

## Main findings – Nigeria

Gender representation across the legal profession:



The public and corporate sectors have more female lawyers than male lawyers.



Only 33 per cent of senior judges are female.

Gender initiatives:

**83%**

83% of respondents monitor gender balance overall.

**68%**

Only 68% track gender balance overall and within senior positions.

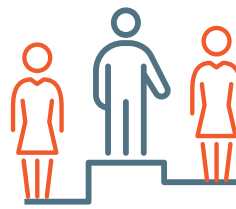
### The three most popular initiatives are:

- coaching and mentoring programmes
- flexible working arrangements
- leadership training for women

Quota setting for senior roles is the least popular initiative.



Only 40 per cent of the corporate sector entities approached monitor gender balance within senior roles.



The public sector and the judiciary do not have any specific policies or initiatives in place to push women to the top of their organisations.



Coaching/mentoring programmes and flexible working arrangements are the most popular initiatives and perceived to be the most effective.

