alleviation programs and making the schools child friendly
1.2.2.1 provide scholarship schemes to support the girl-child education to tertiary level in those disadvantaged states by 2011	FME, State Ministries of Education, FMWA & SD	Quarterly	<ul style="list-style-type: none"> Girls enrolment rate Number of scholarships given to girls Girls completion rate 	30%	None	Funding Constraint & Corruption Early marriage Teenage pregnancy	Put in place anti-corruption measures Mature parenting Reform educational curriculum
1.2.2.2 Increase statutory allocation to educationally disadvantaged	FME, State Ministries of Education, FMWA & SD	Annually	Percentage of budgetary allocation to education sector in educationally	10%	Some state would want to remain	Fund diversion/ Corruption	Accountability and transparency



states by 10% by the year 2015			disadvantaged states		disadvantaged		
1.2.3.1 Mass literacy to be made free and accessible in all rural communities	FME, State Ministries of Education, FMWA & SD	Annually	Adult literacy rate	20%	None	Fund diversion/Corruption	Accountability and transparency
2.1.1.1 Women entrepreneurs to join/form cooperative societies to be able to obtain loans from the institutions.	FMWA & SD, Fed. Min. of Commerce & Industry, LGAs and states	Monthly	Number of co-operatives formed Number of women securing loans	20%	None	Loan diversion Delay in loan repayment	Address loan diversion and delay in loan repayment
2.1.2.1 Establish a national empowerment Fund for economic activities for women entrepreneurs	FMWA & SD, State MWA & SD, Organised Private Sector (OPS), Microfinance institutions (MFIs)	Quarterly	<ul style="list-style-type: none"> National empowerment Fund established Number of empowerment fund established in the state Number of women empowered economically and amount disbursed to the women 	0 %	None Fund yet to be established	Inability to establish the fund Delay in establishing the fund	Advocate and mobilize support for the establishment of the Fund



2.1.3.1 Design and organize vocational and entrepreneurial skills training for rural women	Number of rural women equipped with vocational and entrepreneurial skills	Quarterly	<ul style="list-style-type: none"> Number of rural women equipped with vocational and entrepreneurial skills 	30%	None	Inadequate training facilities and funding Poor maintenance culture	Provision and maintenance of training facilities
2.1.3.2 Establish micro credit scheme targeted specifically for rural women and urban slums	CBN, State MWA & SD, MFIs, NGOs, CBOs, Min of Finance	Quarterly	<ul style="list-style-type: none"> Number of women having access to credit 	25%	None	Loan diversion Lack of access to loan Delay in loan repayment	Effective monitoring of acquisition and repayment of loans
2.2.1.1 Provide tax rebate for the organisation	Min. of Finance & FIRS, FMWA & SD, OPS	Quarterly	<ul style="list-style-type: none"> No of organizations employing 30% & above of women in managerial/executive positions every year 	0%	No law yet	Delay in passing the law. Non-compliance. Lack of law	Establish the law. Fast track the passage of law and ensure compliance.
2.2.2.1 Allocate more land to women for farming activities.	States & LGAs, FMWA & SD, Fed. Min. of Agric, NGOs, CSOs, FBOs, CBOs, Traditional	Annually	<ul style="list-style-type: none"> Number of women farmers that have access to farmland 	20%	None	Traditional/Cultural barriers	Give more land to women & implement CEDAW



	Rulers Council.						
3.1.1.1 Facilitate active participation of stakeholders in preventing harmful traditional/cultural practices	FMWA & SD, Judiciary, Legislature, CBOs, FBOs, Human Rights Commission, Traditional Council of Chiefs	Quarterly	<ul style="list-style-type: none"> • Number of sensitization workshops • Change in KAP on gender issues • Passage and implementation of CEDAW 	15%	Yet to domesticate CEDAW	Delay in passage of CEDAW Traditional and cultural barriers	Ensure passage and implementation of CEDAW Eliminate all harmful traditional and cultural barriers
3.1.1.2 Appropriate sanctions to culprits.	FMWA & SD, Judiciary, Legislature, CBOs, FBOs, Human Rights Commission, Traditional Council	Monthly	Number of violators sanctioned	0%	Yet to be implemented	CEDAW is yet to be domesticated	Domesticate and implement CEDAW
3.1.2.1. Appropriate sanctions to culprits	FMWA & SD, Judiciary, Legislature, CBOs, FBOs, Human Rights Commission, Traditional Council	Monthly	<ul style="list-style-type: none"> • Number of girls getting married after age 18 • Passage and implementation of CEDAW • Number of states that have implemented CEDAW 	25%	Non-implementation of the Child Rights Act in some States	Traditional/religious/cultural barriers Poverty	Mobilize for the Passage of the Child Rights Act Reduce poverty



<p>3.1.3.1 Domesticate and implement CEDAW and other national, regional and international conventions and agreements on women</p>	<p>FMWA & SD, State MWA & SD, NGOs, CSOs, FBOs, CBOs</p>	<p>Quarterly</p>	<ul style="list-style-type: none"> • Passage and implementation of CEDAW • Number of States that have complied 	<p>0 %</p>	<p>Yet to be domesticated</p>	<p>Delay in the passage of CEDAW by the National Assembly and the House of Assembly</p>	<p>Fast track passage of CEDAW through concerted advocacy and campaigns Speed up implementation as soon as CEDAW is passed</p>
<p>3.1.3.2 Rehabilitate, support and integrate victims of violence and conflict into the society</p>	<p>FMWA & SD, NGOs, CSOs, FBOs, CBOs, Traditional Rulers Council, NEMA</p>	<p>Monthly</p>	<p>Number of victims of violence rehabilitated and supported</p>	<p>30%</p>	<p>So many cases of violation remain un-reported for fear of stigma and discrimination</p>	<p>Inadequate funding and rehabilitation centres in the country Bureaucracy/Corruption</p>	<p>Build more functional rehabilitation centres. Make more funds available and reduce bureaucracy/Corruption</p>
<p>3.2.1.1 Affirmative action to back up 50% women representation in decision making, leadership and governance at all levels.</p>	<p>Judiciary, FMWA & SD, State MWA & SD, Media, & MDAs</p>	<p>Quarterly</p>	<ul style="list-style-type: none"> • % of women in governance at all levels • Percentage of women in managerial/ executive positions 	<p>20%</p>	<p>CEDAW is yet to be domesticated in</p>	<p>Non-implementation of affirmative action Gender bias</p>	<p>Federal and state governments to enforce and monitor implementation of affirmative action Continuous sensitization</p>

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3.2.2.1 Create gender data base and disaggregate information and data by gender	FMWA & SD, State MWA & SD, NBS, National Population Commission and National Planning Commission	Bi-annually	Gender disaggregated data and indicators	25%	None	Funding constraint Inadequate manpower and capacity Gender bias	More fund allocation and disbursement Capacity building



IMPLEMENTATION PLAN: SOCIAL SAFETY NET

Objective	Goal	Strategy	Initiative	Timeline			Implementing Agencies	Collaborating Agencies	Funding Sources
				S	M	L			
1. Empower and promote social safety nets for the vulnerable persons including women, children, and orphans, persons with disabilities, the poor, the elderly and internally displaced persons.	1.1 Legal framework developed for social safety nets and passed into law by the National Assembly by 2015.	1.1.1 Consentisation and consensus building interactions to build ownership for the legal framework.	1.1.1.1 Draft a bill for presentation to the National Assembly	2010			V2020 Implementing Agency or National Panning Commission Federal, State and Local Governments	Ministry of Justice, National Assembly, Ministry of Women Affairs, Presidency National Orientation Agency and Ministries of Information at all three tiers of Govts.	Federal Government
			1.1.1.2 Initiate public enlightenment and advocacy to facilitate the passage of the bill at the National Assembly	2010					Federal, State and Local Governments
	1.2 Establish institutional/adminis	1.2.1. Undertake research study of the best	1.1.2 Establish National Consultation on appropriate modalities noting cultural and geopolitical variations.	1.1.2.1. Request for public memoranda on the ideas to meet the needs of the Vulnerable	2011			V2020 Implementing	National Assembly



	<p>trative framework at the federal, state and local Government levels for delivery and monitoring of programmes and services for the vulnerable groups by 2015.</p>	<p>practices in administration/operation of social safety nets in some developing and developed countries like India and Sweden</p>					Agency National Planning Commission	Ministry of Justice	nt
<p>2. Alleviate poverty and redistribute income to the poorest and most vulnerable.</p>	<p>2.1 Provide means tested cash payments and in-kind benefits to cover 100% of the poorest and most vulnerable to alleviate poverty by year 2020</p>	<p>2.1.1 Develop a reliable data base on types of vulnerability and the extant responses by Government, Non-governmental Organizations (NGOs) and Development Partners.</p>	<p>2.1.1.1 Conduct a baseline survey on types of disabilities/vulnerabilities in States of the Federation</p>	2011			National Planning Commission National Bureau of Statistics	Federal, State, Local Governments, National Council of Chiefs	Federal Government
			<p>2.1.1.2 Prepare a status report on Vulnerability in Nigeria- Extent and Responses.</p>		2015		National Planning Commission and National Board of Statistics	Governments at all Levels	Governments at all Levels
			<p>2.1.1.3 In consultation with People With</p>		2015		National Planning	National Board of Statistics	Federal Government



			Disabilities (PWDs), prepare a directory of the major associations of Disabled persons in the Country.				Commission and National Board of Statistics	Federal, State and Local Governments	nt
		2.1.2 Strengthen Federal Office of Statistics (FOS) to provide updated information on households consumption levels/patterns in order to determine eligibility criteria for cash transfers and to determine the appropriate mix of in-kind benefits that will have the best impact on poverty.	2.1.2.1. Capacity building of the key players and Fund's personnel for effective design, implementation and control of the programme.		2015		All tiers of Government	Development Partners and NGOs	Federal Government
	2.2 Eliminate extreme poverty by 2020.	2.2.1 Promote birth control.	2.2.1.1 Educate the general public on	2010	2015	2020	Ministries of Information, Education,	Development Partners, State and Local	All three tiers of Governme



			the benefit of appropriate family size.				Health and National Orientation Agency	Governments	nt
		2.2.2 Provide free and compulsory formal basic education.	2.2.1.2 Put in place conditional cash and in-Kind transfer to encourage the poor and vulnerable to invest in children's education, appropriate family size, nutrition and immunization.	2010	2015	2020	Local Governments	Communities and Persons with Disabilities Associations (PWD)	Three tiers of Governments
		2.2.3 Strengthen access to vehicles for vocational training, savings and credit towards asset accumulation	2.2.3.1 Empower the physically challenged and sensitize the public on the need to train the Physically Challenged.	2010	2015	2020			Federal Government
				2010	2015	2020			



			<p>2.2.3.2 Provide access to vocational training for the vulnerable.</p>	2012		National Assembly	All Tiers of Government	Fed, States and Local Governments
			<p>2.2.3.3 Provide access to credit through the use of the Trust Fund</p>	2010		National Orientation Agency	Ministries of Information, Local Governments and NGOs/ Development Partners	Fed Government
	<p>2.3 Provide funds for Social Safety Nets by 2015</p>	<p>2.3.1 Empower by legislation, the National Revenue Mobilization, Allocation and Fiscal Commission to deduct at source 2% (as first charge item on Federation account) for Social Safety Net Trust Fund</p>	<p>2.3.1.1 Set up administrative procedure and guidelines for effective funds management.</p>	2015		RMFAC	AGF & Budget	Communities, Dev. Partners, Philanthropist, Faith Based Organizations etc



		<p>2.3.2 Commit 2% of the annual budget of the three tiers of government annually to the fund for Safety net program.</p>	<p>2.3.2.1 Sensitize stakeholders on the relevance of their contributions and ownership of the Scheme</p>	2015		Local Communities	Community development Depts. of the various Local Govts	Communities, Dev. Partners, Philanthropist, Faith Based Organizations etc
			<p>2.3.2.2 Ensure effective control mechanism for the remitting of the funds from the sources.</p>	2015		Community Development Depts. of the Local Govts	Local Communities	
		<p>2.3.4 Establish a community chest to receive and manage donations from development Partners, NGOs, philanthropist and individuals with full involvement of beneficiaries in the mobilization and management of the fund.</p>	<p>2.3.4.1 Establish internal control system to ensure that only the vulnerable get the benefits.</p>			State Houses of Assemblies and Local Govts	Judiciary at the State and Local Govts levels	State & Local Govts



			<p>2.3.4.2 Establish linkages via regular meetings and workshops amongst the existing and potential stakeholders for effective planning and control</p> <p>2.3.4.3. Enactment of laws and bye-laws against public alms solicitation.</p>						
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	<p>3.1 Ensure full integration of the vulnerable groups (Children in difficult circumstances, orphans, abandoned and abused children, child laborers, trafficked children, people with disabilities, mentally challenged, internally displaced persons-IDPs, the elderly and the poor) into the mainstream of the society.</p>	<p>3.1.1 Design and implement programmes to provide comprehensive services which include provision of special education, vocational job placement, assistance for self employment, free supply of prosthetic devices by the year 2020</p> <p>3.1.2 Enhance access to free health care and other basic amenities</p>	<p>3.1.1.1 Conduct needs assessment to determine the rehabilitation needs of people with disabilities</p> <p>3.1.1.2 Design in collaboration with the beneficiaries appropriate Rehabilitation programmes to cater for people with disabilities at local levels.</p> <p>3.1.2.1 Strengthen the capacity of Primary health care</p>	2010	2015	2020	Local governments	PWD Associations, NOA, Community leaders	All three tiers of Government
				2010			NOA, NBS, PWDs, Experts	All tiers of Government	
				2011			NPC, Local Governments	State and Local Governments	All three tiers of Government and



		for the vulnerables, poor and the elderly by the year 2020.	providers to respond to the special needs of the elderly and all peoples with disabilities. 3.1.2.2 Establish participatory community based monitoring and evaluation system on the quality of service delivery	2010			NPC and local Governments	All stakeholders	Development partners All three tiers of Government and
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SOCIAL SAFETY NET: IMPLEMENTATION AND MONITORING TOOL



Status	Initiatives	Monitoring Agency	Monitoring Frequency	KPI	% Completion	Issues	Risks	Mitigations
	1.1.1.1 Draft a bill for presentation to the National Assembly	Min. of Justice	Monthly	<ul style="list-style-type: none"> • Number of Conceptualization Meetings held • Draft Bill • Presentation of Draft • Passage of Bill • The Act 	0%	Funding and Misconception Of Bill	Over Politicization	Lobbying, Consultations and Consensus Building
	1.1.1.2 Initiate public enlightenment and advocacy to facilitate the passage of the bill at the National Assembly	Min of Justice	Monthly	<ul style="list-style-type: none"> • Public Enlightenment Bill Boards, • .Number of campaign slots in Radios and Television 	0%	Public Distrust of Govt.	Funding Sustainability and corruption	Consensus Building, Government commitment at all levels, Enhanced stake holders participation, transparency and accountability (due process.)
	1.1.2.1. Request for public memoran	Fed. Min of Justice	Monthly	<ul style="list-style-type: none"> • Committee inauguration, • Submission of the report, 	0%	Public distrust Unwillingness to divulge	Politicization	Enlightenment and advocacy



	<p>da on the ideas to meet the needs of the Vulnerable</p>	<p>NPC and NBS and National Population Commission</p>	<p>Quarterly</p>	<ul style="list-style-type: none"> Approval of the report and the Guideline, 		<p>information by the public</p>	<ul style="list-style-type: none"> Unreliable Data Paucity of data 	<p>Public enlightenment and advocacy</p>
	<p>2.1.1.1 Conduct a baseline survey on types of disabilities /vulnerabilities in States of the Federation</p>	<p>NPC, NBS and National Population Commission</p>	<p>Annually</p>	<p>Disaggregated Data by vulnerability and Reports.</p>	<p>0%</p>	<p>Resistance to volunteer information</p>	<p>Over politicization and cultural barriers</p>	
	<p>2.1.1.2 Prepare a status report on Vulnerability in Nigeria(Extent and Responses).</p>	<p>NPC, NOA, PWDAs and National Population Commission, State and Local Govts</p>	<p>Annually</p>	<p>Annual Reports</p>	<p>0%</p>	<p>Resistance to volunteer information</p>	<p>Cultural, Religious and traditional barriers and funding constraints</p>	<p>Public enlightenment and advocacy</p>



	<p>2.1.1.3 In consultation with People With Disabilities (PWDs), prepare a directory of the major associations of Disabled persons in the Country.</p>	<p>PWDAs, CBOs State and local Govts</p>	<p>Quarterly</p>	<p>Establishment, and updates of the Directory</p>	<p>25%</p>	<p>Funding and expertise</p> <p>Traditional, religious and cultural barriers</p>	<p>Lack of Government commitment, Corruption and lack of Manpower</p>	<p>Public enlightenment and advocacy</p>
	<p>2.1.2.1. Capacity building of the key players and personnel for effective design, implementation and control of the programm</p>	<p>Ministries of Information, Education, Health at Federal and State levels, National Orientation Agency, FBOs, and Traditional and Religious Leaders.</p> <p>CBOs, PWDAs, FBOs</p>	<p>Quarterly</p> <p>Bi-annual</p>	<p>The number of key players and personnel trained</p> <p>Four Children per family</p>	<p>5%</p>	<p>Family Planning, children's education</p>	<p>Funding, cultural/religious barriers</p> <p>Cultural/Religious barriers and inadequate managerial capacity</p>	<p>Sustained funds allocation, transparency and accountability and experts to train key players.</p>



	<p>e.</p> <p>2.2.1.1 Educate the general public on the benefit of four Children per family.</p> <p>2.2.1.2 Put in place conditional cash and in-kind transfer to encourage the poor and vulnerable to invest in children's education, appropriate family</p>	<p>and NGOs.</p> <p>PWDAs, CBOs, FBOs and NGOs</p>	<p>Quarterly</p> <p>Bi-annual</p> <p>Bi-annual</p>	<p>Number of children sent to school and immunized.</p> <p>Number of physically challenged that are empowered</p> <p>Number accessing vocational training</p>	<p>10%</p> <p>10%</p> <p>0%</p>	<p>Lack of awareness that there is disability</p> <p>Training institutions and facilities</p> <p>Training in entrepreneurial skills.</p>	<p>Social and religious barriers</p> <p>Funding and inadequate training facilities.</p> <p>Repayment and relevance of some regions</p>	<p>Sustained public enlightenment and need-based incentives.</p> <p>Public enlightenment and capacity building. System to ensure the right people get the support</p> <p>Public enlightenment and advocacy</p>
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size, nutrition and immunization.	PWDAs, CBOs, FBOs, NGOs and CSOs	Annually	Number of vulnerable individuals that have access to credit.	0%	Funding, Staffing and training	Lack of political will and commitment of Governments at all levels.	Establish and upgrade more vocational training institutions.	
	2.2.3.1 Empower the physically challenged and sensitize the public on the need to train the physically challenged.	NPC, PWDAs and the Social Safety Net Trust Fund.	Annually	Number of offices established(Federal, State and local Govts) Availability and usage of guidelines	0%	Reliability of reports, accountability - funds remittance and releases.	Corruption and absence of positive attitudes.	Public enlightenment and funding
	2.2.3.2 Provide access to vocational training for the	Federal, State and Local Govts, relevant financial institutions	Monthly	Number of stakeholders contributing to the Scheme	0%	Delayed remittances, funds diversion and corruption	Bureaucratic bottlenecks and lack of commitments	Provision of funds and qualified personnel.
			Number of					



	vulnerable individuals		Quarterly	Stakeholders remitting to the Scheme Amount remitted to the scheme	0%			
	2.2.3.3 Provide access to credit through the use of the Trust Fund	NOA, NPC, Stat and Local Governments ,NGOs, Development Partners and FIRS		Number of vulnerable individuals benefitting from the scheme	0%	Lack commitment of Officers	Politicization , misinformation through distortion of aims.	Sustained funding and awareness campaign.
	2.3.1.1 Set up administrative Procedure and guidelines for effective funds management.	National and State Assemblies, FIRS,RMFAC	Quarterly	Number of productive workshops and meetings	0%	Insufficient funding and expertise	Lack of commitment	Compliance with due process
	2.3.2.1 Sensitize stakeholders on the relevance	PWDAs, Communities and Development	Quarterly	<ul style="list-style-type: none"> Availability of the laws and bye laws in circulation 	0%	Politicization, religious and social barriers and stigmatization	Lack of political will	Public enlightenment and advocacy.



	<p>of their contributions and ownership of the Scheme</p> <p>2.3.2.2 Provide effective mechanism to ensure remittance of funds to the Scheme</p>	<p>partners</p> <p>PWDAs, Community Development Depts. of States and Local Govts NPC, Committee of Bankers and MAN</p>	<p>Quarterly</p>	<ul style="list-style-type: none"> Reduction in public alms solicitation <p>Number and dimension of felt needs of physically challenged people determined</p>	<p>0%</p>	<p>Politicization, unrealistic expectations from the vulnerable and misinformation</p>	<p>Funding and capacity problems</p>	<p>Effective monitoring and evaluation</p>
	<p>2.3.4.1 Establish internal control system to ensure that only the vulnerable get the benefits.</p>	<p>PWDAs, Police and Local Communities</p>	<p>Quarterly</p>	<p>Number of appropriate rehabilitation programmes catering for the physically challenged.</p>	<p>0%</p>	<p>Inadequate Expertise and appropriate facilities.</p>	<p>Funding and capacity problems</p>	<p>Lobbying and agitation</p>



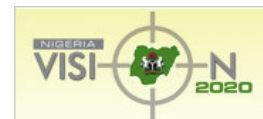
	<p>2.3.4.2 Establish linkages via regular meetings and workshops amongst the existing and potential stakeholders for effective planning and control</p>	<p>National Bureau of Statistics, NPC, PWDAs and the Development Partners</p>	<p>Quarterly</p>	<p>Number of the elderly and physically challenged receiving quality health care Number of qualitative Primary health care providers responding to the needs of the elderly and physically challenged.</p>		<p>Inadequate expertise and appropriate facilities and budgetary provisions</p>	<p>Funding and capacity problems</p>	<p>Sustained funding , accountability and training.</p>
	<p>2.3.4.3 Enactment of laws and bye-laws against public alms solicitation</p>	<p>PWDAs, NPC, Development Partners, State and Local Govts.</p>	<p>Quarterly</p>	<p>Number of community -based monitoring and evaluation teams established Improved quality service delivery</p>		<p>Inadequate expertise and knowledge Inadequate monitoring and evaluation mechanism</p>	<p>Funding and capacity problems</p>	<p>Sustained funding, accountability and training</p>
		<p>PWDAs, Development Partners, State and Local Govts and relevant Stakeholders</p>						<p>Sustained funding ,accountability and training</p>



	<p>3.1.1.1 Conduct needs assessment to determine the rehabilitation needs of people with disabilities</p> <p>3.1.1.2 Design in collaboration with the beneficiaries appropriate rehabilitation programmes to cater for people with disabilities at local levels.</p>	<p>PWDAs, Development Partners and Local Communities</p>						<p>Sustained funding, accountability and training</p>
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	<p>3.1.2.1 Strengthen the capacity of Primary health care providers, and other Relevant Stakeholders to respond to the special needs of the elderly and all peoples with disabilities</p> <p>3.1.2.2 Establish community based monitoring and evaluation system on the quality of service delivery</p>							
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ABBREVIATIONS

AIDS	Acquired Immune-deficiency Syndrome
CBN	Central Bank of Nigeria
CBOs	Community Based Organisations
CSOs	Civil Society Organization
CEDAW	Convention on the Elimination of all forms of Discriminations against
FBOs	Faith Based Organization
FMWA&SD	State Ministry of Women Affairs and Social Development
FME	Federal Ministry of Education
FIRS	Federal Inland Revenue
FGN	Federal Government of Nigeria
HIV	Human Immuno- deficiency virus
IDPs	International Development Partners
IEC	Education, Information and Communication
ITF	Industrial Training Fund
KAP	Knowledge, altitude and Practice
KPI	Key Performance Indicator
LGAs	Local Government Areas
MDG	Millennium Development Goal
MDAs	Ministries, Department and agencies
MFIS	Micro Finance Institutions
NAPEP	National Poverty Eradication Programme
NAPTIP	National Agency for the Prohibition of Trafficked Persons
NBS	National Bureau of Statistics
NCWS	National Council for Women Society
NDE	National Directorate of employment
NEEDS	National Economic Empowerment and Development Strategies
NEMA	National Emergency Management Agency
NGOs	Non Governmental Organization
NpopC	National Population Commission
NPC	National Planning Commission
OPS	Organized Private Sector
PPP	Public Private Partnership
PTA	Parent Teachers Association
PTDF	Petroleum Trust Development Fund
SME	Small and Medium Scale enterprises
SMEDAN	Small and Medium Enterprise Development Agency of Nigeria
UNDP	United Nations Development Programme
UBE	Universal Basic Education
UBEB	Universal Basic Education Board



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