

REVISED DRAFT NATIONAL POLICY ON GENDER IN AGRICULTURE



August, 2016

FOREWORD

The National Gender Policy in Agriculture is a sectoral gender mainstreaming strategy document that seeks to complement existing policies in the agriculture sector and the National Gender Policy, 2006 as well as its strategic implementation framework, 2008. Initially drafted in 2014 to fill in the gaps of gender integration and responsiveness identified in the Agricultural Transformation Agenda (2011-2015), the draft gender policy in agriculture was reviewed and refocused during the stakeholders validation workshop held in Abuja on 4th 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 gender policy in agriculture provides a policy direction that underscores the fact that accounting for the different roles of women and men 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 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 national policy on gender in agriculture is expected to drastically reduce the vulnerability of women to biases in agriculture, address the unequal gender power relation and bridge gender gap. The contributions of Small Holder Farmers who are predominantly women is huge yet, their access base to Agricultural assets is low.

Gender inequalities limit agricultural productivity and efficiency and in so doing, undermine development agendas. Failure to recognize the different roles of women and men 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, as the main farmers and producers in many parts of the world, including Nigeria, beyond production for subsistence into higher value, market oriented production.

The Federal Ministry of Agriculture and Rural Development seeks to partner with our state counterparts, Development Partners, Civil Society Organizations, the academia and the media in the effective implementation of this policy for sustainable agriculture and food security in Nigeria.

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August, 2016.

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We recognize the immense contributions of our Special Guests – Arch Halima Alao former Honourable Minister of Environment, Dr. Asma’u Abdul Tsiga, Special Assistant on Gender Issues to the immediate past President, former Directors of Special Duties Mr Chudi Uwandu and Mrs Udo Aniefiok towards the production of the Gender Policy Document.

Stakeholders who put together the policy documents, drawn nationwide from the relevant Federal Ministries- Women Affairs and Social Development, Water Resources, Environment, Youths and Sport Development , civil society organizations, the academia and the media are hereby acknowledged.

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It is our hope that all relevant stakeholders will join us in the implementation of this policy to enhance the access base of women to available agricultural assets, bridge gender gap, and periodic review to reflect current realities and trends in the agriculture sector.

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30th August, 2016.

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LIST OF ABBREVIATIONS AND ACRONYMS

APP	Agricultural Promotion Policy (Green Alternative)
CEDAW Women	Convention for the Elimination of all forms of Discrimination Against Women
CHH	Child Headed Household
CSO	Civil Society Organizations
FFS	Farmer Field Schools
FHH	Female Household Headed
FMARD	Federal Ministry of Agriculture and Rural Development
GBV	Gender Based Violence
GDI	Gender Development Index
GDP	Gross Domestic Product
GMO	Gender Monitoring Office
GRB	Gender Responsive Budgeting
GSC	Gender Steering Committee
HDI	Human Development Index
ICT	Information and Communication Technology
MDG	Millennium Development Goal
MFI	Micro Finance Institution
M&E	Monitoring and evaluation
MTEF	Medium Term Sector Strategy
NAP	National Agricultural Policy
NGO	Non-Government Organization
PS	Permanent Secretary
R & D	Research and Development
SDG	Sustainable Development Goals
TOT	Training of Trainers
UN	United Nations
SWG	Steering Working Group

GLOSARY OF TERMS

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 to trace 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 Budget	A budgeting method that analyses 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.
Gender Discrimination	Differential treatment to individuals on the grounds of gender.
Gender Division of Labour	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.
Gender Equality	The absence of discrimination on the basis of one's sex in the allocation of resources or benefits or in access to services.
Gender Equity	Fairness and justice in the distribution of benefits and responsibilities between men and women.
Gender Gap	A difference in any aspect of the socio economic status of women and men, arising from the different social roles ascribed by society for women and men.
Gender Issues/Concerns	A gender issue/concern arises when there is a discrepancy, discrimination and injustice.
Gender Indicator	An indicator that captures gender-related changes in society over time and in relation to a norm.

Gender Mainstreaming	The process of assessing the implication for women and men of any planned action, including legislation, policies or programmes, in all the 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 and inequality is not perpetuated. The ultimate goal is to achieve gender equality.
Gender Policy	An organization's policy that 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. The relative positions of men and women in the division of resources, responsibilities, benefits, rights, power and privileges.
Gender Sensitivity	A mind set where people recognize or are aware of gender based discrimination which hinders enjoyment of human rights. It is an 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.

EXECUTIVE SUMMARY

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 female numerically outnumber male functioning 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 becomes very necessary to create a level playing field for all practitioners (men and women) for the sector to function effectively and benefit optimally if the envisioned goals of Agricultural Transformation Agenda (ATA) in Nigeria are to be achieved. In raising the food security for Nigeria, the country is concerned which 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 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 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 sector so as to improve food security, reduce hunger, 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 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 not limited to:

Objective 1:To develop gender competencies of staff and partners in addressing gender gaps and gender aware programming.

Objective 2:To institutionalize gender responsive programming (planning and budgeting), implementation, monitoring and reporting systems.

Objective 3: To promote the use of gender-sensitive data collection and gender statistics for evidence-based planning, policy and programme design, implementation and evaluation.

Objective 4:To widen and manage 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 in the agriculture sector.

Objective 5:To improve the gender responsiveness in delivery of agricultural services.

Objective 6 :To mainstream Gender in Extension Services and into Climate change

SECTION ONE: CONTEXT AND RATIONALE

1.1 Contextual Background

Nigeria has huge agricultural potential with over 84 million hectares of curable land, of which only 40% is cultivated; a population of about 165 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 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 lack 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 on the back burner of our national life.

The resultant consequence is that as at July 2016, Nigeria still imports about 22 billion us dollars worth of food annually, especially wheat, rice, dairy, fish and sundry items, including fresh fruits. 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 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) 4th Quarter 2015 National GDP Report, the contribution of agricultural to overall GDP in real terms was 24.18% in the 4th quarter of 2015, marginally higher from its share in the corresponding quarter of 2014, and lower from the 3rd quarter of this year by 2.61%. real agricultural GDP growth in the 4th 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 facing two key challenges in agricultural today:- an inability to meet domestic food requirements and 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, an ageing population of farmers 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.

1.1.1 Situational Analysis: Gender Gaps in Agriculture in Nigeria

Focusing gender disparities on the following **five premises** makes clear the existing gender gaps in agriculture. Crop intensification, Livestock production and use, Extension services, 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 high external inputs, making agriculture 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 output. However, the technologies being promoted under crop intensification require a lot of financial capital and are also very labor intensive and this has negative implications for gender equality in agriculture production. Thus while all these innovations are contributing to the transformation and commercialization of agriculture as planned in Nigeria, there are some aspects requiring attention, to ensure maximum benefits for both women and men in agriculture.

While land is a major input in agriculture, most farming families in Nigeria have small fields. 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 a living from the land.** The Nigeria Land Use Act of 1978 nationalised all land and vested authority in the State Governor 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, owned and passed on by men to their male descendants in most patrilineal ethnic groups, especially in Southern Nigeria.

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 program. Lack of skills was the reason for non- adoption or low rate of adoption of new technologies by Women Headed-Households (WHH) 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 household are informed about training opportunities, women farmers 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 recognised 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 can control 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-fold. **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 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 in 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 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 who take up science subjects and this also affects agriculture extension service delivery. Male extension 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 sensitive, for example, sizes of some agricultural machines are too big for women. 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 meetings 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 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 we have 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 improving access to equal opportunities for both men and women farmers and entrepreneurs.

1.2 Policy Rationale and Justification

The National Policy on Gender in Agriculture (NPGA) serves as a road map that indicates how addressing gender 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 men 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). It provides a policy direction that underscores the fact that accounting for the different roles of women and men 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 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 it is knowledge-based, problem-solving, information and experience sharing, policy-driven and action-oriented in focus.

1.3 Policy Conceptual Framework

Putting on a "gender lens" means analyzing what women and men 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, 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 agriculture 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 agriculture sector, and to that end, the UN convention on the Elimination of all Forms of Discrimination Against Women 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 men 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 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.

1.4 The Policy Environment

An appropriate and conducive policy environment exists in Nigeria for the implementation of the National Policy on Gender in Agriculture. Already there are core policy and legal instruments that guide the agriculture sector and gender issues in Nigeria. These are:- the 1999 constitution 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.

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 and a state party to all the above mentioned treaties.

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 men and women in the agricultural value chain.

Missions

To promote gender equity and women's empowerment in research, capacity-development and institutional-strengthening in the agricultural sector towards ensuring 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

Objective 1: To develop gender competencies of staff and partners in addressing gender gaps and gender aware programming.

Objective 2: To institutionalize gender responsive programming (planning and budgeting), implementation, monitoring and reporting systems.

Objective 3: To promote the use of gender-sensitive data collection and gender statistics for evidence-based planning, policy and programme design, implementation and evaluation.

Objective 4: To widen and manage 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 in the agriculture sector.

Objective 5:To improve the gender responsiveness in delivery of agricultural services.

2.4 Gender Policy Framework

The gender policy will enable the FMARD improve gender equality in the agriculture sector and redress the existing disparities, **the policy will be oriented around five objectives:**

Objective 1:To develop gender competencies of staff and partners in addressing gender gaps and gender awareness programming.

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 accountable for ensuring that plans, budgets and services are gender sensitive. Thus, given the limited knowledge on gender issues and skills to mainstream gender, 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. Extension personnel in decentralized entities will be equipped with gender friendly training methods.

Mechanisms will be put in place at the policy level (FMARD to put incentive that motivate more women to undertake agricultural training (extension, agronomy, veterinary, engineering, soil science, horticulture, rural development).In the medium to long term, a gender-inclusive professional development program will be designed and phased in over time. This will include initial (induction) and annual refresher training and will be linked to relevant tertiary schools, especially agricultural colleges and universities. Stakeholders in the agriculture sector, including local and international NGOs, bilateral organizations, community based organizations, farmer organizations and agricultural cooperatives will be expected to stimulate their institutions to do gender analysis before embarking on any interventions in the agriculture value chains and follow the FMARD practices of ensuring fairness and equal opportunities to women and men in the sector.

Targets

- i. Annual capacity building work plan developed and shared with partners and staff at beginning of each year.
- ii. Strengthen 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 programs and activities.
- iv. Tailored trainings carried out for partners so they have the capacity to support implementation of the **gender policy** at all levels.

Objective 2:To institutionalize gender responsive programming (planning and budgeting), implementation, monitoring and reporting systems.

Policy Framework

To institutionalize gender, FMARD will:

Carry out reviews of the existing human resource, 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 for how to implement the policy directive of at least 35% women representation so that they participate as equal partners in development activities and decision making structures. To ensure that women participate actively in decision making processes of the governance structures, FMARD will facilitate confidence building of women through trainings in leadership, team work, negotiation and conflict resolution. 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 programs 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 Agriculture sector budgets.
- iv. Mainstreaming gender into state, departments and agencies budget call circulars.
- v. Regular budget tracking, analysis and reviews to monitor progress.

Objective 3: To promote the use of gender-sensitive data collection and gender statistics for evidence-based 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 M & E unit of the FMARD'S MDAs will built to analyse data which will develop a mechanism of proper gender based planning within the agricultural sector. Gender disaggregated data forms the basis for evidence gathering for gender mainstreaming, which will be used for effective programming and implementation.

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 and activities on women, men, 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 4: To widen and manage partnerships and shared mechanisms amongst government institutions, CSOs, private sector and development partners and 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 ATA programs. As such, FMARD will hold a workshop 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 set up. They will ensure that the gender policy is implemented.
- iii. The Head of the gender unit also ensures monitoring of the policy implementation with all partners at the national and local levels.

Objective 5: To 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 men farmers and entrepreneurs have knowledge about their rights and also channels of addressing problems. Different media channels will be used to disseminate, for example, 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, including:

Crop intensification

- **Land use consolidation:** Communication of existing law on land ownership so that people in communities know that both women and men 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, with both husband and wife to sign for receiving theirs. Also develop a system for collecting gender disaggregated data on the outcomes and impacts from those who benefit from the program.
- **Other small livestock:** Promote production of small stock (sheep, goats, pigs, rabbits) as this is a foundation for getting vulnerable households out of poverty as a source of income and food.

Value chain development

- **Access to credit:** Communication and awareness on existing facilities, so that both women and men farmers and entrepreneurs have enough knowledge on how to access the funds.
- **Agri-business opportunities:** FMARD will promote agri-business ventures for both men 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 they make their services equally accessible to both women and men farmers and entrepreneurs.
- Government to establish commodity brands 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 men 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.

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 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 men 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 programs 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 programs 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;
- Gender steering committee – to coordinate activities and monitor progress
- 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 agriculture sector(institutions and Organizations);
- Commitment at federal, state and LGA level and advocacy for gender equity and equality by the leaders. Support from the highest-level leaders for specific objectives on gender equality and efforts made to achieve these objectives are the most important condition.

A gender mainstreaming approach includes focusing on both meeting the short term "practical 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 of not more than 10 members, one from the Ministry, Academia, Farmers association, etc.

Gender Specialist employed by FMARD.

The GSC will be adequately trained to lead in the implementation of the gender policy. The following capacity areas are important: systems thinking, coordination skills, leadership, problem solving, conflict resolution, resource mobilisation, 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 of Unit. The GSC is encouraged to be always update the action plan for implementation of the strategy on a quarterly basis. Once constituted the GSC will meet at least every 3 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 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

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

- Document and disseminate best practices

- 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
- Training beneficiaries (cooperatives, farmers,)

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

- Sensitization and behavior 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

- Ensure more women engage in agriculture extensions
 - Linkage of women and men to agriculture innovation centres
 - Advocate 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..
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- 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
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- 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

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

3.4 Coordination mechanism.

FMARD with the coordination of the Head of the Gender Unit will collaborate with relevant government institutions and agencies such 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, decentralised entities and farming households (FHH and MHH) and entrepreneurs will be achieved through dialogue. Thus, the first step that FMARD will do is launching of the Policy at national level so that all key stakeholders in the agriculture 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.

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 to account 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 or impacts, that are emerging from the implementing

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 & 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 & 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.

ive 1:To develop gender competencies of staff and partners in addressing gender gaps and gender aware programmes

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	
Staff and other stakeholders are regularly trained on gender issues in agriculture to ensure they have the capacity to implement the policy in national, state, LGA and sector programmes and activities.	<ol style="list-style-type: none"> 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.	<ol style="list-style-type: none"> 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	
The capacity of Agricultural Extension Workers in the area of gender analysis, and gender mainstreaming into programmes and activities has been built	<ol style="list-style-type: none"> 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	

The field of agricultural studies has been engendered, and skills built in gender research in the Faculties/Departments of Agriculture at the tertiary level	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	Quarterly	Reports of accreditation exercises, List of graduating students from the institutions, admission lists	FMARD, SMA, LCAs, Development partners, Financial Institutions, Cooperatives	
Annual capacity building work plan developed and shared with partners and staff at beginning of each year.	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		Budget, Strategic implementation plans, programme of activities of FMA,SMA, departments and agencies, records of cooperative societies	FMARD, SMA, LCAs, Development partners, Financial Institutions, Cooperatives	
ive 2: To institutionalize gender responsive programming (planning and budgeting), implementation, monitoring and reporting systems.					
<p>Outcome/Results</p> <ul style="list-style-type: none"> - <i>Policies, procedures and systems adopted to support gender integration in programs and promote a gender equitable working environment:</i> - <i>Gender responsive programming, implementation, monitoring, and reporting system has been institutionalized for gender equality in Nigeria</i> 					
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,	O # of operational documents that have been reviewed to outline clear gender targets and operational mechanisms	Every quarter	Policies, processes, Guidelines, procedures, human resources	FMA and its Agencies at both state and federal levels	

<p>parastatals, agencies and Departments.</p>	<p>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)</p> <p>specifically mandated to provide leadership to promote gender equality in the sector.</p> <p>O</p>		<p>management plans & procedures, M & E systems, organizational charts, staff job description, action plans and</p> <p>Budget of the FMA</p>		
<p>FMA and its agencies have operationalised gender in all its programs, projects and activities</p>	<p>O# of programs/projects which have a gender focal point with gender sensitive budget and work plan</p> <p>• Level of resources allocated to implement gender-sensitive programs/projects and activities</p> <p>o Number of programs, projects</p>	<p>Every Quarter</p>	<p>FMA Programs and projects</p> <p>Budget, work plans, action plans, approvals and releases</p>		

	and activities with gender targets and sex-disaggregated monitoring systems				
Establish Unit	<p>O Establishment of a gender unit at the FMA HQ with appropriate working tools and environment</p> <p>O # of state offices with gender units</p> <p>O Frequency of meeting held by the Head of the gender unit and the state coordinators.</p> <p>O Availability of records showing communications within the unit</p>	Every quarter	FMA budget, records of gender unit, partners and collaborators	FMA, Gender Unit, partners, collaborators.	
The 1978 Land Use Act has been reviewed and engendered, so that women can have access to land as a critical resource in agriculture business.	<p>1. Relevant sections of the land Use Act reviewed.</p> <p>2. # of women having access to land.</p>		Land Use Act, Reports of the Review exercise, M&E Reports, Reports of extension workers	FMA, Federal ministry of Land and Urban Development, Local Communities, States, LGAs	

ive 3: To promote the use of gender-sensitive data collection and gender statistics for evidence-based 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</p>	Quarterly	FMARD data collection instruments, monitoring repots,	FMARD Gender Unit	

	and policy interventions.				
	4. Clear gender indicators across the sector to monitor progress.				

Objective 4 : To develop and coordinate partnerships and collaborative mechanisms amongst government institutions, CSOs, private sector and development partners and integrate appropriate actions to respond to practical and strategic gender needs in the agriculture sector

Result / Outcome: Effective dialogue and coordination mechanisms which address gender issues and implement gender sensitive programs and activities

Outputs	Indicators	Frequency	Data source
FMARD fully integrates gender at all levels (planning, financing, programming, etc.) of intervention	<ul style="list-style-type: none"> ✓ Strategy adopted and disseminated by FMARD and partners ✓ All plans, budgets, programs and agriculture systems initiated through SWAp integrate gender at all levels ✓ Level of resources committed by participating partners to implement gender strategy in PSTA Programs 	Every three months	SWG and se groups minutes Documents pr FMARD and p
A consultative gender steering committee reporting	The steering committee is set up, representative and its mandate is endorsed by FMARD	Every three months	Steering comm mandate

to PS and SWG and making sure the strategy is implemented	\ Level of implementation of advices		Steering comm minutes M & E plan and
A FMARD gender coordinator ensures the implementation and monitoring of the strategy at central and local levels	\ Monitoring & Evaluation reports presented and adopted by joint sector review (JSR) \ Level of resources allocated to implement gender Strategy	prod uced, Every three months	Steering comm minutes M & E plan and FMARD and p: budgets

Objective 5: To improve the gender responsiveness in delivery of agricultural services.

Result / Outcome : Enhanced and effective gender sensitivity in the delivery of agricultural services

Outputs	Indicators	Frequency	Data Source	Responsibility
FMARD has facilitated and supported to and control of key resources (land, livestock, credit, inputs, etc.) through PSTA progra	\ % of men and women who have access to Program \ Level of perception of better access to and control of resource	Every six months	FMARD and partners reports Financial institutions reports Survey and assessment of perception of access and control	FMARD and local Authorities

ms				
<p>Men and women farmers and entrepreneurs are better informed and aware of existing agriculture services</p>	<p>Frequency and types of information provided to men and women on existing agriculture services</p> <p>Level of perception of better information on existing agriculture services</p> <p>Mainstream gender into Extension and climate change</p>	<p>Every six months</p> <p>% of men and women who have trained</p>	<p>FMARD and local</p> <p>Information materials used in campaigns</p> <p>Survey and assessment information</p> <p>Of</p>	<p>authorities</p> <p>FMARD, stakeholders, Partners</p>
Object 6:			Every 6 mths	

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