

Kaduna State (Kaduna)¹

| WBL 2.0 legal frameworks score (Statutory law) | WBL 2.0 legal frameworks score (Islamic law) | WBL 2.0 supportive frameworks score | WBL 2.0 expert opinions score |
|--|--|-------------------------------------|-------------------------------|
| 42.5 | 25.0 | 35.0 | 47.5 |

Women, Business and the Law (WBL) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice in 190 economies. For that purpose, *Women, Business and the Law 2.0* is based on a three-pillar framework: (1) legal frameworks assessing domestic laws and regulations that affect women’s economic opportunities, depending on the legal system applicable in the assessed economy; (2) supportive frameworks assessing instruments designed to support the implementation of laws, such as national policies, plans, programs, services, budgets, procedures, inspections, and sanctions for noncompliance with quality standards; and (3) expert opinions capturing experts’ responses to scale questions focusing on the outcome of the law for women in practice.











Each of the three pillars measures ten key indicators relevant to women’s economic participation: Safety, Mobility, Workplace, Pay, Marriage, Parenthood, Childcare, Entrepreneurship, Assets and Pension. In total, for the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created based on individual responses for 15 expert opinions questions across the ten indicators that are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

To ensure comparability across economies, WBL uses the main business city as a proxy in federal and mixed legal systems for its global index. WBL subnational data complement this approach by capturing variations in laws, regulations, and policies that influence women’s economic opportunities and private sector development within a single economy. In Nigeria, subnational level data is collected in the Federal Capital Territory and seven states: Anambra, Bauchi, Kaduna, Kano, Lagos, Oyo and Rivers. For each state, data reflect the legal and supportive frameworks affecting a woman living in the main business city, married under the most common legal regime and **formally employed in the private sector**. For **Kaduna State**, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable in **Kaduna** (the main business city) and consider a **woman married under the Marriage Act**. The legal frameworks score measures statutory law only, excluding Islamic law and customary law. Considering the application of Islamic law by a notable segment of the population in Kaduna, the legal frameworks score based on this legal regime is included as supplementary information.

As a result, two profiles are provided for Kaduna State: one based on statutory law and the other on Islamic. The table below shows the scores for Kaduna State for both profiles.

¹ The *Women, Business and the Law 2024 methodology* was used to collect and analyze data. The dataset is current as of October 1, 2023, to ensure comparability between Nigerian states and 189 economies worldwide.

Women, Business and the Law 2.0 indicator scores – Kaduna State

| |  |  |  |  |  |  |  |  |  |  |
|--|---|---|---|---|---|---|---|---|---|---|
| WBL 2.0 | Safety | Mobility | Workplace | Pay | Marriage | Parenthood | Childcare | Entrepreneurship | Assets | Pension |
| Legal frameworks score (Statutory law) | 50.0 | 50.0 | 25.0 | 50.0 | 100.0 | 0.0 | 25.0 | 25.0 | 25.0 | 75.0 |
| Legal frameworks score (Islamic law) | 25.0 | 25.0 | 0.0 | 50.0 | 0.0 | 0.0 | 25.0 | 25.0 | 25.0 | 75.0 |
| Supportive frameworks score | 50.0 | 66.7 | 33.3 | 0.0 | 0.0 | 33.3 | 0.0 | 33.3 | 33.3 | 100.0 |
| Expert opinions score | 25 | 63 | 31 | 56 | 19 | 81 | 25 | 38 | 50 | 88 |

In summary, the **WBL 2.0 legal frameworks score** (statutory law) for Kaduna State (42.5 out of 100.0) is lower than the global average (64.2) and lower than the Sub-Saharan Africa regional average (57.4). Kaduna State obtains a perfect score when it comes to laws governing marriage (100.00 out of 100.00), while several gaps are found in the laws and regulations pertaining to labor, entrepreneurship and violence against women. When considering Islamic law, WBL 2.0 legal frameworks score for Kaduna State decreases to 25.0 out of 100, primarily due provisions limiting women’s marital and inheritance rights.

When it comes to women’s equal opportunities to access and remain in the labor force, the Workplace, Pay, Parenthood and Childcare indicators capture significant legal gaps. **At the national level**, Nigeria could consider reforming the Labor Act to prohibit gender-based discrimination in employment, mandate equal remuneration for work of equal value and extend paid maternity leave to a minimum of 14 weeks. **Kaduna State** could consider addressing affordable, quality childcare services to further support women’s participation in the labor force after having children.

Several gaps are captured in the Entrepreneurship indicator, which measures women’s ability to establish and run a business. The **federal government and Kaduna State** could consider prohibiting gender-based discrimination in access to credit and prescribing quotas to increase female participation in corporate boards. To support equitable access to assets and increase performance on the Assets indicator, **Kaduna State** could consider enacting legal provisions guaranteeing equal inheritance rights for women. To improve on the Safety indicator measuring violence against women laws, **Kaduna State** could consider introducing comprehensive legislation on domestic violence and femicide and uniformly setting the legal age of marriage at 18.

The **WBL 2.0 supportive frameworks score** for Kaduna State (35.0 out of 100.0) is lower than the global average (39.5) and higher than the Sub-Saharan Africa regional average (24.5). When it comes to supportive frameworks affecting the size of a woman’s pension, Kaduna State obtains a perfect score (100.0 out of 100.0). Although some positive measures support women’s property rights in Kaduna State, substantial gaps remain in instruments designed to implement labor and family laws at both the national and state levels. As an example, one of the lowest scores for Kaduna State is on the indicator measuring supportive frameworks affecting women’s pay. To improve on the Pay indicator, the **federal government and Kaduna State** may wish to consider putting in place pay transparency measures or enforcement mechanisms to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an

annual basis. To support access to quality childcare services, **Kaduna State** may wish to publish a registry or database of childcare providers and reports on quality of childcare services. Lastly, to support the enforcement of family law, **Kaduna State** could consider improving access to justice through measures such as establishing specialized courts for divorce and family law disputes and providing legal aid.

The **WBL 2.0 expert opinions score** for Kaduna State (47.5 out of 100.0) is lower than the global average (65.7) and lower than the Sub-Saharan Africa regional average (54.6). Overall, experts perceive women's rights as more advanced in terms of equal pension benefits and availability of paid maternity leave. When it comes to expert opinions measuring women's safety, marital rights and access to affordable and quality childcare, Kaduna State scores the lowest, suggesting critical need for improvement in these domains.

WBL 2.0 legal frameworks data – Kaduna State (Statutory law)

| QUESTION | ANSWER | LEGAL BASIS |
|---|--------|--|
| Safety | | |
| Does the law address domestic violence? | No | No applicable provisions could be located |
| Is there legislation specifically addressing domestic violence? | Yes | Kaduna State Violence Against Persons (Prohibition) Law, 2018 |
| Does legislation on domestic violence address physical violence? | Yes | Kaduna State Violence Against Persons (Prohibition) Law, 2018, Sec. 3 |
| Does legislation on domestic violence address sexual violence? | No | No applicable provisions could be located |
| Does legislation on domestic violence address psychological/emotional violence? | No | No applicable provisions could be located |
| Does legislation on domestic violence address financial/economic violence? | No | No applicable provisions could be located |
| Does legislation establish clear criminal penalties for domestic violence? | No | No applicable provisions could be located |
| Does legislation provide for protection orders for victims of domestic violence? | Yes | Kaduna State Violence Against Persons (Prohibition) Law, 2018, Secs. 21(2) and 23 |
| Is there a specific law or provision that explicitly criminalizes marital rape without qualifications? | No | No applicable provisions could be located |
| Where there is no law or provision that explicitly criminalizes marital rape, is a woman legally entitled to file a complaint against her husband or partner under criminal law for rape or sexual assault? | No | Kaduna State Penal Code Law 2017, Sec. 257(2)(a); Kaduna Shari'ah Penal Code Law, 2002, Sec. 123(2) |
| Does the law address femicide? | No | No applicable provisions could be located |
| Does the law address sexual harassment? | Yes | National Industrial Court of Nigeria (NICN) Civil Procedure Rules of 2017, Order 14, Rule 1 (a)-(d); Kaduna State Penal Code Law 2017, Sec. 262; Cybercrimes (Prohibition, Prevention, Etc.) Act, 2015, Secs. 24(b) and 49 |
| Is there legislation on sexual harassment in employment? | Yes | National Industrial Court of Nigeria (NICN) Civil Procedure Rules of 2017, Order 14, Rule 1 (a)-(d); Kaduna State Penal Code Law 2017, Sec. 262 |
| Are there criminal penalties for sexual harassment in employment? | Yes | Kaduna State Penal Code Law 2017, Sec. 262 |
| Are there civil remedies for sexual harassment in employment? | No | No applicable provisions could be located |
| Is there legislation on sexual harassment in education? | Yes | Kaduna State Penal Code Law 2017, Sec. 262 |
| Are there criminal penalties for sexual harassment in education? | Yes | Kaduna State Penal Code Law 2017, Sec. 262 |



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| Are there civil remedies for sexual harassment in education? | No | No applicable provisions could be located |
| Is there legislation on sexual harassment in public places? | No | No applicable provisions could be located |
| Are there criminal penalties for sexual harassment in public places? | No | No applicable provisions could be located |
| Are there civil remedies for sexual harassment in public places? | No | No applicable provisions could be located |
| Is there legislation on cyber-harassment? | Yes | Cybercrimes (Prohibition, Prevention, Etc.) Act, 2015, Sec. 24(b) |
| Are there criminal penalties for cyber-harassment? | Yes | Cybercrimes (Prohibition, Prevention, Etc.) Act, 2015, Sec. 24(b) |
| Are there civil remedies for cyber-harassment? | Yes | Cybercrimes (Prohibition, Prevention, Etc.) Act, 2015, Sec. 49 |
| Does the law address child marriage? | Yes | Marriage Act, Secs. 18 and 48; Matrimonial Causes Act, Sec. 3(1)(e); Kaduna Child Welfare and Protection Law, 2018, Sec. 24 |
| What is the legal age of marriage for boys? | 21 | Marriage Act, Sec. 18 |
| What is the legal age of marriage for girls? | 21 | Marriage Act, Sec. 18 |
| Are there exceptions to the legal age of marriage? | Yes | Marriage Act, Sec. 18 |
| Where the law establishes exceptions to the legal age of marriage, what is the minimum age of marriage with parental consent for boys? | 18 | Marriage Act, Sec. 18; Kaduna Child Welfare and Protection Law, 2018, Sec. 24(1) |
| Where the law establishes exceptions to the legal age of marriage, what is the minimum age of marriage with parental consent for girls? | 18 | Marriage Act, Sec. 18; Kaduna Child Welfare and Protection Law, 2018, Sec. 24(1) |
| Is child marriage void or voidable? | Yes | Matrimonial Causes Act, Sec. 3(1)(e); Kaduna State Child Welfare and Protection Law, 2018, Sec. 24(1) |
| Are there penalties for child marriage? | Yes | Marriage Act, Sec. 48; Kaduna State Child Welfare and Protection Law, 2018, Sec. 24(2) |

Mobility

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| Can a woman travel internationally in the same way as a man? | Yes | Immigration Act, Art. 9(2) |
| Can a woman apply for a passport in the same way as a man? | Yes | Immigration Act, Art. 9(2) |
| Can a woman travel abroad in the same way as a man? | Yes | No restrictions could be located |
| Can a woman choose where to live in the same way as a man? | No | Koku v. Koku (1999) 8 NWLR (Pt.616) 672 CA |
| Can a woman travel outside her home in the same way as a man? | Yes | No restrictions could be located |
| Do a woman and a man have equal rights to confer citizenship on their spouses and their children? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 26(2) |
| Do a woman and a man have equal rights to confer citizenship on their children? | Yes | Constitution of the Federal Republic of Nigeria of 1999, Sec. 25 |
| Do a woman and a man have equal rights to confer citizenship on their spouses? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 26(2) |

Workplace

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| Can a woman get a job in the same way as a man? | Yes | No restrictions could be located |
| Does the law prohibit discrimination in employment based on gender? | No | No applicable provisions could be located |
| Does the law prohibit discrimination in recruitment based on marital status, parental status, and age? | No | No applicable provisions could be located |
| Does the law prohibit discrimination in recruitment based on marital status? | No | No applicable provisions could be located |
| Does the law prohibit discrimination in recruitment based on parental status? | No | No applicable provisions could be located |



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| Does the law prohibit discrimination in recruitment based on age? | No | No applicable provisions could be located |
| Does the law allow employees to request flexible work? | No | No applicable provisions could be located |
| Does the law allow employees to request flexibility in time of work? | No | No applicable provisions could be located |
| Does the law allow employees to request flexibility in place of work? | No | No applicable provisions could be located |
| Pay | | |
| Does the law mandate equal remuneration for work of equal value? | No | No applicable provisions could be located |
| Can a woman work at night in the same way as a man? | Yes | No restrictions could be located |
| Can a woman work in an industrial job in the same way as a man? | No | Labour Act, Secs. 55(1), 56, 57 and 91 |
| Can a woman work in mining in the same way as a man? | No | Labour Act, Secs. 55(1), 56 and 91 |
| Can a woman work in construction in the same way as a man? | No | Labour Act, Secs. 55 (1) and 91 |
| Can a woman work in manufacturing in the same way as a man? | No | Labour Act, Secs. 55(1) and 91 |
| Can a woman work in transportation in the same way as a man? | No | Labour Act, Secs. 55(1) and 91 |
| Can a woman work in agriculture in the same way as a man? | No | Labour Act, Secs. 55(1) and 91 |
| Can a woman work in energy sector in the same way as a man? | No | Labour Act, Secs. 55(1) and 91 |
| Can a woman work in water sector in the same way as a man? | No | Labour Act, Secs. 55(1) and 91 |
| Is the law free of legal provisions that explicitly give the relevant government authority (for example, the Minister) the power to restrict or prohibit women from working in industries? | No | Labour Act, Sec. 57 |
| Is the law free of legal provisions that explicitly give the relevant government authority (for example, the Minister) the power to restrict or prohibit women from working in other jobs? | Yes | No restrictions could be located |
| Can a woman work in a job deemed dangerous in the same way as a man? | Yes | No restrictions could be located |
| Can a woman work in a job deemed hazardous in the same way as a man? | Yes | No restrictions could be located |
| Can a woman work in a job deemed arduous in the same way as a man? | Yes | No restrictions could be located |
| Can a woman work in a job deemed morally or socially inappropriate in the same way as a man? | Yes | No restrictions could be located |
| Is the law free of legal provisions that explicitly give the relevant government authority the power to restrict or prohibit women from working in jobs deemed dangerous? | Yes | No restrictions could be located |
| Marriage | | |
| Can a woman be “head of household” or “head of family” in the same way as a man? | Yes | No restrictions could be located |
| Is the law free of legal provisions that require a married woman to obey her husband? | Yes | No applicable provisions could be located |
| Can a woman obtain a judgment of divorce in the same way as a man? | Yes | Matrimonial Causes Act, Sec. 15 |
| Does a woman have the same rights to remarry as a man? | Yes | Matrimonial Causes Act, Sec. 33 |





Parenthood

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| Is paid leave of at least 14 weeks available to mothers? | No | Labour Act, Sec. 54(1) |
| How many days of paid maternity leave are employees legally entitled to? | 84 | Labour Act, Sec. 54(1) |
| How many days of paid shared parental leave are employees legally entitled to? | 0 | No applicable provisions could be located |
| How many days of paid parental leave are reserved for the mother? | 0 | No applicable provisions could be located |
| Are leave benefits for mothers paid solely by the government? | No | Labour Act, Sec. 54(1) |
| Is there paid leave available to fathers? | No | No applicable provisions could be located |
| How many days of paid paternity leave are employees legally entitled to? | 0 | No applicable provisions could be located |
| How many days of paid parental leave are reserved for the father? | 0 | No applicable provisions could be located |
| Is dismissal of pregnant workers prohibited? | No | No applicable provisions could be located |

Childcare

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| Does the law establish provision of childcare services in center-based settings? | Yes | Kaduna State Child Welfare and Protection Law, 2018, Sixth Schedule, Secs. 1 and 2 |
| Does the law establish the provision of childcare services by the government? | No | No applicable provisions could be located |
| Does the law establish the provision of childcare services by private centers? | Yes | Kaduna State Child Welfare and Protection Law, 2018, Sixth Schedule, Secs. 1 and 2 |
| Does the law establish the provision of childcare services by employers? | No | No applicable provisions could be located |
| Where the law establishes the provision of childcare services by employers, is it conditional on the number of female employees? | N/A | |
| Does the law establish any form of support to families for childcare services? | No | No applicable provisions could be located |
| Does the law establish any form of financial support for families for childcare services? | No | No applicable provisions could be located |
| Does the law establish tax incentives for families for childcare services? | No | No applicable provisions could be located |
| Does the law establish any form of support to non-state childcare providers? | No | No applicable provisions could be located |
| Does the law establish any form of financial support for private childcare centers? | No | No applicable provisions could be located |
| Does the law establish tax incentives for private childcare centers? | No | No applicable provisions could be located |
| Does the law establish any form of financial support for employers for providing or supporting childcare services for their employees? | No | No applicable provisions could be located |
| Does the law establish tax incentives for employers for providing or supporting childcare services for their employees? | No | No applicable provisions could be located |
| Does the law establish quality standards for the provision of center-based childcare services? | No | No applicable provisions could be located |
| Does the law establish caregiver-to-child ratio in childcare centers (public or private)? | No | No applicable provisions could be located |
| Does the law establish maximum group size in childcare centers (public or private)? | No | No applicable provisions could be located |
| Does the law establish a minimum level of specialized education or professional training for educators in childcare centers (public or private)? | No | No applicable provisions could be located |





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| Does the law establish mandatory periodic inspection of childcare centers (public or private) by authorized bodies? | No | No applicable provisions could be located |
| Does the law establish mandatory periodic reporting by childcare centers (public or private) to authorized bodies? | No | No applicable provisions could be located |
| Entrepreneurship | | |
| Can a woman undertake entrepreneurial activities in the same way as a man? | Yes | Companies and Allied Matters Act, Secs. 18 and 20 |
| Can a woman sign a contract in the same way as a man? | Yes | No restrictions could be located |
| Can a woman register a business in the same way as a man? | Yes | Companies and Allied Matters Act, Secs. 18 and 20 |
| Can a woman open a bank account in the same way as man? | Yes | No restrictions could be located |
| Does the law prohibit discrimination in access to credit based on gender? | No | No applicable provisions could be located |
| Does the law prescribe a gender quota on corporate boards? | No | No applicable provisions could be located |
| Does the law include gender-sensitive procurement provisions for public procurement processes? | No | No applicable provisions could be located |
| Assets | | |
| Do a woman and a man have equal administrative power and ownership rights to immovable property, including land? | Yes | Married Women's Property Law of Kaduna State, Secs. 6 and 7; Land Use Act, Sec. 9 |
| Do a woman and a man have equal ownership rights to immovable property? | Yes | Married Women's Property Law of Kaduna State, Secs. 6 and 7 |
| Do a woman and a man have equal administrative authority over assets during marriage? | Yes | Married Women's Property Law of Kaduna State, Secs. 6 and 7 |
| Can a woman own and administer land in the same way as a man? | Yes | Land Use Act, Sec. 9 |
| Do sons and daughters have equal rights to inherit assets from their parents? | No | No applicable provisions could be located |
| Do male and female surviving spouses have equal rights to inherit assets? | No | No applicable provisions could be located |
| Does the law provide for the valuation of non-monetary contributions? | No | No applicable provisions could be located |
| Pension | | |
| Are the ages at which men and women can retire with full pension benefits equal? | Yes | Pension Reform Act 2014, Sec. 7 |
| What is the age at which a man can retire and receive full benefits? | 50 | Pension Reform Act 2014, Sec. 7 |
| What is the age at which a woman can retire and receive full benefits? | 50 | Pension Reform Act 2014, Sec. 7 |
| Are the ages at which men and women can retire with partial pension benefits equal? | Yes | No applicable provisions could be located |
| What is the age at which a man can retire and receive partial benefits? | N/A | No applicable provisions could be located |
| What is the age at which a woman can retire and receive partial benefits? | N/A | No applicable provisions could be located |
| Is the mandatory retirement age for men and women equal? | Yes | No applicable provisions could be located |
| At what age is it mandatory to retire for men? | N/A | No applicable provisions could be located |
| At what age is it mandatory to retire for women? | N/A | No applicable provisions could be located |





Are periods of absence due to childcare accounted for in pension benefits? No No applicable provisions could be located

WBL 2.0 legal frameworks data – Kaduna State (Islamic law)

| QUESTION | ANSWER | LEGAL BASIS |
|---|--------|--|
| Safety | | |
| Does the law address domestic violence? | No | No applicable provisions could be located |
| Is there legislation specifically addressing domestic violence? | Yes | Kaduna State Violence Against Persons (Prohibition) Law, 2018 |
| Does legislation on domestic violence address physical violence? | Yes | Kaduna State Violence Against Persons (Prohibition) Law, 2018, Sec. 3 |
| Does legislation on domestic violence address sexual violence? | No | No applicable provisions could be located |
| Does legislation on domestic violence address psychological/emotional violence? | No | No applicable provisions could be located |
| Does legislation on domestic violence address financial/economic violence? | No | No applicable provisions could be located |
| Does legislation establish clear criminal penalties for domestic violence? | No | No applicable provisions could be located |
| Does legislation provide for protection orders for victims of domestic violence? | Yes | Kaduna State Violence Against Persons (Prohibition) Law, 2018, Secs. 21(2) and 23 |
| Is there a specific law or provision that explicitly criminalizes marital rape without qualifications? | No | No applicable provisions could be located |
| Where there is no law or provision that explicitly criminalizes marital rape, is a woman legally entitled to file a complaint against her husband or partner under criminal law for rape or sexual assault? | No | Kaduna State Penal Code Law 2017, Sec. 257(2)(a); Kaduna Shari'ah Penal Code Law, 2002, Sec. 123(2) |
| Does the law address femicide? | No | No applicable provisions could be located |
| Does the law address sexual harassment? | Yes | National Industrial Court of Nigeria (NICN) Civil Procedure Rules of 2017, Order 14, Rule 1 (a)-(d); Kaduna State Penal Code Law 2017, Sec. 262; Cybercrimes (Prohibition, Prevention, Etc.) Act, 2015, Secs. 24(b) and 49 |
| Is there legislation on sexual harassment in employment? | Yes | National Industrial Court of Nigeria (NICN) Civil Procedure Rules of 2017, Order 14, Rule 1 (a)-(d); Kaduna State Penal Code Law 2017, Sec. 262 |
| Are there criminal penalties for sexual harassment in employment? | Yes | Kaduna State Penal Code Law 2017, Sec. 262 |
| Are there civil remedies for sexual harassment in employment? | No | No applicable provisions could be located |
| Is there legislation on sexual harassment in education? | Yes | Kaduna State Penal Code Law 2017, Sec. 262 |
| Are there criminal penalties for sexual harassment in education? | Yes | Kaduna State Penal Code Law 2017, Sec. 262 |
| Are there civil remedies for sexual harassment in education? | No | No applicable provisions could be located |
| Is there legislation on sexual harassment in public places? | No | No applicable provisions could be located |
| Are there criminal penalties for sexual harassment in public places? | No | No applicable provisions could be located |
| Are there civil remedies for sexual harassment in public places? | No | No applicable provisions could be located |





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| Is there legislation on cyber-harassment? | Yes | Cybercrimes (Prohibition, Prevention, Etc.) Act, 2015, Sec. 24(b) |
| Are there criminal penalties for cyber-harassment? | Yes | Cybercrimes (Prohibition, Prevention, Etc.) Act, 2015, Sec. 24(b) |
| Are there civil remedies for cyber-harassment? | Yes | Cybercrimes (Prohibition, Prevention, Etc.) Act, 2015, Sec. 49 |
| Does the law address child marriage? | No | No applicable provisions could be located |
| What is the legal age of marriage for boys? | 14 | Kaduna State Child Welfare and Protection Law, 2018, Sec. 24 (3) |
| What is the legal age of marriage for girls? | 14 | Kaduna State Child Welfare and Protection Law, 2018, Sec. 24 (3) |
| Are there any exceptions to the legal age of marriage? | No | No applicable provisions could be located |
| If there are exceptions to the legal age of marriage, what is the minimum age of marriage with parental consent for boys? | N/A | |
| If there are exceptions to the legal age of marriage, what is the minimum age of marriage with parental consent for girls? | N/A | |
| Is marriage under the legal age void or voidable? | Yes | Kaduna State Child Welfare and Protection Law, 2018, Sec. 24 |
| Are there penalties for authorizing or entering into child or early marriage? | Yes | Kaduna State Child Welfare and Protection Law, 2018, Sec. 24(2) |

Mobility

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| Can a woman travel internationally in the same way as a man? | Yes | Immigration Act, Art. 9(2) |
| Can a woman apply for a passport in the same way as a man? | Yes | Immigration Act, Art. 9(2) |
| Can a woman travel abroad in the same way as a man? | Yes | No restrictions could be located |
| Can a woman choose where to live in the same way as a man? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(a)(b); Tambuwal v. Tambuwal (2021) LPELR-55025 (CA) |
| Can a woman travel outside her home in the same way as a man? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(a)(b); Tambuwal v. Tambuwal (2021) LPELR-55025 (CA) |
| Do a woman and a man have equal rights to confer citizenship on their spouses and their children? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 26(2) |
| Do a woman and a man have equal rights to confer citizenship on their children? | Yes | Constitution of the Federal Republic of Nigeria of 1999, Sec. 25 |
| Do a woman and a man have equal rights to confer citizenship on their spouses? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 26(2) |

Workplace

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| Can a woman get a job in the same way as a man? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(a)(b); Tambuwal v. Tambuwal (2021) LPELR-55025 (CA) |
| Does the law prohibit discrimination in employment based on gender? | No | No applicable provisions could be located |
| Does the law prohibit discrimination in recruitment based on marital status, parental status, and age? | No | No applicable provisions could be located |
| Does the law prohibit discrimination in recruitment based on marital status? | No | No applicable provisions could be located |
| Does the law prohibit discrimination in recruitment based on parental status? | No | No applicable provisions could be located |
| Does the law prohibit discrimination in recruitment based on age? | No | No applicable provisions could be located |
| Does the law allow employees to request flexible work? | No | No applicable provisions could be located |
| Does the law allow employees to request flexibility in time of work? | No | No applicable provisions could be located |
| Does the law allow employees to request flexibility in place of work? | No | No applicable provisions could be located |

Pay





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| Does the law mandate equal remuneration for work of equal value? | No | No applicable provisions could be located |
| Can a woman work at night in the same way as a man? | Yes | No restrictions could be located |
| Can a woman work in an industrial job in the same way as a man? | No | Labour Act, Secs. 55(1), 56, 57 and 91 |
| Can a woman work in mining in the same way as a man? | No | Labour Act, Secs. 55(1), 56 and 91 |
| Can a woman work in construction in the same way as a man? | No | Labour Act, Secs. 55 (1) and 91 |
| Can a woman work in manufacturing in the same way as a man? | No | Labour Act, Secs. 55(1) and 91 |
| Can a woman work in transportation in the same way as a man? | No | Labour Act, Secs. 55(1) and 91 |
| Can a woman work in agriculture in the same way as a man? | No | Labour Act, Secs. 55(1) and 91 |
| Can a woman work in energy sector in the same way as a man? | No | Labour Act, Secs. 55(1) and 91 |
| Can a woman work in water sector in the same way as a man? | No | Labour Act, Secs. 55(1) and 91 |
| Is the law free of legal provisions that explicitly give the relevant government authority (for example, the Minister) the power to restrict or prohibit women from working in industries? | No | Labour Act, Sec. 57 |
| Is the law free of legal provisions that explicitly give the relevant government authority (for example, the Minister) the power to restrict or prohibit women from working in other jobs? | Yes | No restrictions could be located |
| Can a woman work in a job deemed dangerous in the same way as a man? | Yes | No restrictions could be located |
| Can a woman work in a job deemed hazardous in the same way as a man? | Yes | No restrictions could be located |
| Can a woman work in a job deemed arduous in the same way as a man? | Yes | No restrictions could be located |
| Can a woman work in a job deemed morally or socially inappropriate in the same way as a man? | Yes | No restrictions could be located |
| Is the law free of legal provisions that explicitly give the relevant government authority the power to restrict or prohibit women from working in jobs deemed dangerous? | Yes | No restrictions could be located |
| Marriage | | |
| Can a woman be “head of household” or “head of family” in the same way as a man? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(a)(b) |
| Is the law free of legal provisions that require a married woman to obey her husband? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(a)(b); Tambuwal v. Tambuwal (2021) LPELR-55025 (CA) |
| Can a woman obtain a judgment of divorce in the same way as a man? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(a)(b) |
| Does a woman have the same rights to remarry as a man? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(a)(b) |
| Parenthood | | |
| Is paid leave of at least 14 weeks available to mothers? | No | Labour Act, Sec. 54(1) |
| How many days of paid maternity leave are employees legally entitled to? | 84 | Labour Act, Sec. 54(1) |
| How many days of paid shared parental leave are employees legally entitled to? | 0 | No applicable provisions could be located |
| How many days of paid parental leave are reserved for the mother? | 0 | No applicable provisions could be located |





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| Are leave benefits for mothers paid solely by the government? | No | Labour Act, Sec. 54(1) |
| Is there paid leave available to fathers? | No | No applicable provisions could be located |
| How many days of paid paternity leave are employees legally entitled to? | 0 | No applicable provisions could be located |
| How many days of paid parental leave are reserved for the father? | 0 | No applicable provisions could be located |
| Is dismissal of pregnant workers prohibited? | No | No applicable provisions could be located |

Childcare

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| Does the law establish provision of childcare services in center-based settings? | Yes | Kaduna State Child Welfare and Protection Law, 2018, Sixth Schedule, Secs. 1 and 2 |
| Does the law establish the provision of childcare services by the government? | No | No applicable provisions could be located |
| Does the law establish the provision of childcare services by private centers? | Yes | Kaduna State Child Welfare and Protection Law, 2018, Sixth Schedule, Secs. 1 and 2 |
| Does the law establish the provision of childcare services by employers? | No | No applicable provisions could be located |
| Where the law establishes the provision of childcare services by employers, is it conditional on the number of female employees? | N/A | |
| Does the law establish any form of support to families for childcare services? | No | No applicable provisions could be located |
| Does the law establish any form of financial support for families for childcare services? | No | No applicable provisions could be located |
| Does the law establish tax incentives for families for childcare services? | No | No applicable provisions could be located |
| Does the law establish any form of support to non-state childcare providers? | No | No applicable provisions could be located |
| Does the law establish any form of financial support for private childcare centers? | No | No applicable provisions could be located |
| Does the law establish tax incentives for private childcare centers? | No | No applicable provisions could be located |
| Does the law establish any form of financial support for employers for providing or supporting childcare services for their employees? | No | No applicable provisions could be located |
| Does the law establish tax incentives for employers for providing or supporting childcare services for their employees? | No | No applicable provisions could be located |
| Does the law establish quality standards for the provision of center-based childcare services? | No | No applicable provisions could be located |
| Does the law establish caregiver-to-child ratio in childcare centers (public or private)? | No | No applicable provisions could be located |
| Does the law establish maximum group size in childcare centers (public or private)? | No | No applicable provisions could be located |
| Does the law establish a minimum level of specialized education or professional training for educators in childcare centers (public or private)? | No | No applicable provisions could be located |
| Does the law establish mandatory periodic inspection of childcare centers (public or private) by authorized bodies? | No | No applicable provisions could be located |
| Does the law establish mandatory periodic reporting by childcare centers (public or private) to authorized bodies? | No | No applicable provisions could be located |

Entrepreneurship

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| Can a woman undertake entrepreneurial activities in the same way as a man? | Yes | Companies and Allied Matters Act, Secs. 18 and 20 |
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| Can a woman sign a contract in the same way as a man? | Yes | No restrictions could be located |
| Can a woman register a business in the same way as a man? | Yes | Companies and Allied Matters Act, Secs. 18 and 20 |
| Can a woman open a bank account in the same way as man? | Yes | No restrictions could be located |
| Does the law prohibit discrimination in access to credit based on gender? | No | No applicable provisions could be located |
| Does the law prescribe a gender quota on corporate boards? | No | No applicable provisions could be located |
| Does the law include gender-sensitive procurement provisions for public procurement processes? | No | No applicable provisions could be located |
| Assets | | |
| Do a woman and a man have equal administrative power and ownership rights to immovable property, including land? | Yes | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(a)(b); Land Use Act, Sec. 9 |
| Do a woman and a man have equal ownership rights to immovable property? | Yes | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(a)(b) |
| Do a woman and a man have equal administrative authority over assets during marriage? | Yes | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(a)(b) |
| Can a woman own and administer land in the same way as a man? | Yes | Land Use Act, Sec. 9 |
| Do sons and daughters have equal rights to inherit assets from their parents? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(c) |
| Do male and female surviving spouses have equal rights to inherit assets? | No | Constitution of the Federal Republic of Nigeria of 1999, Sec. 277(2)(c) |
| Does the law provide for the valuation of non-monetary contributions? | No | No applicable provisions could be located |
| Pension | | |
| Are the ages at which men and women can retire with full pension benefits equal? | Yes | Pension Reform Act 2014, Sec. 7 |
| What is the age at which a man can retire and receive full benefits? | 50 | Pension Reform Act 2014, Sec. 7 |
| What is the age at which a woman can retire and receive full benefits? | 50 | Pension Reform Act 2014, Sec. 7 |
| Are the ages at which men and women can retire with partial pension benefits equal? | Yes | No applicable provisions could be located |
| What is the age at which a man can retire and receive partial benefits? | N/A | No applicable provisions could be located |
| What is the age at which a woman can retire and receive partial benefits? | N/A | No applicable provisions could be located |
| Is the mandatory retirement age for men and women equal? | Yes | No applicable provisions could be located |
| At what age is it mandatory to retire for men? | N/A | No applicable provisions could be located |
| At what age is it mandatory to retire for women? | N/A | No applicable provisions could be located |
| Are periods of absence due to childcare accounted for in pension benefits? | No | No applicable provisions could be located |



WBL 2.0 supportive frameworks data – Kaduna State

| QUESTION | ANSWER | LEGAL BASIS |
|---|--------|--|
| Safety | | |
| Has the government developed comprehensive mechanisms to address violence against women? | No | Insufficient evidence located |
| Has the government developed policy on child marriage? | No | Insufficient evidence located |
| Has the government developed protocols/guidelines for sexual harassment in employment? | No | Insufficient evidence located |
| Has the government developed action plans or policies on sexual harassment in public places? | No | Insufficient evidence located |
| Has the government developed comprehensive mechanisms to provide the legal aid for survivors of violence against women? | No | Insufficient evidence located |
| Has the government developed comprehensive mechanisms to provide the healthcare services for survivors of violence against women? | Yes | Women and Children Shelter; Sexual Assault Referral Centre of Gwamna Awan General Hospital |
| Has the government developed comprehensive mechanisms to provide the psychological support for survivors of violence against women? | Yes | Women and Children Shelter; Sexual Assault Referral Centre of Gwamna Awan General Hospital |
| Has the government developed comprehensive mechanisms to provide training for judicial and police personnel in charge of cases of violence against women? | No | Insufficient evidence located |
| Are special procedures in place for cases of sexual harassment? | No | Insufficient evidence located |
| Are there special procedures for cases of sexual harassment in employment? | No | Insufficient evidence located |
| Are there special procedures for cases of sexual harassment in education? | No | Insufficient evidence located |
| Are there special procedures for cases of cyber harassment? | Yes | Cybercrimes (Prohibition, Prevention, Etc.) Act, 2015, Sec. 24 (3-6); Nigeria Police Force Cybercrime Reporting Portal |
| Is there a government entity responsible for monitoring and implementing national services, plans, and programs addressing violence against women? | Yes | Kaduna State Ministry of Human Services and Social Development; Kaduna State Bureau of Statistics |
| Is there an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs? | Yes | Kaduna State Government 2023 Approved Budget Summary |
| Mobility | | |
| Are passport application processes the same for a woman and a man? | Yes | Passport application procedures |
| Are the application processes for official identity documents the same for a woman and a man? | Yes | ID application procedures |
| Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation? | No | Insufficient evidence located |
| Workplace | | |
| Has the government published guidelines on nondiscrimination based on gender in recruitment? | No | Insufficient evidence located |
| Has the government published guidelines on flexible work arrangements? | No | Insufficient evidence located |
| Does a specialized body receive complaints about gender discrimination in employment? | Yes | National Human Rights Commission; National Human Rights Commission Act, Sec. 5 |

| Pay | | |
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| Are there pay transparency measures or enforcement mechanisms to address the gender pay gap? | No | Insufficient evidence located |
| Are there pay transparency measures in place to address the pay gap? | No | Insufficient evidence located |
| Are there enforcement mechanisms to ensure compliance with pay transparency policies? | No | Insufficient evidence located |
| Have sex-disaggregated data on employment in different industries or sectors been published? | No | Insufficient evidence located |
| Have sex-disaggregated data on employment in mining been published (since January 1, 2020)? | No | Insufficient evidence located |
| Have sex-disaggregated data on employment in construction been published (since January 1, 2020)? | No | Insufficient evidence located |
| Have sex-disaggregated data on employment in manufacturing been published (since January 1, 2020)? | No | Insufficient evidence located |
| Have sex-disaggregated data on employment in transportation been published (since January 1, 2020)? | No | Insufficient evidence located |
| Have sex-disaggregated data on employment in agriculture been published (since January 1, 2020)? | No | Insufficient evidence located |
| Have sex-disaggregated data on employment in energy sector been published (since January 1, 2020)? | No | Insufficient evidence located |
| Have sex-disaggregated data on employment in water sector been published (since January 1, 2020)? | No | Insufficient evidence located |
| Marriage | | |
| Is there a fast-track process or procedure for family law disputes? | No | Insufficient evidence located |
| Are there specialized family courts? | No | Insufficient evidence located |
| Is legal aid available for family law disputes? | No | Insufficient evidence located |
| Parenthood | | |
| Is it possible to apply for maternity benefits through a single government application process? | No | Insufficient evidence located |
| Are incentives in place to encourage fathers to take paternity leave upon the birth of a child? | No | Insufficient evidence located |
| Have sex-disaggregated data on unpaid care work been published (since January 1, 2020)? | Yes | Sustainable Development Goals Report 2021, Indicator 5.4.1 |
| Childcare | | |
| Is there a publicly available registry or database of childcare providers? | No | Insufficient evidence located |
| Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents? | No | Insufficient evidence located |
| Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers? | No | Insufficient evidence located |
| Is there a clearly outlined application procedure to request financial support from the government by private childcare centers? | No | Insufficient evidence located |
| Is there a clearly outlined application procedure to request financial support from the government by | No | Insufficient evidence located |

employers for providing or supporting childcare services for their employees?

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| Has the government published any reports on quality of childcare services (since January 1, 2020)? | No | Insufficient evidence located |
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Entrepreneurship

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| Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published? | No | Insufficient evidence located |
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| Have sex-disaggregated data on business activities and entrepreneurship been published (since January 1, 2020)? | No | Insufficient evidence located |
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| Have sex-disaggregated data on women-owned businesses been published (since January 1, 2020)? | No | Insufficient evidence located |
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| Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment? | No | Insufficient evidence located |
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| Are there government-led programs that provide support to female entrepreneurs? | Yes | Micro, Small and Medium Enterprises Development Fund (MSMEDF); Enterprise and Empowerment Programme (GEEP) |
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| Are there government-led programs that provide support to female entrepreneurs on access to finance? | Yes | Micro, Small and Medium Enterprises Development Fund (MSMEDF); Enterprise and Empowerment Programme (GEEP) |
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| Are there government-led programs that provide support to female entrepreneurs on business development? | No | Insufficient evidence located |
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| Are there government-led programs that provide support to female entrepreneurs on agency and empowerment? | No | Insufficient evidence located |
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| Is there a current national government plan or strategy with a focus on women's access to financial services? | Yes | Revised National Financial Inclusion Strategy (NFIS 2.0); Revised Microfinance Policy, Regulatory and Supervisory Framework for Nigeria (2011) |
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Assets

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| Are there policies to encourage women to register immovable property (including joint titling)? | Yes | Kaduna State Systematic Property Registration Program |
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| Does the law enable the joint registration of matrimonial property (land/residential or commercial building) for both spouses? | No | No applicable provisions could be located |
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| Are there policies to encourage women to register immovable property? | Yes | Kaduna State Systematic Property Registration Program |
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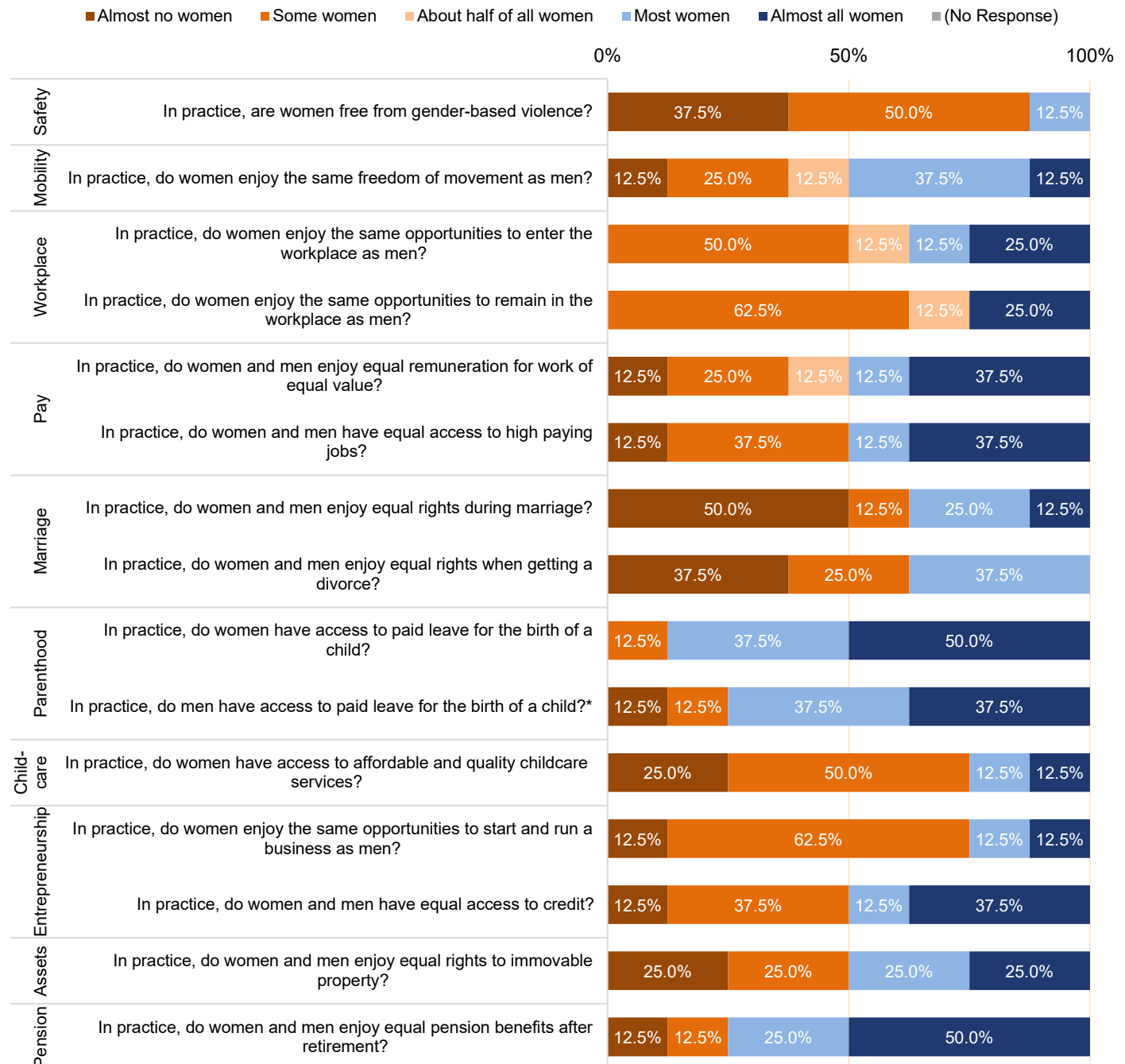
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| Are there awareness measures in place to improve women's access to information about marital and inheritance rights? | No | Insufficient evidence located |
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| Have anonymized sex-disaggregated data on property ownership been published (since January 1, 2020)? | No | Insufficient evidence located |
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Pension

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| Are there incentives in place to increase women's retirement benefits? | Yes | Pension Reform Act 2014, Secs. 4(3) and 10 |
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| Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits? | Yes | Pension Reform Act 2014, Sec. 106 |
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WBL 2.0 distribution of expert opinion responses – Kaduna State


*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.