

**GENDER DISPARITIES IN TAX COMPLIANCE: AN ANALYSIS OF NIGERIAN
WOMEN ENTREPRENEURS UNDER THE 2025 NEW TAX LAWS PRESENTED
VIRTUALLY ON MARCH 9, 2026**

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As of 1 January 2025, women held 27.2 per cent of the seats in national parliaments; this is up 4.9 percentage points from 2015 but only 0.3 points from 2024. Political leadership, investments and comprehensive policy reforms are needed to dismantle systemic barriers to achieving Goal 5. Gender equality is a cross-cutting objective and must be a key focus of national policies, budgets and institutions¹.

ABSTRACT

Promoting gender equality, reducing discrimination on the basis of gender, and ensuring the economic participation of women, are important human rights objectives for many governments and international organizations, as reflected in the Sustainable Development Goals,² the UN Declaration of Human Rights, the Treaty on European Union (TEU),³ and other related organizations on gender equality. This study, using a qualitative research design based on secondary data sources, examined scholarly literature, United Nations reports, and publications from some international organizations to assess the effectiveness of gender disparity in tax compliance and analysed Nigerian women entrepreneurs under the tax reforms of 2025. Findings revealed that while some progress has been made over the last decades in terms of policy formulation, key challenges still abound. As noted by the United Nations, the world is not yet on track to achieve gender equality by 2030, as gender inequality persists everywhere and stagnates social progress. Sexual violence and exploitation, the unequal division of unpaid care and domestic work, and discrimination in public office, all remain huge barriers. The study concludes that by addressing the remaining barriers, Nigeria can move closer to realizing its gender equality goals and achieving sustainable development.

INTRODUCTION

¹ <https://www.un.org/sustainabledevelopment/gender-equality/> accessed on 8th March 2026

² -equality_b8177aea-en/full-report/component-3.html#endnotea1z2

³ -equality_b8177aea-en/full-report/component-3.html#endnotea1z3

“The goal of achieving equality between women and men is based on principles of human rights and social justice and is enshrined in the Universal Declaration of Human Rights”. Achieving gender equality and empowering all women and girls is not just the right thing to do, it’s essential for sustainable development as observed by the United Nations which has made significant progress in advancing women’s rights, all which have been recorded globally, with 99 positive legal reforms implemented between 2019 and 2024 to remove discriminatory laws and establish gender equality frameworks, International commitments to advance gender equality in societies, is also a priority for the OECD and is part of its Programme of Work.

The paper, divided into four sections, focusses on gender disparity in tax compliance and analysed Nigerian women entrepreneurs under the tax reforms of 2025 with special emphases on two of the new tax laws namely the Nigeria Tax Act, 2025 and the Nigeria Tax Administration Act, 2025. While section one is about Gender Disparities, section two is on Tax Compliance as it relates to gender, whether women comply more than men or vice versa. The third section deals with Women Entrepreneurs, while section four analyzed what women entrepreneurs need to know about the new tax laws and emphasizing the provisions in the new tax laws women entrepreneurs need to comply with. The study closes with the author’s recommendations drawn from the study.

KEYWORDS

Gender Disparities, Tax Compliance, Women Entrepreneurs, 2025 New Tax Laws

SECTION ONE

WHAT IS GENDER DISPARITY

GENDER DISPARITIES

Gender disparity (GD), also known as gender inequality, discrepancy, imbalance, refer to the differences in treatment between individuals based on their gender. GD, a social phenomenon in which people are not treated equally on the basis of gender, can manifest in various aspects of life, including economic participation, education, health, political representation, and social norms. Gender disparities often arise from systemic inequalities and cultural norms that favor one gender over another, typically disadvantaging women and gender minorities.

Key Areas of Gender Disparities and their Impact

Economic Disparities/ Pay Gap/Income Inequality:

The pay gap is one of the most consequential examples of everyday gender inequality. It is the disparity where women often earn less than men for the same work. It has been attributed to factors such as occupational segregation, discrimination, and differences in work experience. According to the UN, women make only 77 cents for every dollar men earn, even when they do comparable work.

Economic Impact: Gender disparities can hinder economic growth and development by limiting the potential contributions of women and gender minorities to the workforce and economy.

Educational Disparities:

Access to Education in some states in Nigeria and a few other regions, girls may have limited access to education than boys due to, economic constraints, cultural beliefs or safety concerns. This restriction has limited their future opportunities and economic independence.

Employment Opportunities:

In a number of cases, it has been noted that women may have limited access to job opportunities, particularly in leadership and high-paying sectors, whereas they are often overrepresented in less-paying, less secure jobs.

Health Disparities:

Women may face barriers to accessing healthcare services, including reproductive health services, which can affect their overall health and well-being.

Health Impact: Gender disparities can lead to differences in health outcomes, with women experiencing higher rates of certain health issues due to social determinants and access to care.

EFFORTS AT GENDER DISPARITY

- There have been several efforts at improving gender equality in various policy areas.
- March 8th every year is set aside by the United Nations to celebrate the strides of women as well as discuss issues affecting the womenfolk.
- Promoting gender equality, as reflected in the Universal Declaration of Human Rights and the Sustainable Development Goals, is a human rights objective for many governments, including in G20 and OECD countries.⁴
- In October 2021, the OECD Ministerial Council Meeting, gathering Ministers of Members and partners, called for policymakers to further develop the analysis of how public policies can help achieve gender equality, including by ensuring that the OECD can “model best practices in gender mainstreaming throughout its work, including through disaggregated data collection and analysis” (OECD, 2021[2]).⁵
- The establishment of global initiatives such as UN Women⁶ and Women G20⁷ also reflected the need for dedicated discussions and projects aiming at improving gender equality in various policy areas.

Nigeria’s Efforts

⁴ https://www.oecd.org/en/publications/tax-policy-and-gender-equality_b8177aea-en/full-report/component-2.html#execsumm-d1e38

⁵ https://www.oecd.org/en/publications/tax-policy-and-gender-equality_b8177aea-en/full-report/component-3.html#chapter-d1e128

⁶ [equality_b8177aea-en/full-report/component-3.html#endnotea1z](https://www.oecd.org/en/publications/tax-policy-and-gender-equality_b8177aea-en/full-report/component-3.html#endnotea1z)

⁷ [equality_b8177aea-en/full-report/component-3.html#endnotea1z5](https://www.oecd.org/en/publications/tax-policy-and-gender-equality_b8177aea-en/full-report/component-3.html#endnotea1z5)

- Nigeria has introduced many policies and programs to reduce gender inequality (inequalities between men and women).
- Challenges remain, including low female political representation, cultural barriers, and economic inequality. Continued reforms and stronger implementation are needed.
- These efforts mainly focus on education, political participation, economic empowerment, and protection from gender-based violence.
- the United Nations (UN) declaration of the year 1975 as the International Year of the Woman,
- 1975-1985 as the decade of the woman.
- The UN had adopted the Convention for the Elimination of all forms of Discrimination against Women (CEDAW) in 1979, but only ratified in Nigeria in 1985.
- Nigeria fully participated in the much acclaimed Beijing Platform for Action of 1995.
- Child Rights Act (2003) protects children, especially girls, from early marriage and exploitation.
- Nigeria adopted a National Gender Policy in **(2006, revised later)** to promote gender equality in all sectors.
- It encourages 35% affirmative action for women in political appointments and leadership positions.
- The policy aims to increase women's participation in decision-making, governance, and economic activities.
- Special initiatives encourage girls' education, especially in northern Nigeria where gender gaps are larger.
- Scholarships and community campaigns help reduce early marriage and school dropout rates for girls.
- Violence Against Persons (Prohibition) Act – 2015 (VAPP) criminalizes domestic violence, sexual abuse, harmful practices, and female genital mutilation.
- Efforts also include laws against human trafficking and workplace discrimination.
- Government programs support women through microfinance, entrepreneurship training, and small-business grants.
- Examples include initiatives under the National Directorate of Employment and Women Fund for Economic Empowerment.
- Agricultural programs also target female farmers with loans and training.
- Nigeria promotes women's participation in politics through advocacy, quotas, and leadership training programs.

- Organizations such as the National Council of Women's Societies (NCWS) advocate for women in governance.
- Nigeria works with global partners such as: UN Women, UNICEF and World Bank
- These partnerships support programs on girls' education, maternal health, and gender equality initiatives
- Public awareness campaigns address practices like:
 - Female genital mutilation (FGM)
 - Early and forced marriage
 - Gender-based violence
- Nigeria has been a signatory to include the Universal Declaration of Human Rights (UDHR),
- the International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR) as well as the African Charter on Human and Peoples' Rights (ACHPR).
- Even the 1999 Constitution of Nigeria (as amended) in section 42 guarantees right to freedom from discrimination.

Implications of Gender Disparities

- **Social Cohesion:** Addressing gender disparities is essential for promoting social justice, equality, and cohesion within communities.
- **Sustainable Development:** Gender equality is a critical component of sustainable development, as recognized by the United Nations Sustainable Development Goals (SDGs). Achieving gender equality can lead to improved outcomes in health, education, and economic growth.

Political Representation:

- Women are often underrepresented in political leadership positions and decision-making roles, which can impact policies and legislation that affect gender equality and women's rights.

Social and Cultural Norms:

- **Gender Roles:** Societal expectations and norms regarding gender roles can limit individual choices and opportunities. Traditional views may dictate what is considered acceptable behavior for men and women, influencing their participation in various spheres of life.

- **Violence and Discrimination:** Gender-based violence and discrimination are significant issues that disproportionately affect women and gender minorities, impacting their safety, mental health, and ability to participate fully in society.

Types of Gender Inequality

- **Educational Inequality:** Limited access to education for girls in many regions.
- **Economic Inequality:** Unequal pay, fewer job opportunities, and financial dependence.
- **Political Inequality:** Underrepresentation of women in politics and decision-making roles. (United nations population fund)

According to the European Institute for gender equality, four types of Gender are available. Feminine. Masculine. Common. (refers to a word or noun that is used for both male and female genders, and **Neuter.**

THE NIGERIAN CONSTITUTION and GENDER

The Nigerian Constitution on Gender Equality

- Section 17 (3) (a) The State shall direct its policy towards ensuring that all citizens, without discrimination on any group whatsoever, have the opportunity for securing adequate means of livelihood as well as adequate opportunity to secure suitable employment;
- Section 17 (3) (e) focuses on gender based disparity and states that the states shall direct its policy toward ensuring that “there is equal pay for equal work without discrimination on account of sex or any, or any ground whatsoever”:
- Section 27(3): women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres. –

DOES GENDER DISPARITY STILL EXIST IN NIGERIA

Yes, gender disparity still exists in Nigeria across various sectors and aspects of life. While there have been efforts to address gender disparities in Nigeria through policies, advocacy, and community initiatives, significant challenges remain.

According to the 2025 global gender gap index.

- Nigeria has been ranked 124th out of 148 countries in the 2025 global gender gap index.
- The report was first introduced by the World Economic Forum in 2006 to benchmark progress towards gender parity across four areas — economic opportunities, education, health, and political leadership.

- The 19th edition⁸ noted that there is still a combined global average gender gap of over 30 percent.
- It said considering the speed of progress of the set of 100 economies covered continuously since 2006, it will take 123 years to reach full gender parity globally.
- Nigeria closed 64.9 percent of its overall gender gap, losing one rank compared to the 2024 edition of the index.
- The report says while its primary focus is how close women are to reaching parity with men, “it is noteworthy that in 109 of the economies covered in the 2025 edition, women are more likely than men to enrol in tertiary education. This includes all economies in Europe and Northern America”
- The report further said that based off the 2025 index, women are still projected to enjoy a longer healthy life expectancy than men in 130 out of 148 economies surveyed
- The report emphasised that achieving gender parity requires strong frameworks and the effective use of available resources.

Here are some key areas where gender disparities are evident in Nigeria:

1. Economic Participation

Income Inequality:

- **Access to Finance:** Women entrepreneurs frequently face barriers in accessing credit and financial services. Traditional lending practices may favor male entrepreneurs, limiting women's ability to start or expand businesses.
- **Employment Opportunities:** Women are often overrepresented in informal and low-paying jobs, while men dominate higher-paying sectors and leadership positions.

2. Education

- **Access to Education:** Although there have been improvements in girls' enrollment in schools, many girls still face barriers to education, particularly those that live around Makoko and in some rural areas. Factors such as poverty, cultural norms, early marriage, can hinder girls' access to education.
- **Field of Study:** Gender stereotypes influence the fields of study that women pursue, with fewer women entering STEM (science, technology, engineering, and mathematics) fields, which can limit their career opportunities.

3. Health

- **Access to Healthcare:** Women may experience challenges in accessing healthcare services, including reproductive health services. Cultural beliefs and economic constraints can limit their ability to seek necessary medical care.
- **Maternal Health:** Nigeria has one of the highest maternal mortality rates in the world, highlighting disparities in healthcare access and quality for women.

⁸.weforum.org/publications/global-gender-gap-report-2025/digest/

4. Political Representation

- **Underrepresentation:** Women remain underrepresented in political leadership and decision-making roles. Although there have been efforts to increase women's participation in politics, cultural norms and systemic barriers continue to limit their representation.

5. Social and Cultural Norms

- **Gender Roles:** Traditional gender roles and societal expectations often dictate the behavior and opportunities available to men and women. Women may face pressure to prioritize domestic responsibilities over career aspirations.
- **Gender-Based Violence:** Violence against women, including domestic violence and sexual harassment, remains a significant issue in Nigeria. Cultural attitudes and inadequate legal protections can perpetuate these problems.

6. Legal Framework

- **Legal Barriers:** While Nigeria has laws aimed at promoting gender equality, enforcement can be weak, and cultural practices may undermine legal protections for women. Issues such as inheritance rights and property ownership can disproportionately affect women.

HOW CAN THE GAP in GENDER DISPARITY BE NARROWED OR CLOSED?

Measures to decrease gender inequalities in Africa, fostering development and prosperity⁹.

If the following measures are implemented, it could decrease gender inequalities in Africa, foster development and promote prosperity.

- Invest in free education up to secondary level to significantly promote gender equality in education.
- Prevent child marriage and teenage pregnancies, ensuring a minimum marriage age of 18
- Improve access to contraceptives and sex education.
- Encourage girls and women to pursue science, technology, engineering and mathematics programmes through scholarships.
- Remove legal barriers to women's employment,
- Invest in infrastructure that reduces time spent on household production, and
- Extend paternity leave to enhance women's participation in labour and mitigate wage inequality.
- Encourage gender-sensitive agricultural programmes,
- Education on domestic violence and victim support, and legal consequences for perpetrators

⁹ This article was [first](https://futures.issafrica.org/blog/2024/Gender-equality-matters-for-Africas-development) published in *Africa Tomorrow*, the blog of the ISS African Futures and Innovation programme. <https://futures.issafrica.org/blog/2024/Gender-equality-matters-for-Africas-development>

- Adopt mandatory quotas for female candidates,
- Support gender-responsive electoral processes, and mentorship programmes to boost women's political participation.

TAX JUSTICE NETWORK

Women are direly under-represented in the tax policy and tax administration space¹⁰

Around the world, only some 11.3% of finance ministers are female.

- In tax administrations, female staff make up¹¹ some 58% of staff, but only 43% of executives.
- Indeed, after 30 years in the business, I have only ever met two female heads of a tax administration, and I have only ever worked with two other female consultants in the tax administration consulting space.

Spanish Minister of the Economy Nadia Calviño refused to take a promotional photo at the Madrid Leaders Forum, where she was the only woman in the line-up¹². She noted, *"We can no longer consider it normal that 50% of our population is not present,"* and that she would no longer participate in events if she was the only woman present.

Impact on tax policy

- Historically women have played limited role in the tax policy and tax administration at a senior leadership level,
- Many tax policies downgrading women to second class citizens.
- For instance, women were required to submit their tax returns under their husbands' names.
- While some countries took an early lead in levelling the field a bit (e.g. Germany in 1958 and Sweden in 1971) many other countries have a relatively recent history of making women play second fiddle to their husbands (e.g. the UK until as recently as 1990 and France until 2013.)
- Until 1995, in South Africa, married women were taxed at a higher rate than married men.
- South Africa's previous discriminatory tax system which especially disadvantaged working married women, was repealed post-1994 and the tax laws now treat men and women the same, irrespective of marital status

SECTION TWO

TAX COMPLIANCE, VOLUNTARY COMPLIANCE AND NON COMPLIANCE

Tax Compliance

¹⁰ (<https://taxjustice.net/2024/03/08/tax-policy-and-gender-disparity-a-call-to-action-on-international-womens-day-2024/>)

¹¹

¹² [a/4997935/0/calvino-rechaza-posar-photocall-foro-ser-unica-mujer/](https://www.elpais.com/2024/03/08/calvino-rechaza-posar-photocall-foro-ser-unica-mujer/)

Tax compliance generally refers to the willingness and ability of taxpayers to comply with tax laws by registering, filing returns, reporting income accurately, and paying taxes as and when due. Enforced compliance relies on audits, penalties, and sanctions to compel obedience to tax laws. Most scholars agree that an effective tax system

requires a balance between these two approaches.

Generally, tax compliance can be simply defined as fulfilling all tax obligations as specified by the law freely and completely. It means submitting a tax return within the stipulated period, correctly stating income and allowed deductions, paying assessed taxes in accordance with the internal revenue code, regulations and court decisions applicable at the time the return is filed. A study by Akintoye and Tashie¹³ (2013) concluded that compliance through the willingness of citizens to pay tax is very important and cannot be ignored. The duo further suggested that government should pay attention to the factors that influence the willingness of citizens to pay tax and improve on them, thereby improving people willingness to pay tax. Tax morale, the willingness or inclination to pay tax is similar to tax compliance. The quality of enforcement matters, if people believe that they are likely to be caught for non-payment and that the penalties will be significant, they are more likely to comply.

But non-economic factors should not be ignored. These includes factors such as:

- Knowledge and complexity: does the level of knowledge of the tax system and its simplicity improve compliance?
- Fiscal exchange/social compact: are people more willing to pay tax if they feel that they are getting something in return?
- Participation and voice: will involving people in discussions about tax and providing effective accountability encourage payment?
- Are people more willing to comply if others around them are also compliant?
- Legitimacy, trust and fairness: are people more likely to pay if they regard the government as legitimate, if they trust the Administration, and if they perceive that tax is collected fairly?
- Use of tax revenue, are people likely to comply if they are able to see what the tax money is used for.

Voluntary compliance

Literature distinguishes between voluntary compliance and enforced compliance. The term refers to the principle that taxpayers will cooperate with the tax system by filing honest and accurate annual returns. Voluntary means that each taxpayer is expected to prepare and file returns without government involvement. In effect, it is an expectation of Tax Authorities that taxpayers on their own would be forth coming in reporting income and profits and in self-

¹³ Akintoye. I.R and Tashie *Effect of Tax Compliance on Economic Growth and Development in Nigeria, West Africa*. British Journal of Arts and social science, 2(2), 151-164

assessing their income tax burdens. Voluntary compliance is influenced by factors such as tax morale, perceived fairness of the tax system, trust in government, and simplicity of tax laws. The U.S. income tax system operates under this assumption and Nigeria is gradually moving towards the adoption of this system as exhibited in the ongoing fiscal and tax reforms.

While the law makes payment of income and all other taxes to be mandatory, the burden of reporting income and profit accurately falls upon each individual taxpayer.

Voluntary Compliance and Tax Audits

Audits have a key role to play in the concept of voluntary compliance. Generally, Tax Authorities are responsible for enforcing compliance, and they carry out this function through a system of audits, sometimes supported by a system of tax investigation. Where compliance mechanism fails to a large extent, enforcement through the process of distraint will be applied to recover.

TAX NON COMPLIANCE

Non tax compliance is the opposite of tax compliance. Conversely, tax non-compliance, a phenomenon closely related to outright tax evasion is the result where there is no compliance to the tax laws and regulations. It comes in many forms such as an outright refusal to fill the self assessment form, and declare returns, failure to pay self-assessed or levied taxes by due date. It also includes under-reporting income, overstating deductions, failure to file returns. It could also be understatement of income, overstatement of deductions, Fagbemi, Uadile & Noah (2010) found that non compliance attitude is prevalent in developing countries and it hinders development thereby leading to economic stagnation and other socio-economic problems. Chipeta (2002) identified tax rates as one of the causes of tax evasion. He pointed out that a higher tax rate increases taxpayers' burden and reduces their disposable income therefore, the probability of evading tax is higher.

Ojochogwu and Ojeka¹⁴ found that high tax rates and complex filing procedures were the most important factors causing non-compliance of SMEs. Multiple taxes and lack of enlightenment are other factors that affect tax compliance among the SMEs surveyed. Thus, it was recommended that SMEs should be levied lower percentage of taxes to allow enough funds for business development and better chances of survival in a competitive market. Tax incentives such as exemptions and tax holidays should be increased to encourage voluntary compliance and to also attract investors.

Governments and Revenue Authorities have always raised voices against taxpayers' behavior of tax non-compliance.

A general assumption of the Tax Authorities is that some of the taxpaying public will not fully comply with tax requirements. This occurs regularly due to both intentional evasion and innocent misunderstanding of tax obligations.

¹⁴ Ojochogwu Winnie Atawodi & Stephen Aanu Ojeka 1 1 Department of Accounting, Covenant University, Ota, Ogun State, Nigeria Correspondence 2012

In a number of cases, tax payers fail to comply due to the complexity of tax laws, the high discretionary powers of tax officials, and the low cost of punishment creating opportunities for corruption in revenue administration¹⁵

MEASURES TO PROMOTE TAX COMPLIANCE

The Power of Voice in Stimulating Tax Compliance

Decisions about paying taxes voluntarily represent one of the most common moral quandaries faced by citizens. Campbell and Winterich¹⁶, argued that taxpayer compliance can be raised by increasing “voice” emphasizing that taxpayers should be allowed to express their preferences about the way their taxes are used. They first tested for effects of preference expression on tax compliance with a tax in a laboratory setting, they found out that allowing participants to express non-binding preferences over tax spending priorities leads to a 16% increase in compliance. A follow-up online study on allowing taxpayers to express their preferences on the distribution of government spending reduces the rate of a questionable tax loophole by 15%. A third experiment shows that this effect only occurs when taxpayers have voice in spending on preferred tax categories.

Use Tax Compliance Software

One possibility to ensure tax compliance is to use tax compliance software¹⁷. The direct and indirect tax compliance software.

This software ensures tax compliance for income tax, corporate tax, VAT, service tax, customs, sales tax, use tax, or other taxes its users may be required to pay. The software automatically calculates a user’s tax liabilities to the government, keeps track of all transactions (in case of indirect taxes), keeps track of eligible tax credits, etc. The software can also generate forms or filings needed for tax compliance. The aim of the software is to provide the user with easy way to calculate tax payment and minimize any human error. Tax compliance software has been present in developed countries for long in the form of tax calculators mainly for direct taxes, such as income tax and corporate tax. Gradually some more complex and customized tax compliance software has been designed and developed by organizations around the globe.

Simplify Tax Laws

When tax laws are simplified and written in simple language for clarity, compliance will be promoted. The 202five tax reforms addressed it.

¹⁵ Bridi, A., 2010, *Corruption in tax administration*, Transparency International, U4 Expert Answer No. 229, U4 Anti-Corruption Resource Centre, <http://www.u4.no/publications/corruption-in-tax-administration/>, accessed 04.12.2015

¹⁶ (Margaret C. Campbell and Karen Page Winterich, A Framework for the Consumer Psychology of Morality in the Marketplace, *Journal of Consumer Psychology*, 28, 2, (167-179), (2018).

¹⁷ Wikipedia, no year, *Tax compliance software*, http://en.wikipedia.org/wiki/Tax_compliance_software, accessed on 15/3/19

Offences And Penalties Provisions

The offences and penalties provisions under the new tax reforms are designed to promote voluntary compliance while firmly addressing willful default, fraud, and obstruction of tax administration. The Act covers a broad range of infractions, including failure to register or file returns, inadequate record-keeping, non-remittance of collected taxes, false declarations, and interference with tax officials. In addition, the legislation introduces technology-based compliance requirements and imposes sanctions for the manipulation or avoidance of approved digital tax systems, reflecting the government's drive towards a more transparent and data-driven tax environment.

CONFLICTING VOICES of the JUDICIARY

As much as possible, conflicting Judgments should be avoided.

In the following two cases, the Jurisdiction of Tax Appeal Tribunal(TAT) was questioned

- (i) TSKJ Construction International Sociadade Unipessoal LDA v. Federal Inland Revenue Service and
- (ii) (i1) Nigeria National Petroleum Corporation vs. Tax Appeal Tribunal & 3 Ors.

In the two cases, taxpayers had preliminary objections that the TAT has no jurisdiction to hear and determine their cases on the basis that section 59 of the repealed FIRS (Establishment) Act is inconsistent with the provision of section 251 of the 1999 Constitution.

TAT held in those cases that it has jurisdiction to determine them and that its jurisdiction was not inconsistent with that of the Federal High Court principally on the basis that it was not a court. Basically, the position of TAT was that there is no inconsistency between section 59 of the FIRS Act and section 251(1) of the 1999 Constitution, the TAT not being part of the judiciary but an administrative tribunal established by the Minister of Finance.

The aggrieved parties appealed to the Federal High Court. While Justice Ademola of the Federal High Court, Abuja held in TSKJ that the TAT was unconstitutional, Justice Buba of the Federal High Court, Lagos Judicial Division held in the case of NNPC & Ors that the TAT is NOT unconstitutional. On 10th March 2017, the controversy surrounding the legality of TAT was laid to rest by the Lagos Court of Appeal in another case namely CNOOC Exploration & Production Nigeria Limited vs. Nigeria NNPC & Anor¹⁸ where the Court held that the Tax Appeal Tribunal (TAT) has the jurisdiction to determine tax disputes and adjudicate over tax related matters and the same did not constitute a contravention of the exclusive jurisdiction of the Federal High Court as the Federal High Court can review and quash the decision of TAT upon an appeal or application for judicial review. Such dual interpretations or judgements should be avoided.

LITERATURE REVIEW

GENDER DISPARITY AND TAX COMPLIANCE

¹⁸ CA/L/1144/2015 & CA/L/1145/2015

This means that gender is an influencing factor in the behaviour of taxpayers towards tax compliance. Perception of government spending, corruption, and tax audits is skewed towards female taxpayers, while tax education and tax penalties are skewed towards male taxpayers.

STUDIES ON DO MEN COMPLY MORE THAN WOMEN

Studies on tax compliance and gender differences based on surveys and experiments enquiring about attitudes and beliefs about taxpaying behaviour. Jalia Kangave, (2023) in an IMF Seminar¹⁹ on Gender and Revenue Administration noted that women behave differently from men and more risk averse than men.

Study (1) Yimam and Asmare (2020)

- Are there differences in tax compliance between male and female-owned enterprises in Addis Ababa?
- Does the impact of the owner's gender on tax compliance vary across firm size?
- Administrative data for 2008 to 2018: tax declarations of business income, audit history of taxpayers and information relating to penalties
- Survey of 408 businesses (77% of businesses audited at least once during the period being studied)

Findings

- Businesses owned by a female-majority were 19.8% times more likely to be tax compliant than those owned by a male-majority
- Irrespective of gender, the probability of being compliant declines significantly as firm size increases.
- However, female-owned businesses are relatively more compliant than male-owned businesses as firms become larger.

Study 2) Kangave, Waiswa & Sebagala (2021) on whether female sole proprietors on the URA's taxpayer register more compliant than male sole proprietors?

Methodology

- Analysis of data on 3 URA databases & interviews with URA officials
- Taxpayer register: 1,188,500 individuals (70% male; 30% female). Majority (64%) are employees.

¹⁹ ICT Seminars *Gender and Tax Compliance in the African Context* Jalia Kangave IMF Seminar on Gender and Revenue Administration, 14 March 2023

- Tax returns filed in FYs 2013 – 2018 and • Tax payments in FYs 2015 - 2018

Findings

- Women significantly more compliant than men in filing returns
- Mixed findings on tax payments with compliance of men and women varying across years
- Overall low levels of compliance among both men and women with regards to filing and tax

Payment.

Study 3) Mascagni & Srivatsa An ICTD Research on whether women are better taxpayers than men.

Methodology • Exploiting existing ICTD survey data of five countries (Rwanda, Eswatini, Ethiopia, Sierra Leone and Nigeria) • Analysing tax declarations filed in FY 2018 for two countries (Rwanda and Eswatini) • Focus group discussions • Key informant interviews

Preliminary Findings (Quantitative analysis)

- In **Rwanda**, women are found to be better at filing tax returns. They are also less likely to believe that audits are for purposes of extorting bribes or other forms of corruption
- In **Eswatini**, there is no clear evidence relating to gender differences in non-filing. However, women are found to be less likely to see benefits in registering businesses

Preliminary Findings (Quantitative analysis)

- **Eswatini**: women interact with the revenue authority less than men, with significant differences
- **Rwanda and Eswatini**: women score lower than men on the knowledge index constructed by the researchers, with the knowledge gap in Rwanda being significant
- **Rwanda**: women less aware than men about their taxpayer rights
- **Ethiopia**: female taxpayers less likely to report that filing of tax returns is easy
- **Nigeria**: women less likely to report that knowing their tax liability is easy Women's knowledge is likely to be affected by the size of their businesses. Men own larger businesses: can hire tax accounts, perform electronic transactions and hold bank accounts, all facilitating their interaction with the tax system

Preliminary Findings (Qualitative – Ethiopia)

- Revenue bureau has no internal concept for gendered issues in tax
- Female owned businesses still largely male-managed
- Women largely hindered from participating in the labour force due to high care costs

- Gendered differences exist but they are not necessarily specific to tax.

Study 4 Akpan and Cascant-Sempere, 2022 on Payments being made at the subnational level

Survey of 451 traders in 12 markets in Kaduna and Enugu (Nigeria)

- Male tax collectors responsible for 97.9% of reported cases of physical and verbal harassment, 91.6% of cases of reported cases of confiscation of goods and 83.3% of cases of unofficial reduced tax amounts
- However, incidents for increasing tax amounts and asking for bribes were reported equally for male and female tax collectors
- Three incidents of requesting for sexual favours were reported by female traders
- Even when involved in confiscation of goods, female tax collectors were reported to do so in nonviolent ways, with mixed gender
- No explicit gender biases found in tax and tax-like payments. However, both male and female traders paid higher presumptive taxes than was stipulated in state laws in 9 out of the 12 markets.

STUDY 5

This study²⁰ investigates the roles of gender and tax knowledge in shaping tax compliance behaviour among self-employed workers in Nigeria to address gaps in policy and academic understanding. The study employed a quantitative approach, collecting data through surveys administered to 129 self-employed individuals in Lagos, Nigeria. Statistical analysis, including t-test, correlation and regression analysis, was conducted to examine the relationships between gender, tax knowledge, and tax compliance. The findings revealed no significant gender differences in tax compliance and tax knowledge among self-employed workers in Nigeria. Additionally, the research confirms a positive relationship between tax knowledge and tax compliance. Individuals with a higher level of tax knowledge tend to exhibit greater tax compliance, reinforcing the importance of tax education and awareness campaigns in promoting voluntary compliance. In conclusion, the study revealed the absence of gender differences in tax compliance challenges and recommended enhancement of tax literacy to ultimately improve voluntary compliance in Nigeria.

Other Findings

- Gender does not impact tax compliance among self-employed people.

²⁰ <https://www.ictd.ac/publication/women-tax-compliant-men-how-would-know/>

- This is consistent with the findings by Adesina et al. (2016), which found that gender did not influence tax compliance.
- There were no gender differences in tax knowledge. Poudel (2017) made similar findings in a study involving teachers in Nepal. Several factors could contribute to this outcome.
- It is important to note that a complex interplay of cultural, socioeconomic, and institutional factors can influence tax compliance and tax knowledge.
- Tax compliance has been observed to vary along gender lines (Hasseldine & Hite, 2007), with male taxpayers observed to be less tax compliant than female taxpayers.
- Likewise, in his study, Palil (2010) reported that women are more tax compliant than their men.
- Female taxpayers were better informed than male taxpayers, and this made them more tax-compliant than male taxpayers.
- However, the work of Houston and Tran (2001) showed a contrary result:
- Females are less tax-compliant than males. Alabede's (2014) findings support this, as gender was found not to be a determinant of tax compliance behaviour in their study.
- Tax knowledge has been linked to tax compliance (Palil, 2010), with tax education identified as a key determinant of tax knowledge (Putro & Tjen, 2020).
- Some studies suggest that males tend to score higher in tests of tax knowledge than females (Hermuningsih et al., 2023).
- Some of the reasons tied to this include gender roles, which may prevent females from engaging in tax filing and related activities.
- Also, findings showed that men have higher involvement in self employment than women (Peters et al., 2019).
- This implies men may have higher levels of financial literacy and tax knowledge due to the requirements for running their businesses.
- A study involving Nigerian undergraduate students also reported a higher level of financial literacy among male students compared to female students (Kolade et al., 2022).
- However, Sucuahi (2013) did not find any gender difference in financial literacy among Philippine microentrepreneurs.
- Lilian²¹ Investigated whether gender plays a significant role in shaping tax compliance behaviour among self-employed workers in Nigeria²². This study employs a quantitative research design to investigate the relationships between gender, tax knowledge, and tax compliance among self-employed workers in Nigeria, analysed whether there were gender-based differences in tax knowledge among selfemployed workers in Nigeria.

SECTION THREE: WOMEN ENTREPRENEURS

A study in India, entitled "Barriers of Women Entrepreneurs: A Study in Bangalore Urban District", has concluded that despite all these constraints, successful female entrepreneurs do exist. Female entrepreneurs have evidently more to 'acquire' than their male counterparts. But,

²¹ Lilian Azaka Department of Psychology, Dennis Osadebay University, Asaba, Delta State, Nigeria *lilian.azaka@dou.edu.ng

²² African Journal of Social and Behavioural Sciences (AJSBS) Volume 14, Number 8 (2024) ISSN: 2141-209X

*the socio-cultural environment in which women are born and raised hinders them. Social customs, caste restrictions, cultural restraints, and norms leave women lagging behind men*²³.

Women entrepreneurship

Women entrepreneurship refers to the process of creating, managing, and developing a business enterprise by a woman or group of women. It involves the identification of opportunities, developing and executing business strategies, managing financial resources, and taking calculated risks to achieve business objectives.

Women/Female entrepreneurs are those women who conceive the idea of a business enterprise initiate it organize and combine the factors of production, operate the enterprise, undertake risks and manage the economic uncertainty involved in running a business enterprise.

Female entrepreneurs are women who organize, operate, and manage businesses, often overcoming gender-based social, financial, and cultural barriers. Female entrepreneurship has steadily increased in the United States during the 20th and 21st century, with number of female owned businesses increasing at a rate of 5% .

According to the general concept, women entrepreneur may be defined as a woman or a group of women who initiate, organize and operate a business enterprise²⁴.

As at February 2017, BBC, in a news report stated that “Nigeria has the highest number of female entrepreneurs in the world, as forty percent of Nigerian women are entrepreneurs, which is higher than anywhere else in the world,” the report said and listed 6 Nigerian women²⁵ who are thriving in the entrepreneurial scene:

Linda Ikeji

She started modelling in 1998 and worked as a fashion columnist for a struggling celebrity magazine and moved to blogging in 2006 as a hobby known as blog lindaiekeji.com. Linda Ikeji was the biggest Google Search trend in Nigeria for 2014 and currently is the highest paid blogger in Nigeria.

Bilikiss Adebisi a Nigerian businesswoman and founder of WeCyclers. Wecyclers is a Lagos-based company which mainly focuses on recycling waste and cleaning up neighborhoods through a recycling program.

Stephanie Obi CEO of ST HUB Limited, she is popularly referred to as the Queen of Online Courses, as she helps women entrepreneurs create, launch and sell online courses. She has an

²³ Gayathridevi, C.L., 'Barriers of Women Entrepreneurs: A Study in Bangalore Urban District', International Journal of Trends in Economics Management & Technology (IJTEMT), [ISSN 2321-5518](#), Vol. 3 Issue 2, April 2014, pp:24–30.

²⁴ <https://www.geektonight.com/women-entrepreneurship/>

²⁵ <https://lsetf.ng/content/rising-stars-female-entrepreneurs-nigeria> Posted February 21, 2018

online business school, Steph B-School, that teaches women entrepreneurs how to get more customers online.

Ola Orekunrin Dr. Ola Orekunrin is a medical doctor, helicopter pilot and the founder of Flying Doctors Nigeria, West Africa's first Air Ambulance Service.

Women entrepreneurs have been confronted with limiting barriers such as access to financing, networks, and other resources compared to their male counterparts, thus also limiting their ability to start and sustain viable businesses.

The Government of India

A women entrepreneurship as “an enterprise owned and controlled by a women having a minimum financial interest of 51% of the capital and giving at least 51% of the employment generated in the enterprise to women”.

An entrepreneur is an innovating individual who introduces something new into the economy. Any woman (or a group of women), who innovates, initiates or adapts an economic activity may be called a women entrepreneur. **(Schumpeter)**

A woman entrepreneur is a person who is an enterprising individual with an eye for opportunities and an uncanny vision, commercial acumen, with tremendous perseverance and above all a person who is willing to take risk with the unknown, because of the adventurous spirit she possesses. **(Medha Dubhashi Vinze)**

With effect from 6th Feb. 1992, the definition of 'Women Entrepreneurs' Enterprises is as follows: “A small scale industrial units/industrially related services or business enterprise managed by one or more women entrepreneurs in proprietary concerns in which she/they will individually or jointly have share capital of not less than 51% as partners/shareholders/directors of a private limited company, members of co-operative society”.

Today, female entrepreneurship is a worldwide phenomenon, with women representing roughly one third of all entrepreneurs globally²⁶.

The term [entrepreneur](#)²⁷ is used to describe individuals who have ideas for products and/or services that they turn into a working business. In earlier times, this term was reserved for men.

Form my Google search, the following facts emerge

- In the 18th and 19th centuries, women operated [small businesses](#) that they attained from inheritance or to supplement their income. In many cases, they were trying to avoid poverty or were replacing the income from the loss of a spouse.
- Despite steady progress, female entrepreneurs continue to face challenges including unequal access to financing, underrepresentation in [STEM](#) fields,

²⁶ Masterson, Victoria (July 20, 2022). ["Here's what women's entrepreneurship looks like around the world"](#). *World Economic Forum*.

²⁷ From Ideas to Independence A Century of Entrepreneurial Women." *Entrepreneurs.nwhm.org*. N.p., n.d. Web.

- Many women also pursue entrepreneurship as a way to balance family responsibilities, achieve flexible work, or advance feminist values by creating enterprises "for women, by women."⁹
- Collectively, female entrepreneurs play a crucial role in shaping economies and societies worldwide, while continuing to challenge traditional gender norms in business.
- The term entrepreneur is used to describe individuals who have ideas for products and/or services that they turn into a working business. In earlier times, this term was reserved for men.
- Women have become increasingly visible in creative industries such as design and lifestyle media, using digital platforms to expand entrepreneurial opportunities in interior design.
- The National Federation of Business and Professional Women's Clubs²⁸ were sources of encouragement to female entrepreneurs. They often would hold workshops with already established entrepreneurs, such as Elizabeth Arden, who would give advice

SECTION FOUR

WHAT THE WOMEN ENTREPRENEURS NEED TO KNOW UNDER THE 2025 NEW TAX LAWS

FISCAL AND TAX REFORMS LED TO THE ENACTMENT OF THE FOUR NEW TAX LAWS

EXPLAIN TAX REFORMS

Reforms are usually geared towards improving and generating changes to the existing structures and systems which are failing to satisfactorily achieve their objectives.

We need tax reforms to address the followings issues

- reduce dependence on oil income,
- expand tax net, increase taxpayers' database and revenue,
- rake in more money to finance and support government expenditure,
- stop all leakages in the system and to encourage voluntary compliance.

According to the Federal Government, the fiscal and tax reforms are

- (a) part of efforts to *simplify the Nigeria's tax system*,
- (b) diversify Nigeria's revenue base away from oil,
- (c) support small businesses,

²⁸ onal_Federation_of_Business_and_Professional_Women%27s_Clubs

(d) attract investments, and

(e) strengthen fiscal stability, aligning with President Tinubu's Renewed Hope Agenda.

FISCAL REFORMS

Fiscal reforms involve reduction of deficits, debts control, and ensure resources are allocated efficiently, including revenue collection, spending, and budgeting and reduction of wasteful spending.

THE 2025 NEW TAX LAWS

- Nigeria Revenue Service (Establishment) Act 2025²⁹ ACT NO 4
- Nigeria Tax Administration Act 2025, ACT NO5³⁰
- Joint Revenue Board of Nigeria (Establishment) Act, 2025 ACT NO 6
- Nigeria Tax Act, 2025 ACT NO 7

Easy Way to Remember

- **NTA** = *What tax is payable?*
- **NTAA** = *How is the tax collected?*

Practical Example

A small business earns profit

- **Nigeria Tax Act**
 - Says the profit is taxable
 - States the tax rate
- **Tax Administration Act**
 - Requires the business to register
 - Sets the deadline to file and pay

²⁹ The Nigeria Revenue Service Act repeals the Federal Inland Revenue Service (Establishment) Act 2007

³⁰ **Nigeria Tax Administration Act, 2025** represents a **fundamental shift** from fragmented rules to a **harmonised, modernised, and enforceable tax administration framework**, applicable across all levels of government. This Act becomes the **single controlling framework** for how taxes are administered nationwide. It regulates taxpayer registration, filing of returns, assessment, audit, collection, enforcement, penalties, and dispute resolution across all tiers of government.

- Applies penalties if tax is not paid

Why Both Laws Are Important

- Without the **Tax Act** → no legal tax
- Without the **Administration Act** → tax cannot be collected
- Both laws are needed for a **working tax system**

The new tax reforms are designed to support small businesses protect informal enterprises, and create an environment where entrepreneurs can grow, innovate, and sustain their businesses.

- The NTA has changed the tax band for the calculation of the personal income tax rates such that women entrepreneurs and men earning an annual taxable income of ₦800,000 and below are now exempted from paying personal income tax.
- Reduced PAYE tax for the entrepreneurs earning annual gross income up to ₦20 million

Oyedele on 4th March 202six, clarified at the MTN Foundation ICT and Business Skills Training programme where six000 young Nigerians were inaugurated into the alumni of tech enabled entrepreneurs, that.

- Informal businesses earning below 12 million naira a year are fully exempted from CIT, while those above this threshold will pay only 1 percent of their turnover
- To protect small businesses from unnecessary burdens and to ensure fairness, small businesses with annual turnover up to 100 million naira are exempt from charging the VAT on their goods and services.
- The reforms are also designed to allow informal and micro businesses to formalize without undue fear, and operate in a friendly and predictable system that will promote growth.

Section 35. Tax Administration Act Power of the Relevant Tax Authority to issue Administrative Assessment

- Where a taxable person has not delivered a tax return, and the RTA is of the opinion that such taxable person is liable to pay tax, it may, to **the best of its judgement**, determine the amount of the tax due from the taxable person and make an assessment accordingly.

Section 36 Additional Assessment

- 36. (1) Where the relevant tax authority discovers or is of the opinion, at any time, that any taxable person liable to tax has not been assessed or has been assessed at an amount less than that which ought to have been charged,
- the relevant tax authority may, **within six years of the assessment, assess the taxable person at such amount or additional amount, as ought to have been charged.**

(2) The six-year limitation period stipulated in subsection (1) shall not preclude the relevant tax authority from **continuing with a tax audit and for raising additional assessment where the tax audit commenced before the expiration of the six-year limit.**

WHEN IS AN OBJECTION VALID?

An application for an objection to an assessment shall only be valid if it –

(a) is delivered to the relevant tax authority **within 30 days from the date of service of the** disputed notice of assessment; and

(b) **contains the grounds of objection to the assessment**, that is the –

Grounds of Objection

(i) specific issues disputed or errors observed with their monetary values,

(ii) amendment required to be made so as to resolve the dispute or correct the error,

(iii) justification for the amendments,

(iv) amount of assessable and total profits, income or value of transactions admitted by the taxable person for the relevant reporting period, and

(v) amount of tax admitted by the taxable person or that no amount of tax is admitted as payable.

(3) The RTA may extend the time for making the application for objection to such reasonable time in the particular circumstances.

Currency of Assessment and Payment

Under section 39. (1) of the NTAA tax shall be assessed in the currency of transaction.

Any person can be summoned to give evidence in respect of the assessment to appear for examination before an authorised officer of the relevant tax authority or make a declaration on oath in respect of the assessment.

Submission of Quarterly Returns by bankers and others to a Relevant Tax Authority

An entrepreneur should know that every bank, **insurance company, stock-broking firm, or any other financial institution**, shall prepare, **with or without demand** by the relevant tax authority, quarterly returns to the relevant tax authority specifying the names and addresses of –

(a) new customers ; and (b) existing customers in the case of –

(i) an individual, all transactions where the cumulative transactions in a month amount to N25,000,000 or more, or

(ii) a body corporate, all transactions where the cumulative transactions in amount to N100,000,000 or more.

Entrepreneurs May Represent Themselves or By Tax Agents

Or by a tax agent accredited by the relevant tax authority.

Returns will not be deemed as duly filed except filed by the women entrepreneur or an accredited tax agent on behalf of the entrepreneur.

Section 72. Issuance of Tax Clearance Certificates

Section 72 (4) Areas of Demand for TCC restricted to six

- (a) application for certificate of occupancy;
- (b) approval of building plans;
- (c) application for award of contract by government or its agencies ;
- (d) application for firearms licence;
- (e) application for import and export licence; and
- (f) application for trade licence.

Presumptive Tax Framework signed on 4th March 202six

The Regulations allow tax authorities to estimate tax liability for small businesses and the informal sector where formal records are not available.

The presumptive tax regime would be fair, transparent and nano and small businesses would be tax exempt in order to support their growth and expansion.

In this regard, mounting of road blocks for collection of tolls become illegal.

Interest

Interests will accrue under two conditions:

where penalty is payable (i.e. where the payment of government assessment, self assessment or provisional tax is late); and

where the taxpayer has the formal approval of the Board to defer the payment of the tax.

In the first case, the interest is charged together with the penalty for late payment. In the second case, only the interest is chargeable for the period of the deferment.

WOMEN ENTREPRENEURS WHO ENGAGE IN VAT TAXABLE SUPPLIES

KNOW THAT THE FOLLOWINGS ARE CHARGED TO VAT AT THE RATE OF 0% —

- (a) basic food items;
- (b) all medical and pharmaceutical products including medicinal herbal products;
- (c) educational books and materials;
- (d) fertilisers; (e) locally produced agricultural chemicals;
- (f) locally produced veterinary medicine;
- (g) locally produced animal feeds;
- (h) live cattle, goats, sheep and poultry;
- (i) agricultural seeds and seedlings;
- (j) electricity generated by generation companies (GENCOs) and supplied to National Grid or Nigeria Bulk Electricity Trading Company (NBET);
- (k) electricity transmitted by Transmission Company of Nigeria (TCN) to Electricity Distribution Companies (DISCOs);
- (l) medical services,
- (m) tuition relating to nursery, primary, secondary or tertiary education
- (n) exported goods excluding oil and gas;
- (o) exported services; (p) exported incorporeal property;
- (q) medical equipment;
-
- (r) electric vehicles; and
- (s) parts, semi-knock-down units for the assembly of Electric Vehicles.

The impact of this is that businesses selling these goods and services can recover their VAT costs, despite the zero rate which was previously not possible by law.

Withholding Taxes, are the Women Entrepreneurs exempt or not?

Small companies, manufacturers and agricultural businesses are exempt from withholding tax deduction on their income.

Small companies are exempt from deduction on their payments to suppliers.

AREAS OF THE 2025 NEW TAX LAWS (NIGERIA TAX ACT AND NIGERIA TAX ADMINISTRATION TAX ACT) WOMEN ENTREPRENEURS NEED TO COMPLY WITH

Include

(1) Registration: Mandatory registration for all taxable persons, women and men entrepreneurs

Who is a Taxable Person?

- Includes individuals, companies, legal entities, trustees, estates, associations, bodies and anyone earning income or engaging in economic activity.
- Non-resident persons carrying out taxable activities in Nigeria must register.
- Government agencies and ministries also must register and obtain Tax IDs.
- Every entrepreneur/taxpayer must obtain a **Taxpayer Identification Number (TIN)** from the relevant tax authority.
- Tax administration, filing returns, and compliance transactions cannot occur without a TIN.
- Required for compliance, withholding, reporting, government business qualifications, and official record-keeping.
- Under the new dispensation, entrepreneurial activity is not alone, success requires Leverage digital tools, and accounting software, payment platforms and inventory systems, to manage transactions seamlessly.
- All taxable persons making taxable supplies (except small businesses) must register for VAT.
- Notification of Change in Particulars: such as Name (including trading name), location, phone, email, registered address, Deregistration and Cancellation

(2)Returns Filing Is Mandatory

Every company" Universal application

"Whether or not it is liable to pay tax"; Even exempt entities must file

"With or without notice"; Self-compliance obligation (no reminder needed)

"self-assessment return" — Taxpayer computes own tax

Women Entrepreneurs who operate companies are to file Self assessment Income Tax Returns for Companies, within statutory timelines.

- Returns must be submitted **without notice or demand** from the tax authority.
- To be accompanied with Audited financial statements, Proof that tax due has been paid, form to be signed by a principal officer.

Types of Returns to be filed by entrepreneurs

- This depends on the nature of the business of the entrepreneurs, whether as one man business or as a company
- they include the following
- Income tax returns for companies,

- Estimated income tax returns for companies engaged in liquefied natural gas, Income tax returns for individuals,
- Estimated and annual returns for upstream petroleum operations,
- Monthly and annual returns of petroleum royalty
- Value added tax returns, VAT fiscalisation system
- Returns for Virtual Assets Service Providers
- Returns by priority companies
- Tax Incentive Returns
- Returns for deduction of tax at source

Record Keeping is Important

- Entrepreneurs who maintain clear and accurate records will be able to claim tax benefits, access credit facilities, attract investors and expand into new markets, both locally and internationally.
- And businesses that keep adequate records will be able to benefit from tax incentives, win government contracts, access credit, and grow sustainably.

Data is very important.

- Without adequate data, a business will need to struggle to move forward.

Offences and Penalties

Women entrepreneurs should know that for Non -Compliance, there is a penalty.

Be Aware of Offences and be aware of Penalties

Women entrepreneurs should be aware of the penalties and pay the penalties imposed.

Penalties for VASP Non-Compliance (Section 109): N10,000,000 in the first month of default, plus N1,000,000 for every subsequent month OR suspension/revocation of operating license by SEC.

COMPLIANCE WITH VALUE ADDED TAX FISCALISATION SYSTEM

23. (1) Where the Service deploys an Electronic Fiscal System (EFS), any person making a taxable supply shall use the EFS for recording and reporting all supplies.

(2) Taxable persons shall be responsible for maintaining accurate records of all transactions passing through the EFS.

(3) The Service shall specify the fiscalisation system to be adopted and a transition arrangement for its implementation. (4) The Service shall issue a regulation to give effect to the provisions of this section.

COMPLIANCE WITH USE OF ENGLISH LANGUAGE

- The books and records required to be maintained shall be in English language and be consistent with the format that may be prescribed by the relevant tax authority.

- Where the record is maintained in a language other than the English language, the person shall, on demand by the tax authority, produce at its own expense, a translation in English language which shall be certified by a sworn translator.

Compulsory Provision of Passwords by Taxpayers

Enforcement Powers

It is mandatory for the woman entrepreneur to provide passwords, access codes and other relevant information required to access the books, records, documents or computers.

CONCLUSION and RECOMMENDATIONS

What else am I supposed to do as a Woman Entrepreneur?

You are to maintain accurate records

- **Documentation:** Keep thorough records of all income, expenses, and supporting documents to substantiate claims and deductions.
- **Regular Reviews:** Conduct periodic reviews of financial records to ensure compliance and identify potential tax-saving opportunities.

Be Alert to Tax Changes

Tax laws can change frequently; be flexible and ready to adjust your tax planning strategies in response to new developments.

Engage in Continuous Reading and Learning:

Attend workshops, webinars, or training sessions to stay updated on tax planning strategies and best practices.

THANKS FOR YOUR ATTENTION

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