

# Nigeria

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Lagos). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Nigeria scores 63.1 out of 100**. The overall score for Nigeria is lower than the regional average observed across Sub-Saharan Africa (69.9).

## Nigeria - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints related to marriage, Nigeria gets a perfect score.

### Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Nigeria could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Nigeria is on the indicator related to laws affecting women's work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Nigeria may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, making paid leave available to fathers, making paid parental leave available, and prohibiting the dismissal of pregnant workers.

### Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	No	Alberta v Cook (1926) AC 444; Le Mesurier v Le Mesurier 1895 App. Cas. 517
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	No	Passport application procedures; Immigration Act, Art. 9
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	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
	Is there legislation on sexual harassment in employment?	Yes	The Criminal Law of Lagos State 2011, Art. 262; National Industrial Court of Nigeria (NICN) Civil Procedure Rules 2017, Order 14, Rule 1 (a), (b), (c) and (d).
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> The Criminal Law of Lagos State 2011, Art. 262 <i>Civil:</i> 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 women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Labour Act, Sec. 56 Construction: Labor Relations Law, Arts. 131 and 16 Factories: Labour Act, Secs. 55(1) and 91 Agriculture: Labor Relations Law, Arts. 131 and 16 Energy: Labour Act, Secs. 55(1) and 91 Water: Labour Act, Secs. 55(1) and 91 Transportation: Labour Act, Secs. 55(1) and 91 Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Protection Against Domestic Violence Law 2007; Violence Against Persons (Prohibition) Bill 2015
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	No	Labour Act, Sec. 54(1)
	Does the government pay 100% of maternity leave benefits?	No	Labour Act, Sec. 54(1)
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
Entrepre.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	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	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Married Women's Property Act, Arts. 1, 2 and 5
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Administration of Estates Law of Lagos, Sec. 50
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Administration of Estates Law of Lagos, Sec. 49
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Married Womens Property Act, Arts. 2 and 5
	Does the law provide for the valuation of nonmonetary 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	Women: Pension Reform Act 2014, Sec. 7 Men: Pension Reform Act 2014, Sec. 7
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located