



WOMEN'S PARTICIPATION FEF-OSC COACHING SERIES

BY

SARAH JACKSON SOLOMON

EXECUTIVE DIRECTOR, AGAINST ALL ODDS FOUNDATION

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Learning Objectives:

- i. Participants to understand and gain more knowledge on women participation relating to the goal, structure.
- ii. Importance of women's participation and ways to promote it
- iii. Barriers that limit women participation in leadership and decision making roles
- iv. Gaps Analysis and database entry and role of CSOs
- v. Promoting women participation through gender integration

Understanding Women Participation

- **Women's participation:** The involvement and engagement of women in decision making processes, leadership roles, and community development initiatives.
- It is essential for promoting gender equality, social justice, and sustainable development.

Women's participation can take the following forms:

- I Leadership roles in governance, politics and civic space.
- li Participation in community development initiatives.
- lii Involvement in peace-building, education and conflict resolution efforts.
- lv Representation in decision-making bodies, such as boards and committees.

Benefits of Women's Participation:

- I **Improved Representation:** Women's participation increases representation of their interests and needs.
- li **Enhanced Community Engagement:** Women's participation fosters community engagement, trust, and cooperation.
- lii **Innovative Solutions:** Women's participation brings diverse perspectives, leading to innovative solutions.
- Iv **Sustainable Development:** Women's participation is crucial for achieving sustainable development and long-term impact.

How do we Promote Women's Participation:

- I **Create Inclusive Spaces:** Ensure inclusive environments that encourage women's participation.
- II **Provide Training and Support:** offer training, education and mentorship opportunities and support to build women's capacities.
- III **Address Social and Cultural Barriers:** Challenge societal norms and stereotypes that limit women's participation.
- IV **Ensure Representation:** Promote women's representation in decision making and leadership roles.
- V **Advocacy efforts** to promote policy changes and social norms that support women's participation.

Continue on advocacy ...

- **Efforts includes:**

- i. Raising awareness about the importance of women's leadership and participation; eg using social media to mobilize support.
- ii. Promoting policy changes that support women's rights and empowerment.
- iii. Supporting women's organizations and networks that promote women's leadership and participation; e.g WPHF, UN Women etc
- iv. Encouraging men and women to become allies and advocates for women participation as well protective agents.
- v. Building coalitions and partnerships with other organizations and stakeholders that promotes women advancement.

Challenges to Women's Participation:

- I **Social and Cultural Barriers:** Societal norms, stereotypes, and biases can limit women's participation.
- li **Lack of Access to Resources:** Limited access to education, training, property (e.g land ownership) and resources can hinder women's participation.
- lii **Safety and Security Concerns:** Women may face safety and security risks, discouraging their participation.

Gender integration in policies and programs:

- Gender Integration is the process of incorporating gender perspective and considerations into policies, programs and activities to ensure they are equitable, effective and sustainable for all genders.
- It involves analyzing and addressing the different needs, constraints, impacts, perspective and opportunities of women, men, girls and boys in order to promote gender equality and social justice.

Components of Gender Integration

- i. Addressing gender disparities
- ii. Promoting gender equality
- iii. Empowering women and girls
- iv. Engaging men and boys as allies
- v. Using gender sensitive indicators
- vi. Fostering inclusive environment
- vii. Encouraging gender participation

Nigeria National Gender Policy: 2021 - 2026.

NNGP is aimed at promoting gender equality and social inclusion.

Specifically NNGP seeks to:

- **Bridge gender gaps:** by addressing disparities in various sectors
- **Protect Women's Rights:** Promote and protect the right of women and girls and ensure their participation in decision making processes.
- **Empower Women Economically:** Supports women's economic empowerment and entrepreneurship, enhancing their access to resources and opportunities.
- **Promote Social Inclusion:** Ensure the inclusion of marginalized groups including PWDs etc in development practices.

Effective gender integration requires:

- **Strong commitment:** From policymakers, program managers and stakeholders.
- **Capacity building:** Training and support for staff, stakeholders to understand and implement gender integration into programs.
- **Continuous monitoring and evaluation:** To assess progress and make adjustments.

Thank you