



Gender /Social Inclusion and WEE

Evaluation | 16th November 2019

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Response to observations from MADE I evaluation



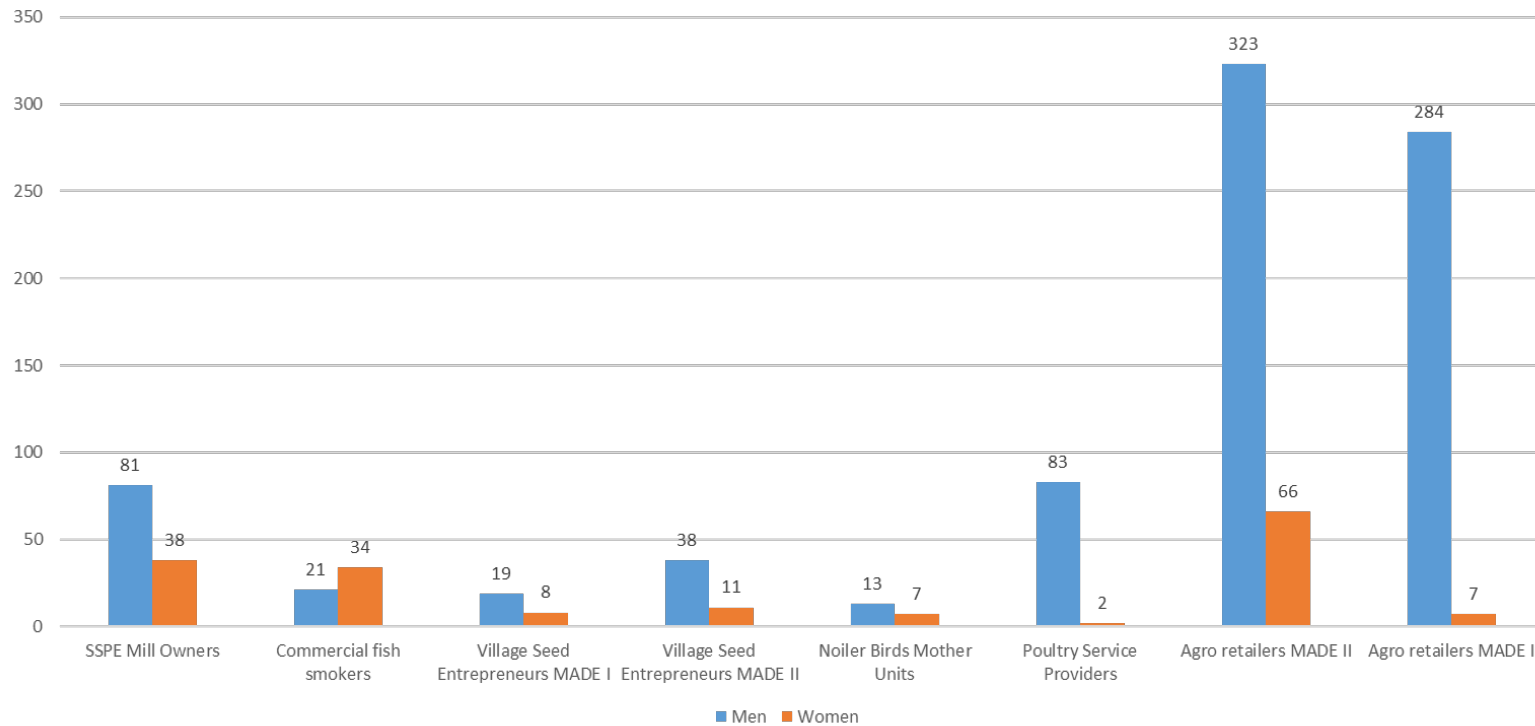
| Reviewer's tentative conclusion | Clarification |
|---|--|
| <p>No evidence of any strategies devised to identify and monitor behavioural change with regards to gender stereotypes affecting women's participation in the target value chains, access to assets and influence over decision-making related to economic resources.</p> | <p>Engagement with women BMOs helped change the position of women from commercial users of productive resources to owners :</p> <ul style="list-style-type: none"> • 22 QBWA members bought SSPEs; • 26 QBWA members bought fish smoking kilns; • 11 women owned mother units (91% women) ; |
| | <p>GTG capacity building model/peer-learning improved women's agency:</p> <ul style="list-style-type: none"> • Enhanced women's ability to commercialize their agri-businesses; • Increasing women's control of productive assets through enhanced advocacy skills |
| | <p>Engagement with QBWA as well as gender targeting with lead firms resulted in some women as service providers:</p> <ul style="list-style-type: none"> • 20% - proportion of women service providers(Market Development); • 33% - proportion of women service providers (ESIP). |



Improved Positions of Women - Service Providers



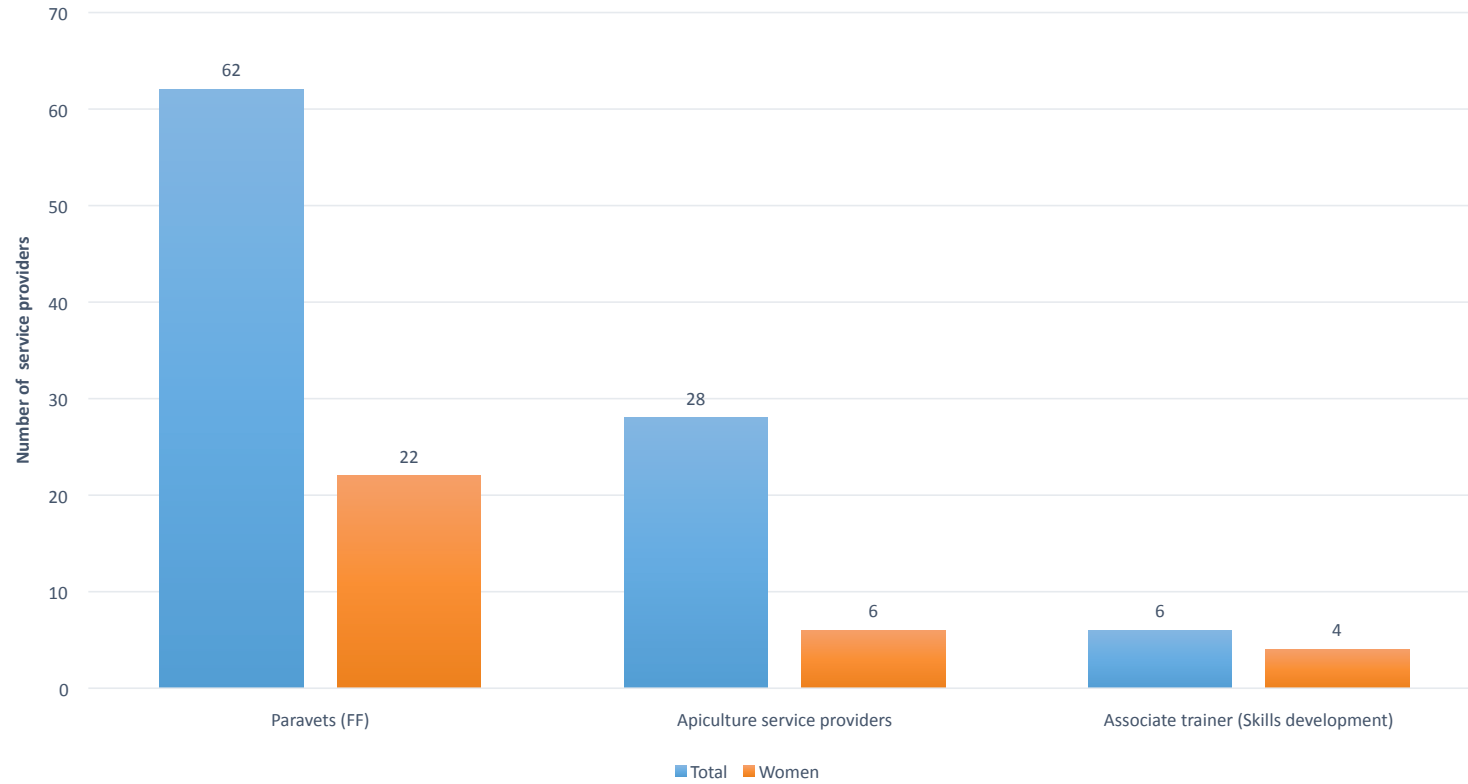
Men and Women Service Providers



Markets Development Sectors



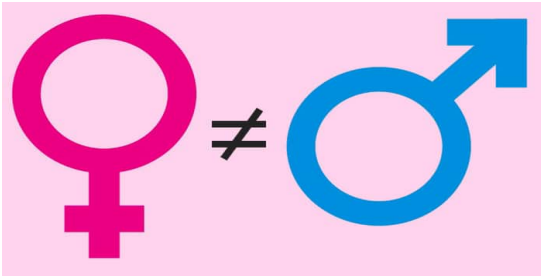
Improved Positions of Women - Service Providers



ESIP Sectors



Background



Gender inequalities prevalent in the region.



152,500 women with increased incomes by February 2020 – from inception of MADE I;

Inclusive of 30,000 vulnerable women and youth through ESIP component.

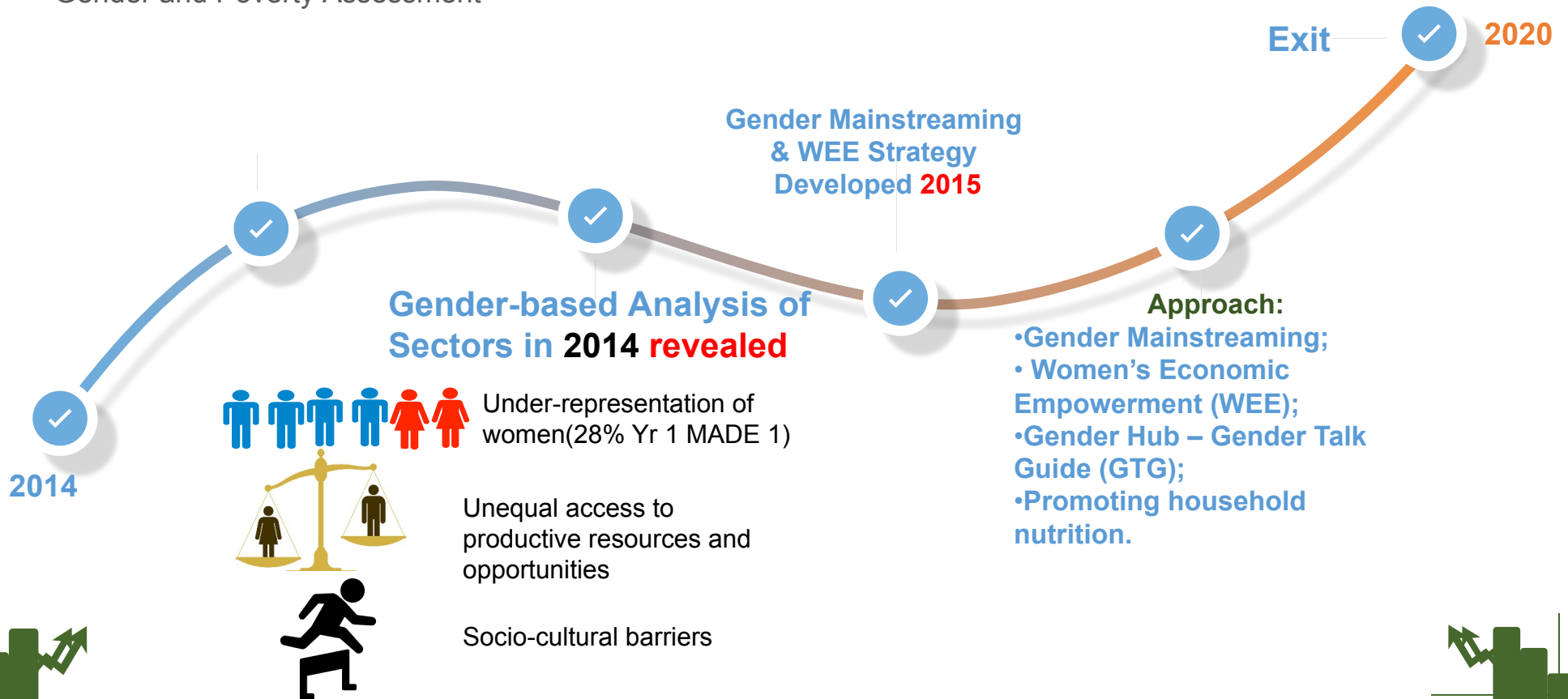


Gender and WEE Overview



Inception Phase **2013-14**

Gender and Poverty Assessment



Proportion of women across value chains



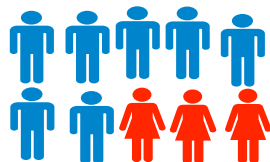
| Value Chain | Activities/Tasks | Women (% Involvement) | Men (% Involvement) |
|---|-----------------------|-----------------------|---------------------|
| Aquaculture | Producers – Pond Fish | 20% | 80% |
| Palm Oil | Plantation owners | 22% | 78% |
| Cassava | Production | 70% | 30% |
| Agricultural Inputs (Fertilizers and CPPs) | Distributor | 20% | 80% |
| Traditional Poultry | Producers | 73% | 27% |



Overview of gender issues across value chains



Constraint



Under-representation of women



Unequal access to resources and opportunities



Socio-cultural barriers

Root causes

- Societal expectations, historical disadvantages and stereotype about women's roles;
 - Limited access to land and other productive resources as requisite to women's participation in the value chains;
 - As women generally have just use rights to farmland, they are unlikely to invest in planting longer duration crops like oil palm.
-
- Historical disadvantages women have experienced over the years, including poor access to education and strategic information about opportunities;
 - Women farmers generally have only use rights to land as opposed to ownership and control rights enjoyed by men.
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- Patriarchal system that places women in a subservient position;
 - Long held traditions and norms that pose barrier to entry for women.



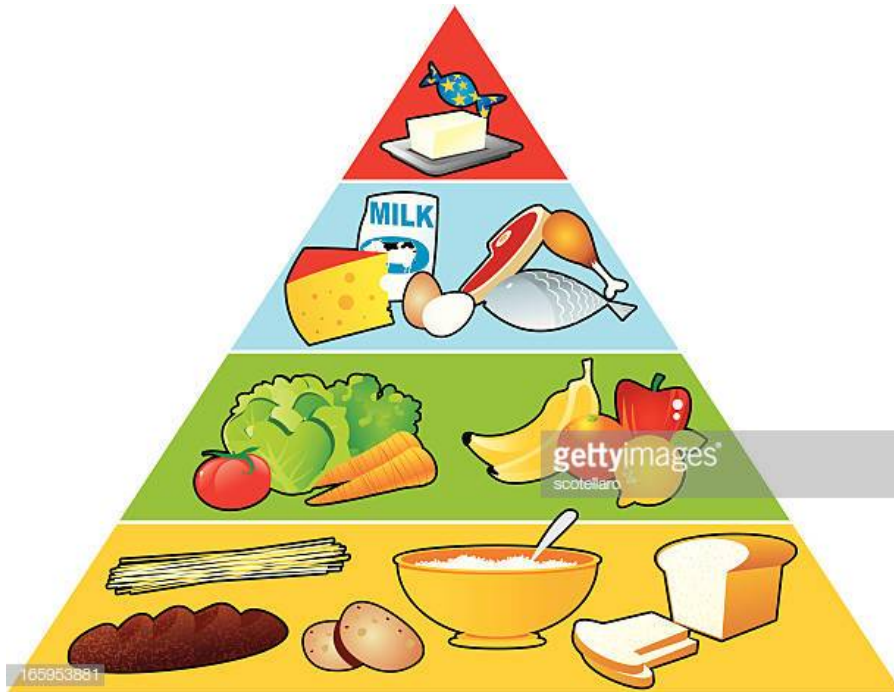
Additional constraint identified in MADE II



Poor nutritional status among households:

• Findings from household dietary diversity survey MADE conducted in February, showed that:

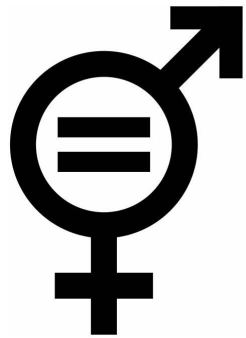
- Consumption of dairy products, eggs and grains are significantly low in four states, except Rivers State.
- Consumption of root tubers and dark green leafy vegetables is high across the five States (Edo, Imo, Cross River, Ondo, and Rivers);
- High knowledge differentials still exist between women and men in the communities.



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Gender and WEE Strategy two-pronged approach



MADE addresses the issues identified above through:

- **Gender mainstreaming** – taking into account gender issues across the entire project; and



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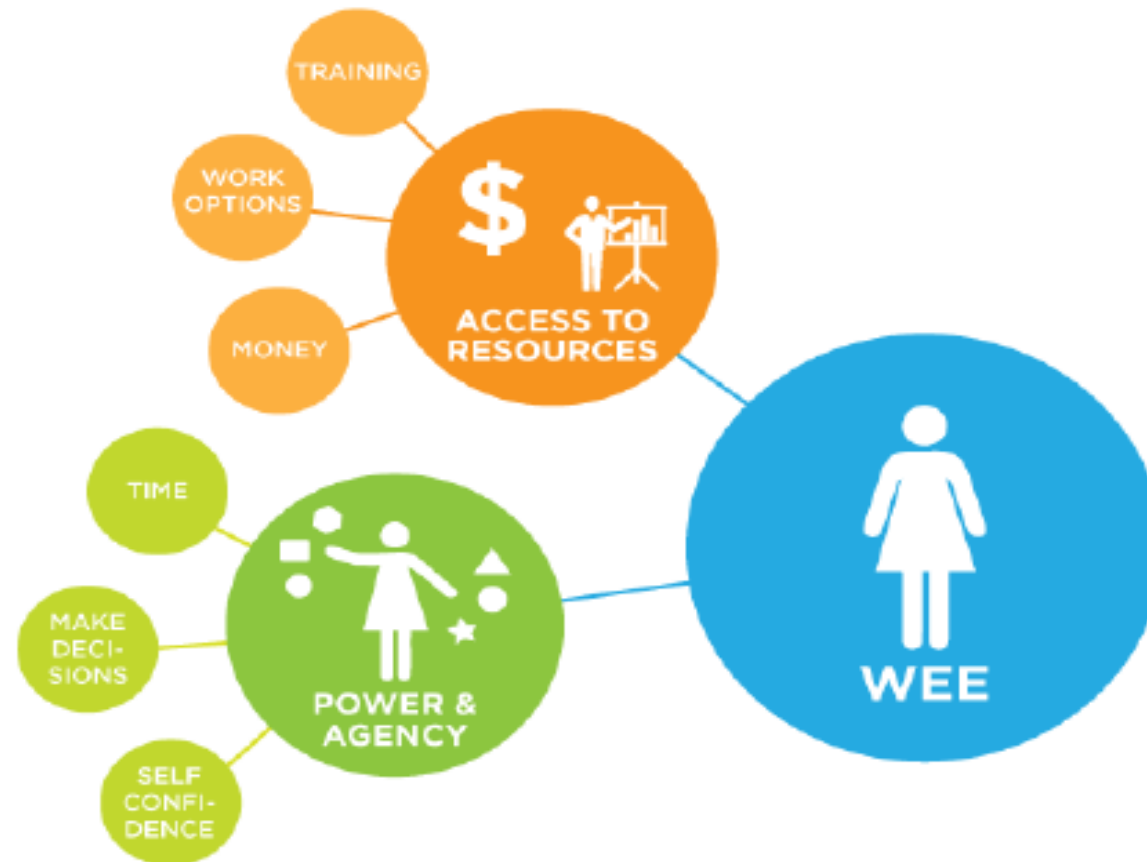
- **Women's economic empowerment (WEE)** - prioritising interventions with the most potential to empower women economically in a sustainable manner.



Working Definition of WEE



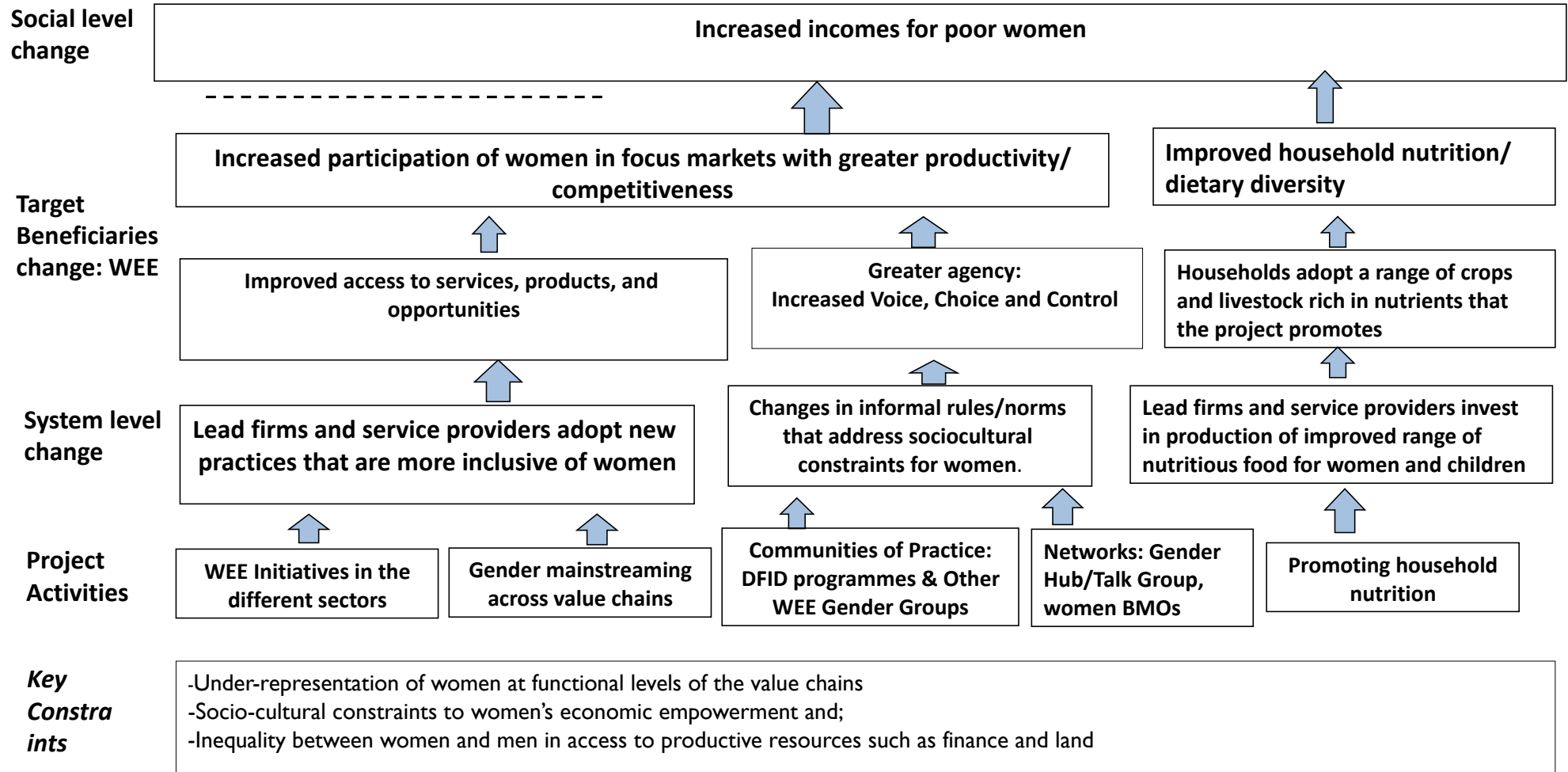
“A woman is economically empowered when she has both:
a) access to resources: the options to advance economically; and
b) agency: the power to make and act on economic decisions.”¹



1 Golla, A et al Understanding and Measuring Women's Economic Empowerment: Definition, Framework and Indicators. International Center for Research on Women. 2011.



MADE WEE Framework / Impact Logic



Gender Mainstreaming at Programme Level



APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN VALUE CHAINS



ACTIVITY

As measures to increasing women's participation the programme carried out the following:



Capacity building



Setting gender targets/quotas



Engagement of Quintessential Women Business Women Association (QBWA).

RESULTS

- Gender aware staff and partners – staff were trained;
- CANDEL set up demos for vegetable women;

- Inclusion of more female -service providers;
- 50% outreach target achieved, though women with increased incomes fell short.



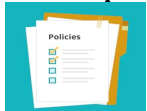


APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN VALUE CHAINS



ACTIVITY

As measures for increasing women's participation, the programme carried out the following:



Sector specific gender policies developed;



Engagement of women owned Small and Medium-scale Enterprises (SMEs);



Advocacy for improving the position of women;



Gender Hub – Gender Talk Guide (GTG);



DFID - WEE programmes meetings with partners.

RESULTS

- Improved position of some women as service providers;
- Increased participation of women through guided discussions using the GTG;
- Peer learning with other partners, experience sharing and exchange of ideas, strategies as well as documentation around WEE approaches and results measurement.



ADDRESSING UNDER-REPRESENTATION OF WOMEN



APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN AGRICULTURAL INPUTS VALUE CHAIN



GENDER ISSUES SHAPING UNDER-REPRESENTATION OF WOMEN

- Ag. Input companies bulky products;
- Women reproductive roles;
- Health implications of chemicals & women's physiology;
- Low economic status/limited access to credit for investment as distributors of Ag. Inputs.

MEASURES OF EQUITY IMPLEMENTED

- Inclusion of cassava among crops input companies should prioritise;
- Introduction of vegetables as a demo crop in Year 3 of MADE I ;
- Spray service providers trained to deliver services to farmers;
- Feedback provided to input companies ensured convenient time for women to attend demos.

OUTCOME: 45% representation of women



ADDRESSING UNDER-REPRESENTATION OF WOMEN



APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN CASSAVA VALUE CHAIN



GENDER ISSUES SHAPING UNDER-REPRESENTATION OF WOMEN

- Limited access to improved variety/stems;
- Poor knowledge of good agronomic practices (GAP);
- Limited power/control over land;
- Low economic status/limited access to credit.

MEASURES OF EQUITY IMPLEMENTED

- Partnership with cassava SME processors owned by women;
- Cassava farmers linked with SME processors out-grower schemes;
- Cassava farmers (women in majority) were linked to access credit in MADE I

OUTCOME:

- 60% representation of women at outreach level by end of MADE I;
- 52% representation of women at impact level partly due to access to stems intervention.



ADDRESSING UNDER-REPRESENTATION OF WOMEN



APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN PALM OIL VALUE CHAIN



GENDER ISSUES SHAPING UNDER-REPRESENTATION OF WOMEN

- Limited knowledge of GAP;
- Poor access to improved seeds;
- Poor social networks;
- Limited power/control over land;
- Low economic status/limited access to credit;

MEASURES OF EQUITY IMPLEMENTED

- Partnership with QBWA significantly increased outreach to women in the sector;
- Technology adoption grants (TAG) to women BMOs to procure SSPEs.

OUTCOME:

- 22 QBWA members bought SSPEs;
- 56% - proportion of women reached.



ADDRESSING UNDER-REPRESENTATION OF WOMEN



APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN POULTRY VALUE CHAIN



GENDER ISSUES SHAPING UNDER-REPRESENTATION OF WOMEN

- Limited access to poultry input - bulky stock;
- Poor knowledge of good poultry keeping practices (GPKP);
- Women often keep small flock sizes.

MEASURES OF EQUITY IMPLEMENTED

- Veterinary & Pharmaceutical companies target women – bulk breaking into affordable sizes;
- Encouraging less busy women to take up delivery of vaccination service;
- Poultry identified as a social targeting intervention - contributes to household nutrition.

OUTCOME:

- Improvement of position of women as service providers;
- Increased access to poultry input;
- 506 women access noiler birds;



ADDRESSING UNDER-REPRESENTATION OF WOMEN



APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN FISHERIES VALUE CHAIN



GENDER ISSUES SHAPING UNDER-REPRESENTATION OF WOMEN

- Limited access to land – barrier to entry;
- Poor knowledge of pond management best practices(PMP) and processing technology;
- Limited access to **quality input**;
- Low economic status/limited access to credit.

MEASURES OF EQUITY IMPLEMENTED

- MASPs targeted women for pond management training(PMT)/demos;
- Training on NAEC and PMT include group dynamics and leadership skills;
- Technology adoption grants (TAG) to women BMOs to procure fish smoking kilns.

OUTCOME:

- 56% - proportion of women reached;
- 26 QBWA members bought fish smoking kilns.



ADDRESSING UNDER-REPRESENTATION OF WOMEN



APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN MICRO-RETAILING VALUE CHAIN



GENDER ISSUES SHAPING UNDER-REPRESENTATION OF WOMEN

- Limited access to major distributors of FMCGs due to poor social networks of some women;
- Low economic status of some women limits their ability to invest in profitable retail business.

MEASURES OF EQUITY IMPLEMENTED

- Distributors targeted women micro-retailers for direct last mile delivery of FMCGs at wholesale prices;
- Partnership with QBWA and LAPO ensured aggregation of their members into Bulk Buyer Groups(BBGs);

OUTCOME:

- 94% - proportion of women reached;



ADDRESSING UNDER-REPRESENTATION OF WOMEN



APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN APICULTURE VALUE CHAIN



GENDER ISSUES SHAPING UNDER-REPRESENTATION OF WOMEN

- Large scale bee-keeping requires huge capital investment to be profitable;
- Poor knowledge of good bee-keeping practices;
- Low economic status of most women and young people is a barrier to entry.

MEASURES OF EQUITY IMPLEMENTED

- Lead firms targeted women for training on good bee-keeping practices.

OUTCOME:

- 37% - proportion of women reached.



ADDRESSING UNDER-REPRESENTATION OF WOMEN



APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN FEED FINISHING VALUE CHAIN



GENDER ISSUES SHAPING UNDER-REPRESENTATION OF WOMEN

- Land is a major requirement for breeding small ruminants – an asset many women don't have control over;
- Poor knowledge of feed finishing practices due to low educational status and limited access to information for some women.

MEASURES OF EQUITY IMPLEMENTED

- Lead firms targeted women for awareness raising on benefits of feed finishing;

OUTCOME:

- 43% - proportion of women reached.



ADDRESSING UNDER-REPRESENTATION OF WOMEN



APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN DEVELOPMENT VALUE CHAIN

GENDER ISSUES SHAPING UNDER-REPRESENTATION OF WOMEN

- Some women and young people lack entrepreneurial and employable skillsets due to historical disadvantages e.g poor access to education;
- Women's reproductive responsibilities and farming is a barrier for participation in formal vocational training.

WOMEN'S PARTICIPATION IN SKILLS



MEASURES OF EQUITY IMPLEMENTED

- Women targeted - trained on cosmetology, fashion, and hospitality.

OUTCOME:

- 74% - proportion of women reached (skill to products);
- 57% - proportion of women reached (skills to jobs).



ADDRESSING UNDER-REPRESENTATION OF WOMEN



APPROACHES FOR INCREASING WOMEN'S PARTICIPATION IN ACCESS TO MARKET VALUE CHAIN



GENDER ISSUES SHAPING UNDER-REPRESENTATION OF WOMEN

- Poor access to high earned markets by some women due to limited market information.

MEASURES OF EQUITY IMPLEMENTED

- Lead firms targeted women and youth for GAP training and offtake of produce.

OUTCOME:

- 37% - Proportion of women reached (GAP);
- 33% - proportion of women reached(Off-take).



Access to Productive Resources Across Value Chains



| Equity Measures / Value Chains | Noiler Birds | Poultry NAEC | Improved Stems | Improved Seeds | Micro-retail Ag. Input | A2F | FMCGs | Fisheries NAEC |
|--------------------------------|--------------|--------------|----------------|----------------|------------------------|-----|-------|----------------|
| Poultry | ✓ | ✓ | | | | | | |
| Oil Palm | | | | ✓ | | ✓ | | |
| Cassava | | | ✓ | | | | | |
| Ag. Inputs | | | | | ✓ | ✓ | | |
| Fisheries | | | | | | ✓ | | ✓ |
| Micro-retailing | | | | | | | ✓ | |



Access to Productive Resources Across Value Chains



| Value Chain | Measure of Equity | Outcome |
|--------------------|---|---|
| Agricultural Input | Women encouraged to be micro-retailers of inputs, increasing their income and improving their position. | 540 women supported with credit as micro retailers of agricultural input. |
| Cassava | <ul style="list-style-type: none"> • Selection of cassava as a value chain dominated by women; • Introduction of pastry as value addition initiative; • Access to stems of high-yield varieties to increase the productivity and incomes of smallholder farmers. | <ul style="list-style-type: none"> • Increased proportion of women reached; • Women trained on pastry making; • Increased access to improved variety of stems. |



Access to Productive Resources Across Value Chains



| Value Chain | Measure of Equity | Outcome |
|-------------|--|---|
| Palm Oil | Some women in selected states accessed credit to purchase fresh fruit bunches for processing and realized addition oil. | Significant number of women accessed grants to buy fresh fruit bunches in MADE 1. |
| Poultry | <ul style="list-style-type: none"> •Inclusion of improved breed of poultry (Noiler) as a women focused intervention; •Selection of traditional poultry as a value chain dominated by women, though the sector has evolved. | 506 women access noiler breed of birds(poultry) – 11 women owned mother units. |



Access to Productive Resources Across Value Chains



| Value Chain | Measure of Equity | Outcome |
|----------------------------------|---|---|
| Fisheries | Intervention in fish smoking sub-sector, which is dominated by women, was identified as an intervention to reduce post-harvest losses and increase incomes. | Change in position of women as users of commercial services to owners of smoking kilns(26 women mobilized by QBWA). |
| Micro Distribution and Retailing | Introduction of micro-retailing, a sector dominated by women in order to raise their income through reduction in transaction cost. | 2,038 women mobilized through partnership with QBWA accessed FMCGs in bulk buyers' groups/clusters. |





ADDRESSING SOCIO-CULTURAL CONSTRAINTS



MADE gender hub – forum for generating collective ideas to address issues limiting women’s empowerment:

- GTG guide developed and piloted in MADE I by four NGOs across four states;
- GTG review in MADE II includes aspects relevant to ESIP component and addressing issues identified in household nutrition study report.

RESULTS

- Three out of four NGOs on the pilot currently using the GTG in their organizations:
 - Bridge of Hope Dev. Centre(BOHDC);
 - Disabilities Awareness Welfare & Rights Initiative (DAWDRIN);
 - Green Concern for Dev. (GreenCODE)
- Four other NGOs have adapted the GTG in their activities without any support from MADE:
 - Development Research & Synergy Initiative(DERSI);
 - Lead Transformation Initiative (LTI);
 - CUSO Intn’l funded Youth Leadership Entrepreneurs Access & Dev (YouLEAD) project;
 - Bless Foundation.





ADDRESSING SOCIO-CULTURAL CONSTRAINTS



- GTG Guide incorporated advocacy on influencing traditional institutions /socio-cultural norms that restrict women's ownership of land;
- GTG provides opportunity to engage men and promotes joint household enterprise decision-making.

RESULTS

- GTG capacity building model/peer-learning enabled women to commercialize their agri-businesses;
- Enhanced capacity of women to balance their productive and reproductive roles for their economic benefit;
- Improved agency and voice as women are encouraged to talk freely about their issues and economic livelihoods in a relax and flexible atmosphere.



Cross-cutting Measures contd.

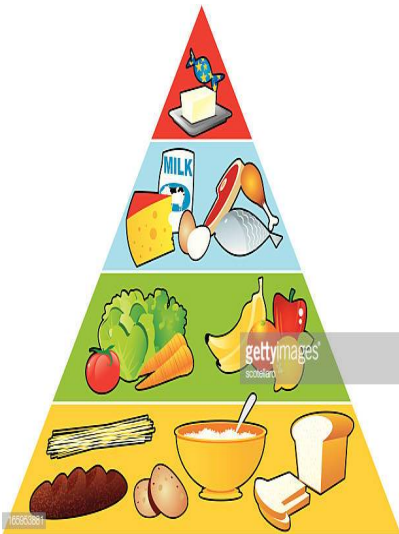


ADDRESSING POOR NUTRITIONAL STATUS AMONG HOUSEHOLDS



ACTIVITIES

Assessment of dietary diversity and intra-household gender relations in the Niger Delta:



Findings from study showed that:

- Consumption of dairy products, eggs and grains are significantly low in four states, except Rivers State;
- Consumption of root tubers and dark green leafy vegetables is high across the five States (Edo, Imo, Cross River, Ondo, and Rivers);
- High knowledge differentials still exist between women and men in the communities.

RESULT

- The Gender Talk Group (GTG) Discussion Guide was revised to include household nutrition;
- Helen Keller International (HKI) is supporting the programme with nutrition focused IEC materials and capacity building.



Summary of Lessons Learned



Key gender mainstreaming and WEE lessons learned during the 6.5 years of the

MADE programme include:

- *Developing a framework for gender mainstreaming and WEE initiatives, integrating it at a very early stage is critical;*
- *Engaging women competent organizations increases women inclusion;*
- *Advocacy is a powerful tool for influencing women agency and control;*
- *There are critical non-market based barriers that limit women's effective participation and should be addressed for maximum impact;*
- *Identification of gender advocates/champions within the private sector, government's ministries, departments and agencies (MDAs) is crucial;*
- *Access to Finance (A2F) is a critical tool for empowering women;*
- *Building capacity of women focused groups and BMOs has potential for empowering individual members of the group.*



Thank you

