

# IDS

## EVIDENCE REPORT

No 46

Empowerment of Women and Girls

### Country Progress Report (2012–2013): Nigeria

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December 2013

The IDS programme on Strengthening Evidence-based Policy works across seven key themes. Each theme works with partner institutions to co-construct policy-relevant knowledge and engage in policy-influencing processes. This material has been developed under the Empowerment of Women and Girls theme.

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# Acronyms

AAI	ActionAid International
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CENFE	Centre for Non-Formal Education
CWIQ	Core Welfare Indicators Questionnaire
ECE	Early Childhood Education
ECOWAS	Economic Community of West African States
FAO	Food and Agriculture Organization
GDP	Gross Domestic Product
IDS	Institute of Development Studies
IECD	Integrated Early Childhood Development
ILO	International Labour Organization
NEEDS	National Economic Empowerment and Development Strategy
NGO	Non-governmental organisation
SURE	Subsidy Reinvestment and Empowerment
UCW	Unpaid Care Work

# 1 Introduction

Nigeria is one of four focus countries within the unpaid care work programme of the Accountable Grant. IDS is partnering with ActionAid International (AAI) to help each of the four ActionAid countries to develop and implement an advocacy strategy on making unpaid care work visible in public policy, as well as integrate unpaid care work issues into each country's programming. The IDS unpaid care work programme uses an action learning methodology to look at what works and what doesn't in making the care economy visible. Further, it aims to track and capture changes in policy and practice in order to improve understanding around the uptake of evidence (i.e. what ways evidence is being used or ignored, by whom, and with what effects).

The methodology used in each of the countries has two components with IDS supporting the country teams in two ways:

1. Two in-country capacity building workshops with relevant stakeholders to strengthen the capacity of relevant state and non-state actors, further enhance national capacity and design strategic campaigns on unpaid care work. The first workshop (in the first year of the programme) is designed to develop the strategy to be adopted by each of the country offices, and the second workshop (in the final year of the programme) is to be based on capturing the reflections and lessons learnt from implementing the strategy.
2. Quarterly reflective learning calls (over Skype) with the project team in each country, aimed at supporting the Women's Rights coordinators and their teams in their ongoing influencing and advocacy work. The aim of these calls is also to record and reflect on innovation, change and learning as the advocacy strategy is developed and implemented.

It is anticipated that at the end of the programme, learning from the advocacy and influencing activities in each of the four participating countries will inform the development of a set of strategy guidelines that other international NGOs can use. These guidelines will set out what works well and what has been less successful, when integrating unpaid care issues into policy and practice.

This report covers the progress of the programme in Nigeria over the first year and a half of the four-year programme. For a programme aimed at influencing national policy, it is critical to understand the political economy context of Nigeria. A brief note on this context is presented in Section 2. It is also important to acknowledge at the outset, that the IDS programme is based on primary research that ActionAid International Nigeria conducted as part of the Making Care Visible project initiated by ActionAid International (for more detail see Budlender and Moussié 2013). This report draws on the findings of this research in Section 3, which included community mobilisation through time diary collection by women belonging to Reflect circles, to discuss the nature of unpaid care work in Nigeria. This section also presents the results of research on mapping relevant policies in Nigeria, and aims to identify the gaps and opportunities that confronted AAI Nigeria in trying to make unpaid care visible. A week-long workshop co-facilitated by IDS and AAI has been vital in AAI Nigeria to develop a focused advocacy strategy using a twin-tracked approach, the main process and elements of which are detailed in Section 4. Section 5 explores the key issues, challenges and lessons learnt that have emerged so far during AAI Nigeria's engagement with the care policy agenda.

## 2 Political economy context of Nigeria

With an estimated population of 162.5 million in 2011, Nigeria is the most populous country in sub-Saharan Africa (British Council Nigeria 2012: 6). Women and girls make up 80.2 million (49 per cent) of Nigeria's population. They experience significant gender gaps in education, economic empowerment and political participation and discriminatory laws and practices, as well as violence, which hinders efforts to achieve gender equality. On the Human Development Index, Nigeria is currently ranked 153 out of 187 countries (UNDP 2013). The country was ranked 79 out of 86 in the 2012 Social Institutions and Gender Index (OECD SIGI 2012). It was not ranked in the 2012 Gender Equity Index due to incomplete data.

Nigeria experienced many years of military rule after its independence from Britain in 1960, along with violence along religious and ethnic lines. Since its return to democracy in 1999, the Nigerian government has initiated a number of political, economic and institutional reforms, including policies and programmes centred on gender equality. This has been done through the activities of the Federal Ministry of Women Affairs by the adoption of a National Policy on Women in 2000 and the National Gender Policy in 2006. The National Economic Empowerment and Development Strategy (NEEDS), which was established in 2004 to reduce poverty through wealth creation and employment generation was criticised for its lack of integrating gender into its overall framework. This led to the revised NEEDS-2 – a government development strategy with a gender-sensitive lens focusing on aspects such as urbanisation, housing, environment and infrastructure.

Nigeria ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1985 and the Optional Protocol in 2004. The country also adopted the 1995 Beijing Platform of Action and signed up to the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the African Charter on Human and Peoples' Rights, and crucially, the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa which was ratified by Nigeria in 2005. However, these commitments have not translated into action on the ground, with local implementation remaining weak.

Female labour force participation has substantially increased, but Nigerian labour markets are still gendered. Women are significantly underrepresented in formal waged employment in both the private and public sectors – in 2007 only 32.5 per cent of women were employed in the (non-agricultural) private sector and less than 30 per cent were in the public sector with only 17 per cent found in senior positions (British Council Nigeria 2012: 18).

In spite of increased labour force participation, data from the Core Welfare Indicators Questionnaire (CWIQ) suggest that women spend most of their time doing unpaid care work: 'one in every two men spends time doing pursuits that earn them an income, one in every two women spends time doing unpaid work' (Angel-Urdinola and Wodon 2008: 381 cited in British Council Nigeria 2012: 17). Patriarchal ideologies persist in which men are seen as breadwinners, while women are expected to be homemakers. The result is that the women become primarily responsible for childcare, maintaining homes, washing and cooking, fetching firewood and water for drinking, as well as unpaid work such as helping with planting and harvesting of food crops and cash crops. Due to their unpaid care work responsibilities, women are also more likely to occupy low-level posts that 'offer them the flexibility they need to manage their households while working' (British Council Nigeria 2012: 22).

Additionally, women's political representation is low. The lack of women in decision-making positions may be one explanation for Nigeria's low investment in sectors that are crucial to

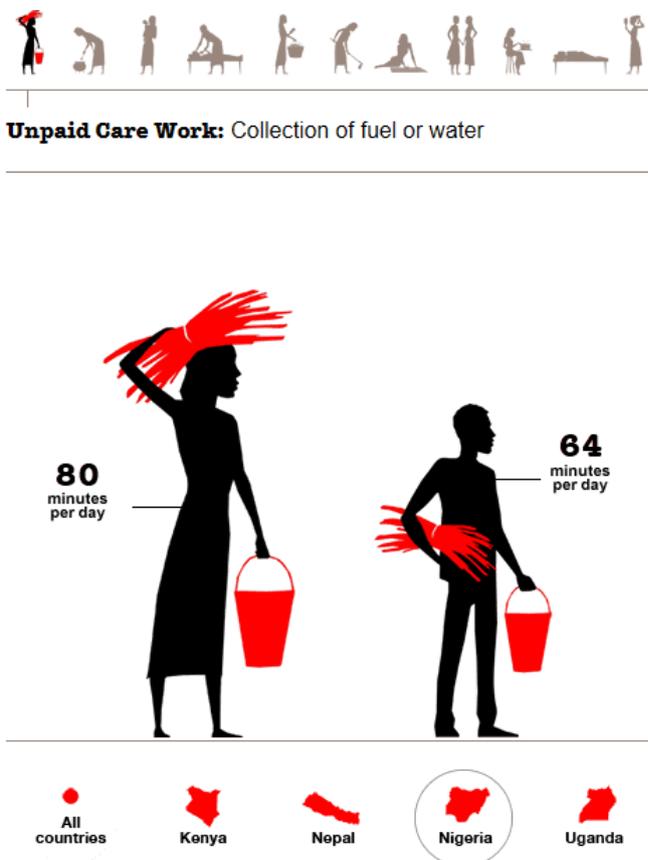
unpaid care work, such as health and education. Although the National Gender Policy set a target of 35 per cent to bridge the gender gap in political representation in both elective and appointive posts at all levels by 2015, as only 9 per cent of the candidates for the National Assembly elections in April 2011 were women and only 25 women were elected to the 360-member House of Representatives, much work is still required (British Council Nigeria 2012: 54).

### 3 Unpaid care work and the policy environment in Nigeria

The AAI Nigeria programme on unpaid care is part of AAI's multi-country research programme (in Nepal, Nigeria, Kenya and Uganda) focused on making women's unpaid care work more visible and valued by women and men, community leaders and the national government. As with the other three countries, AAI Nigeria has adopted the Reflect methodology in its work on unpaid care with local communities. The Reflect methodology is a participatory learning process, which combines basic literacy and numeracy skills with discussions on power inequalities. Reflect circles enable people to critically analyse their local contexts and support them in finding shared collective solutions to their problems.

The UCW programme in Nigeria started in March 2011 with Reflect circles in two communities, Guabe and Jiwa. This involved sensitising chiefs in two communities, women leaders and community women on the goals and objectives of the programme. The AAI Nigeria team first used a simplified time diary format which was based on the women being able to fill in their daily activities themselves. This sought to fulfil a dual function – that of collecting data, but also so that women and men could begin to understand the time and energy that women spend on unpaid care work, and the detrimental effects of the imbalance of unpaid care work responsibilities. Six time diaries were collected for women and one time diary for men in Guabe and Jiwa. These time diaries were foregrounded with literacy courses and community mapping exercises.

**Figure 1 Gender balance of collection of fuel or water in Nigeria**



Source: ActionAid International (2013).

In a 24-hour day, women in Guabe and Jiwa were found to spend an average of 43 minutes and 82 minutes respectively for paid GDP activities, 860 minutes and 757 minutes respectively on unpaid care work (e.g. collection of water and fuel, housework, child and adult care and subsistence farming) and 3 hours on social enhancement (e.g. learning, sociocultural activities, use of mass media and other self-care). With respect to *learning*, women's time spent in both communities increased from less than 15 minutes at the first time diary collection to over 30 minutes by the third Time Dairy collection as they had enrolled in adult literacy classes. Similarly, women's *self-care* rose from an average of 12 minutes at the first time diary to 86 minutes at the sixth time diary due to them prioritising their health and wellbeing (Ukpe 2013: 5).

Turning to men, in Guabe they spent an average of 6 hours for paid GDP work, 2 hours and 57 minutes doing unpaid GDP, 6 hours and 56 minutes on social enhancement and 6 hours 47 minutes sleeping. In Jiwa, men spent 8 hours 2 minutes on paid GDP work; 52 minutes doing unpaid GDP, 7 hours 26 minutes for social enhancement and self and the remaining 7 hours and 40 minutes on sleeping (Ukpe 2013: 6).

It was clear from the research findings that in Nigeria, unpaid care was a big problem affecting the economic empowerment of women and girls mainly through constraining the time they had available to be participating in social activities, leisure and rest and engagement with media. As has been seen above in Section 2, Nigeria's economic and political environment is not conducive to recognising and working on women's rights issues. In order to identify some of the gaps and opportunities that existed in this policy environment that could inform the development of their advocacy strategy, a policy mapping was conducted.

The mapping exercise identified opportunities and gaps in nine policies and programmes of the Nigerian government where AAI Nigeria could advance the objectives of its unpaid care work programme and also influence and mainstream unpaid care work into the broader Nigerian policy space and environment (Ukpe 2013: 10).<sup>1</sup> It was found that the 'Seven Point Agenda', whose main focus was on the Niger Delta crisis, made little reference to gender concerns. It was also found that while NEEDS and SURE do not explicitly target unpaid care work, some of NEEDS' education and health policies touched on redistributing the burden of unpaid care work (e.g. Early Childhood Education, ECE) and SURE had cash transfers for pregnant women. No reference was made to unpaid care work in Vision 20:2020 or the Transformation Agenda.

The report found the following policies that had either one of the three objectives – recognition, reduction and redistribution:

1. On recognition: only the National Gender Policy, the Universal Basic Education Act, the National Integrated Early Childhood Development (IECD) Policy and the Labour Law recognised unpaid care work. Unpaid care work is discussed explicitly in the National Gender Policy under economic participation, with one of its objectives being to institutionalise ties between work and family roles and create a family-friendly work environment. The Universal Basic Education Act (2004) included programmes for Early Childhood Care and Education for children aged 3–5 years, while the National IECD Policy addresses children aged 0–5 years.

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<sup>1</sup> The report reviewed the following policies and programmes: (1) National Economic Empowerment and Development Strategy (NEEDS); (2) Seven Point Agenda; (3) Vision 20:2020; (4) The Transformation Agenda; (5) Subsidy Reinvestment and Empowerment (SURE) Programme; (6) National Gender Policy; (7) Universal Basic Education Act; (8) National Policy on Integrated Early Childhood Development in Nigeria; (9) Employment and Tax Laws in Nigeria.

2. On reduction: the National Gender Policy suggests strategies for reducing the drudgery of unpaid care work through increasing access to basic amenities – water, electricity, roads, etc.
3. On redistribution: the IECD policy aims to redistribute the burden of childcare (of children between 0 and 5 years) between parents and IECD centres during the working week.

## 4 Building an advocacy strategy in Nigeria

During the course of implementing their project on unpaid care work, AAI Nigeria conducted a series of forums – two in 2011, and one in 2012 – in order to build an advocacy strategy for making unpaid care visible in Nigerian public policy. Various stakeholders from civil society groups, the central labour organisation, academia, government ministries and agencies, the media and communities were drawn on to share the programme’s objectives, discuss the community processes, and get the buy-in and inputs for the advocacy and campaign strategy. These forums were instrumental in shaping the policy mapping exercise and for advancing the programmatic and policy direction of Nigeria’s Understanding Children’s Work (UCW) programme. It was decided that a twin-track approach to advocacy would be followed by AAI Nigeria, in order to get unpaid care work issues into Nigeria’s development agenda. The first is Advocacy for Early Childhood Education Centres to reduce women’s childcare burden and the second a Mainstream Process for Existing Policies to ensure that policies take on board the issues of unpaid care work and adequately address the gaps. These decisions were based on two aspects:

1. While it was difficult to narrow down the sector to focus on the evidence from the time diaries (as unpaid care work affects various sectors of people’s lives), particularly the comparative analysis with men’s time use, showed that Nigerian women spent a large proportion of their time doing childcare (direct and indirect activities). This was contrasted with the limited reach of IECD services (a small number in urban centres and almost negligible in local communities). There was, therefore, a big gap in terms of the number of children and families that needed childcare support, and yet this provision would be able to redistribute unpaid care work quite effectively.
2. In addition to focusing on a specific sector and policy, the AAI Nigeria team realised that unpaid care work affected several aspects of the lives of Nigerian women, and yet most of the existing policies do not explicitly recognise issues of unpaid care work. This then signalled the need for a large campaign around visibilising the existence and importance of unpaid care work.

The AAI Nigeria team’s thinking, experience and its partnerships with various organisations served as good back-up for AAI Nigeria to take on our action learning project in partnership with AAI and IDS. Their knowledge of the various types of research (on policy mapping and on time diaries) as well as their experience of implementing programmes on the ground and working with community women served as useful material for a jointly AAI/IDS facilitated workshop on building an advocacy strategy on how to incorporate unpaid care work concerns into the specific public policy area (early childhood education), as well as to advocate more generally for unpaid care work to be recognised.

This week-long workshop was entitled the ‘International Capacity Building Workshop on Women’s Unpaid Care Work and Economic Justice for State and Non-State Stakeholders’. The workshop brought together around 40 participants from the public sector, academia, community leaders, civil society organisations, faith-based organisations and women’s rights groups, and was conducted in Abuja, Nigeria. The overall aim was to develop a collective policy influencing strategies that can raise the visibility of women’s unpaid care work and push the state to recognise and ensure that care provision is given attention, with four main objectives:

1. To increase participants' understanding of how care and women's rights are key to achieving social justice.
2. Understand how women's groups, civil society organisations and allies can organise to overcome resistance at both local and national levels.
3. Identify stakeholders that will help to bring about change and discuss policy influencing strategies and entry points.
4. Develop key steps, activities and messages that will be used to advocate for care and social justice.

Below is a summary of the major findings from the workshop:

## **4.1 Designing a framework for UCW in Nigeria: naming, framing, claiming, programming**

In order to create an advocacy strategy, participants first identified the following practical challenges they could face in their efforts at naming, framing and claiming unpaid care work in Nigeria:

- The multiplicity of local languages in Nigeria which makes naming in any one language susceptible to problem of acceptability.
- Strong resistance by the patriarchal Nigerian society which has long ascribed certain duties as women's work.
- Strong religious sentiments supporting subservience of women to men.
- High level of ignorance in society.

In view of these challenges, participants suggested that:

- The name 'unpaid care work' should be adopted and retained at the national level to facilitate greater synergy among advocacy actors, while avoiding confusion during advocacy.
- Communities should be allowed to frame the work themselves.

## **4.2 Influencing policies to address unpaid care work: recognition, reduction and redistribution**

As AAI Nigeria's UCW Coalition team identified overarching gaps around lack of evidence on dimension/nature, time and monetary value of unpaid care and impact of burden of care work, there was also consensus on what needed to be done to achieve the objectives of recognition, reduction and redistribution.

### **4.2.1 Recognition**

To increase evidence on the following – dimension/nature, time and monetary value of unpaid care, impact of the burden of unpaid care work on women, role of income and poverty in unpaid care work and definitions of sociocultural beliefs and norms – independent or national studies could be done by organisations.

### **4.2.2 Reduction**

Increased government spending and disbursement for the following – basic services/infrastructure (transportation/roads), facilities for education (primary, secondary, adult literacy), health care, non-formal education, skills acquisition and cash transfer.

Demand for gender-sensitive tax credit exemptions for caregivers, accountability of government to address corruption and misappropriation of government resources, policy influencing, re-orientation of families and communities to change gender norms and the mainstreaming of the household budget to address issues such as water supply and storage.

### **4.2.3 Redistribution**

The need for family support policies, as there is currently a lack of policy measures that support the sharing of the burden, flexible working hours, parental leave, the provision of affordable childcare and services for the elderly and re-orientation of family members (e.g. husbands, sons).

The need for high-level advocacy to link local issues of unpaid care work to national, regional and global level (e.g. ECOWAS, the EU).

The need to evolve national coalition and link up with relevant informal sector networks to promote the objectives of the UCW programme.

## **4.3 Stakeholder mapping: Early Child Development and UCW stakeholders**

In two groups – one on Early Child Development and the other on general unpaid care work – participants undertook a stakeholder mapping exercise in which they identified critical actors with different kinds of powers to influence programming around the twin issues. The stakeholders were distilled under three different headings: Friends, Opponents and Indifferent, with an identification of their level of influence.

The findings from the Stakeholder Mappings can also be found in the detailed workshop report (see Ukpe 2013). For IECD, friends (with big influence) included UN Women and the Ministry of Education, while friends (with small influence) included the National Human Rights Commission and Men and Women in the UCW programme communities. Those who were indifferent (with big influence) included the ministries of Finance and Labour, while those who were indifferent (with small influence) included men and women outside UCW programme communities, the News Agency of Nigeria and the Federal Radio Corporation of Nigeria. Finally, opponents (with big influence) included religious leaders, traditional rulers and opposition political parties.

For general UCW recognition, friends (with big influence) included the Guabe and Jiwa communities and Ministry of Women Affairs, while friends (with small influence) included the ILO and the Universal Basic Education Commission. Those who were indifferent (with big influences) included the gender studies departments in universities and trade unions while those who were indifferent (with small influence) included the Food and Agriculture Organization (FAO) and the Ministry of Education. Finally, opponents (with big influence) included religious leaders, traditional rulers and some women's organisations.

## **4.4 Policy influencing on IECD and UCW**

Having successfully undertaken stakeholder mapping, participants identified a desired final outcome and drew a pathway of changes needed in the next five years to achieve the desired outcome. This was also done in two groups, with one group working on how to drive the single advocacy agenda for IECD centres while the other group worked on how to effectively mainstream other existing policies to ensure that they respond to unpaid care work issues.

## **4.5 Individual and collective commitments to IECD and UCW**

Individual commitment from participants and partners on IECD included the Agency for Mass Education committing to build crèches in five centres across the geopolitical zones in Nigeria by 2014 and The Centre for Non-Formal Education (CENFE) integrating IECD issues into their ongoing projects on 'Supporting Childcare and Good Parentage' in the 'South-South' Zone (i.e. the Niger Delta region) and using crèches to increase the awareness of UCW issues in Nigeria.

Individual commitment from participants and partners on UCW included the Jiwa community increasing awareness amongst its members and meeting with traditional rulers, youth leaders and women's leaders; the Universal Basic Education Commission seeking to organise in-house sensitisation with the whole staff of the Commission; the Federal Ministry of Women Affairs organising in-house workshops to get everyone sensitised on the objectives of UCW and developing an action plan on how the Ministry will support the strengthening of the coalition in 2014; and the National Bureau of Statistics getting statisticians' commitment to integrate time use into our regular surveys.

Collective commitments included looking for opportunities during community gatherings to talk about IECD and UCW, fundraising for community sensitisation, developing 1-page flyers and posters on IECD and UCW issues to share with other organisations and using social media and radio jingles to broaden a sensitisation drive.

## **4.6 Programming and messaging**

Participants also identified key points and strategies to use in successfully passing their message on IECD and UCW to policymakers, politicians, donor agencies and traditional rulers. This included using research papers and policy briefs to formulate evidence-based positions for policymakers and making community leaders aware that if women are over-worked, it could increase chaos and violence in families and homes – instead of the peaceful co-existence that they want. For politicians, they needed to be factored in when formulating messages; summaries of policy briefs should be used to give them key points and it is necessary to clearly articulate how their involvement in either the IECD or UCW project would help in either achieving their electoral promise or giving them an electoral advantage.

# 5 Challenges, successes and key lessons learnt

## 5.1 Challenges

As AAI Nigeria have been involved in projects related to women's issues for a long time and faced challenges regarding the cultural issues around these issues, the unpaid care work team at AAI Nigeria had anticipated that one of the strongest challenges would be around the validity of unpaid care work as an issue:

People were sceptical that unpaid care work was a real issue because this was seen as what women do ... 'why do we want to create a change?' Our initial backlash was initially trying to overcome them.

(AAI Nigeria team member)

There was a backlash on the individual, community and national level, with the initial process being discouraging – especially with regard to childcare – as there was resistance to changing women's 'natural' role:

Making the case that women's work should be paid was not easy to sell. We were facing conflicts and asked many 'why'. I did a comparative analysis where the chief of the community walked away on us. This reflects cultural considerations which view my idea as a challenge to the existing system.

(AAI Nigeria team member)

In the communities and at the first stakeholder meeting, people did not see unpaid care work as a problem but as women's 'natural' role. The AAI Nigeria team were told by some that they were wasting their time and 'only making noise'. At the national level, as the government focused more on security issues, such as Islamists and ethnic conflicts, some also felt that there were more serious national issues to be dealt with first. The government have so much responsibility for other matters that the AAI Nigeria team initially felt that this issue might not receive a lot of attention. Even at the policy level, 'some high-end institutions did not see women [in terms of gender and unpaid care work] as an issue' (AAI Nigeria team member). This was supported by the scoping study AAI Nigeria commissioned which identified that only two policies mentioned that unpaid care work diminishes women's opportunities.

Another challenge was trying to decide which sector the UCW programme should focus on:

Health sector has health insurance. Only those who work...are covered. But others on regional or country level are not covered. We want to expand the policy on the healthcare. Even the power sector (electricity), many communities don't get it. Women's work in those areas should be reduced. Sanitation is another problem. Part of this work is how to deal with all that. Water as well is another sector and this needs to be prioritised. We are trying to see how to get these sectors to fulfil this. Childhood education we want to ensure that women get access to non formal education and if women's work is reduced they will have more time to complete their education. We are talking about the projects to see how other sectors will become more gender sensitive.

(AAI Nigeria team member)

Finally, the partners at the stakeholder meetings are requesting for support to raise this issue within their organisations, and limited funds is another area of constraint that AAI Nigeria is dealing with, especially for providing support to partners.

## 5.2 Successes

On the community level and in policy spaces, the AAI Nigeria team recognises that their work has had several successes. Firstly, the resistance to the issues has reduced. A large part of this can be attributed to the team identifying and working with key players, such as the media, who are able to raise awareness around unpaid care work. An example of this is the press briefing to engage with the media on International Women's Day 2013.

Secondly, AAI Nigeria were able to build on their relationships with women with whom they had worked with for over 18 months, using conversations with the women's groups to start a process of change at the individual level. The team acknowledged that some changes included the women acknowledging the work that they themselves did.

People have also bought into this process: for example, community leaders are taking this back to the community, and are engaging with donors/the UN and stakeholders at all levels. Following stakeholder meetings, participants from government have asked AAI Nigeria to come and speak to their executive directors. Ministers are also more involved and they are planning advocacy. There has also been increased government representation (but not heads of ministries) as the UCW team have had three meetings with them and they have been helpful and supportive.

The unpaid care work programme is also currently getting a lot of support internally and externally. Within AAI Nigeria, the team have in-house workshops and retreats. The team recently conducted a workshop – which was for all members of the organisation – and discussed unpaid care work at the annual planning retreat, which allowed for both awareness and brainstorming about strategy.

Externally, the unpaid care work programme has received support from many organisations engaged in projects that the programme complements. They have also received support from key activists who help in mobilising, individuals who give a lot of support and from alliances within the existing government. The women's movements which AAI Nigeria have actively supported and/or funded on other issues (e.g. AAI Nigeria was one of the main partners pushing to pass the Violence against Women Bill) are also supportive. As the Women's Right's coordinator said:

We [AAI Nigeria] have a strong voice of what we should be. We are doing what ActionAid is known for.

As such, AAI Nigeria is seen as setting the agenda as an agency that is pushing for poverty alleviation especially at the grassroots for women's empowerment and rights.

## 5.3 Key lessons learnt

The team has learnt that 'new issues presented required patience and preparation' (AAI Nigeria team member) as people did not immediately take on the issue. The term 'unpaid care work' was also found to cause a lot of resistance from people and it also needed a lot of time for the concept to be explained properly and fully grasped. As a result of the data gathered from the 18 months of work on the time diaries collection and analysis, the team have recognised the important role of the 'use of evidence to support work/ideas [around unpaid care]' (AAI Nigeria team member). The team also realised that their work was on two levels:

We need to speak with wider organisation[s] and we share information. This helped. The younger staff from other organisation[s] transfer information to their coalitions. But because we don't have representations from other organisation[s] we need to reach bigger organisation[s].

(AAI Nigeria team member)

A final lesson learnt was that it was not a linear process. As a lot of things happen at different times and a linear process might not always work, AAI Nigeria used different strategies. One of the strategies that has worked for AAI Nigeria is to identify stakeholders – in the private sector, civil society, government and representatives from the community – with whom they can work with to push for the agenda, sensitising them through workshops and regular interactions and awareness-raising sessions. As this is a relatively new area and they are trying to change the traditional role of women, this has taken time and effort on the part of the AAI Nigeria team. However, the stakeholders ‘...[eventually] learned that this will affect their lives, and – different sectors – learned how they will benefit ... [and] realised that this is one aspect of structural issue that gives women power. Upon this realisation, stakeholders accepted our main idea.’ (AAI Nigeria team member).

Once the issues were identified, AAI Nigeria shared information with stakeholders, presented the issues they wanted to address, and used supportive evidence so that ‘people could clearly see what women and men do’. They also used advocacy and working with the media to bring forward the agenda.

## 6 Future directions

Plans for Years 2, 3 and 4 of the unpaid care work programme in Nigeria include the following:

- Forging a stronger and collaborative Coalition in pursuing common objectives under the UCW programme by AAI Nigeria.
- Ongoing influencing and advocacy work, led by AAI Nigeria's Women's Rights Coordinator at two levels – for the ECE policy, and for the mainstreaming approach. The work for the ECE policy will review the implementation status of the policy (through collection of baseline data) and review budget allocation – the main demand would be to increase spread and quality of services. The mainstreaming approach will focus on a few critical stakeholders, with specific lobbying meetings.
- Promoting information sharing across the partner countries (Nepal, Kenya, Uganda) for mutual learning, preferably through a face-to-face meeting of all partners (to be facilitated by IDS).
- Sharing of a draft advocacy strategy by AAI Nigeria and consulting with IDS on this strategy.
- A second and final-year workshop to be designed and planned according to emerging learning and requirements from the first two years of the programme.

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