

The Reykjavík Index for Leadership 2024-2025

Societal perceptions of women and men's
suitability for leadership in Nigeria



The Reykjavík Index for Leadership

The Reykjavik Index for Leadership is the measure of perceptions of equality for men and women in leadership. The Index runs from 0 to 100. A score of 100 means that across society, there is common understanding that men and women are equally suited to leadership, in all sectors. Any score of less than 100 is an indication of prejudice in society.

Our explicit goal is a world in which The Reykjavik Index score is 100. This would be a world where men and women are viewed as equally suitable to lead, across all sectors.

The Reykjavík Index for Leadership

The Reykjavík Index for Leadership is a partnership between Verian and Reykjavík Global Forum. It was launched in 2018 for the G7 countries and has been repeated every year since for the G7, plus additional select groups of countries each year. The Reykjavík Index for Leadership is the first international measure of how societies perceive the suitability of women for leadership.

This year, thanks to the funding from the Gates Foundation, our work extended to understanding perceptions of women and men in leadership in Kenya and Nigeria.

This report presents the findings from Nigeria.

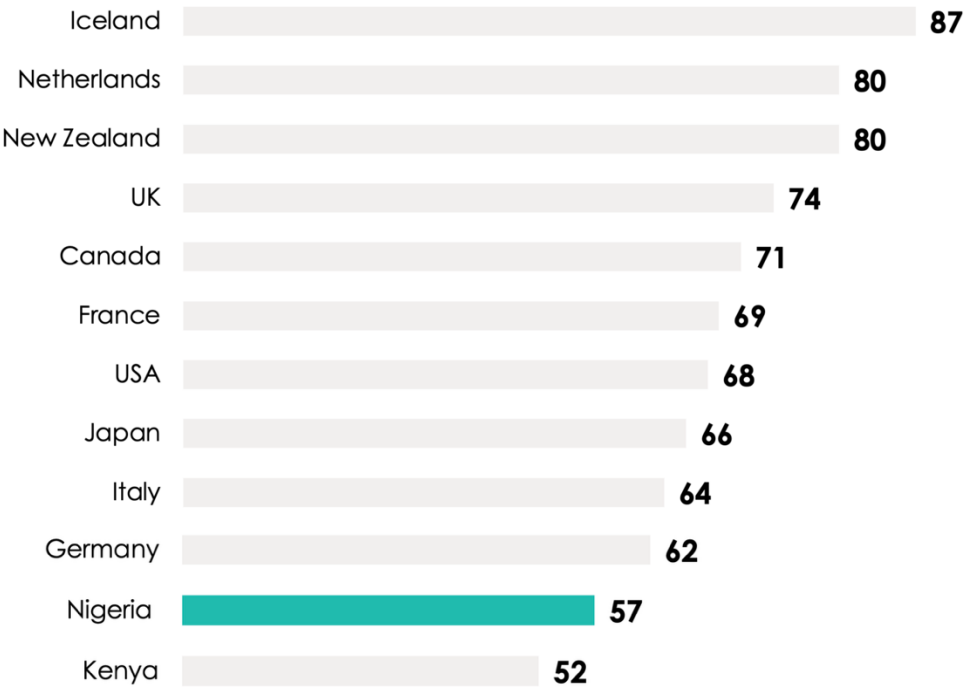


Reykjavík Index for all countries in 2024

In 2024, the research for The Reykjavik Index for Leadership covered all G7 countries – Canada, France, Germany, Italy, Japan, the United Kingdom and the United States of America, plus Iceland, the Netherlands, New Zealand, India, Kenya and Nigeria.

This year’s average score for the G7 is 68, which marks the lowest result since our research began in 2018. At best this indicates an era of stasis and at worse points to continued regression on attitudes to gender equality in leadership. While overall scores have declined since last year, there is nuance and even some positive changes within the G7. For example, there has been a positive shift in the United Kingdom since 2023 which now regains its position as highest ranking among the G7 countries. The greatest regression in attitudes since last year can be seen in Japan (-7 points), Germany (-5) and France (-5). There is no change in North America, with Canada and the United States both returning the same scores as 2023.

This year’s findings show that Iceland continues to have the highest scores of any country measured, with a Reykjavik Index of 87. Netherlands and New Zealand both score 80, while the G7 average is 68, Kenya 52 and Nigeria 57.

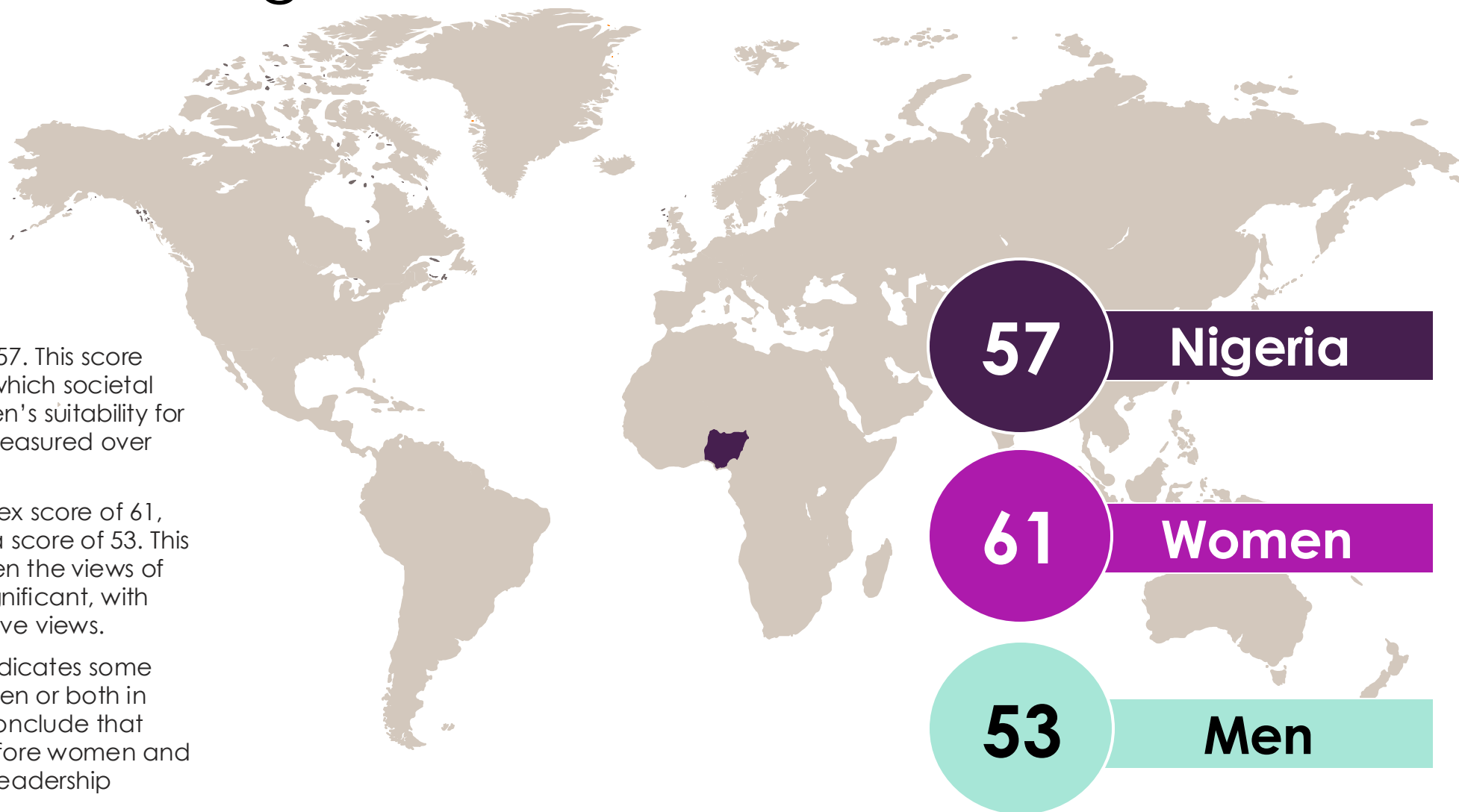


Reykjavík Index in Nigeria

Nigeria's Index score in 2024 is 57. This score represents a baseline against which societal perceptions of women and men's suitability for leadership in Nigeria can be measured over time.

Women in Nigeria have an Index score of 61, compared to men who have a score of 53. This eight-point dissonance between the views of women and those of men is significant, with women holding more progressive views.

Since every score below 100 indicates some prejudice against women or men or both in leadership positions, we can conclude that there is still some way to go before women and men are equally accepted in leadership positions.

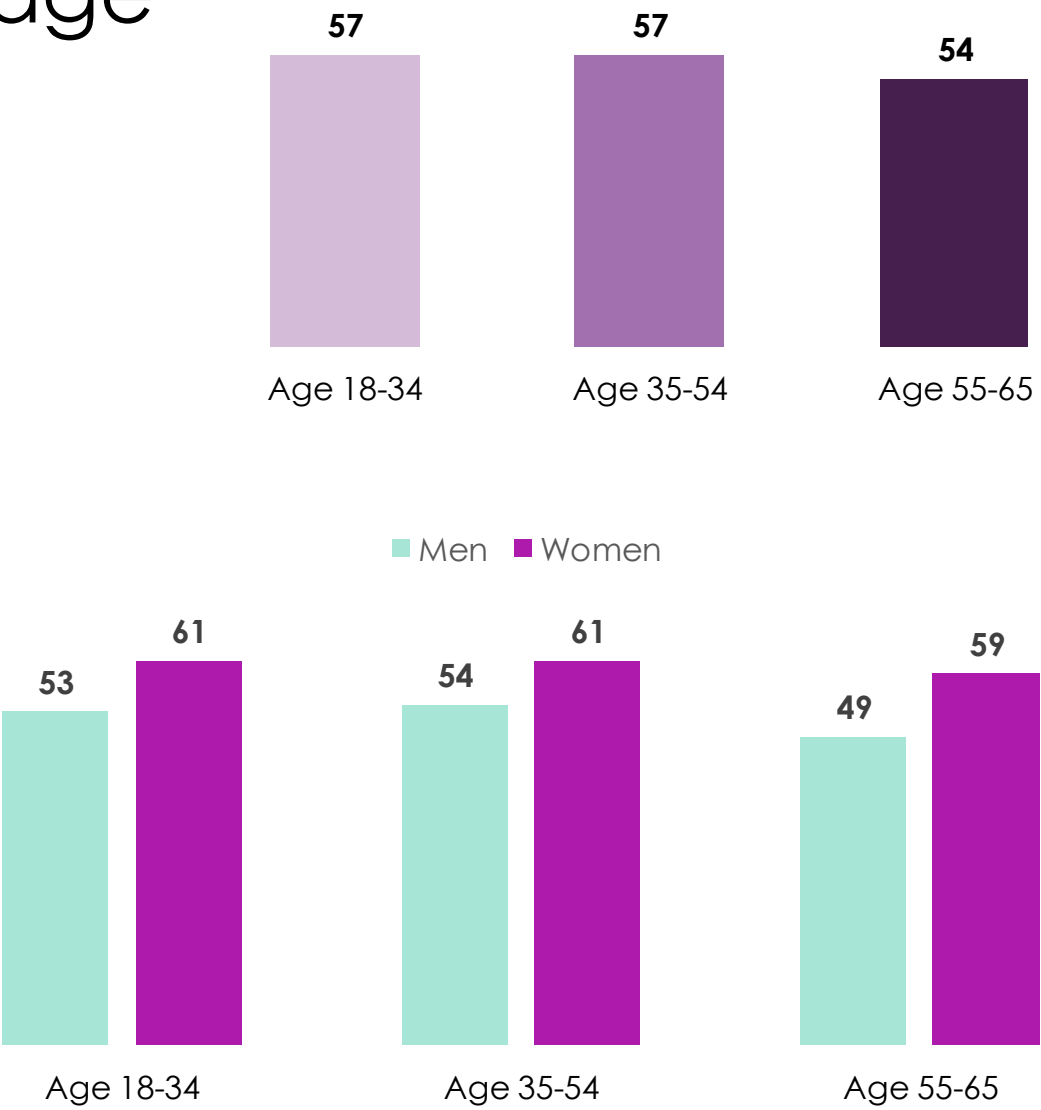


Reykjavík Index by gender & age

The Reykjavík Index provides insight into how much different age groups agree or disagree that men and women are equally suitable to lead.

In Nigeria, the Index scores are relatively aligned across the different age groups. The two younger age groups (18-34 and 35-54) are more likely to think that men and women are equally suitable to lead, compared to the oldest age group (55-64), even if the difference is slight.

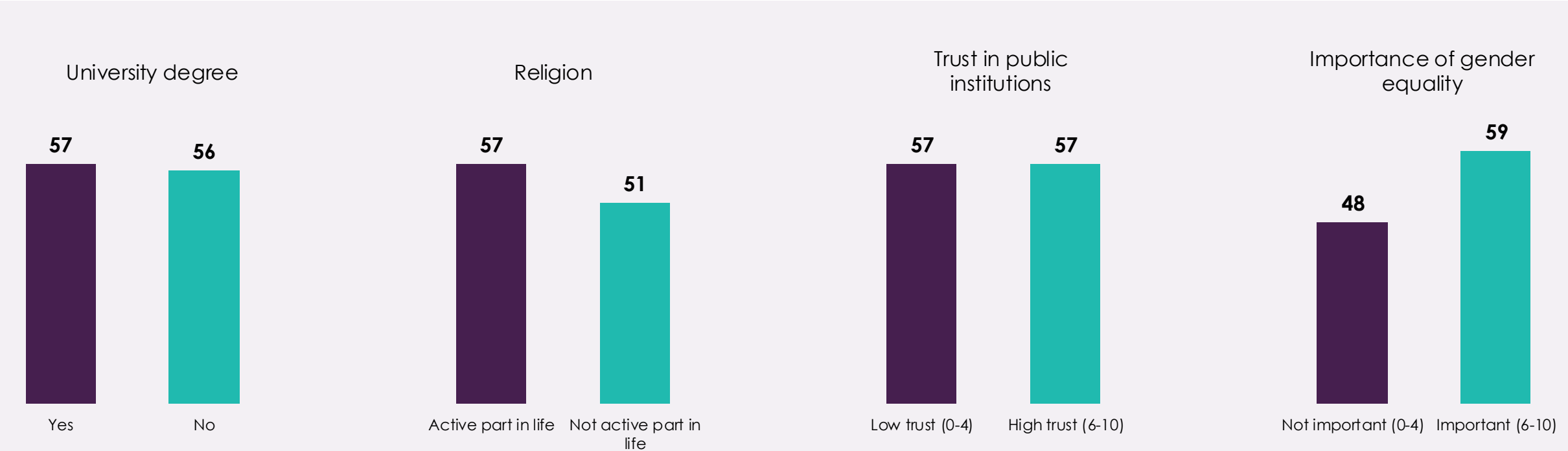
With a different lens, we can see that younger people are more progressive, but also that men are less progressive than their female counterparts in every age bracket. Younger women are the most progressive in their views on leadership. There is a notable gap between perceptions of women and men aged 55-65, with women reporting index scores 10-points higher than men in the same age bracket.



Reykjavík Index by other socio-economic factors

Here we present the extent to which the Reykjavík Index varies between different background variables, based on additional questions asked in the survey. This includes the education of the respondent, the extent to which religion plays an active part in their life, whether they have low or high trust in public institutions (on a 10-point scale) and the extent to which they think gender equality is important for society (on a 10-point scale).

The importance respondents place on gender equality does matter, with a 11-point difference in the Index scores between those that place less importance on gender equality and those that deem it important (59 vs 48). The Reykjavík Index also varies by religion, with the group that state that religion plays an active part in their lives scoring higher than for those where religion does not play an active part in their lives (57 vs 51). However, the Reykjavík Index does not vary by education levels or by different levels of trust in public institutions in Nigeria.



Reykjavík Index for 23 sectors in society

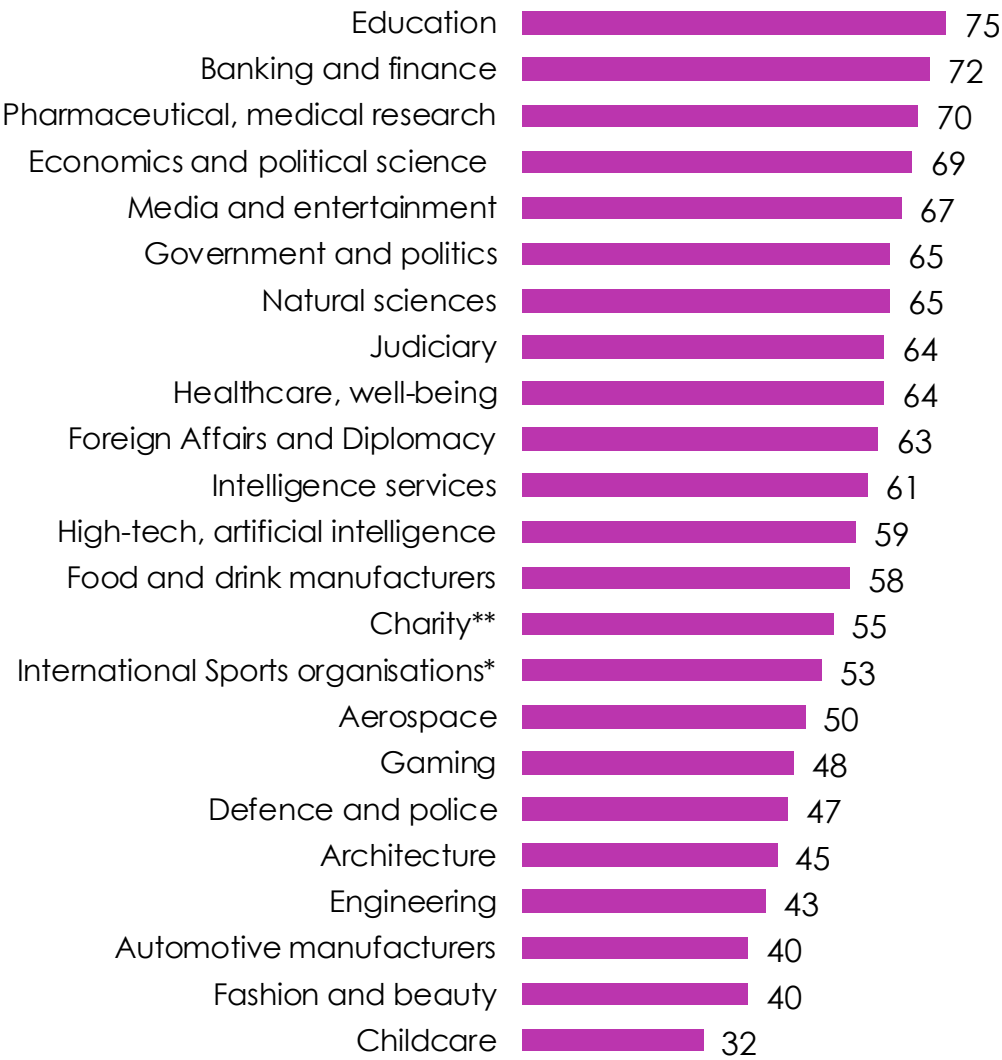
The Reykjavík Index is an index based on the perceptions of women and men's suitability for leadership across 23 sectors in Nigerian society.

Nigeria's highest scoring sectors are Education; Banking and Finance; Pharmaceutical, medical research; Economics and political science; and Media and entertainment.

Nigeria's lowest scoring sectors are Childcare; Fashion and beauty; Automotive manufacturers; Engineering; and Architecture.

The lowest scoring sectors are those that tend to be either female or male dominated. When looking more closely at the data, there are eight sectors where women are seen as more suitable to lead, and 15 sectors where men are seen as more suitable to lead, indicating a significant prejudice against women leaders.

In Nigeria, and common across all countries measured in 2024, childcare is viewed as women's work. Viewed another way, the Index scores tell us that men are viewed as being less capable of childcare than women.



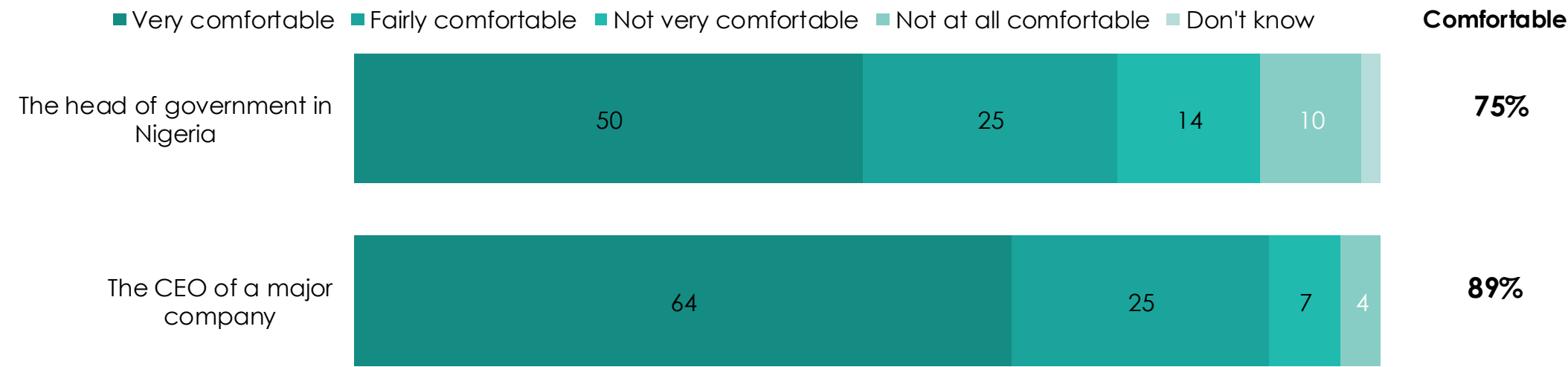
Comfort level with female leadership in Nigeria

As part of the wider leadership study, we ask people about their general comfort levels with the idea of a woman as CEO or Head of Government in their country. Three quarters of people (75%) in Nigeria are 'very' or 'fairly' comfortable with having a woman as head of government. A higher percentage of people express comfort with a woman being the CEO of a major company in Nigeria, with 89% 'very' or 'fairly comfortable'.

This aligns with the reality of women's leadership in politics and business in Nigeria. According to the Inter Parliamentary Union, Nigeria ranks 178 globally for women's political participation, with women holding 3.9% of the seats in the lower house of parliament¹. In business, women are seen to be turning the tide, and the number of female CEOs and top executives in Nigeria's banks, oil companies and other sectors is growing, according to African Business².

How comfortable do you or would you personally feel about having a woman as...

Shares in %



1. Inter Parliamentary Union. November 2024. https://data.ipu.org/women-ranking/?date_month=11&date_year=2024
2. African Business. February 2024. The highs and lows in the empowerment of women in Nigerian business, <https://african.business/2024/02/trade-investment/the-highs-and-lows-in-the-empowerment-of-women-in-nigerian-business>

The Reykjavík Index for Leadership

Methodology

23

Sectors in society

1 000

Total responses in Nigeria

18-65

Age of respondents

The Reykjavík Index for Leadership has been constructed based on research exploring the question:

"For each of the following sectors or industries, do you think men or women are better suited to leadership positions?"

This question allows responses of 'men', 'women', 'both equally' and 'don't know' for 23 different economic and professional sectors. Aligned with our goal, a response of 'both equally' results in a point for that country within the Index, while a response of 'men better suited', 'women better suited' does not. 'Don't know' are excluded from the Index score.

A country's Reykjavík Index for Leadership is equal to the average proportion of people selecting 'both equally' across the 23 economic sectors. This is a measure of the extent to which, across society, men and women are viewed to be equally suitable for leadership.

The data source for the 2024-2025 is a survey of at least 1000 working age-adults (aged 18-65) collected in each country.

In Nigeria, c. 1000 telephone interviews were collected by trusted local partner **Yucca Consulting**, using Random Digit Dialling. The samples have been weighted so that each country's gender and age profile match the relevant population profile. Efforts were made to collect responses from all regions in Nigeria.

Nigeria was included in the 2020-21 Reykjavík Index but then used a different methodology. As such we do not compare the data from 2020 with the data from 2024.

The Reykjavík Index for Leadership

2024 Nigeria edition

