GENDER AND POWER ANALYSIS REPORT

APRIL 2024
OYO STATE
AFIJIO AND IREPO LGA

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Executive Summary

In partnership with Diageo, CARE Nigeria is implementing a Small Holder Farmers Community Engagement Pilot Project in Oyo state. This project builds on an existing sorghum value chain strengthening project funded by Diageo through Zowasel – A private corporation which leverages technology and data science to improve productivity, sustainability and profitability across agricultural value chains. In this partnership, CARE's mandate focuses on empowering women farmers in southwest Nigeria with leadership skills while working to even the playing field to allow women participate more in sorghum production, increasing the overall productivity and addressing gender inequality and violence.

To achieve this goal, CARE carried out a gender and power analysis (GAP) in AFIJIO and IREPO Local Government Areas in Oyo state. This analysis aimed to inform CARE on women participation in farming (specifically the sorghum value chain) and the gendered barriers faced by female farmers in the sorghum value chain. With this information, CARE will tailor transformative actions that will seek to address such barriers by challenging them at their roots.

Findings from the GAP analysis indicates that most agricultural lands are owned by men. From women's perspective, lack of education and skills are the main reasons why they are unable to participate in farming as much as men do, but men thought this happens solely for lack of capital.
Generally, men showed to have higher gender biases than women. In decision making regarding farming, compared to women, men are 3 times more likely to enforce gender biases against women. People with low education (primary school certificate or no formal education) are 2 times more likely to enforce gender biases compared to their educated counterparts and more women than men have no formal education.
Both men and women, educated and uneducated counterparts unanimously upheld gender biases that confined women and girls to the burden on unpaid care work in households while accepting men and boys as entrepreneurs and providers.
Gender biases in decision making as well as in household responsibilities, transcend age, religion and social status.
Men and persons older than 36 years are more likely to learn about agriculture support programs.
Landowners are 3 times more likely to learn about agriculture support programs and only 10% of women in Nigeria own lands against 50% of their male counterparts.

Project Background

This project focuses on providing women throughout the sorghum value chain with equal access to the skills and resources provided by Diageo's community programmes through tackling the root causes of gender inequality in the communities where they operate. In Diageo's 2030 Sustainability Strategy, 'Society 2030: Spirit of Progress', Diageo has committed to Inclusion and Diversity targets, including among others:

- Providing 100% of local sourcing communities with agricultural skills and resources, building economic and environmental resilience.
- Accelerating inclusion and diversity in the relevant value chains, measuring, and increasing the percentage of Diageo suppliers diverse-owned and disadvantaged businesses to 15%.

This is consistent with CARE's Vision 2023, that is committed to a holistic and inclusive approach to tackling poverty and injustice by elevating the voice of the vulnerable and leveraging on the organizational diversity and learning to tackle inequalities and bring about lasting impact. CARE recognizes the critical contribution of women small-scale farmers to global food production, despite lack access to productive resources compared to their male counterparts and therefore focuses on supporting women farmers to feed the world. This project will facilitate community engagement based on CARE's Social Analysis and Action (SAA) approach and roll it out to make a meaningful impact in women empowerment and leadership.

Through this action, this project will shift attitudes that reinforce restrictive gender norms that prevent women farmers from accessing agricultural skills and resources required to build their economic, environmental, and social resilience while supporting equal access to training for women farmers and promoting equal and effective representation for women in community and farmer groups.

In this light, a foremost understanding of the existing gender and power dynamics that exist in the local communities is imperative for strategy driven implementation, hence the need for a gender and power analysis (GAP). GAP is a systematic approach to identify key issues contributing to gender inequalities, many of which also contribute to poor development outcomes. This process explores how gender and power relations give rise to discrimination, subordination, and exclusion in society, particularly in the face of economic woes and marginalization due to class, ethnicity, caste, age, disability status, sexuality, etc.

Objective of Gender and Power Analysis

Specifically, for this project, the gender and power analysis will aim to:

- Identify the key gender, social and power norms and cultural practices that hinder women smallholder farmers participation (decision making and leadership) in the production and market systems.
- Identify and prioritize SAA tools suitable in addressing the identified restrictive gender, social and power norms.
- Recommend specific gender transformative and diverty inclusion strategies that Zowasel can incorporate into its program to boost the meaningful participation of women in the sorghum value chain.

Methodology

This analysis draws from a vast repository of resources for conducting gender and power analysis including CARE's rapid gender analysis (RGA). For this study, FGDs, KII and surveys were delivered for a wholesome and balanced perspective around key thematic areas.

The FGD was designed to investigate 5 key areas:

- Recruitment/Selection into the Diageo Sorghum Value Chain Project
- Coordination of farmers
- Extension services
- Access to productive assets and markets.
- Intrahousehold influence and Decision Making

The HH survey was designed to investigate 7 key areas:

- Section A: Demography
- Section B: Gender and power in agriculture and livelihoods
- Section C: Gender inequality in Decision-making functions and roles
- Section D: Gender inequality in division of labour and access to productive assets
- Section E: Policies and laws on access to and control of productive assets (land)
- Section F: Opportunities for designing a gender-responsive strategy.
- Section G: Opportunities for challenging harmful socio-cultural norms and beliefs

Data collection techniques, instruments and procedures

For this study, focused group discussion (FGD), in-depth interviews (IDI) and surveys were employed to collect data. The data collection tools were adapted from similar Diageo Pilot Project implemented in Kenya. The MEAL team reviewed the tool and adapted them to the Nigeria context. The training of enumerators was carried out and the methodology for the data collection was discussed. The enumerators were taken through the background of the analysis, principles of data collection as well as sampling methodology for both FGD and HH surveys. Based on plans, four (4) FGDs were conducted in each location, two (2) of which were with farmers previously supported by Diageo through Zowasel while the other two (2) were with farmers not supported by Diageo. The 2 FGD were gender segregated. Each group consisted of between seven (7) and eight (8) participants. FGD participants were sampled using convenience sampling through existing famer groups.

Survey Sampling

Area of Study: The data for this study was collected from Afijio and Irepo Local Government Areas of Oyo state. The rationale behind this choice is that the study focused on areas where Diageo has provided sorghum value chain support to local farmers through Zowasel in Oyo state.

Purposive sampling method was used to select both male and female farmers in Afijio and Irepo. For the household survey, a purposive sample was used. In each LGA (AFIJIO, IREPO), 100 farmers (50 Female, 50 Male) where sampled.

Measurement of Variables

In this study there are three dependent variables namely Decision-making Gender Bias, Household Division of Labor Gender Bias and Overall, Gender Bias. The independent variables are Sex, Age, Religion, Educational Qualification, and Employment status. These variables were used in predicting gender bias across the sampled communities.

Measuring Dependent Variables: There are three gender bias constructs each with two categories.

The construct of Decision-making Gender bias was measured from respondents' questionnaires where they were asked the following:

- Who decides on which crop(s) to cultivate?
- Who decides on works for the family?
- Who decides the type of agricultural activities the household engages in?
- Do women have a say in financial decisions relating to participation in commercial agriculture?

For these 4 questions, the ideal outcome is that women are just as involved as men. Only respondents who indicated inclination to the ideal outcome were considered unbiased (score of 0) those who responses indicated otherwise were scored as biased (score of 1). Responses for all questions were aggregated to give the gender bias score. The scores were further sub-categorized into Low Gender Bias (Below 50th percentile) and High Gender Bias (50th percentile an above).

The construct of Household Division of Labor Gender bias was measured from respondents' questionnaires where they were asked the following:

- In your household, who goes to the market?
- In your household, who provides the money to buy food or other household needs?
- In your household, who provides the firewood for cooking?
- In your household, who provides water for household use?

For these 4 questions, the ideal outcome is that women are just as involved as men. Only respondents who indicated inclination to the ideal outcome were considered unbiased (score of 0) those who responses indicated otherwise were scored as biased (score of 1). Responses for all questions were aggregated to give the gender bias score. The scores were further sub categorized into Low Gender Bias (Below 50^{th} percentile) and High Gender Bias (50^{th} percentile an above).

The construct of Overall Gender bias was measured by combining the Decision-making Gender bias and Household Division of Labor Gender bias.

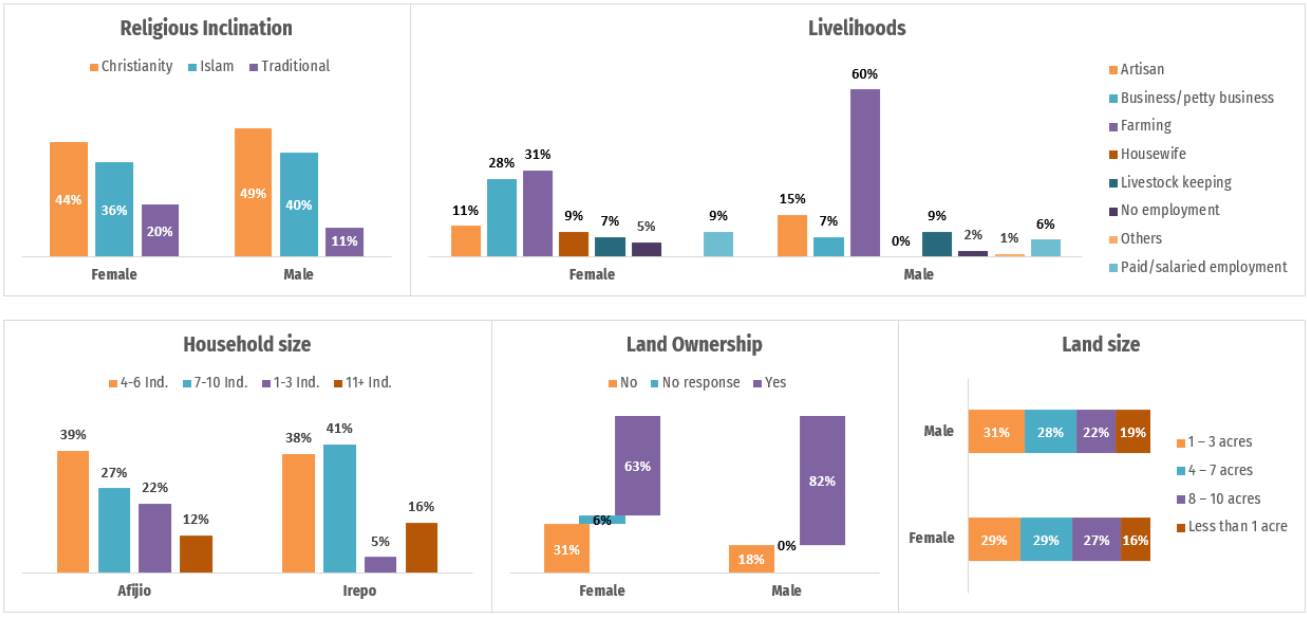
Measure of Independent Variable: The independent variables (Sex, Age, Religion, Educational Qualification and Employment Status) were measured as categorical data.

Data Analysis

Data collected from different sources was processed and analyzed for discussion. Appropriate computer software was used to analyze data. Both Excel and STATA computer software were employed to analyze descriptive and predictive statistics to see the extent of gender bias in farming communities. Similarly, through the aid of cross tabulations and ordinary frequency tables and figures, the final outcome showed the true picture of factors predicting gender bias in these communities.

GAP Analysis Findings

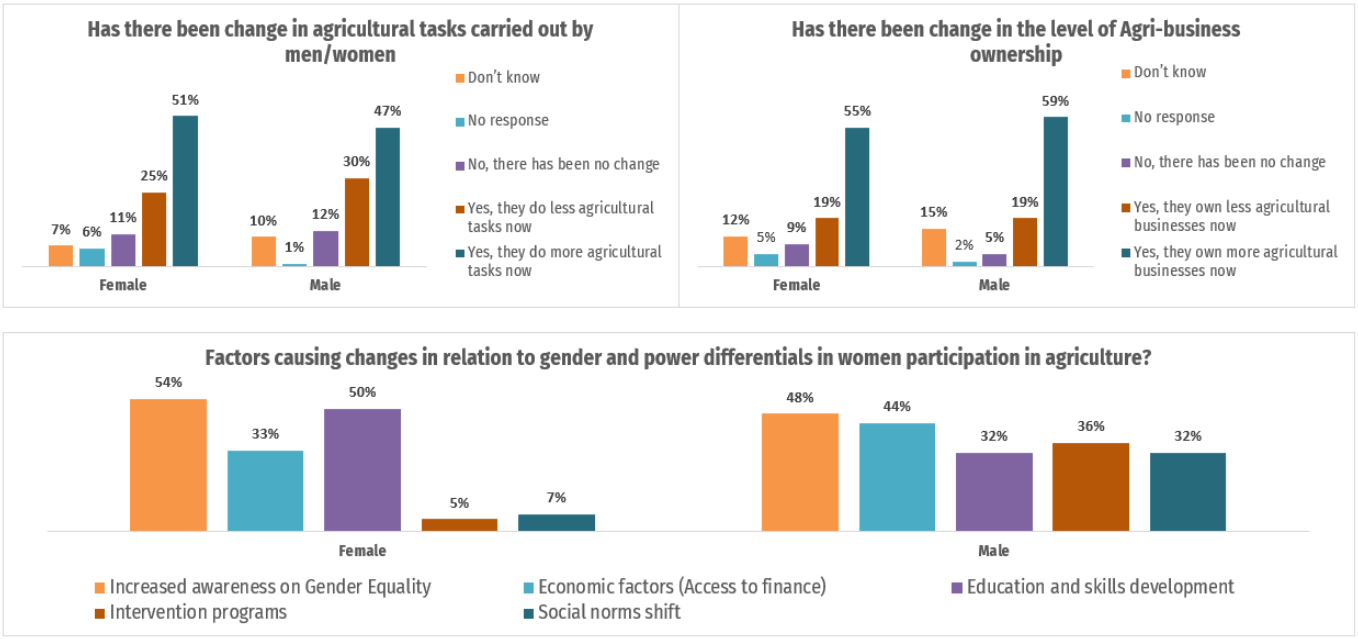
A total of 200 farmers responded to the survey questionnaire, comprising of 100 farmers per LGA and 50 male famers and 50 female farmers in each LGA. Majority of the respondents were aged between 36 and 55 years, however, in Irepo LGA, majority of the men were persons aged over 56 years. Most of the respondents were married with Afijio LGA showing the most diversity in terms of marital status. Similar educational qualification was observed between male and female respondents however, the proportion of male respondents with at least a secondary school certification (62%) is slightly higher than that of female respondents (60%).



Generally, similar religious inclination was observed between male and female respondents. 60% of male respondents

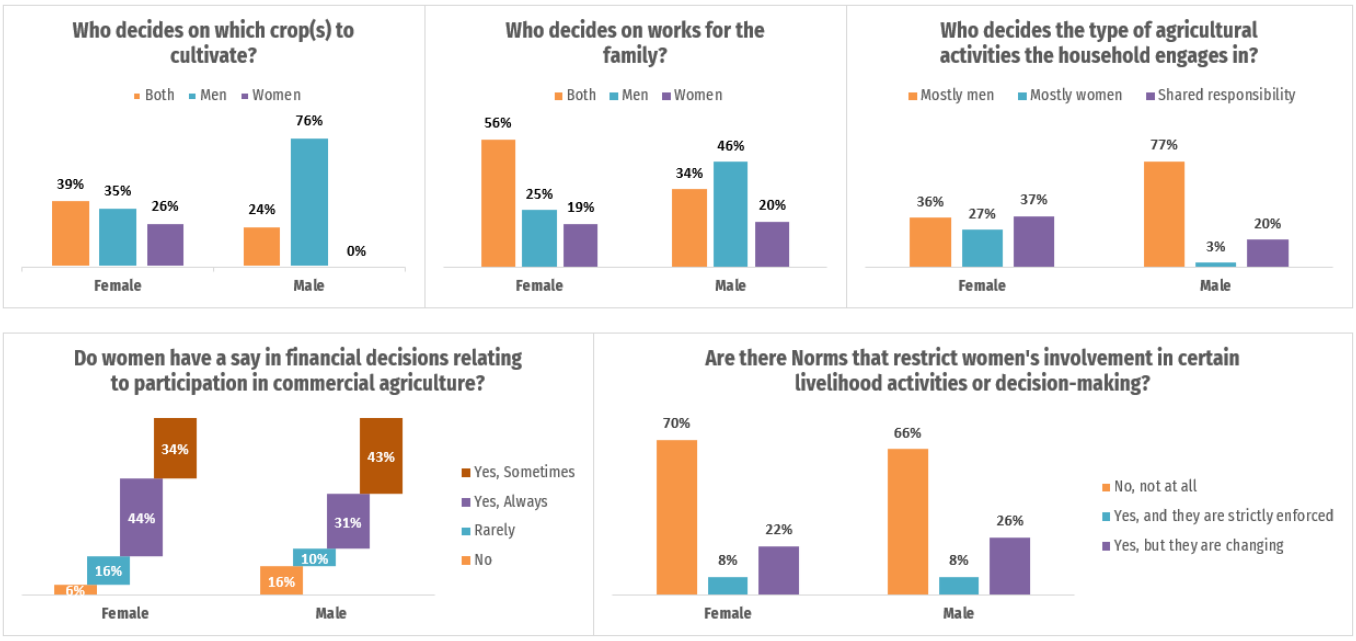
indicated farming as their main livelihood while only 31% of female respondents said same. In contrast, 28% of female respondents said they were into petty trading while only 7% of male respondents indicated the same. It is plausible to say that most women in these areas do not consider farming as their main source of livelihood as they are mostly involved in other income generating activities. It is unclear if majority of communities view farming as a male-only trade however this data points to the existence of such a construct. Irepo has more large size families compared to Afijio. More male respondents (82%) indicated owning land when compared to female respondents (63%).

Changes in relation to gender and power differentials in agriculture and livelihoods

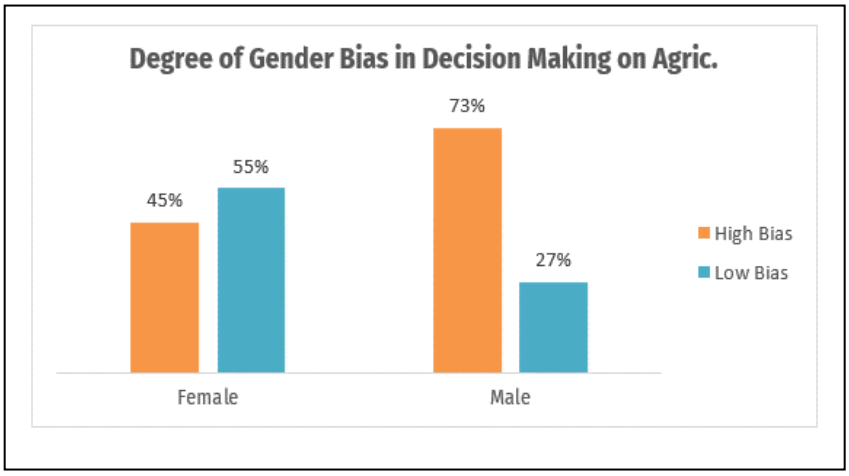


On changes in relation to gender in agriculture and livelihoods, most women (51%) said that women do more agricultural tasks now as compared to times past. 47% of men say men do more agriculture work now in comparison to times before. Comparing this with perspectives around change in the level of agri-business ownership, more men (59%) said men own agri-businesses as compared to women who said women owned agri-businesses (55%), so, while more women say they are now involved in agriculture, more men own the agriculture businesses. This would imply that women participation in agriculture where existent is largely at the level of providing labor and not necessarily to the point of ownership.
For men, the three main reasons for shifts in gender and power differentials in agriculture are increased awareness on gender, access to finance and intervention programs. For women, the main predictors are increased gender awareness, educational and skill development and then access to finance. This analysis shows that women, more than men, recognize educational and skill gaps as a key contributor to gender and power differentials in agriculture while men, more than women, recognize limited access to finance as a key contributor to gender and power inequalities in agriculture.

Gender Inequality in Decision-making



Majority of women (39%) say decisions on which crops to plant is made by both men and women in their households but 76% of men indicate that this decision is mostly made by men. Again, majority of women (56%) indicate that decision on household works including chores were made by both women and men. In contrast, majority of men (46%) said this decision was made by men alone. In the case of deciding agricultural activities, women's opinions spread pretty evenly across men, women and both, however those who indicated in was a shared responsibility were slightly the majority. This doesn't remotely resemble the opinions of men whose majority (77%) indicated that such decisions were carried out mostly by men. More men (16%) than women (6%) indicated that women had no say in financial decisions relating to participation in agriculture. Fewer men (31%) than women (44%) agree that women would always have a say in financial decision relating to participation in agriculture.



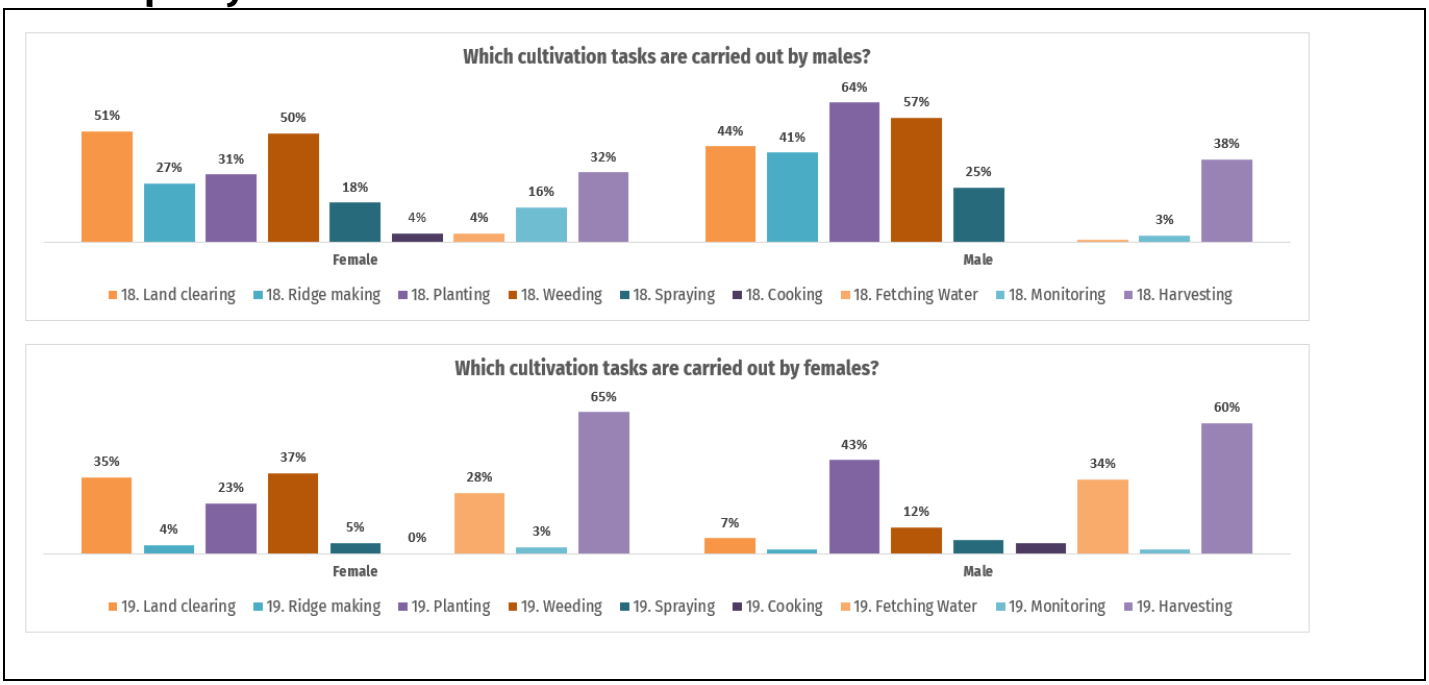
With regards to decision making in agriculture and other livelihoods, more men (73%) than women (45%) showed to have high gender biases (1). To deduce the factors that influence or predict high gender biases, this analysis applied binary logistics regression analysis (BLR). The analysis showed that in the selected sites, the major predictors of high gender bias were sex and educational qualification. At a confidence level of 95%, female respondents were 74% less likely to show high gender bias compared to their male counterparts. Also, respondents with tertiary education qualifications were 57% less likely to show high gender bias compared to their counterpart whose highest qualification was a primary school education.

Determinants	Determinant Categories	Odds Ratio	P>z	[95% Conf. Interval]	
Sex Category	Male	1.00			
	Female	0.2654761	<0.001	0.1417416	0.497226
Educational Qualification Category	Primary Sch. Or less	1.00			
	Secondary Sch.	0.623411	0.24	0.2835097	1.370822
	Tertiary Sch.	0.4365106	0.038	0.1996026	0.954604
Religion Category	Christianity	1.00			
	Islam	1.195783	0.627	0.5814895	2.459026
	Traditional	0.9822034	0.968	0.4045284	2.384811
	_cons	5.516809	0.022	1.274662	23.87706

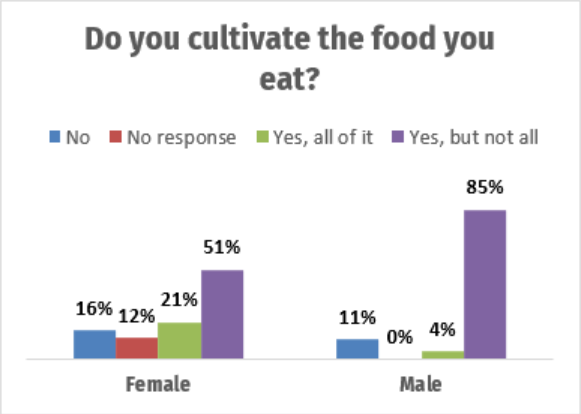
When asked about the existence of restrictive norms, more women (70%) than men (66%) agree that there are norms that restrict women's involvement in certain livelihood activities and decision making. More men (26%) than women (22%) agree that such norms are currently changing. There is a consensus from 8% of both men and women that such norms exist and are still strictly enforced. When asked to give examples of how such norms display themselves, participants gave the following responses:

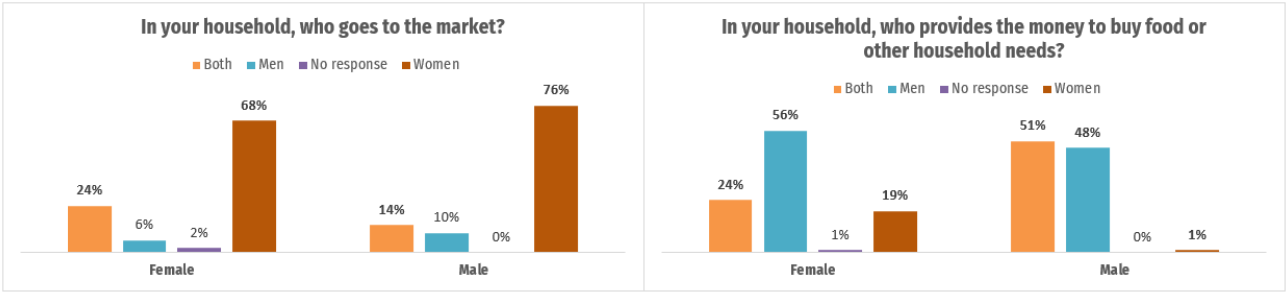
1. Complacency mentality
2. Cultural belief and practices
3. Housewife mentality
4. Religious beliefs
5. Women rarely inherit land and even when they do, it is passed on to male heir.
6. Women are perceived as weak vessel and not strong enough for the rigors of some agriculture activities.
7. Women's place of primary function the home and the kitchen.
8. Men always have the final say in the family.

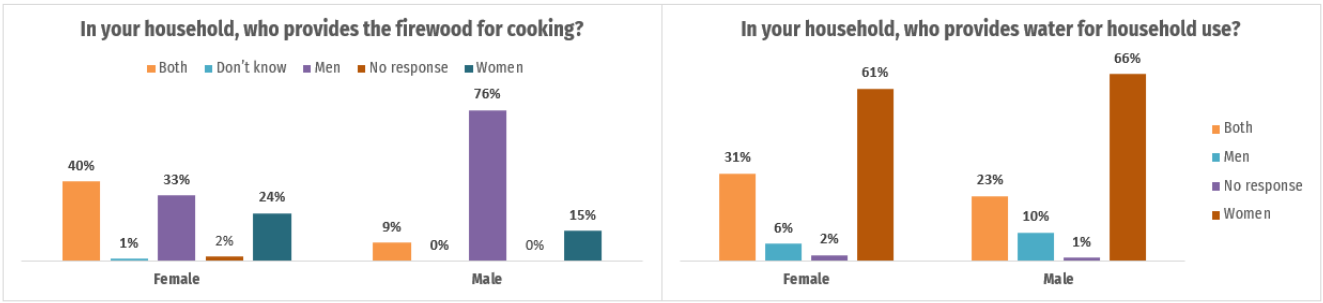
Gender inequality in Household Division of Labour

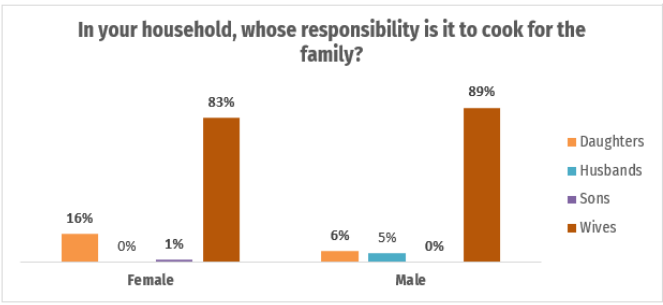


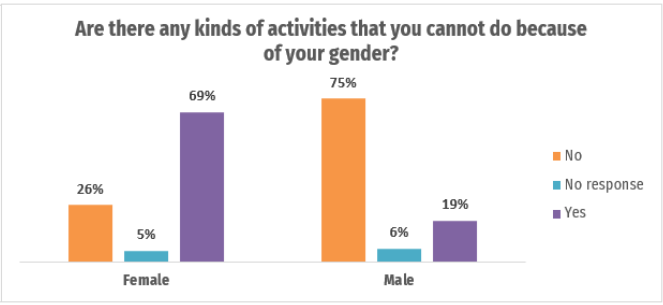
Responses from both men and women show that men carry-out more cultivation tasks than women. This is further corroborated by the proportion of respondents who indicate that they cultivate their own food. More men (85%) than women (51%) cultivate some of their food. And more women (21%) than men (4%) engage in farming at a subsistent level, meaning that they grow all they eat, and it is barely enough.







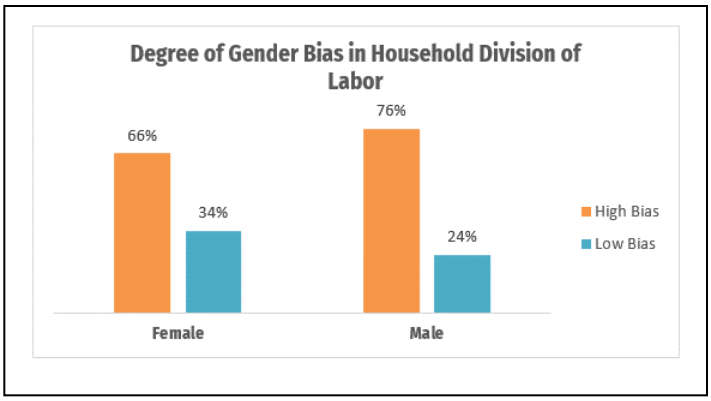




More men (76%) than women (68%) say women are the ones who go to markets to purchase household items. An interesting dynamic is observed on the question of who provides money to buy food and other household necessities. More men (51%) than women (24%) agree that this is a shared responsibility between men and women. Throughout this research, this was the only instance where men agree to sharing roles with women. 56% of Women on the other hand indicated that men are the ones who provide money for food and other household items. More men (76%) indicated that fetching firewood for cooking is a man's job. In contrast, majority of women said both men and women do this. Majority

of men (66%) and women (61%) indicated that fetching water is a women's responsibility, however, more women (31%) than men (23%) indicated that it is done by both men and women. Unanimously, 83% of women and 89% of men indicated that it is the responsibility of wives to cook for the family. Responses show gendered barriers to women engagement in activities pertinent to them. 69% of women said there were activities they could not engage in because of their gender while 75% of men indicated never experiencing such.

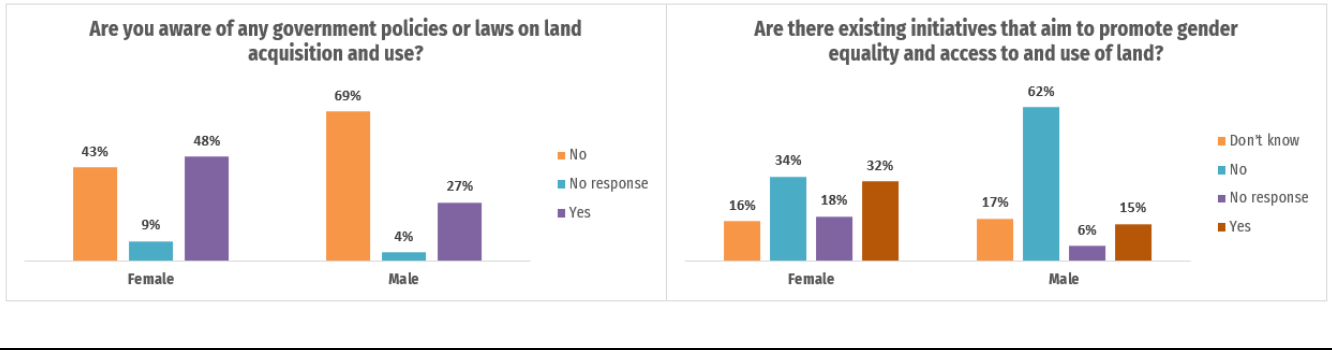
While these findings do not go into producing descriptive and injunctive norms around household division of labor, sanctions if any and exceptions to the norm, the data builds the case for the existence of behaviors supported by norms and can form the basis for further diagnosis.



With regards to household division of labor, more men (76%) than women (66%) showed to have high gender biases (1), albeit both men and women showed high gender biases in this regard. To deduce the factors that influence or predict high gender biases in the context of division of labor, this analysis applied binary logistics regression analysis (BLR). The analysis showed that in the selected sites, neither age, nor sex, nor educational qualification, nor religious inclination, nor employment status was of significant influence on respondents' gender biases.

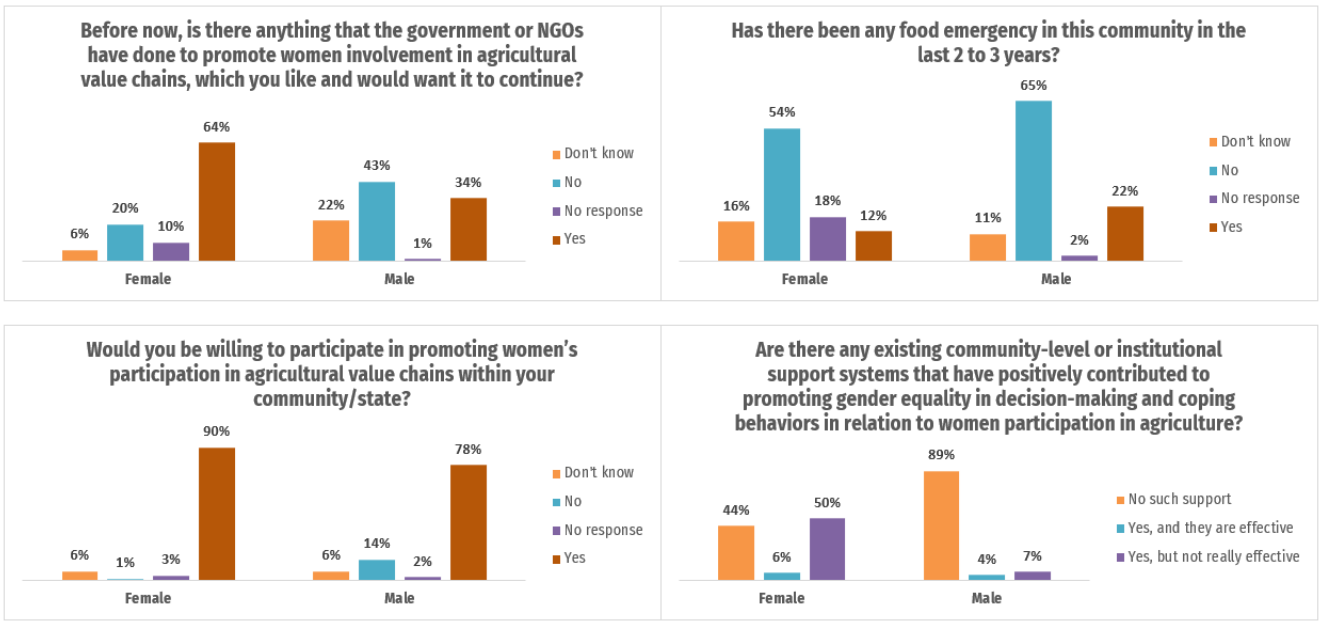
Determinants	Determinant Categories	Odds Ratio	P>z	[95% Conf. Interval]	
Age Category	< 36	1			
	36 >	0.7153973	0.387	0.3347552	1.528858
Sex Category	Male	1			
	Female	0.6311675	0.16	0.3321248	1.199466
Educational Qualification Category	Primary Sch. Or less	1			
	Secondary Sch.	0.740852	0.459	0.3348484	1.639135
	Tertiary Sch.	0.9991299	0.998	0.444335	2.246639
Religion Category	Christianity	1			
	Islam	0.8926032	0.763	0.4267407	1.867037
	Traditional	0.8493973	0.722	0.3453759	2.088958
Employment Category	Unemployed	1			
	Employed	1.275548	0.676	0.4076058	3.991659
	_cons	3.813469	0.077	0.8651388	16.80949

Policies and Laws on Access to and Control of Productive Assets (Land)



Interestingly, more women (48%) than men (27%) indicated that they were aware of government policies or laws related to land acquisition despite being fewer than men who own lands (63% Women, 82% Men). It is unclear the correlation between these two indicators but in like fashion, more women (32%) than men (15%) indicated that there were existing initiatives that aimed at promoting gender equality and access to land for women.

Opportunities for designing a gender-responsive strategy



More women (64%) than men (34%) indicated that they would like the sustenance of attempts by government and NGOs to promote women involvement in agricultural value chains. It is unclear why most men (43%) do not want such initiatives to continue. Majority of both men (65%) and women (54%) said there had not been any food emergency in their communities, however, more men (22%) than women (12%) thought there had been such. While being a small yet significant fraction, 14% of men indicated unwillingness to participate in promoting women's meaningful participation in agricultural value chains. 50% of women said there are existing support systems that contribute to gender equality however, they weren't effective. 89% of men said there were no such support.

Conclusions and Recommendations

Understanding gender and power dynamics in local communities and the factors that predict them is crucial to rolling-out responsive and transformative program that shift norms that sustain gender biases. On this study, key findings showed pointers to key recommendations detailed below:

- The implementation of SAA sessions is recommended for norms shift. The models, tools and specific topics to be discussed during the sessions can leverage on findings in this report.

- Intentional support for women participation in leadership and ownership in Agriculture. There is a recent increase in the level of women participation in agriculture however, their participation in decision making and ownership of agricultural businesses remain low. Women need to be intentionally targeted to play key roles in ownership of and decision making in agricultural business.

- Increased gender awareness, educational and skill development and access to finance for women were identified by communities as the most factors that has the highest impact on gender equality in the community. Programs can build on this assertion to strengthen gender sensitization, education and skills development for women.

- Men are more likely to have high gender biases than women with respect to decision making. Men can be targeted with structured session around decision making and the value of gender transformation. Women can be targeted with structured sessions on building assertive communication and negotiation skills.

- Persons with tertiary degree are less likely to have high gender biases than those with at most primary school certificate. This points to the relevance of advocacy for education for both men and women.

- Responses such as: Women rarely inherit land and even when they do, it is passed on to male heir, women are perceived as weak vessel and not strong enough for the rigors of some agriculture activities, Women's place of primary function the home and the kitchen, Men always have the final say in the family, can be used to form focused topics during SAA sessions to explore alternative ways of thinking that shift perspectives from them.

- In terms of gender biases regarding household division of labor, high biases are observed laterally across age, sex, religion, education and employment categories. This implies that none of these factors is likely to predict or influence high gender bias in the target locations. Gender transformation initiatives targeting this phenomenon can utilize the “But Why” exploration tool.

- When asked what could be done to improve women participation in agriculture, male and female participants gave the following recommendations. These recommendations can be reflected on during SAA sessions.

Female Respondents
- Encourage women to participate in agriculture and appreciate their efforts.
- Enlighten the women on importance of agriculture and educate them on farm operations.
- Facilitate Freedom for women to own land.
- Provide financial support for women to start up their own farming operations.
- Commit to social norm shift and determine to carry women along in agriculture.

Male Respondents
- Assist them, guide them and encourage them.
- Where available, provide women with land for farming and financial resources.
- Take them along to the farm.
- Respect women and build their self-esteem.
- Encourage gender equality and respect the peculiarities of women.
- Help women with household tasks.