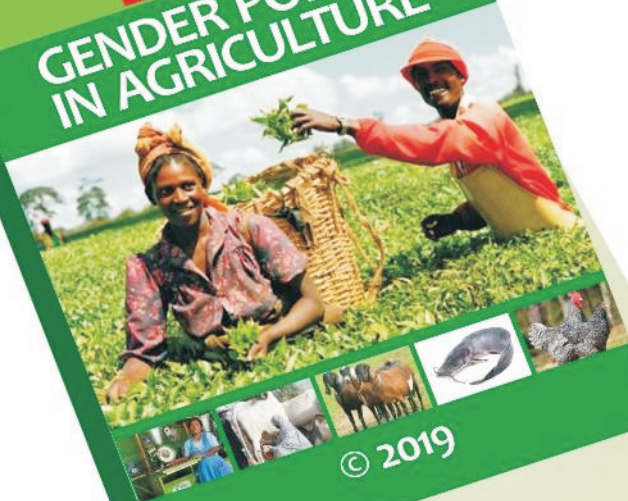




**FMARD**  
FEDERAL MINISTRY OF AGRICULTURE  
AND RURAL DEVELOPMENT

**NATIONAL**

# GENDER POLICY IN AGRICULTURE



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## TABLE OF CONTENTS

	<b>Page</b>
TABLE OF CONTENTS .....	2-3
FOREWORD .....	4-8
PREFACE.....	9-11
ACKNOWLEDGEMENT .....	12-15
LIST OF ABBREVIATIONS AND ACRONYMS....	16-17
GLOSSARY OF TERMS .....	18-24
EXECUTIVE SUMMARY .....	25-33

### **SECTION ONE: CONTEXT AND RATIONALE**

1.1 Contextual Background.....	34-38
1.1.1 Situational Analysis: .....	38-47
1.2 Policy Rationale and Justification .....	47-49
1.3 Policy Conceptual Framework .....	50-53
1.4 The Policy Environment .....	53-57

### **SECTION TWO: GENDER POLICY FRAMEWORK**

2.1 Vision and Mission of gender equality in Nigeria .....	57
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2.2	Goal.....	57-58
2.3	Policy Objectives .....	58-59
2.4	Gender Policy Framework .....	59-60

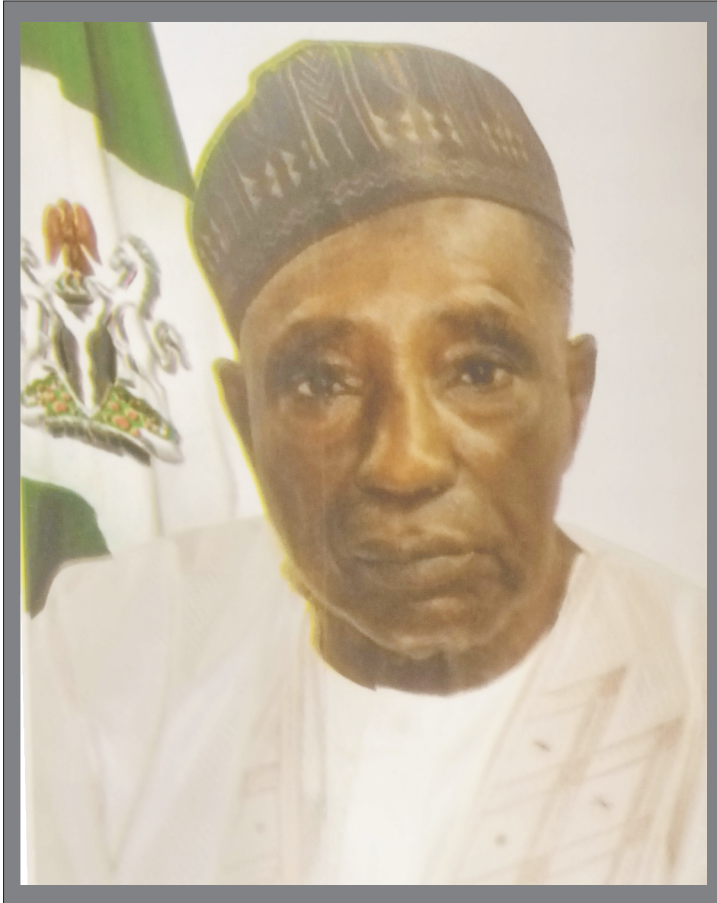
## **SECTION THREE: IMPLEMENTATION FRAMEWORK**

3.1	Conditions to achieve gender equality in Agriculture .....	81-82
3.2.	Implementation Structure .....	83-84
3.3	Operational Mechanisms: Roles and Responsibilities .....	85-86
3.4	Coordination mechanism.....	86-87

## **SECTION FOUR: MONITORING AND EVALUATION FRAMEWORK**

4.1	Monitoring the implementation of the Gender Strategy in Agriculture.....	88-89
4.2	Monitoring and Evaluation Framework...	89
4.3	Conclusion .....	98-101
	•References .....	102-103
	•Appendix 1: Photospeak.....	103-108
	•Appendix 2: Key Gender Issues in Agriculture.....	109-129

## FOREWORD



**ALHAJI SABO NANONO**

HONORABLE MINISTER

Federal Ministry Of Agriculture & Rural Development

The National Gender Policy in Agriculture is a sectoral gender mainstreaming strategy document that seeks to complement existing policies in the agricultural sector as well as its strategic implementation framework and plan, 2008. Initially drafted in 2014 to fill in the gaps of gender integration and responsiveness identified in the Agricultural Transformation Agenda (2011-2015), the national draft gender policy in agriculture was reviewed and refocused during the stakeholders' validation workshop held in Abuja on the 4<sup>th</sup> August, 2016, to reflect the vision of the Buhari Administration ably articulated in the 2016-2020 Agriculture Promotion Policy and Strategy, the Green Alternative.

The above initiative is consistent with the global 2030 Agenda for Sustainable Development adopted by World Leaders at the United Nations Summit in New York, in September 2015, which underscores the vital role of agriculture in sustainable development and its importance in achieving the Sustainable Development Goals (SDGs) of eradicating poverty (SDG-1), ending hunger, achieving food security,

improved nutrition and sustainable agriculture (SDG-2), and achieving gender equality and empowerment of women and girls (SDG-5).

This National gender policy in agriculture provides a policy direction and underscores the fact that, the different roles of women and people with special needs in agriculture for development and gender equality in access to resources as well as equal opportunities in maximizing means of livelihood, is a necessary condition for progressively realizing the SDGs.

The policy document is to promote and ensure the adoption of gender sensitive and responsive approaches towards engendering agriculture plans and programmes in such a way that men and women have access to and control of productive resources and facilities to bridge gender gaps. The policy document will enhance the platform to build an agri-business ecosystem to meet both domestic and foreign demands to achieve food security and

accelerated development. The Gender Policy on Agriculture is expected to drastically reduce the vulnerability of women to biases in agriculture, address the unequal gender power relation and bridge gender gap. Improve the contributions of Small Holder Farmers who are predominantly women and people with special needs.

Gender inequalities limit agricultural productivity and efficiency and in so doing, undermine development agenda. Failure to recognize the different roles of women and people with special needs is costly because it results in misguided projects and programmes, foregone agricultural output and incomes, as well as food and nutrition insecurity. It is therefore time to take into account the critical contribution and role of women in agricultural production in order to move women and people with special needs, from subsistence into higher value, market oriented production.

The Federal Ministry of Agriculture and Rural

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Development seeks to partner with our State Governments, Development Partners, Civil Society Organizations, the Academia and the Media in the effective implementation of this Policy for women and people with special needs empowerment, sustainable agriculture and food security in Nigeria.



**ALHAJI SABO NANONO**

**Honourable Minister,  
Federal Ministry of Agriculture and Rural  
Development,  
Abuja.  
2019**





**HON. MUSTAPHA BABA SHEHURI**  
HONOURABLE MINISTER OF STATE  
FEDERAL MINISTRY OF AGRICULTURE AND  
RURAL DEVELOPMENT

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## PREFACE

Food security is a global phenomenon which every nation across the globe is making conscious efforts to achieve and sustain. This explains why the United Nations have placed so much emphasis on agriculture and food production in its Sustainable Development Goals (SDGs). Nigeria as a developing nation is conscious of the fact that, to achieve food security all hands (male and female, young and old) must be on deck. It recognises the different roles of women and people with special needs in agriculture and the need for gender equity in access to resources and other opportunities in the agricultural value chain.

The development and publication of a national gender policy on agriculture is an eloquent testimony of the commitment of the Buhari-led administration to ensure food security for poverty reduction in Nigeria. The thrust of the National Gender Policy in Agriculture is to promote gender parity for optimum productivity in the agricultural sector and ensure the adoption of gender sensitive and responsive approaches towards engendering agriculture plans and programmes in such a way that men and women have access to and control of productive resources and facilities to bridge gender gaps. It is expected that the Gender Policy on Agriculture will drastically reduce the vulnerability of women and people with special needs to biases in agriculture and thereby improve their contribution and

revenue base.

This policy document is made up of four information packed sections starting with a discussion on the context and rationale for the policy document. The document then presented the gender policy framework followed by the implementation framework and finally the monitoring and evaluation framework. The policy document is the first of its kind in the agricultural sector that will enhance food security, it is well researched, packaged, comprehensive, holistic and all encompassing as it covers all the agricultural sub-sectors .

I sincerely wish to commend the leadership efforts of the **Minister of Agriculture and Rural Development, Chief Audu Ogbeh, OFR** for his unflinching support and sensitivity to the plights of women and people with special needs in the agricultural sector ensuring that this policy document is published and widely circulated.

I strongly recommend the policy document to all stakeholders for implementation.



**Sen. Heineken Lokpobiri, PhD**  
**Honourable Minister of State**  
**Federal Ministry of Agriculture and Rural**  
**Development**

## **ACKNOWLEDGEMENT**



**Dr. M. B. Umar**  
**PERMANENT SECRETARY**  
**FEDERAL MINISTRY OF AGRICULTURE AND**  
**RURAL DEVELOPMENT**

The effort to put in place a coherent National Gender Policy in Agriculture in Nigeria has spanned more than three years of coordination by the Head, Gender Unit, support Staff, Gender Desk Officers of Departments and Agencies of the Ministry and Gender Desk Officers in the Federal and State Ministries of Agriculture. We commend their dogged determination to bring this effort to fruition. We wish to also express our profound gratitude to the current Minister of Agriculture and Rural Development, Chief Audu Ogbeh, OFR and his predecessor in office for their unflinching support and sensitivity to the plights of women and people with special needs in the agricultural sector.

Gratitude is due to Mrs. Ibukun Odusote, the then Permanent Secretary under whom the initial draft Gender Policy in Agriculture was produced in September, 2014 and the Permanent Secretary Dr. Ahmed Shehu (**MCIT, FIPAN**), who provided the platform for the validation of the policy document. We are grateful to all our Development Partners, UNDP, UN Women, US Embassy (CDC), International

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Food Policy Research Institute (IFPRI), International Fertilizer Development Company (IFDC), OXFAM and Actionaid for their support and contributions in finalizing this Policy.

The immense contributions of our Peer Reviewers and Stakeholders, as well as Special Guests, drawn nationwide from the Federal and State Ministries of Agriculture, line Ministries, Departments and Agencies, Civil Society Organizations, the Academia and the Media in finalizing this Policy is hereby acknowledged.

We appreciate the Gender Specialists and Consultants who worked tirelessly to produce the policy document namely: Arc. Mrs Halima Alao, former Minister of Environment; Dr. (Mrs ) Asma'u Abdulkadir SA Gender to former President Goodluck Jonathan; Professor Zephrius Chidubem Njoku, University of Nigeria, Nsukka; Professor Ben Uzoechi, Nasarawa State University, Keffi; Professor Muhammed Tawfiq Ladan, Ahmadu Bello University,

Zaria; Mrs Uche Idoko, Mrs Atinuke Odukoya and Barr. (Mrs) Ebuk Ekpo Grace.

Finally, we acknowledged the Federal Ministry of Women Affairs and Social Development and her officials for her support and technical guidance in the development of this Policy document. All the staffs of the FMARD who participated at various stages, directly or indirectly, are hereby commended for ensuring that the Gender Policy in Agriculture reflects the current global and national trends for a sustainable development and food security as well enhance women and people with special needs empowerment and poverty reduction in the sector.

It is our hope that all relevant stakeholders will join us in the implementation of this Policy and its periodic reviews to reflect realities and trends in the agricultural sector.



**Dr. M. B. Umar**

Permanent Secretary,  
Federal Ministry of Agriculture and Rural development,  
Abuja.  
2019.

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## LIST OF ABBREVIATIONS AND ACRONYMS

<b>APP</b>	Agricultural Promotion Policy (The Green Alternative)
<b>CHH</b>	Child Headed Household
<b>CSO</b>	Civil Society Organizations
<b>FFS</b>	Farmer Field Schools
<b>FHH</b>	Female Headed Household
<b>WHH</b>	Women Headed Household
<b>MHH</b>	Men Headed Household
<b>FMARD</b>	Federal Ministry of Agriculture and Rural Development
<b>GBV</b>	Gender Based Violence
<b>GDI</b>	Gender Development Index
<b>GDP</b>	Gross Domestic Product
<b>GMO</b>	Gender Monitoring Office
<b>GRB</b>	Gender Responsive Budgeting
<b>GSC</b>	Gender Steering Committee
<b>HDI</b>	Human Development Index
<b>ICT</b>	Information and Communication Technology
<b>MDGs</b>	Millennium Development Goals
<b>MFI</b>	Micro Finance Institution



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<b>M&amp;E</b>	Monitoring and evaluation
<b>MTSS</b>	Medium Term Sector Strategy
<b>NAP</b>	National Agricultural Policy
<b>NGOs</b>	Non-Governmental Organizations
<b>PS</b>	Permanent Secretary
<b>R &amp;D</b>	Research and Development
<b>SDGs</b>	Sustainable Development Goals
<b>TTT</b>	Train The Trainers
<b>SWG</b>	Steering Working Group
<b>UN</b>	United Nations
<b>CEDAW</b>	Convention for the Elimination of all forms of Discrimination Against Women

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## GLOSSARY OF TERMS

- Affirmative Action* Special temporary recognized measures to redress the effects of past discrimination in order to establish de-facto equal opportunity and treatment between women and men.
- Gender* The socially and culturally constructed differences between men and women, boys and girls, which give them unequal value, opportunities and life chances. It also refers to typically masculine and feminine characteristics, abilities and expectations about how women and men should behave in society. These characters are time bound and changeable.
- Gender Analysis* Qualitative and quantitative assessments to determine the differential impacts of development activities on women

and men and the effect that gender roles and responsibilities have on development efforts and the tracing of the historical, political, economic, social and cultural explanations for these differentials.

*Gender Awareness* The recognition of the differences in the interests, needs and roles of women and men in society and how they result in differences in power, status and privilege. It also means the ability to identify problems arising from gender inequity and discrimination.

*Gender-Blind* Gender-blindness describes research analysis, policies advocacy materials, project and programme design and implementation which do not explicitly recognize existing gender differences concerning reproductive roles of both men and women.

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<i>Gender Budget</i>	A budgeting method which analysis the incidence of budgets on men and women and girls and boys. Gender budgeting entails analyses of revenue and expenditure impacts so as to avoid or correct gender imbalances.
<i>Gender Discrimination</i>	Differential treatment of individuals on the grounds of gender.
<i>Gender Division of Labour</i>	Different work roles assigned by society to men and women. For example, women tend to be engaged in unpaid domestic work, low pay, low status and informal sector jobs, while men tend to be employed in higher paid and formal sector work.
<i>Gender Equality</i>	The absence of discrimination on the basis of one's sex in the allocation of resources or benefits or in access to services.

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<i>Gender Equity</i>	Fairness and justice in the distribution of benefits and responsibilities between men and women.
<i>Gender Gap</i>	A difference in any aspect of the socio economic status of women and men, arising from the different social roles ascribed by society to women and men.
<i>Gender Issue /Concern</i>	A gender issue/concern arises when there is a discrepancy, discrimination or injustice as a result of the sex, male or female of the person concerned.
<i>Gender Indicator</i>	An indicator that captures gender-related changes in society over time and in relation to a norm.
<i>Gender Mainstreaming</i>	The process of assessing the implication for women and men of any planned action, including

legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's and men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally thus removing inequality. The ultimate goal is to achieve gender equality.

*Gender Policy*

An organization policy which integrates gender in the mainstream of its activities. The policy also designates institutional arrangements, responsibilities, management functions and tools/guidelines for mainstreaming.

*Gender Relations*

Relations between men and women in terms of access to resources and decision making. It is the relative positions of men and

women in the division of resources, responsibilities, benefits, rights, power and privileges.

*Gender Sensitivity* A mind set in which people recognize or are aware of gender-based discrimination which hinders enjoyment of human rights. It is an awareness/understanding and routine consideration of the social, cultural and economic factors underlying discrimination based on sex.

*Gender Training* The provision of formal learning experiences and skills in order to increase gender analysis and awareness skills, which serve to recognize and address gender issues in the programming process. Training can include the three dimensions of: political, introducing gender concepts and analysis; the professional, providing staff with "how-to" skills;

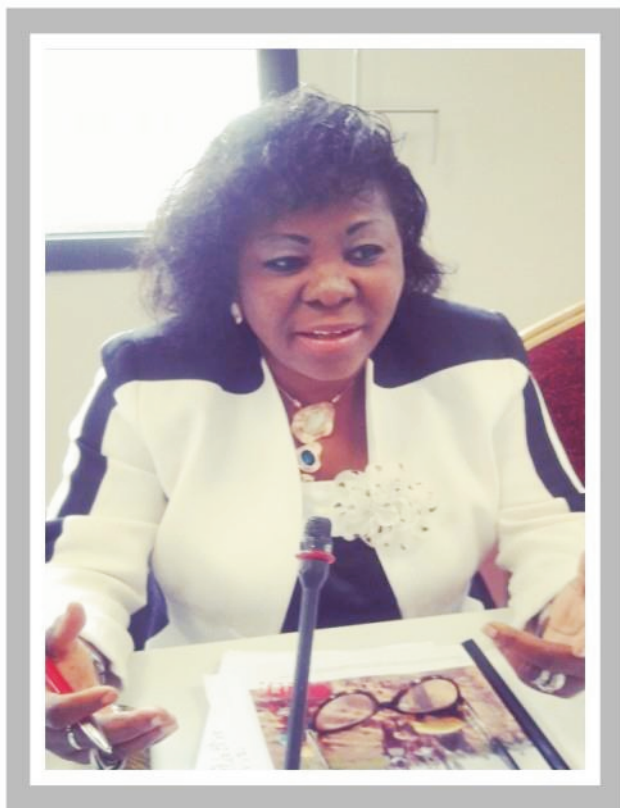
and the personal; challenging an individual's gender attitudes and stereotypes.

### *Strategic Gender Needs*

These needs are required to overcome the subordination of women to men in society, resulting in the empowerment of women. They vary according to the particular social, economic and political context in which they are formulated. Usually they concern equality issues such as enabling women to have equal access to job opportunities and training, equal pay for work of equal value, rights to land and other capital assets, prevention of sexual harassment at work and domestic violence, and freedom of choice over child bearing. The addressing of these issues will result in a gradual transformation towards gender equality.



## EXECUTIVE SUMMARY



**Ifeoma Anyanwu (Mrs.),**  
**ASSISTANT DIRECTOR, HEAD, GENDER**  
**FEDERAL MINISTRY OF AGRICULTURE AND**  
**RURAL DEVELOPMENT**

The current state of gender equality in the Agricultural Sector as revealed by a comprehensive review of available information and data shows that males absolutely dominate the sector in terms of access to land, inputs, outputs, benefit, earnings and support services. This is in spite of the fact that women and people with special needs numerically outnumber the men who work in the agriculture sector. The implication is that the sector is not operating in its full capacity since about one half of the population functioning at various segments of agriculture value chains experience setbacks in various aspects of their operations. It thus becomes very necessary to create a level playing field for all practitioners (people with special needs and women) for the sector to function effectively and benefit optimally so that the envisioned goals of the **Agricultural Promotion Policy (The Green Alternative)** in Nigeria can be achieved. In raising food security for Nigeria, the country is concerned about the gender that makes up more than 70 percent of the workforce. This level playing field can

be created through the formulation and implementation of the national gender policy in the agriculture sector.

The main purpose of gender policy for the sector is to promote and ensure the adoption of gender sensitive and gender responsive approaches to the agriculture sector planning and programming, such that people with special needs and women have equal access to and control of productive resources and opportunities so as to achieve their potentials and sustain suitable livelihoods. System-wide strategies have been adopted to organize this gender mainstreaming policy document to transform the sector so as to improve food security, reduce hunger, poverty and sustain the livelihoods of people with special needs and women who rely on agricultural value chains. Gender mainstreaming implies drastic changes in the ways agriculture business is conducted in order to enhance productivity and increase benefits of all stakeholders in the sector. This would involve planning and implementation of policy to achieve some strategic objectives in the

FMARD.

**Thus the specific objectives of this policy** include but are not limited to:

**Objective 1, 2, 3:** To develop gender competencies of staff and partners in addressing gender gaps and gender awareness, programming, leadership skill development, mainstream gender in extension delivery/nutrition sensitive approach among agric extension agents and farmers mainstream Gender into climate change.

**Objective 4:** institutionalizing gender responsive budgeting ( programming, planning and budgeting), implementation, monitoring and reporting systems;

**Objective 5:** promoting the use of gender-sensitive data collection and gender statistics for evidence-based planning, policy and programme design, implementation and evaluation;

**Objective 6:** widening and managing partnerships and shared mechanisms amongst government institutions, development partners, CSOs, and

private sector and incorporate appropriate actions to respond to practical and strategic gender needs and priorities of women and people with special needs in the agriculture sector;

**Objective 7:** improve cultural practices that hinder women and people with special needs from access to land, finance, fertilizer and other agricultural assets through advocacy, lobbying, sensitization workshops, and shared responsibilities between people with special needs and women -Gender Justice.

**Objective 8:** training of women and people with special needs co-operatives in financial literacy and group dynamics as well as in value chain development.

**Objective 9 :** training, and linkage of women, youth and Special needs cooperatives to farm input companies, financial institutions; training institutions and agro processing groups, and on group dynamics, packaging/standards quality assurance on import and export markets.

**Objective 10:** Training of Women cooperatives on

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nutritious sensitive, techniques and messages, ICT, Conflict prevention & resolution, social protection models and adult education in collaboration with Federal Ministry of Education.

## **Objective 11: Monitoring and Evaluation**

The legal framework of the Gender Policy in Agriculture. In 2006, the Federal Government of Nigeria approved the National Gender Policy. This policy is aligned with relevant regional and international protocols and instruments such as the Beijing Platform for Action (BPfA), New Partnership for African Development (NEPAD), AU Solemn Declaration for Gender Equality, African Protocol on People's Rights and the Rights of Women (APRRW), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), International Conference on Population Development Plan of Action (ICPD PoA), NEEDS/SEEDS and the Millennium Development Goals (MDGs) and the Sustainable Development Goal (SDGs). The policy provides sectoral and institutional guidelines for achieving a just and gender-equitable society, where women and people with special needs are guaranteed equal opportunities to optimally

contribute to and benefit from national development programmes in line with the Grund norm - the Constitution of the Federal Republic of Nigeria (1999) as amended, Section 17 (1).

The National Gender Policy in Agriculture is therefore hinged on the National Gender Policy (2006) and its Strategic Implementation Framework (2008) The Policy is aimed at ensuring that agricultural practices at all levels are gender responsive.

These legal instruments aimed at achieving gender equity and equality, women development and empowerment and poverty reduction/elimination, having all been signed by Nigeria, imply that Nigeria should create conducive environment for achieving the goals of the instruments.

**The thrust of the gender policy for agriculture** revolves on gender equity and equality for optimum productivity in the agricultural sector. This would ensure commitment to gender mainstreaming at all levels of agricultural sector, which is seen as a tool for achieving gender-based reforms and increasing productivity by men and women along **all the value** chains in the sector. Consequently, addressing

gender issues in agriculture would be recognized as critical for the attainment of national development goals, human empowerment, productivity, social justice, happiness and peace.

**The core implementation strategies to achieve the objectives of gender policy** for the agricultural sector include:

- Sector-wide Partnership in mainstreaming gender concerns including advocacy, lobbying, at all levels of the sector; formation of pressure groups
- Creation of gender management system responsible for gender audit, gender disaggregated data gathering, monitoring and evaluation, and policy review and upgrade;
- Gender education of all stakeholders to enable a correct understanding of gender issues in agricultural practice and implications for equity, equality, social justice and productivity;
- Gender responsive policy planning, budgeting, programming and project implementation;
- Gender sensitive approaches to the distribution of agricultural resources, inputs, incentives; funds, technical support, market information and capacity development;
- Gender sensitive personnel recruitment,



training and deployment;

- Integration of 35 % Affirmative Action in line with the National Gender Policy.

Mainstream gender across sub-sector

**There are a number of anticipated challenges to the achievement of the goals** of gender policy

for the agricultural sector. Some of these include:

- Lack of political will to effectively challenge the status quo through adequate implementation of the policy;
- Sustenance of the well entrenched patriarchal cultures and traditions including traditions on land ownership;
- Inadequacy of gender disaggregated data to expose the negative impacts of gender biases on agricultural production so as to enable policy to uproot the malaise;
- Poor monitoring and evaluation of the policy implementation;
- Poor resources mobilization.



**Ifeoma Anyanwu (Mrs.)**  
**Assistant Director (Head, Gender)**  
**Federal Ministry of Agriculture and Rural**  
**Development,**  
**Abuja.**

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## **SECTION ONE: CONTEXT AND RATIONALE**

### **1.1 Contextual Background**

Nigeria has huge agricultural potential with over 84 million hectares of arable land, of which only 40% is cultivated; a population of about 200 million people, making her Africa's largest market. With about 230 billion cubic meters of water; and abundant and reliable rainfall in over two thirds of its territory, the country has some of the richest natural resources for agricultural production in the world. Not surprisingly, Nigeria used to be a major player in the global agricultural market in the past, as the world's largest producer of groundnuts and palm oil in the 1960s, and the second largest exporter of cocoa. The country was self sufficient in food production before the emergence of oil in the 1960s.

However, for many decades, the agricultural sector has been under-funded and has not received the needed attention it deserves. As such, small holder farming forms a large percentage of the sector within Nigeria. Poor farming methodologies, lack of

access to finance, post-harvest losses due to lack of storage facilities, unreliable power supply, poor transport infrastructure, unattractiveness of farming in terms of returns for many young people, and absence of mainstreaming gender issues, concerns, roles, responsibilities and challenges in agricultural policies, plans, programmes, projects, budgeting, implementation and monitoring are some of the reasons why agriculture has remained at the back burner of our national life.

The resultant consequence is that as at July 2016, Nigeria still imports about U.S. \$22 billion worth of food, especially wheat, rice, dairy, fish and sundry items, including fresh fruits, annually. As a result, Nigeria is not food secure. Wastage levels remain high in production areas, reducing supply of food stock to processing factories, requiring them to keep importing supplies. The net effect is limited job growth across the agricultural value chain from inputs production to market systems, and continued use of limited foreign currency earnings to import

vast quantities of food. According to the National Bureau of Statistics (NBS) 4<sup>th</sup> Quarter 2015 National GDP Report, the contribution of agriculture to overall GDP in real terms was 24.18%, marginally higher from its share in the corresponding quarter of 2014, and lower from the 3<sup>rd</sup> quarter of the year by 2.61%. Real agricultural GDP growth in the 4<sup>th</sup> quarter of 2015 stood at 3.48% (year-on-year), a decrease of 0.17% points from the corresponding period of 2014.

According to the 2016-2020 the Green Alternative – Agricultural Promotion Policy (APP), Nigeria is faced with two key challenges in agriculture today: an inability to meet domestic food requirements and an inability to export at levels required for market success. The former problem is a productivity challenge driven by an input system and farming model that is largely inefficient as a result of an ageing population of farmers which do not have enough seeds, fertilizers, irrigation, crop protection and related support to be successful. The later challenge is driven by an equally inefficient system

for setting and enforcing food quality standards, as well as poor knowledge of target markets. Insufficient food testing facilities, a weak inspectorate system in the Federal Ministry of Agriculture and Rural Development (FMARD), and poor coordination among relevant federal agencies serve to compound early stage problems such as poor knowledge of permissible contaminant levels. The APP is a strategy that focuses on solving the core issues at the heart of limited food production and delivery of quality standards.

The development of the National Gender Policy in Agriculture is hinged on Protocols and Treaties signed by the Nigerian Government on women advancement, gender and development and the huge gender gap in the Agricultural Policy including lack of gender disaggregated data, the quest for the realization of the Sustainable Development Goals (SDGs) to complement the Agricultural Promotion Policy (PPP) - the Green Alternative of 2016.

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### **1.1.1 Situational Analysis: Gender Gaps in Nigeria Agriculture**

Focusing gender disparities on the following premises make clear the existing gender gaps in agriculture: crop intensification, livestock production, fishers and aquaculture, extension services, climate change, quality assurance, access to inputs, ICT, commodity value chain development and Institutional set up.

Agriculture intensification is a strategy used to increase productivity, especially in situations where land is a limitation. However, the challenge with intensification strategies is reliance on external inputs, making agriculture a very high capital intensive. The crop intensification in Nigeria is associated with introduction of activities and technologies targeted at significantly increasing yields and incomes on the small land sizes which characterize the majority of Nigeria's smallholder farmers.

The technologies promoted under the crop intensification activities have contributed to increased yields and outputs. However, the technologies being promoted under crop intensification require a lot of financial capital and are labor intensive with negative implications for gender equality in agricultural sector. Thus while all these innovations are contributing to the transformation and commercialization of agriculture as planned in Nigeria, there are other aspects requiring attention, to ensure maximum benefits for both women and people with special needs in agriculture. The need to provide small holder farmers who are predominantly women with gender friendly technologies to reduce drudgery cannot be over emphasized.

While land is a major input in agriculture, most farming families in Nigeria have small fields to cultivate. Land fragmentation is common, limiting intensification and agricultural transformation as well as gender equality opportunities. **An estimated 54 million of Nigeria's 78 million women are based in rural areas and make**

**living from the land.** The Nigeria Land Use Act of 1978 nationalized all land and vested authority in the Government who holds it in trust for all citizens. The livelihood challenge is as much about access to land as it is about obtaining the means to use the land. In rural Nigeria, land ownership is one of the key limiting factors of production among female farmers. Land access is severely curtailed by the way land is inherited and owned in most patrilineal ethnic groups, especially in Southern Nigeria.

Data from the National Bureau of Statistics (NBS) Core Welfare Indicators Survey as reported by Nigeria Gender Report (2012) show gender disaggregated land control, access **and** ownership patterns by location and region see Table below.



**Table showing Distribution of land ownership by gender**

Sector	Land Ownership	
	Female	Male
<b>Total</b>	<b>7.2</b>	<b>38.1</b>
<b>Rural</b>	<b>8.5</b>	<b>46.1</b>
<b>Rural Poor</b>	<b>10.1</b>	<b>49.5</b>
<b>Urban</b>	<b>4.5</b>	<b>22.4</b>
<b>Urban Poor</b>	<b>5.9</b>	<b>28</b>
<b>Zone</b>		
<b>North- East</b>	<b>4</b>	<b>52.2</b>
<b>North -West</b>	<b>4.7</b>	<b>50.1</b>
<b>North- Central</b>	<b>7.9</b>	<b>41.2</b>
<b>South – East</b>	<b>10.6</b>	<b>38.1</b>
<b>South- West</b>	<b>5.9</b>	<b>22.5</b>
<b>South – South</b>	<b>10.9</b>	<b>28.3</b>

*Source: NIGERIA GENDER REPORT (2012)*

**Although women represent between 60% and 79% of Nigeria's rural labour force, males are five times more likely to own land than females.** In general, land ownership is very low among women, a factor that limits their ability to exploit land-based livelihood strategies. It affects their ability to access finance by using land as collateral property, which often delays investment

decisions or reduces the earning potential of agriculture. Land ownership in urban areas shows a similar pattern as in rural areas; men are five times more likely to own land than women. Lack of land ownership among women and people with special needs in urban areas has implications not only for shelter, security and access to services but also for wealth creation, because many urban micro-enterprises use homes as a staging post.

**Women's access to land, a key productive asset, is limited** by patrilineal inheritance (from father to son), traditional authority structures that tend to give men decision-making control over women and people with special needs in all spheres of life. Although the Nigeria Land Administration Act is egalitarian on paper, further work is required to operationalize the Act to make it functional in practice.

Use of improved seeds and chemical fertilizers are promoted under the crop intensification programme. These technologies are promoted to increase productivity and compensate the small land sizes.

Lack of capital is the main limiting factor to the use of improved seed varieties, chemical fertilizers and other inputs to achieve the objectives of intensification programme in agriculture production.

Knowledge and skills in crop farming are key capacities in the crop intensification programme. Lack of skills was the reason for non- adoption or low rate of adoption of new technologies by Women Headed-Households and poor families. Women and youths from all types of households have limited access to trainings meant to enhance their knowledge and skills in crop production. At the household level, male members of households, attend trainings more than women because information on opportunities comes through the men, who in many cases keep the information for their benefit. Even when female members of households are informed about training opportunities, they rather offer to remain at home doing reproductive activities. Thus, there is gender disparity in access to training.

Livestock production is constrained by farmers' small land holding, diseases, poor support services and poor performance of indigenous breeds. The livestock value chain is recognized as key to agricultural transformation given the triple pronged

benefits.

In Nigeria, the traditional practice is that livestock is accessed by both females and males. However, large livestock like cattle and in some regions, goats are controlled by men. Women controls small stock, like goats, chickens and rabbits as individuals or jointly with their husbands and children.

The implications of these arrangements on gender are two-folds. Firstly, women have no decision making powers regarding the products (manure, milk, draught power) and money (if the livestock is sold). Secondly, the women have no physical assets build-up. The small stock (chickens and rabbits) they own are easily disposed, to meet family daily food and income requirements. The inability of women to build-up physical assets means women and people with special needs are compromised when it comes to accessing loans because of lack of collateral. The livestock control situation in the households is a source of gender based conflicts, especially where one part is responsible for rearing, but has no control when it comes to benefits from the livestock resources.

Animal husbandry requires knowledge and skills on

the part of farmers to achieve the optimum productivity. Activities such as identification and control of animal diseases, fodder production and utilization and artificial insemination require skills and knowledge. Where there are plans to train farmers on the important aspects of animal husbandry, it is not usually clear how the farmers will be selected. There is no gender sensitive guideline to assist extension personnel when selecting farmers for training on animal management and production.

There are a number of gender issues in the interface of extension personnel and farmers, especially as it concerns women and people with special needs farmers and poor households. As a result both male and female farmers have limited access to knowledge and skills, technologies, market information and other important agricultural services.

There are very few women and people with special needs who take up science subjects and this also affects agriculture extension service delivery. Male extensions workers find it easy relating with male farmers and as a result, male farmers (especially the well to do ones) mainly benefit from agricultural

extension activities.

Research institutions rarely focus on developing gender sensitive agriculture technologies. Women in agriculture often find themselves with technologies that are not gender friendly, for example, sizes of some agricultural machinery are too big for women to operate. Practical needs and gender interests are also not researched.

In many cases, women miss training opportunities because of the manner in which the training is planned. Women's access to training opportunities is also limited by the way trainings are organized. Meetings and trainings are planned to begin very early, competing with women's reproductive work; training centres have no child care facilities, thus women with children, even when they attend training are distracted from paying attention and facilitators are mostly men who do not understand the practical needs of women. Again, women are impaired to attend trainings or seminars organized far from their communities because they have first to get approval from their husbands for staying away overnights.

To strengthen the institutional framework through which the public sector supports agricultural

development, the private sector has been identified as the engine of growth in the sector. The public sector has to define a clear framework within which private initiatives can play their role and thrive.

While there are gender desk officers in each State Ministry of Agriculture and Rural Development, gender mainstreaming is constrained by limited gender related knowledge and skills and general mindset where gender is regarded as women business. The lack of formal partnership arrangements on mainstreaming gender limits impact that can be obtained by coordinated efforts to improve access to equal opportunities for both men and women farmers and entrepreneurs.

## **1.1 Policy Rationale and Justification**

Huge gender inequality abound in the agricultural sector with women and people with special needs contributing a lot to food security, yet they have an infinitesimal access to available agricultural asset and face challenges such as limited access to inputs - fertilizer, seed, funds, market, land, information, appropriate technology, extension services, and less participation in decision making among others.

When categories of people with special needs and women are marginalized by processes, policies are needed to reduce their vulnerability and protect their livelihood, hence, the need for Gender Policy in agriculture to bridge the gender gap. The Gender Policy in Agriculture serves as a road map that indicates how addressing gender gap in agriculture development can be optimized to maximize the impact on food security. It also demonstrates the vital and often unacknowledged role that women play in agriculture, as well as how their critical role in ensuring sustainable agricultural development translates into household level improvements in food and nutritional security and in combating poverty in Nigeria. It offers strategic guidance on how to mainstream gender in agriculture for development strategies that capitalize effectively on the unique properties of agricultural growth and rural development involving women and people with special needs as a high impact source of poverty reduction. It looks at gender equality and women's empowerment in agriculture as having the potential to make a difference in the lives of millions of rural and urban poor.



This policy further underscores the vital role of agriculture in sustainable development and its importance in achieving the Sustainable Development Goals (SDGs) of eradicating poverty (SDG-1), ending hunger, achieving food security, improved nutrition and sustainable agriculture (SDG-2), and achieving gender equality and empowerment of women and girls (SDG-5), technology / industrialization (SDG-9) addressing challenges of climate change (SDG-13). It provides a policy direction that underscores the fact accounting for the different roles of women and people with special needs in agriculture for development and gender equality in access to resources as well as equal opportunities in maximizing means of livelihood, as a necessary condition for realizing progressively the SDGs and the 2016-2020 Green Alternative Strategy, as well as addressing gender issues and integrating gender-responsive actions in the design and implementation of agricultural projects and programmes. It is grounded in the notion of agriculture's central role in providing rural livelihoods, food security and broad-based poverty reduction. Hence the justification for this policy lies in the fact that it is knowledge-based, problem-solving, information and experience sharing, policy-driven and action-oriented in focus.

## 1.2 Policy Conceptual Framework

Putting on a “gender lens” means analyzing what women and people with special needs do in their daily lives, looking at how they interact and what specific needs arise out of this. Hence this policy guides in understanding why gender equality and gender mainstreaming are important in agriculture for sustainable development. Gender equality is crucial for agricultural development and the attainment of the SDGs. The definition of 'gender' used in this policy is the economic, social, political and cultural attributes and opportunities associated with being a woman or man, while 'gender equality' means 'equal access to the opportunities that allow people to pursue a life of their own choosing and to avoid extreme deprivations in outcomes', thereby highlighting gender equality in rights, access (resources) and voice.

Understanding the following reasons why gender equality must be addressed in agriculture is important for sustainability and food security:

- ✓ First, gender dimension is crucial for economic

reasons and from the efficiency point of view. This is especially true in the agricultural sector, where gender inequalities in access to and control over resources are persistent, undermining a sustainable and inclusive development of the sector.

- ✓ Second, equity or distributional issues are related to gender differences in outcomes. Gender differences, arising from the socially constructed relationship between men and women, affect the distribution between them and cause many disparities in development outcomes.
- ✓ Third, gender roles and relations affect food security and household welfare, critical indicators of human development.
- ✓ Last, but not the least, gender equality is a basic human right guaranteed under the 1999 Nigerian Constitution and international human rights laws.

Food security is not just a goal of sustainable agricultural development; it is a basic human right enshrined in the Universal Declaration of Human

Rights, and amplified by Article 11 of the International Covenant on Economic, Social and Cultural Rights. Women also have the right to be equal partners in the agricultural sector, and to that end, the UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) protects women's rights to equal access to land, credit, and income.

Further, understanding the following reasons why gender mainstreaming in an inclusive financial sector is critical for pro-poor and rural development enables providers to go beyond access alone and consider how access can enable women and people with special needs to challenge and change gender inequality and household/community poverty.

First, gender mainstreaming must promote gender equality of opportunity and access to all types of rural finance at all levels, from microfinance directed at the very poor to gender equitable financial services for women farmers and entrepreneurs who have moved higher up in the value chain. "Access" means more than just physical proximity; it means removing direct and indirect gender discrimination in the

design, promotion, and delivery of all services. It is important to establish graduation so that women do not remain entrenched and confined to small savings and credit schemes.

Second, gender mainstreaming must ensure that women not only access but also benefit from the use of these services in terms of their well being and empowerment. Corporate social responsibility and ethical standards are becoming increasingly important in relation to environmental protection and child labour, but they need to be extended to address international agreements on gender equity and women's human rights. Third, gender mainstreaming will require action, advocacy, lobbying and linkages with movements that address the understanding bases of gender discrimination, which affect both women's access to opportunities and the degree to which they are able to benefit. Particularly, areas of concern include property rights, sexual violence and political participation to increase women's voice in economic and rural policy.

### **1.3 The Policy Environment**

An appropriate and conducive policy environment

exists in Nigeria for the implementation of the Gender Policy in Agriculture. Already there are core policy and legal instruments that guide the agricultural sector and gender issues in Nigeria. These are:- the 1999 Constitution of the Federal Republic of Nigeria (as amended); the Green Alternative – 2016-2020 Agricultural Promotion Policy; the National Gender Policy, 2006 and its Strategic Implementation Framework, 2008; the 2004/5 ECOWAS Gender Policy; the African Union Gender Policy; the Protocol to the African Charter on the Rights of Women in Africa; the AU Solemn Declaration on Gender Equality in Africa; the UN Convention on the Elimination of all Forms of Discrimination Against Women; the Beijing Declaration and Platform for Action among others.

A specific policy that seeks to integrate gender issues in agriculture can be seen to complement the various policies in many important respects. There is ample political will at the national and state levels following the existence of counterpart Ministries of Women Affairs and Agriculture at the state levels. In demonstration of this political will, Nigeria is either a signatory to all the above mentioned regional policies or a state party to all the above mentioned treaties.



## **Cross section of Stakeholders at one of the Policy Validation Workshops 2017.**

### **1.1 Proposed/Core areas of Intervention**

Achieving food security, reducing poverty and sustaining the livelihoods of people with special needs and women who rely on agricultural value chains require improving systems and approaches of accessing the means of production (knowledge, skills, technologies, land, seeds, fertilizers) and accessing markets (pricing policies, market information, processing, storage, markets and marketing infrastructure, market intelligence). Mainstreaming gender in agriculture is a means by which both women and people with special needs will have equal access to opportunities in the sector so that both parties can fully benefit from the outputs and outcomes from agricultural value chains.

Despite the gender gaps and challenges in the agriculture sector, the existing opportunities can be used to improve

operational efficiency and achieve the expected impacts. Addressing the existing gender gaps will specifically require:

- Raising awareness on gender issues at all levels so that all stakeholders have shared understanding of the goal and objectives of gender mainstreaming – mindset change;
- Ownership of the gender mainstreaming process by all stakeholders at macro, meso and micro levels;
- Restructuring and strengthening institutions to be gender responsive;
- Developing gender related capacities for policy development, program/projects design and planning, implementation;
- Empowering facilitators, people with special needs and women at local levels so that they actively participate in making decisions in development processes;
- Supporting and improving the quality of service and their delivery to meet the practical and gender interests of target populations (people with special needs and women);
- Creating effective and transparent linkages along the chain of service delivery (macro-meso-micro levels);
- Developing effective partnerships and collaboration with ability to finance restructuring of institutions, planning and implementation processes, monitoring, evaluation and reporting systems for gender mainstreaming ;



- Institutionalization of accountability systems that are supported by gender disaggregated data and information.

## **SECTION TWO: GENDER POLICY FRAMEWORK**

### **2.1 Vision and Mission**

#### **Vision**

An agricultural sector that is driven by practices and operation that are based on gender equity and equal opportunities to all people with special needs and women in the agriculture value chain.

#### **Mission**

To promote gender equity and women's empowerment in research, capacity-development and institutional-strengthening in the agricultural sector towards ensuring food security at household, community and national growth.

### **2.2 Goal**

The goal of the Agricultural Gender Policy is to ensure equal opportunities and access to resources, services and programmes in agriculture in Nigeria irrespective of gender to ensure food security and economic growth in Nigeria.

## **2.3 Policy Objectives (Mainstreaming gender)**

**Objective 1, 2, 3:** To develop gender competencies of staff and partners in addressing gender gaps and gender awareness, programming, leadership skill development, mainstream gender in extension delivery/nutrition sensitive approach among agric extension agents and farmers and mainstream gender into climate change.

**Objective 4:** To institutionalize gender responsive programming (planning and budgeting), implementation, monitoring and reporting systems in the sector.

**Objective 5:** To promote the use of gender-sensitive data collection and gender statistics for evidence-based planning, policy and programme design, implementation and evaluation.

**Objective 6:** To widen and manage partnerships and shared mechanisms amongst government institutions, Development Partners, civil society organizations (CSOs), and the private sector and incorporate appropriate actions to respond to practical and strategic gender needs in the agricultural sector for people with special needs & women.

**Objective 7:** To improve cultural practices that hinder women from access to land, finance, fertilizer and other

agricultural assets through 35% Affirmative Action advocacy, lobbying, sensitization workshops, formation of groups and group dynamics and shared responsibilities between men and women -Gender Justice

**Objective 8:** To train of Women co-operatives in financial literacy and group dynamics as well as value chain development.

**Objective 9:** To provide Labor Saving Devices -Life Intensive Family Enterprise (LIFE), training and linkage of women and Special Needs cooperatives to farm input companies, financial institutions, training institutions, agro processing companies, and packaging/standards equality assurance for domestic and export markets.

**Objective 10:** To train Women cooperative on nutritious sensitive, techniques and messages, ICT, Conflict prevention and resolution, social protection models and adult education in collaboration with Federal Ministry of Education.

## **Objective 11: Monitoring and Evaluation:**

### **2.4 Objective/Policy Framework**

The national gender policy in Agriculture will enable the FMARD improve gender equality in the agricultural sector

and redress the existing disparities. The policy will be oriented around eleven (11) objectives:

**Objectives 1, 2 and 3:** To develop gender competencies of staff and partners in addressing gender gaps leadership skills development and gender awareness programming, mainstream gender into Extension delivery and Climate change

### **Objectives 1, 2 and 3- Policy Framework**

Management, professional and technical staff, especially those with responsibility for the development of policy, plans and budgets and the provision of services in the Ministry's system should be knowledgeable, skilled and committed to ensuring that plans, budgets and services are gender sensitive. Thus, given the limited knowledge on gender issues and leadership skills to mainstream gender, the managerial and technical personnel in FMARD, its agencies and decentralized entities will be trained to understand gender concepts and terms, gender analysis and approaches to be gender sensitive during programme planning, implementation, monitoring and evaluation of all interventions. Because of their level of dependence on natural resources for their livelihood, women are disproportionately affected by

extreme weather condition occasioned by climate change. The need to build the skills and competence of Small Holder Farmers (SHF) on mitigation and adaptation strategy against climate becomes paramount. FMARD and its partners at the different levels will raise awareness at the implementing levels on the existing agricultural services and legal frameworks so that women and special needs farmers and entrepreneurs have knowledge about their rights and also channels of addressing problems. Different media channels will be used to disseminate information about available financial services for supporting agricultural value chains, the inheritance law and land registration procedures. FMARD will focus on a number of activities to promote gender equality.

### **Objective 1:**

#### **Targets: Capacity Building**

- i. Annual capacity building work plan developed and shared with partners and staff at the beginning of each year.
- ii. Conduct the gender coordination structure i.e. the gender unit.
- iii. Regular trainings on gender for staff to ensure

they have the capacity to implement the gender policy in national, state, LGA and sector programmes and activities.

## **Objective 2: Mainstreaming Gender into Extension**

Mechanisms will be put in place incentives that will motivate more women to undertake agricultural training on extension, agronomy, fisheries and aquaculture, quality assurance/standardization, veterinary, engineering, soil science, horticulture and rural development. In the medium and long term, a gender-inclusive professional development programme will be designed. This will include initial (induction) and annual refresher trainings schools, especially agricultural colleges and universities. Stakeholders in the agricultural sector, including local and international NGOs, bilateral organizations, community-based organizations, farmer's organizations and agricultural cooperatives will be expected to stimulate their institutions to do gender training, analysis before embarking on any intervention in the agriculture value chains and follow the FMARD practices of ensuring fairness and equal opportunities to women and special needs in the Sector.

To mainstream gender in extension delivery and improve the gender responsiveness in delivery of agricultural services.

## Policy Framework

FMARD and its partners at the different levels will raise awareness at the implementing levels on the existing agricultural services and legal frameworks so that women and special needs farmers and entrepreneurs have knowledge about their rights and also channels of addressing problems. Different media channels will be used to disseminate information about available financial services for supporting agricultural value chains, the inheritance law and land registration procedures. FMARD will focus on a number of activities to promote gender equality.

## Targets

- Regular training of Extension Agents on mainstreaming of gender in extension delivery (address the concerns of both special needs and women), deal with Time Poverty occasioned by triple roles of women
- The Gender Unit's engagement of management for increase in the number of female extension agents.

- Gender Unit will partner with the Federal Ministry of Education for adult literacy/education for farmers.

**Objective 3:** To integrate gender perspectives (mainstream gender) into climate change and build capacity of small holder farmers on mitigation and adaptation strategies against climate change.

### **Policy Framework**

Because of their level of dependence on local natural resources for their livelihood, women are disproportionately affected by extreme weather condition occasioned by climate change. The need to build the skills and competence of Small Holder Farmers (SHF) on mitigation and adaption strategy against climate becomes paramount.

### **Targets**

- Gender Unit in collaboration with relevant Ministries and stakeholders, will build the skills and competencies of small holder farmers who are predominantly women in the six geo-political zones on mitigation and adaptation strategies against climate change.



- Adoption of best practices
- The Gender Unit in collaboration with Development Partners and Private Sector will give small holder farmers Clean Stove.

**Objective 4:** To institutionalize gender responsive programming (planning and budgeting), implementation, monitoring and reporting systems in the sector.

### **Policy Framework**

To institutionalize gender, FMARD will:

- Carry out reviews of the existing human resource department, operational and accountability policies, guidelines, procedures and systems and systematically mainstream gender in these. Measures will be put in place for gender integration in human resources management and development systems, including, financial systems, organizational operating norms and administrative procedures.
- Develop guidelines for operationalizing gender sensitivity in planning and implementing programs and projects. The guidelines will have procedures on how to implement the policy directive of at least 35% Affirmative Action women representation so that they participate as equal partners in development activities and decision making structures.

- Facilitate confidence building of women through trainings in leadership, team work, ICT, adult education negotiation and conflict resolution to ensure that women participate actively in decision making processes of the governance structures. However, men will be engaged in all processes to ensure that both men and women are equal partners in development. FMARD will develop tools (manuals, guidelines or toolkits) on how to mainstream gender into the budget and sector plans. FMARD will develop institutionalized gender mainstreaming checklist to Medium Term Sector Strategy (MTSS) and sector budgets at the three tiers of government.

## Targets

- i. Develop guidelines for operationalising gender sensitivity in planning and implementing programmes and projects.
- ii. Review the existing operational and accountability policies, guidelines, procedures and systems to systematically mainstream gender in these.
- iii. Develop a gender responsive-budget guidelines or toolkits on how to mainstream gender into agricultural sector budgets.
- iv. Mainstreaming gender into state, departments and agencies budget call circulars, extension delivery and climate change.
- v. Regular budget tracking, analysis and reviews to monitor progress.

**Objective 5:** To promote the use of gender-sensitive data collection and gender statistics for evidence-based

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planning, policy and programme design, implementation and evaluation.

## **Policy Framework**

FMARD will work hard to fill the significant gaps that exist in the availability of gender-disaggregated data in agriculture and food security in Nigeria. Process and procedures of generating reliable sex disaggregated data will be put in place. Capacities of the Monitoring and Evaluation Unit of the FMARD will be built to analyse data which will develop a mechanism of proper gender-based planning within the agricultural sector. Gender disaggregated data form the basis for evidence gathering for gender mainstreaming.

The policy will promote the use of Gender-Sensitive Data Collection for Evidence-based planning, using sex disaggregated data and gender statistics for policy and programme design and implementation. Impact analysis of all agricultural policies, programmes, projects and activities on women, special needs, boys, and girls and other social categories; to ensure equitable and sustainable development will be carried out periodically.

## Targets

- i. Develop tools for engendering accountability (M&E) and Knowledge and Information Management (MIS) Systems. Systems of accountability will include gender indicators and sex-disaggregated data.
- ii. Indicators are devised to measure direct delivery of policies/programmes' results for girls and women.
- iii. Regular analysis and reviews by all departments within the sector to show gender disaggregated data and gender statistics within their respective departments, for planning and policy interventions.
- iv. Clear gender indicators across the sector to monitor progress.

**Objective 6:** To widen and manage partnerships and shared mechanisms amongst government institutions, development partners, civil society organizations (CSOs) and the private sector incorporate appropriate

actions to respond to practical and strategic gender needs in the agriculture sector.

## **Policy Framework**

FMARD will ensure that the Agriculture Sector Gender Steering Committee is involved in the implementation of the gender policy in the various Agricultural Promotion Policy (APP)- the Green Alternative of 2016 programmes. As such, FMARD will hold workshops to launch the gender policy in the Sector. The policy will be disseminated at all levels. Head of Gender Unit will ensure proper implementation of the policy, coordinating activities and developing appropriate partnerships to improve performance of the different agricultural value chains. This process will be supported by the steering committee.

## **Targets**

- i. The transformation agenda programme and Green Alternative Programme integrating gender at all levels with partners (planning, financing/budgeting, programming, etc.) carrying out interventions.

- ii. A consultative gender multi-stakeholder steering committee that will report to the Permanent Secretary will be set up. It will ensure that the gender policy is implemented.
- iii. The Head of the Gender Unit will also ensure monitoring of the policy implementation with all partners at the national and local levels.

**Objective 7:** improve cultural practices that hinder women from access to input -land, finance, fertilizer and other agricultural assets through advocacy , lobbying , sensitization workshops, and shared responsibilities between men and women - Gender Justice

**Policy framework :** Nigeria is a patriarchal society where roles and responsibilities are assigned to people with special needs and women by society and access is skewed in favor of men Women carry out about 80% of agricultural production, 60% of agricultural processing activities and 50% animal husbandry related activities , yet women have access to less than 20% agricultural asset (NBS).

## Targets

- Gender Unit in collaboration with relevant Ministries and stakeholders and its Development Partners at the different levels will carry out advocacy visits, lobby, and sensitization visits to National Assembly, States and LGAs and HE-FOR SHEs .
- Integration of 35% Affirmative Action

**Objective 8:** training of women cooperatives in financial literacy and group dynamics as well as value chain development to reduce post harvest losses

**Policy Framework** Most resources and technical assistance have been channeled to men growing export crops, with improved seeds and tools going to larger commercial farmers, almost invariably men. Small holder farmers who are predominantly women are engaged in value chain development to provide skill - set for entrepreneurship for enhanced livelihood.

## Targets

- Extension Department (women and youth division) will train women and youth in value chain development



for empowerment and reduction of post harvest losses

- Extension Department will give women and youth start-packs to start their businesses

**Objective 9 :** Provision of Labor Saving devices - Life Intensive Family Enterprise (LIFE) to reduce drudgery , training and linkage of women, youth and cooperatives to farm input companies, financial institutions; training institutions and agro processing companies, packaging/ standards quality assurance for domestic & export markets.

**Policy Framework:** women cooperatives are strong voices for Small Holder Farmers and improve the quality and coherence of support programmes for small businesses . The provision of labor saving devices (women friendly technologies) will be a springboard for reducing drudgery. Women unpaid care work which creates time poverty and reduce their chances of engaging in formal jobs

**Targets:**

- Provision of labor saving devices for

cooperatives

- Training and linkage of women, youth cooperatives to farm input companies, financial institutions; training institutions and agro processing groups,

**Objective 10:** Training of Women on nutritious sensitive, techniques and messages, ICT, Conflict prevention & resolution, social protection models and adult education in collaboration with Federal Ministry of Education.

### **Objective 11: Monitoring and Evaluation**

**Policy framework:** Women bear primarily responsibility for the nutrition of their children from gestation through weaning and critical period of growth. There is wide spread malnutrition particularly among women and children occasioned by nutritional deficiencies resulting in stunted growth, maternal and child mortality as well as lack of capacity in ICT.

### **Targets**

- Training of women on nutrition sensitive agriculture
- Improved health status for men, women and children, enhanced capacity of women in ICT, Adult literacy & Social protection.

- Training of women cooperative on peace building and social protection models.

## Crop intensification

- **Land use act consolidation:** Communication of existing law on land ownership so that people in communities know that both women and people with special needs have equal access and must have equal control of land resources.
- **Agricultural mechanization:** Facilitate implementation of the mechanization policy, ensuring that the agricultural machineries are gender sensitive, and that women and men farmers have equal access to available machineries.
- **Fertilizers and seeds:** Training of agro-dealers to be gender sensitive when distributing inputs and also sensitize and train women to consider and integrate agro-dealing as a business. FMARD will develop gender sensitive criteria for distribution of inputs

## Livestock

- Develop guidance that will be used in targeting Women Headed Households (FHH)

and MHH that are most vulnerable in communities. The guidance will clearly state what belongs to which member of the family. Also develop a system for collecting gender disaggregated data on the outcomes and impacts from those who benefit from the programme.

- **Other small livestock:** Promote production of small stock (sheep, goats, pigs, rabbits) as a source of income and food as this is a foundation for getting vulnerable households out of poverty.

### **Value chain development**

- **Access to credit:** Communication and awareness on existing facilities, so that both women and people with special needs farmers and entrepreneurs have enough knowledge on how to access the funds through affirmative action.
- **Agri-business opportunities:** FMARD will promote agri-business ventures for both people with special needs and women, ensuring that women do not lag behind, especially in the cocoa, shear butter, oil palm and horticulture value chains. Employers will

be required to provide gender sensitive working conditions.

- **Business knowledge and skills enhancement:** Supporting farmers, especially women, in project formulation and other soft skills (entrepreneurship, leadership, teamwork, conflict management). These soft skills will also enhance the capacities of women to proactively demand for leadership positions in local structures and actively participate in decision making processes of the governance structures. Disseminate information on how to innovatively use available resources such as land and forests as collateral to secure money for agri-business development.
- **Banks, MFIs and Cooperatives:** Awareness, training and advocacy so that these institutions make their services equally accessible to both women and people with special needs farmers and entrepreneurs.
- Government to establish commodity boards to act as stock absorber for agricultural products.

## **Access to commodity markets**

- Information and communication on market prices: Awareness, training and advocacy to NGOs and other decentralized entities to ensure that both women and people with special needs farmers have equal access to commodity prices and other market information.
- **Fighting illiteracy:** Collaborate with state ministries of education to implement community literacy classes so that farmers, especially women have basic skills to read, count and write and not miss the market information normally disseminated through print media or electronic media and collaboration with the Federal Ministry of Education.

## **Access to extension services such as training on techniques and technologies**

- FMARD will promote use of innovative approaches such as farmer field schools (FFS), to ensure that both women and men participate equally in trainings on techniques and technologies for agricultural development processes. Systems to ensure

that the Veterinarians and Agronomists design, and plan gender sensitive training activities will be implemented.

- Develop an action plan and implement action research for developing appropriate technologies to address the practical and strategic gender interests of women in production, and post-harvest management of agricultural commodities.
- Develop operational guidelines and procedures to facilitate equal access by women and people with special needs to opportunities and services that are channeled through farmer organizations and cooperatives, including women representation in those structures and their active participation in decision making processes.

## **SECTION THREE: IMPLEMENTATION FRAMEWORK**

### **3.1 Conditions to achieve gender equality in Agriculture.**

Practices have shown that basic conditions for achieving gender equality include:

- Internal systems and procedures (internal gender audit, mainstreaming tools, generation and use of gender statistics);
- Policies and programmes in the sector should be formulated on the basis of separate data for men and women. Reporting systems should be based on analysis and reports using gender disaggregated indicators;
- Accountability mechanisms at all levels. Efforts should be focused on measuring the impact of strategies and development programmes on both men and women. Frequent dissemination of findings is necessary in order to improve measures aimed at increasing gender equality at the highest levels;
- National Gender steering committee – to coordinate activities and monitor progress should be put in place,
- Appropriate resources – both human and financial including domestic and international financial assistance – are required for capacity building;
- Concrete and sustainable plans should be developed to train and prepare female personnel for decision making positions;
- There is need for all stakeholders to have a



shared understanding of gender issues in the agricultural sector (institutions and organizations);

- Political Will-Commitment at federal, state and LGA levels and advocacy for gender equity and equality by the leaders. Support from the highest-levels leaders for specific objectives on gender equality and efforts made to achieve these objectives are the most important conditions.

A gender mainstreaming approach includes focusing on meeting both the short term "practical and strategic needs" that have resulted from cultural gender discrimination or stereotyping, and addressing the "strategic interests" that will challenge and change social norms, institutional practices, power relations and workloads.

### **3.2. Implementation Structure**

Implementation will be facilitated by a Gender Steering Committee (GSC) (primarily comprising not more than 10 members, one from the Ministry, Academia, Farmers Association, CSO, NGO etc. The Committee has been

constituted and inaugurated.

Gender Unit already in place, comprising Gender Desk Officers and Agencies, with a Gender Specialist, manning the unit. The GSC will be adequately trained to lead in the implementation of the gender policy for the sector. The following capacity areas are important: systems thinking, coordination skills, leadership, problem solving, conflict resolution, resource mobilization, project management, planning and gender legislation awareness. It is envisaged that the role of the GSC will be to provide overall strategic direction in implementing the plan and advice on gender mainstreaming issues. The committee will also be responsible for publicity and marketing the strategy. It is also recognized that the overall management of gender strategy is vested with the FMARD. In this regard, FMARD will be expected to be the lead institution, providing overall guidance to the GSC.

FMARD will put in place a monitoring system, with

assistance of the Head Gender Unit. The GSC is encouraged to always update the action plan for implementation of the strategy on a quarterly basis. Once constituted the GSC will meet at least every three months to receive feedback from the decentralized service delivery entities and discuss progress.

Gender Focal Points (GFP) are the implementers at the agency level for FMARD. Gender Advocates (GA) are the ones who will work at the local level facilitating dialogue and debate through the existing social structures. The roles and responsibilities of the key stakeholders in the implementation of the strategy are proposed below:

### 3.3 Operational Mechanisms: Roles and Responsibilities

#### **FMARD – Agriculture cluster**

- Gender sensitive policies, laws, regulations
- Gender responsive planning, Budgeting, M&E,
- Gender disaggregated data in agriculture surveys and JSRs reports
- Document and disseminate best practices

#### **FMARD AGENCIES/PROJECTS**

- Integration and Implementation of gender sensitive interventions in the strategy
- Resource allocation to gender interventions
- Reporting with gender disaggregated information
- Integration of gender in the training and extension package/manuals/climate change
- Training beneficiaries (cooperatives, farmers,)

#### **Development Partners/Donors**

- Increased resource allocation to gender interventions (review financing mechanisms)
- Advocacy and networking
- Technical Assistance, knowledge exchange in Gender and agriculture

#### **CIVIL SOCIETY AND SERVICE PROVIDER ORGANISATIONS**

- Sensitization and behavioral change, capacity building in gender and agriculture to the beneficiaries (men and women), dissemination of gender laws related to agriculture (land, matrimonial, GBV, etc.)
- Integration of gender in training and extension manual as well as climate change
- Ensure more women engage in agriculture extensions
- Linkage of women and men to agriculture innovation centres
- Advocacy and representation of farmers organizations in agriculture forums on gender issues related to agriculture
- Research and dissemination of gender statistics in agriculture
- Support the Organizational Development of farmer s' organizations and cooperatives with gender dimension (participation , decision making, capacity building)
- Ensure gender sensitive access to agriculture services: Inputs supply, appropriate technologies, training, extensions, etc..

#### **PRIVATE SECTOR**

- Compilation and dissemination of opportunities in Agriculture, targeting poor women and men
- Support cooperatives by integrating women in decision making
- Capacity building in entrepreneurship, access to market information, negotiation and added value, bankable project development
- Linkage to business advisory services and financial services
- Moving women and men in agriculture from informal to formal and professionalized organizations/cooperatives
- Promote farm activities to move some rural women and men from agriculture value chain to other agriculture value chain

Support women, men and youths to participate in Agriculture Trade Fairs.

#### **FINANCE AND MICRO FINANCE INSTITUTIONS**

- Review laws and regulations to facilitate equal access to rural finance (special emphasis on women)
- Decentralize the finance institutions up to grassroots level including SACCOs
- Collect and disseminate , at grassroots level financial schemes /opportunities in agriculture and rural development
- Put in place special guarantee fund for women in agriculture and rural development
- Promote the use of Land Titles as collateral

#### **FARMERS (MEN AND WOMEN) AND FARMERS' ORGANISATION**

- Continuous debates on gender in agriculture with special emphasis on resource control (land law, matrimonial, GBV)
- Active participation in agriculture programmes (trainings, cooperatives, etc.)

### **3.4 Coordination mechanism.**

FMARD through the coordination of the Head of the Gender Unit will collaborate with relevant government institutions and agencies as stated above as well as the private sector, development partners and NGOs for the implementation of the policy. Given the multi-faceted nature of agriculture and the complexity with gender, indexing the impact expected from mainstreaming gender in agriculture lies in the effectiveness of the partnerships and collaborative mechanism. It is from this understanding that FMARD will institutionalise the GSC so as to benefit from the extensive gender

related expertise in the different institutions and agencies. Better integration among the different government institutions, agencies, civil society, development partners, decentralized entities and farming households (FHH and MHH) and entrepreneurs will be achieved through dialogue. Thus, the first step that FMARD will take is the launching of the Policy document at national level so that all key stakeholders in the agricultural sector are informed about this plan. In addition, the policy will be disseminated to lower levels using a number of guides. Cooperation and interests in participating in the implementation of the Policy will be solicited during the launching and dissemination processes. FMARD with assistance of the GSC will rationalize roles and responsibilities of all the stakeholders to ensure effective implementation of the Policy.

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## **SECTION FOUR: MONITORING AND EVALUATION FRAMEWORK**

### **4.1. Monitoring the Implementation of the Gender Strategy in Agriculture**

This section outlines how the gender strategies in Agriculture would be monitored. The purpose of monitoring will be to track the progress of implementation of the plan and the results thereof. Monitoring will also aim at accounting for any changes or impacts resulting from implementation of the plan. Specifically, the objectives of monitoring include:

- To guarantee that, the implementation profits the targeted beneficiaries in a timely manner;
- To ensure operations proceed as planned and to detect any amendment in conditions that might call for modifications in the plan;
- To monitor the outcomes and results of gender policy implementation;
- To track both positive or negative changes and impacts, that are emerging from the implementation.

To achieve these objectives, monitoring will be done at two levels, objective/output level and activity level.

## **4.2 Monitoring and Evaluation Framework**

The chart below outlines the M and E framework for the National Agriculture Gender Policy of the Federal Ministry of Agriculture and Rural Development. It describes at each level, what should be monitored, how each indicator will be monitored, how often and the responsible institutions. For each indicator the outline defines the nature of baseline information to be collected. Baseline information is an important aspect of M and E as it provides the basis for assessing and evaluating progress and change. A number of assumptions have been stated. It is also important to frequently review these assumptions and define new ones whenever necessary.



**Objectives 1, 2 and 3 :** To develop gender competencies of staff and partners in addressing gender gaps and gender aware programmes on mainstreaming gender into Climate Change and Extension delivery etc.

**Outcome/Results** Gender competencies of staff and partners have been developed to address gender gaps and gender awareness programmes

OUTPUT	INDICATORS	FREQUENCY OF MONITORING	SOURCE OF DATA	RESPONSIBLE AGENCIES
<b>A) Gender Competencies-</b> Staff and other stakeholders are regularly trained on gender issues in agriculture to ensure they have the capacity to implement the policy at national, state, LGA and sector programmes and activities.	1. # of gender issues on which training is being organized. 2. # of women attending the training 3. Frequency of training 4. # of training carried out at federal, state and LGA levels	Quarterly	Reports of training activities, M&E reports, budgets on training, quarterly releases	FMARD, SMA, LCAs, Development partners, Financial Institutions, Cooperatives
Sensitize and create awareness among partners so as to have focus on areas of need to support implementation of the policy at all levels.	1. # of sensitization/awareness programmes carried out. 2. # of gender concerns presented/on which awareness has been created. 3. # of partners who attended 4. # of women who were trained	Quarterly	Reports of programmes organized.	FMARD, SMA, LCAs, Development partners, Financial Institutions, Cooperatives
<b>B) Mainstreaming gender in Extension delivery</b> The capacity of Agricultural Extension Workers in the area of gender analysis, and gender mainstreaming into programmes and activities has been built	1. # of capacity building programmes carried out. 2. # of gender concerns presented 3. # of extension workers who attended/state/LGA 4. # of women who were trained	Quarterly	Reports of programmes organized	FMARD, SMA, LCAs, Development partners, Financial Institutions, Cooperatives

<p><b>Mainstreaming gender into Climate Change</b> Build Capacity of Small Holder Farmer on mitigation and adaptable strategies against Climate change</p>	<p>1. # of capacity building programmes carried out. 2. # Small Holder Farmer concerns presented 3. # Small Holder Farmer who attended/state/LGA 4. # of women who were trained</p>	<p>Quarterly</p>	<p>Reports of programmes organized</p>	<p>FMARD, SMA, LCAs, Development partners, Financial Institutions, Cooperatives</p>
<p><b>Engendering Research</b> The field of agricultural studies has been engendered, and skills built in gender research in the Faculties/Departments of Agriculture at the tertiary level</p>	<p>1. # of agricultural programmes engendered 2. # of women and girls trained in agricultural programmes 3. # of women who are trainers/ role models 4. # of researches carried out with gender focus</p>	<p>Quarterly</p>	<p>Reports of accreditation exercises, List of graduating students from the institutions, admission lists</p>	<p>FMARD, SMA, LCAs, Development partners, Financial Institutions, Cooperatives</p>
<p><b>Work plan</b> Annual capacity building work plan developed and shared with partners and staff at beginning of each year.</p>	<p>1. # of workshops organized per year 2. # of gender concerns in the work plan 3. # of partners and staff that have work plan 4. # of cooperative societies that have work plan</p>		<p>Budget, Strategic implementation plans, programme of activities of FMA,SMA, departments and agencies, records of cooperative societies</p>	<p>FMARD, SMA, LCAs, Development partners, Financial Institutions, Cooperatives</p>

**Objective 4:** To institutionalize gender responsive programming (planning and budgeting), implementation, monitoring and reporting systems.

**Outcome/Results**

*Policies, procedures and systems adopted to support gender integration in programmes and promote a gender equitable working environment:*

- Gender responsive programming, implementation, monitoring, and reporting system has been institutionalized for gender equality in Nigeria.

OUTPUT	INDICATORS	FREQUENCY OF MONITORING	SOURCE OF DATA	RESPONSIBLE AGENCIES	
Gender integrated into the policies, priorities, Processes, guidelines and procedures of the Federal Ministry of Agriculture and its, parastatals, agencies and Departments.	<p># of operational documents that have been reviewed to outline clear gender targets and operational mechanisms to implement proper gender measures</p> <p>Type of gender concerns incorporated in main documents</p> <p>Number of women and men (Gender Specialist, Gender Focal Points) specifically mandated to provide leadership to promote gender equality in the sector.</p>	Quarterly	<p>Policies, processes,</p> <p>Guidelines, procedures, human resources management plans &amp; procedures, M &amp; E systems, organizational charts, staff job description, action plans and</p> <p>Budget of the FMA</p>	FMA and its Agencies at both state and federal levels	
FMA and its agencies have operationalised gender in all its programmes, projects and activities	<p># of programmes/ projects which have a gender focal point with gender sensitive budget and work plan</p> <p>Level of resources allocated to implement gender-sensitive programmes/projects and activities</p> <p>Number of programmes, projects and activities with gender targets and sex-disaggregated monitoring systems</p>	Quarterly	<p>FMA Programmes and projects</p> <p>Budget, work plans, action plans, approvals and releases</p>		

Establish Unit	<p>Establishment of a gender unit at the FMA HQ with appropriate working tools and environment</p> <p># of state offices with gender units</p> <p>Frequency of meeting held by the Head of the Gender Unit and the state coordinators.</p> <p>Availability of records showing communications within the unit</p>	Quarterly	FMA budget, records of gender unit, partners and collaborators	FMA, Gender Unit, partners, collaborators.	
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**Objective 5:** To promote the use of gender-sensitive data collection and gender statistics for evidencebased planning, policy and programme design, implementation and evaluation.

**Outcome/Results Gender-Sensitive Data Collection mechanisms for Evidence -based planning, using sex disaggregated data and gender statistics for Policy and Programme design and implementation**

OUTPUT	INDICATORS	FREQUENCY OF MONITORING	SOURCE OF DATA	RESPONSIBLE AGENCIES	
Gender sensitive data collection mechanism established.	<p>1. of Data collection instruments disaggregated by gender.</p> <p>2. The extent to which Indicators are devised to measure direct delivery of policies/programmes' results for girls and women.</p> <p>3. Regular analysis and reviews by all departments within the sector to show gender disaggregated data and gender statistics within their respective departments, for planning and policy interventions.</p> <p>4. Clear gender indicators across the sector to monitor progress.</p>	Quarterly	FMA data collection instruments, monitoring repots,	FMA Gender Unit	

**Objective 6:** To develop and coordinate partnerships and collaborative mechanism amongst government institutions, CSOs, Private sector and development partners and integrate appropriate actions to respond to practical and strategic gender needs in the agricultural sector.

Results/Outcome: Effective dialogue and coordination mechanism which address gender issued and implement, gender sensitive programmes and activities.

OUTPUT	INDICATORS	FREQUENCY OF MONITORING	SOURCE OF DATA	RESPONSIBLE AGENCIES	
Projects fully integrates gender at all levels (Planning, financing, programming, etc.) of intervention	<p>Strategy adopted and disseminated by FMARD and partners.</p> <p># All plans, budgets, programs and agriculture systems initiated through SWAP integrate gender at all levels.</p> <p># Level of resources committed by participating partners to implement gender strategy in PSTA Programme</p>	Quarterly	SWG and sector sub groups minutes, documents produced by FMARD and partners	FMARD and Ministries, sectors etc.	
<p>A consultative gender steering committee reporting to Director ,Special Duties to PS who makes sure the strategy is implemented.</p> <p>A FMARD gender coordinator ensures the</p>	<p>The steering committee is set up, representative and its mandate is endorsed by FMARD</p> <p># Level of implementation of advices</p> <p># Monitoring and evaluation report presented and</p>	<p>Quarterly</p> <p>Quarterly</p>	<p>Steering committee mandate</p> <p>Steering committee minutes M &amp; E plan and reports</p>	<p>PS Steering Gender Coordinator</p> <p>PS Steering Gender Coordinator.</p>	

**Objective 7:** To improve cultural practices that hinder women from access to input through advocacy visits, lobbying and sensitization workshops at Federal, State and LGAs.

**Result / Outcome :** Federal, State and LGAs (village heads & Communities) have been sensitized/conscientised towards addressing cultural and religious practices that militate against women's access to agricultural assets -land, funds, fertilizer, seeds etc

OUTPUT	INDICATOR	FREQUENCY	SOURCE OF DATA	RESPONSIBILITY
# Men , women communities sensitized with capacity to address existing cultural and religious issues that hinder women's access to input	% of men and women who have a positive disposition in integrating gender perspective in their households, programmes % of women who have access to agricultural input services % of men and women whose mental attitude have changed on cultural issues in relation to women	Every six months	FMARD, men. women, communities	FMARD, State, LGAs FMWARD

**Objective 8:** To train women and youths co-operatives on financial literacy and group dynamics as well as in value chain development

**Result / Outcome: Capacity of women and youth built on access and management of finance, book keeping and group dynamics.**

OUTPUT	INDICATOR	FREQUENCY	SOURCE OF DATA	RESPONSIBILITY
Skills and competencies of women and youth cooperatives built on Financial Literacy and group dynamics & value chain development	-No of women and youth cooperatives trained on various value chains -No that have accessed national and international markets, Funds	Quarterly	Reports of training workshops and M&E	FMARD (Ext. Dept.) FMWASD, Dept. Dev. Partners, CSO takeholders.

**Objective 9:** To provide labor saving devices-Labor Intensive Family Enterprise (LIFE) for small holder farmers and link them to input companies, financial institutions for export markets.

**Outcome/Results: Women are provided with labor saving devices and linkage to input companies, financial windows**

Output	Indicators	Frequency of monitoring	Source of Data	Responsible Agencies
Women provided with provide labor saving devices-Labor Intensive Family Enterprise (LIFE) for small holder farmers and link them to input companies, financial groups for entrepreneurship drive and for export trade through value addition	Number of women provided with labor saving devices-Labor Intensive Family Enterprise (LIFE) for small holder farmers and link them to input companies, financial groups for export markets. Number of women linked to export market.	Quarterly	Report of workshop -Report of M&E	<b>FMARD,</b> <b>FMWSD</b> <b>FMST</b> <b>Development Partners</b> <b>CSO</b>



<b>Objective 10</b> :Training of women/households on value added nutritious sensitive agriculture					
<b>Outcome/Results:</b> Women across States and LGAs trained on nutrition sensitive agriculture.					
Output	Indicator	Frequency of monitoring	Source of data	Responsible Agencies	
Households trained on nutrition sensitive agriculture-balanced diet  Awareness creation on dangers of nutritional deficiencies /ICT conflict prevention & resolution adult literacy, % of women with enhanced access to market through ICT.	Percentage of women trained in nutrition sensitive agriculture. % of reduction of malnourished/s tunted children. % of men, women and children with enhance health status. % of reduction in maternal and child mortality.  % on reduction in conflict % of women with enhanced literacy	Quarterly	-Report of training -M&E report	FMARD (FDA), FMH Cooperative department FMWASD Development Partners NGOs/CSOs	

<b>Objective 11: Monitoring and Evaluation</b> with gender matrix to ascertain the level of access to inputs by men and women and the differential impact of projects programme on men and women for a following action.					
Output	Indicator	Frequency of monitoring	Source of data	Responsible Agencies	
M & E	% of Won access to input	Quarterly	Report of M & E with sex desegregated data	FMARD, FMWASD, Dev. partner, NGO, CBO state Ministry of Agric	

## 4.3 Conclusion

The current state of gender equality in the agricultural sector as revealed by a comprehensive

review of available information and data shows that males absolutely dominate the sector in terms of access to land, inputs, outputs, earnings and support services. This is in spite of the fact that females numerically outnumber males functioning in the agriculture sector. The implication is that the agricultural sector is not operating in its full capacity since about one half of the population functioning at various segments of agriculture value chains experience setbacks in various aspects of their operations. It becomes very necessary to create a level playing field for all practitioners (men and women) in the agriculture sector to function effectively if the envisioned goals of Agricultural Promotion Policy (APP) - the Green Alternative of 2016 in Nigeria are to be achieved. This level playing field can be created through the formulation and implementation of gender policy in the agricultural sector.

The main purpose of the National Gender Policy in Agricultural Sector is to promote and ensure the adoption of gender sensitive and gender responsive approaches to agriculture planning and

programming such that men and women have equal access to and control of productive resources and opportunities to achieve their potentials and sustain suitable livelihoods. System-wide strategies have been adopted to organize this gender mainstreaming policy document to transform the agricultural sector so as to enhance food security, reduce poverty and sustain the livelihoods of men and women who rely on agricultural value chains. Gender mainstreaming implies drastic changes in the ways agriculture business is conducted in order to improve the productivity of all stakeholders in the sector. This involves:

- Raising awareness on gender issues at all levels so that all stakeholders have shared understanding of the goal and objectives of gender mainstreaming;
- Ownership of the gender mainstreaming process by all stakeholders at all levels;
- Restructuring and strengthening institutions to be gender responsive ;
- Developing gender related capacities for policy development, programmes/projects design and planning, implementation;
- Empowering facilitators and men and women

at local levels so that they actively participate in making decisions in gender mainstreaming processes;

- Support and improve the quality of service and service delivery to meet the practical and gender interests of target populations (men and women);
- Creating effective and transparent linkages along the chain of service delivery at all levels;
- Developing effective partnerships and collaboration with ability to finance restructuring of institutions, planning and implementation processes, monitoring, evaluation and reporting systems for gender mainstreaming;
- Institutionalization of accountability systems that are supported by gender disaggregated data and information.

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## Appendix 2: Key Gender issues in Agriculture

### Irrigation

- Do men and women differ in their water use and future irrigation needs, such as:
  - ❖ types of crops irrigated (commercial crops, food crops, etc);
  - ❖ non-agricultural water requirements;
  - ❖ preferred sites of water use; or
  - ❖ Distance (home or fields) from water source?
  
- Do women with agricultural specializations need access to irrigation water?
  
- How will women be affected by intensified production as a result of the irrigation project? (Consider changes in labour requirements, changes in cash requirements for agricultural investments and concomitant changes in women's labour allocation, etc.)
  
- How will changes in cropping pattern (e.g., cash cropping versus subsistence crop production) affect women?
  
- How will women be affected by the increased

demand for labour and services created in the implementation phase?

- Are women now involved in water management? Do they have a role in settlement of water management disputes?
- Are there water users association?
- Are women members of water users association?
- Does the executing agency (EA) have the capacity to main stream GAD concerns?
- Does the EA have female extension workers?

### **Fisheries:**

- What different activities are carried out by girls and women and by men and boys in fish catching and processing, aquaculture, and marketing?
- Do women catch or buy fish for processing, or process the catch of male household members?

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- What activities are performed jointly by women and men?
  - Are there different in time spent, or seasonal difference for separate or joint activities?
  - Will the project affect any of these activities and the level of female involvement or women's incomes?
  - Will the project increase the burden on women's time? Will this be to their advantage or disadvantage? Activities
  - Do women work in the fish processing centre as wage labourer or are they self employed (buy fish to process and market)?
  - Do women regularly go fishing or is this a seasonal activity?
  - Is marketing of fish a regular activity or an extra source of income for the women?
  - Do women depend on middlemen to market their fish or do they market it themselves?



- Do women fish sellers have a place and license to sell in the market?
- Do men and women have fishing equipment, such as boats or nets? Do they depend on middlemen or traders for capital and equipment?
- Do women fish sellers depend on private money lenders/traders for capital or do they have access to formal sources of credit?
- Do women and men fisher folk have enough skills in fishing, as required for sustainable fish harvesting/ catching?
- Do women and men fisher folk have right to common property resources in inland fisheries?
- Do poor women and men have access to the lease of inland fishery resources such as lakes, rivers, or ponds, or is access limited to men?
- Are women involved in pond fishery?
- Will the project activities change the gender division of labour in catching, processing, and

marketing fish in marine fisheries and inland fisheries?

- Will the project affect the location of docks or processing facilities? How will this affect women in the sector?

### **Forestry and Watershed Management:**

- In the project area, is there a gender division of labour and responsibilities in forestry use and related activities? The following should be considered:
  - ❖ Gathering forest products for domestic / household use;
  - ❖ Gathering fuel wood;
  - ❖ Gathering forest materials for use for craft or commercial products;
  - ❖ Planting, protecting, or caring for seedlings and small trees;
  - ❖ Planting and maintaining homestead wood lots and plantations on public or government lands;
  - ❖ Attitudes and knowledge with respect to forest, soil, and tree use,
  - ❖ Destructive practices with respect to forest, soil, and tree use;
  - ❖ Income – earning and employment

- opportunities in general; and
- ❖ Varieties of trees used or preferred by each gender group.
  - Will the project affect the level of women involvement in these activities?
  - What are the time, financial, and social constraints on the participation of women in project forestry activities? Do these vary at different times of the year?
  - Is female labour included in the increased demand for paid labour (transplanters, weeders, nursery owners and workers, etc.)?
  - Will the project impose an extra burden on women's workday or patterns of work? Will this benefit or disadvantage women?
  - Do in the project area control the marketing of their products and hence retain control over those products?
  - What is the nature of ownership of the forest? Is it government forest? Community forest? Homestead forest? Forest on government-leased land and owned by a particular

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community? Forest on land owned by indigenous people?

- Who owns the land on which the community forest or the homestead forest stands, and who owns access to government – leased forest land? Are men or women or both the owner? Do women or men or both own the indigenous people's forest or does the whole tribe/community own it?
- What is the traditional pattern of ownership of forest land by women and men?
- Are there any social constraints on women collecting and using forest products?
- Does ownership determine access to, collection, use, and benefits from forest products?
- Do women work on tree plantations on public land or community land as wage workers or do they have access to lease rights to the plantation?
- Will the project affect women's and men's traditional right to collect and use forest

products?

- Will the project change indigenous women's and men's rights to forest use?
- Will the project introduce new plantation and reforestation work? If so, how will the project activities affect:
  - ❖ Women's and men's traditional source of incomes?
  - ❖ Employment opportunities?
  - ❖ Lease of government land for reforestation or new plantation?
  - ❖ Access to community forests and development of homestead forests? Gender issues in coastal zone management;
- What activities are carried out by women and girls and by men and boys in coastal forests?
- What activities are performed jointly by women and men?
- Do women and girls, men and boys go to the forest regularly or only occasionally?

- Who are the major and minor forest product collectors' women and girls, or men and boys?
- What is the traditional forest resources user right for women and men?
  
- Do families sell forest products or do they use them for subsistence? If the products are sold, who does the selling- women and girls, men and boys, or both women and men?
  
- Will the project affect any of these activities and the level of women's involvement in meeting family subsistence needs or their access to cash income?
  
- Will the project introduce activities that will affect women's workload or diminish their income earning opportunities?
  
- Will project affect the traditional users' rights of women and their access to common property resources in the coastal area? If so, how? What are the implications? Gender issues in integrated rural development;
  
- Are data about the population(s) in the project area disaggregated by gender (population,

socioeconomic characteristics, gender division of labour, and time inputs in the main productive activities)?

- If the project is focused on the integrated sectors, such as agriculture, fisheries, or livestock, collect data on the gender division of labour in the agriculture, livestock, or fishery sector.
- Are there significant numbers of female – headed households in the client population?
- What impact will the project have on women's food production activities?
- Will the project provide support for women's crops?
- What type of social structure exists in the project area and what grouped have access to and control over land, community resources, business, and other resources?
- What other nonfarm income – earning activities do women engage in?

- 
- Do women have property rights? Land rights?
  - What type of social organizations or community organizations exists in the project area, and what control do they have over resource distribution, such as the distribution of development project inputs to women in the project area?
  - Is there an informal network of women in the project area? If so, what kind of support does it provide to women?
  - Do women have access to credit and extension services, agriculture inputs, and livestock and fishery inputs from formal institutional sources?
  - Where do women get their capital money lenders, traders, friends and relatives? Do women borrow at a high interest rate from money lenders, traders, or middlemen?
  - Who markets the products of women traders/middlemen or the women themselves?
  - What impact will the project activities have on the gender division of labour, on subsistence



activities, and on women's workload, income-earning activities, and access to land, livestock, or common property resources?

- Does the EA have the capacity to develop and deliver services to women?

### **Microfinance:**

- Do men and women differ in their patterns of credit use (e.g., type of loans, number of loans, interest rates, arrears, defaults, amounts borrowed, and effective use)?
- Are there significant numbers of women framers, enterprise owners, producers, workers, or household heads in the client population?
- Do women and men have separate credit unions or savings and loan groups?
- Does the beneficiary population have access to finance from both formal and informal sources? Are there differences in access for women and men?
- If women's access to credit is more restricted

than that of men, how does this relate to women's property rights and ability to provide collateral? What are other constraints on women's access to credit?

- Will the project change existing patterns of relative access to credit for women and men?  
Components

### **Industrial Crops and Agro-industry:**

- Are data about the population(s) in the project area disaggregated by gender (population, socioeconomic characteristics, gender division of labour, and time inputs in the main productive activities)?
- If the project is focused on integrated sectors, such as agriculture, fisheries, or livestock, collect data on the gender division of labour in the agriculture, livestock, or fishery sector.
- Are there significant numbers of female – headed households in the client population?
- What impact will the project have on

women's food production activities?

- Will the project provide support for women's crops?
- What type of social structure exists in the project area and what groups have access to and control over land, community resources, business, and other resources?
- What other nonfarm income – earning activities do women engage in?
- Do women have property rights? Land rights?
- What type of social organizations or community organizations exist in the project area, and what control do they have over resource distribution, such as the distribution of development project inputs to women in the project area?
- Is there an informal network of women in the project area? If so, what kind of support does it provide to women?
- Do women have access to credit and

extension services, agriculture inputs, and livestock and fishery inputs from formal institutional sources?

- Where do women get their capital money lenders, traders, friends and relatives? Do women borrow at a high interest rate from money lenders, traders, or middlemen?
- Who markets the products of women traders/middlemen or the women themselves?
- What impact will the project activities have on the gender division of labour, on subsistence activities, and on women's work load, income-earning activities, and access to land, livestock, or common property resources?
- Does EA have the capacity to develop and deliver services to women?
- Do men and women differ in their patterns of credit use (e.g.; type of loans, number of loans, interest rates, arrears, defaults, amounts borrowed, and effective use)?
- Are there significant number of women

farmers, enterprise owners, producers, workers, or household heads in the client population?

- Do women and men have separate credit union or savings and loan groups?
- Does the beneficiary population have access to finance from both formal and informal sources? Are there differences in access for women and men?
- If women's access to credit is more restricted than that of men, how does this relate to women's property rights and ability to provide collateral? What are other constraints on women's access to credit?
- Will the project change existing patterns of relative access to credit for women and men?  
Components
- Are data about the population(s) in the project area disaggregated by gender (population, socioeconomic characteristics, gender division of labour, and time inputs in the main productive activities)?

- What percentage of farming households are headed by women? In what percentage of these is there an absent (emigrant) husband?
- What field tasks are traditionally performed by women and which by men? Which processing and support services tasks are normally performed by women and which by men?
- What factors determine tasks defined as women's work or men's work?
- How will any new technologies introduced affect the work done by women?
- How will changes proposed within the project affect the gender division of labour in the areas to be covered?
- What is the pattern of land ownership on family farms? To what extent do women own or co-own land or have the right to use land?
- How are decisions made about what to plant on which fields, and by whom?
- Who controls the earnings from cash crops?

How are they distributed within the family?  
How are earnings allocated and spent?

- How are men's earnings from agricultural production spent? How are women's earnings from agricultural production spent?
- Could increased cash crop production lead to a loss of land for women's household subsistence farming? With what effects?
- What constraints prevent women from growing and marketing cash crops?
- Does the female household head have legal ownership rights, rights to production from land rights to earning from production? What are these rights?
- How do the farming operations of female-headed households compare with those of other farms in the area with respect to:
  - ❖ Involvement in commercial cash crops;
  - ❖ Use of inputs (chemical fertilizers, improved seeds);
  - ❖ Access to labour at requisite points of time; or

- ❖ Agricultural technology used?

### **Livestock:**

- What roles do women and men play in livestock husbandry and care in the project area?
- For which aspects of animal care are women mainly responsible, e.g.; with which of the following activities are women involved daily or regularly:
  - ❖ Collection and fodder preparation, feeding;
  - ❖ Watering;
  - ❖ Cleaning;
  - ❖ Herding;
  - ❖ Milking, sheaving, or other harvesting activities; or care of sick animals?
- How will the project affect the amount of labour men and women spend on livestock care? Will women and men do more work or less?
- If the project involves new productive tasks, will these be done by women or by men? Will the labour have to be shifted from other activities? How will such changes affect



women?

- Will the project inputs to livestock development change women's role in the overall farming system? How?
- If the care of large livestock is thought to be a responsibility of the men, do women actually do some of the work? How much?
- If commercial livestock production technologies are provided to men how women will's traditional work load and responsibilities be affected?
- Will the project create extra work for women? If so, how will they benefit from it?
- Will new livestock production methods or new forms of livestock affect land use? Will they affect women's access to land?
- Do women have access to the resources (land, credit, capital) to participate in the project and to benefit from the improved stocks, feeds, or other inputs?

- Are women included in processing or marketing co operative or in communal projects?
- Do women own the animals they tend, and do they have control over or access to the income derived from the sale of meat, eggs, milk, etc.