



WOMEN & CO

BY PATHFINDER

Women-led Innovation That Powers Change and Lasting Impact



A new community's co-designed action plan for Nigeria.



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Hansatu Adegbite, Co-founder,
The Limitless Woman Network

Dr. Amina Aminu Dorayi, Pathfinder
Regional Portfolio Director,
West and Central Africa

Who We Are



Ijeoma Thomas-Odi,
Editor, Guardian Woman

Inimfon Etuk, Founder,
She Forum Africa

PATHFINDER

Pathfinder has worked alongside communities, governments and partners for decades.

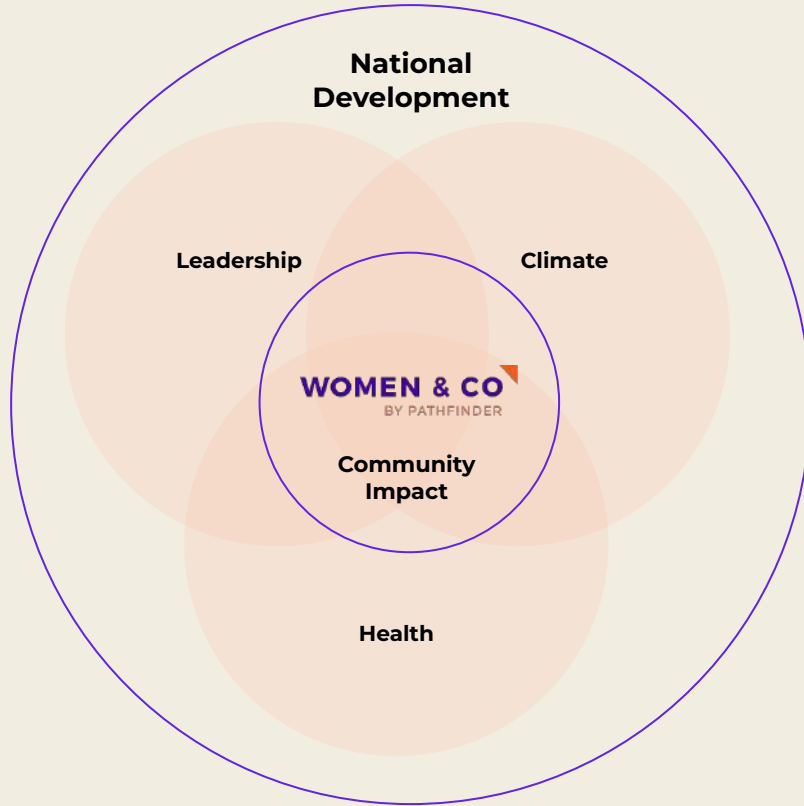
We identify the paths for social innovation and bring the right people together to ignite progress.

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Women&Co is our platform for women to develop and scale sustainable solutions.

The Women&Co community includes leaders from across sectors and disciplines, united in the belief that the world needs women's innovation more than ever.



We innovate at the nexus of health, climate and women's leadership.

Our work supports national development and community impact.

Focusing on what matters most.

1



A platform to gain capital and power to drive health and climate resilience.

2



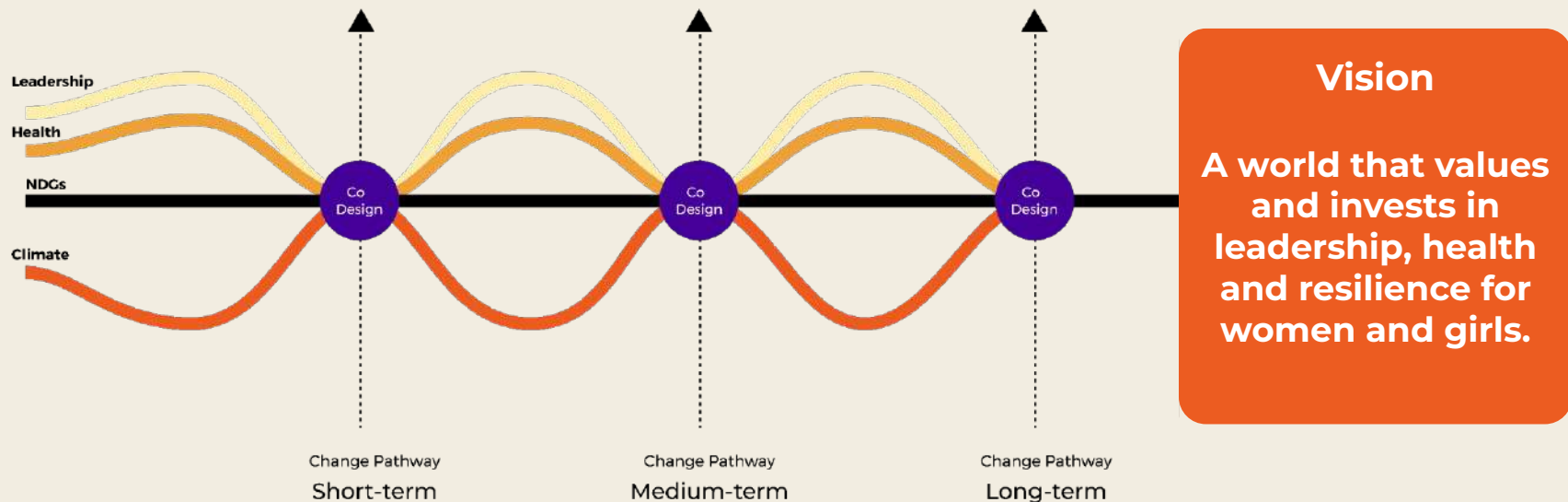
Supporting national development via cross disciplinary co-design.

3



Strengthening communities and transforming systems.

An innovation system built for today.



Introducing Our First Community:

Women&Co Nigeria



Women&Co Nigeria



Climate

Achenyo Idachaba-Obaro

CEO, MitiMeth

Rukayyat Muhammed

National Council on Climate Change

Halima Bawa-Bwari

Director, Forestry Department,
Federal Ministry of Environment

Nyifamu Ogechi Manzo

Founder, Farmatrix Agro

Hafsat Adeyemi

Chief Scientific Officer, Federal
Ministry of Environment



Health

Dr. Maryam Habib

MWAN President, FCT Chairman

Fatima Gidado

Founder, MedForHer

Dr Ugochi Ohajuruka

CEO/Founder, Health Aid for All
Initiative

Margaret Bolaji

Founder, Stand with A Girl
Initiative



Leadership & Governance

Mrs. Hauwa Haliru

Director, Gender Affairs, Nigeria
Governors' Forum Secretariat

Aisha Sheikh Mujaddadi

Executive Secretary, Jigawa
Investment Promotion Agency

Rinmicit Temlong

DGA - Albright Stonebridge

Shuhdah Ahmed

Special Assistant, Office of
Nigeria's Vice President

Women&Co Nigeria



Business & Finance

Habiba Suleiman

Head of Strategic Partnerships,
Tropical General Investments (TGI)
Group

Saude Atoyebe

Board of Trustees, Enhancing
Financial Inclusion &
Advancement

Hansatu Adegbite

Co-Founder, The Limitless
Woman Network

Toyin Bashir

Founder, WeSupportHer



Social Impact & Innovation

Ejiro Sharon Okotie

CEO, Hope Inspired Foundation for
Women and Girls with Disabilities

Maryam Lawal Gwadabe

Founder, Blue Sapphire Hub

Zaharau Yunusa

Community Manager, 3MTT

Nnanke Essien

Founding Partner, SiSa



Media Communications & Activism

Inimfon Etuk

Founder, SheForumAfrica

Ijeoma Thomas-Odia

Editor, The Guardian Woman

Jemimah Jatua

Gender and Social Inclusion
Specialist

Hauwa Abdullahi

Communication and Advocacy
Manager, ASVIOL NIGERIA

Chinwendu Iroegbu

Media Programme Officer, Nigeria
Health Watch

The Future We Want



Saude Atoyebi, Board Member, EFIA

Upper right
Dr. Zainab Shinkafi-Bagudu, Founder/CEO,
Medicaid Cancer Foundation
Achenyo Idachaba-Obaro, CEO, MetiMeth
Nyifamu Ogechi Manzo, Founder,
Farmatrix Agro

The Starting Point

Women hold

6.7% of Nigeria's
political
positions

Nigeria is

181 of 193

on the Gender Equality Index

Women earn

17% less than men

Source : GSAI, National Bureau of
Statistics and World Bank

> 25%

Of the world's
maternal deaths

54.9

Women's life expectancy

64.3%

of women face 1+ barriers
to healthcare

Sources: Statista, WHO, National
Library of Medicine

+21%

increase of disease
due to climate
change

75%

of farm workers
are women

6th

least country prepared
for climate change

Source : WHO, FMARD, Notre
Dame Climate Index

Where do we want Nigeria to be by 2040?

What will it take for Nigerian women leaders, innovators and entrepreneurs to gain capital and power?

How can we drive health and climate resilience?

What is the change we want to lead?



From the left:
Chief Mrs Moji Makanjuola, Haj. Hauwa Liman, Dr.
Maryam Habib, Dr. Zainab Shinkafi-Bagudu, Dr. Salma
Ibrahim Anas, Dr. Amina Aminu Dorayi

OUR MANIFESTO

When Nigeria embraces women's leadership....

Our knowhow leads to new solutions and better decisions.

Women leaders help transform Nigeria's systems.

Nigeria enters a new era of rapid country development.

Communities are resilient, people get healthier, everyone lives longer.

Our culture remains uniquely Nigerian, but we are inclusive and adaptive too.

The economic independence of women is a source of national pride.

We start businesses and lead at work.

We access finance, own land and collaborate to turn ideas into prosperity.

We fast-track innovation at the nexus of health and climate.

Society, people and nature flourish together in harmony.

We pursue our dreams because childcare and fair wages are the norm.

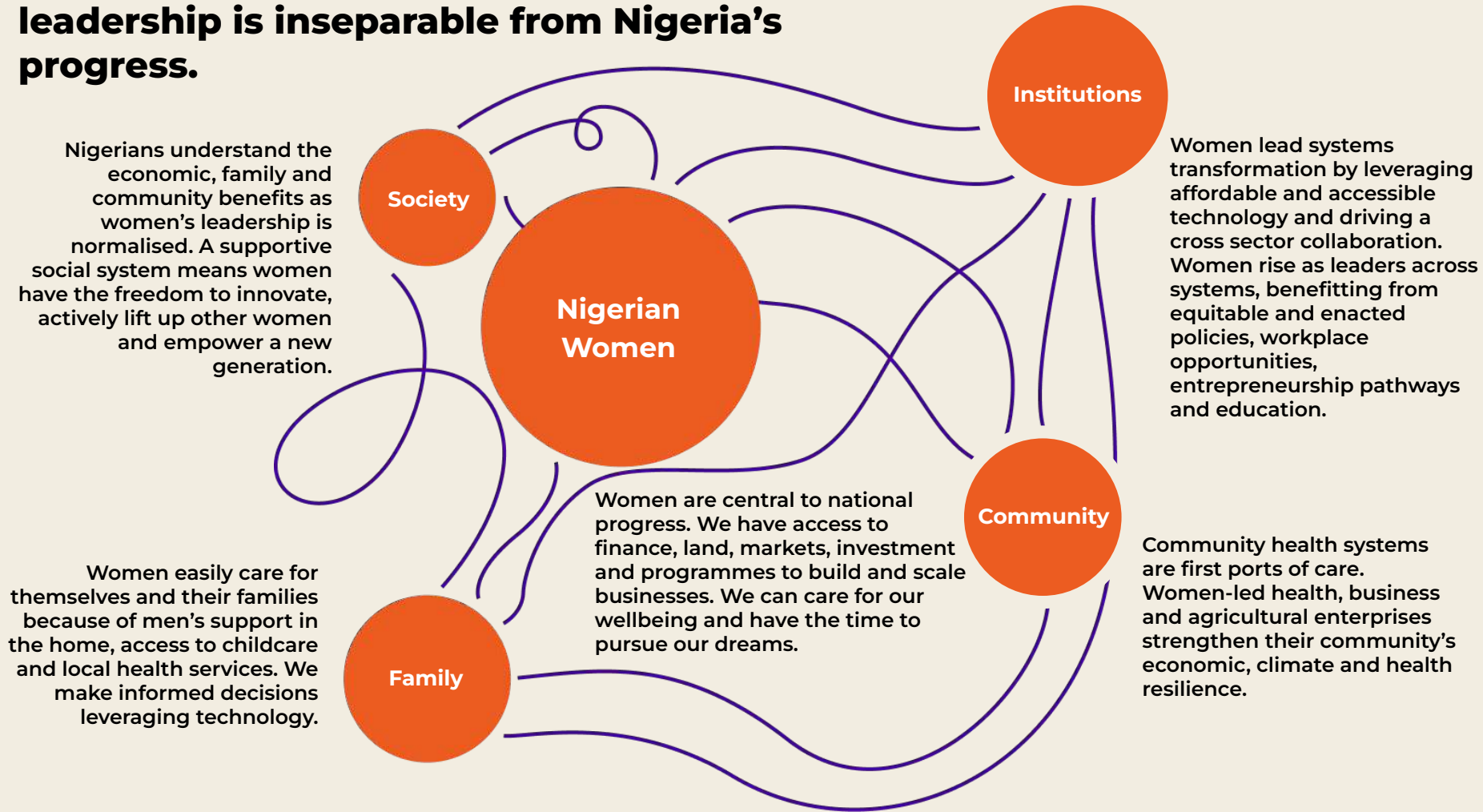
We stay healthy due to community health services, insurance and knowledge.

This means our families and communities are doing well too.

Women support women. We empower a new generation.

Nigeria is admired on the global stage.

What we believe will happen when women's leadership is inseparable from Nigeria's progress.

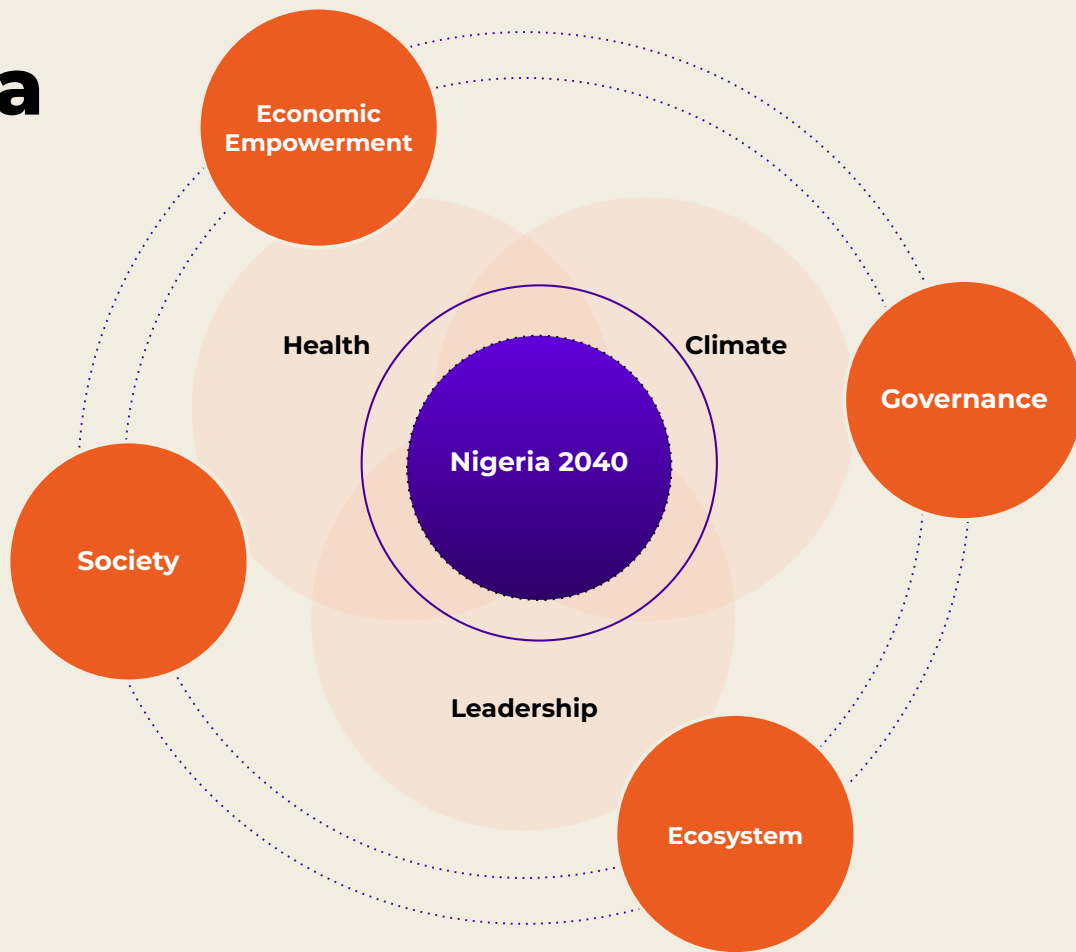


Our Action Plan

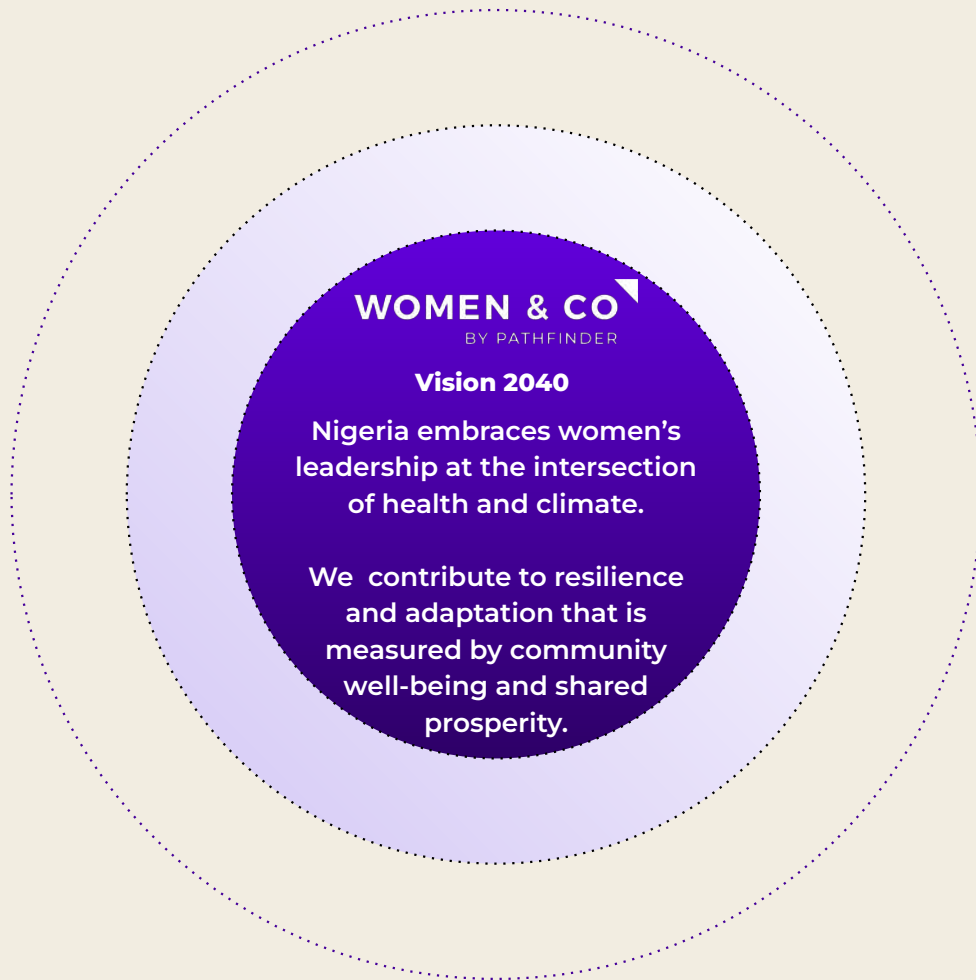


Co-Designing a Stronger Nigeria

- First we reimagined a Nigeria in 2040 where women's leadership is central to country development.
- Then we discussed and aligned on the primary goals for health, leadership and climate.
- We built our action plan by exploring the key enablers of empowerment, society, governance and ecosystem.



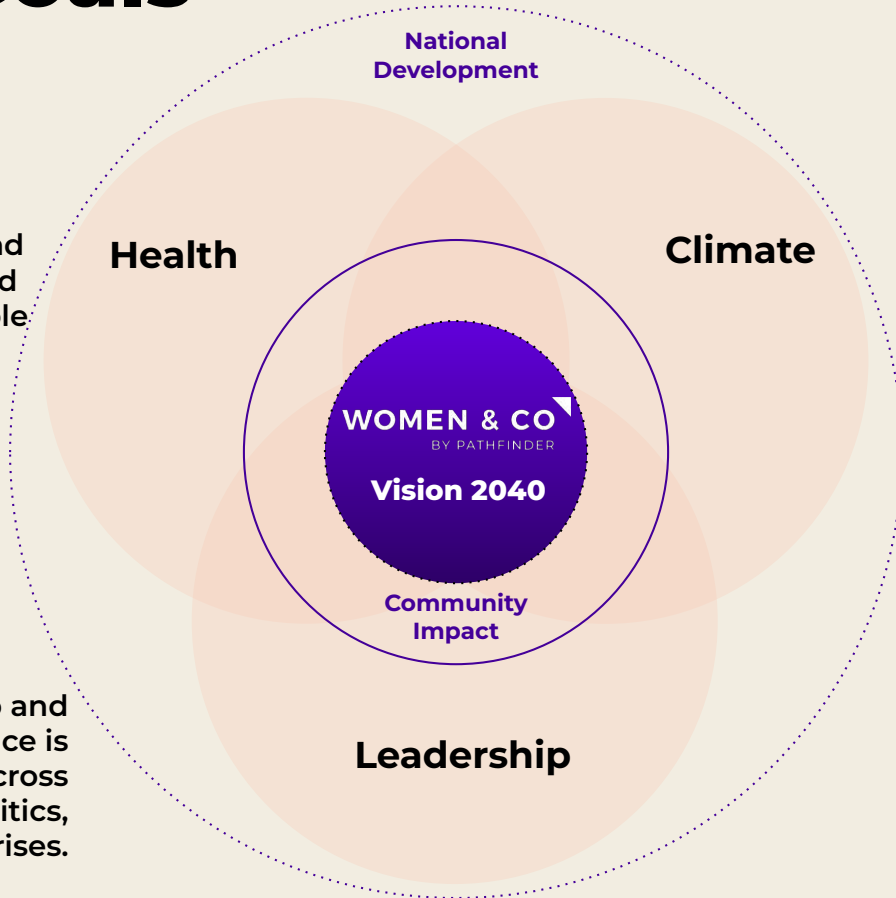
Vision



Focus & Goals

Improved maternal health and life expectancy, a transformed healthcare system, sustainable community healthcare, and the ability to afford healthy choices.

Women's leadership and economic independence is normalised—we lead across sectors, participate in politics, and develop new enterprises.



Increased community resilience, clean energy, growth in women-led climate-smart entrepreneurship and agriculture.



Health

Target Impact

Improved maternal health and life expectancies due to a transformed healthcare system and sustainable community healthcare, citizens can make and afford healthy choices.

Requirements

- 1 Health policies are proactive with costed budgets reflecting community needs
- 2 Women's health is treated as a national policy and integrated into climate and gender
- 3 35% affirmative action for women in health leadership is enforced
- 4 Rapid climate adaptation in resilient infrastructure, data forecasting and planning for health systems adaptation
- 5 Excellent community healthcare rooted in community needs and delivered by a trained workforce
- 6 Data and digital solutions improve service delivery, hospitals leverage predictive care and telemedicine
- 7 Health insurance is readily available and lifts women out of poverty
- 8 Women's cooperatives provide funds for urgent health needs



Leadership

Target Impact

Women's leadership and economic independence is normalised—we lead across sectors, participate in politics, and develop new enterprises.

Requirements

- 1 Women leaders and entrepreneurs shape policies and decisions across sectors and systems
- 2 Community hubs empower women with technology, tools and knowhow to lead community resilience
- 3 Women's cooperative networks are built and modernised for a new generation
- 4 Advanced data collection informs decisions, with M&E guiding implementation
- 5 Nigerians understand the benefits of women's leadership and innovation
- 6 AI-powered digital innovation mentorship fast-tracks the capabilities of women and girls
- 7 Public spaces and enterprises provide childcare as a core part of infrastructure



Climate

Target Impact

Increased community resilience, secure and clean energy, growth in women-led climate-smart entrepreneurship and agriculture.

Requirements

- 1 Climate is considered across systems, vulnerable sectors build buffers and adaptive plans
- 2 State-level financing + county-level expertise leads to rapidly adaptive systems
- 3 Women champion climate adaptation across all sectors
- 4 Women in agriculture are safe, know their rights, own farms and establish collaboratives
- 5 Women have expertise and ownership in new climate-based business models
- 6 Forestation and sustainable energy training strengthens environmental knowledge and resilience



Economic Empowerment

Target Impact

Increased women's access to finance, entrepreneurship and economic participation.

Requirements

- 1 Women's health and innovation funding fuels the development of social enterprises
- 2 Growth in women-specific funding options, women develop financial literacy and fundraising skills
- 3 Financial inclusion and access is mandated in policies and laws
- 4 Policies are updated to remove financial barriers and ensure our representation in decision-making
- 5 Women own property and leverage it as collateral
- 6 Supportive policies such as tax breaks and financing facilitates startups and growth

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Governance

Target Impact

Increased women's political participation, government accountability and gender policy implementation.

Requirements

- 1 Domestication of national policies at the state level, with costed implementation plan and budgets
- 2 Shared accountability with the public sector and other stakeholders at county level
- 3 Passage and implementation of the Reserved Seats Bill to secure 111 federal and 108 state seats dedicated to women, advancing gender parity in governance
- 4 Educating and mobilising the 44.4% of registered women voters
- 5 Recognise and reward caregiving as a key part of the care economy

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Ecosystem

Target Impact

A supportive, agile innovation ecosystem empowers women to develop sustainable solutions for community health and climate resilience.

Requirements

- 1 An inclusive and active innovation ecosystem—private sector, domestic investors, international funders, academia, think tanks and researchers
- 2 Fully localised solutions developed by co-designing with the community
- 3 Private sector shares accountability for community impact and policy implementation
- 4 Gender responsive data guides planning, investment, decision making

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Society

Target Impact

Nigerians champion women's leadership because they know it leads to a stronger country.

Requirements

- 1 People begin to hold government to account to resource and implement gender policies
- 2 Data storytelling and media helps Nigerians understand the impact of gender inequality
- 3 Cultural stereotypes about women's roles, capabilities and leadership are rectified, including the role of men in the home
- 4 The economic and business case for women's participation and leadership influences men, religious leaders and traditional community figureheads
- 5 The private and public sectors reflect women's needs better in their policies, product and program design
- 6 A new generation is supported to work and lead in new ways, integrating climate adaptation, cross silo collaboration, technology and data centrality

What's Next?

We've just wrapped up our co-design¹ and are now working on bold new concepts based on the strategy we've set.

We have 10 innovations in incubation and we will be holding discussions with partners and potential investors.

We are also working with our community to build out our next co-design activities, likely to focus on specific innovation areas as identified in this report.

Stay tuned, get in touch and let's keep up the momentum!



Rinmicit Temlong, Gender Advisor,
Albright Stonebridge Group

With Gratitude

We would like to thank everyone who has shown support and mobilised around our new platform. Together we will go far!



Dr. Salma Ibrahim Anas

Special Adviser to the
President on Health



Imaan Sulaiman-Ibrahim

Honorable Minister, Federal
Ministry of Women Affairs &
Social Development



Dr. Adanna Steinacker

Senior Special Assistant (SSA)
to the President on Women's
Health



Haj. Hauwa Liman

Technical Adviser to the Vice
President of Nigeria on
Women, Youth Engagement
and Impact

With Gratitude

We would like to thank everyone who has quickly mobilised around our new platform. Together we will go far!



**Her Excellency, Mrs
Toyin Saraki**
Founder/ President, The
Wellbeing Foundation Africa



Dr. Zainab Shinkafi
Founder/CEO, Medicaid
Cancer Foundation



**Chief Mrs Moji
Makanjuola (MFR)**
Executive Director ·
International Society of Media
in Public Health



Vivianne Ihekweazu
Managing Director, Nigeria
Health Watch

Photo Album



Toyin Bashir, Founder, WeSupportHer
Chinwendu Iroegbu, Media Programme Officer,
Nigeria Health Watch
Jemimah Jatua, Gender and Social Inclusion Specialist

Co-Design Day









Women&Co Launch Event





Women&Co Launch Event









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Women&Co
Women-led innovation
that powers change
and lasting impact.

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