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Stakeholder Workshop Report
Women's Empowerment in Agrifood Systems
Governance (WEAGov) Technical Workshop:
Nigeria Pilot Study

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INTERNATIONAL FOOD POLICY RESEARCH INSTITUTE

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Abstract

Inclusive governance and policies can promote adaptation to climate change as well as resilience of women in the agrifood system. The Women's Empowerment in Agrifood Governance (WEAGov) is a diagnostic tool developed by IFPRI to help evaluate the extent to which women are empowered across the policy cycle related to agrifood systems. WEAGov provides a way to identify gaps and opportunities to raise women's voice and agency at different stages of the policy cycle, and provides a basis for monitoring progress in women's empowerment in agrifood systems governance over time. The workshop described here took place on May 11, 2023 in Abuja, Nigeria and included policymakers, researchers, and private sector representatives. The workshop familiarized stakeholders with the WEAGov assessment framework and collected valuable inputs and feedback on a recent WEAGov pilot study conducted in Nigeria. While participants largely validated the WEAGov indicators, they recommended key areas for improved measurement which will be incorporated into the assessment framework.

Acknowledgments

The stakeholder workshop in Nigeria was undertaken as part of the CGIAR Research Initiative on [Gender Equality](#). Gender Equality is a CGIAR research initiative aiming to use impactful gender research to address the four dimensions of gender inequality by applying gender-transformative approaches to harmful norms, bundling socio-technical innovations for women's empowerment, leveraging social protection to increase women's access to and control over resources, and promoting inclusive governance and policies for increased resilience. This publication was prepared by IFPRI. Other CGIAR centers participating in Gender Equality are: Alliance of Bioversity and the International Center for Tropical Agriculture (Alliance Bioversity-CIAT), the International Center for Agricultural Research in Dry Areas (ICARDA), International Institute for Tropical Agriculture (IITA), International Livestock Research Institute (ILRI), International Water Management Institute (IWMI), International Potato Center (CIP), International Rice Research Institute (IRRI), International Maize and Wheat Improvement Center (CIMMYT), AfricaRice, and WorldFish. We thank all funders who supported this research through their contribution to the CGIAR Trust Fund: <https://www.cgiar.org/funders/>.

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1. Background

1.1 Gender Equality Research Initiative

Gender Equality is a One CGIAR Research Initiative seeking to address the following four dimensions of gender inequality in agrifood systems:

- women’s lack of agency or limited ability to define and act on goals, make decisions that matter to them, and participate in the economy and public life;
- women’s lack of access to and control over resources;
- social norms that discriminate based on gender; and
- policies and governance that fail to include and benefit women.

Gender Equality uses impactful gender research to address the four dimensions of gender inequality by applying gender-transformative approaches to address harmful norms. It does this by bundling innovations for women’s empowerment, leveraging social protection to increase women’s access to and control over resources, and promoting inclusive governance and policies for increased resilience. The Gender Equality Initiative will generate learning and evidence on levers, and entry points to disrupt the foundations of inequality in agri-food systems (AFSs). It seeks to achieve this by working through 4 work packages as illustrated in figure 1.

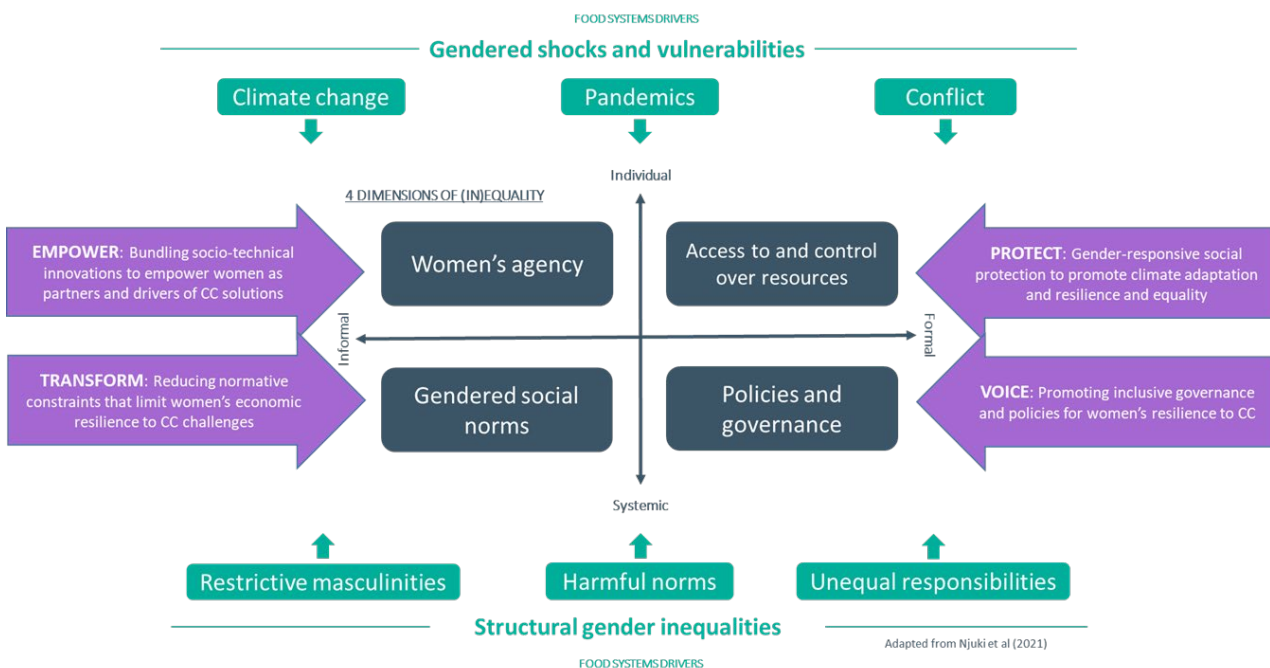


Figure 1: HER+ Initiative Work Packages - Source HER+ Proposal document

The stakeholders workshop was conducted as part of Work Package 4 VOICE: Promoting inclusive governance and policies for women’s resilience to climate change.

Specifically, WP4 will seek to identify, test, and scale:

- Social innovations and organizational strategies to stimulate effective voice and agency of women in climate-related agrifood systems governance;
- And public and private sector policies that effectively support women’s resilience to climate change

1.2 WEAGov Assessment Framework

Inclusive governance and policies can promote adaptation to climate change as well as resilience of women in the agrifood system. The Women's Empowerment in Agrifood Governance (WEAGov) is a diagnostic tool developed by IFPRI to help evaluate the extent to which women are empowered across the policy cycle related to agrifood systems. The assessment is based on recognition of the essential role that women play in agriculture and food systems and, conversely, the essential role that agriculture and food systems play in women's lives and livelihoods alongside the recognition that women's voices are often missing from agrifood policymaking. WEAGov addresses these issues, provides a way to identify gaps and opportunities to raise women's voice and agency at different stages of the policy cycle, and provides a basis for monitoring progress in women's empowerment in agrifood systems governance over time.

The policy process encompasses everything from why certain social and economic problems emerge as points of public discussion and debate, to the types of policy solutions that are designed to address those problems, to which solutions are ultimately adopted, to how adopted policies are implemented in practice, to how policies are evaluated against their objectives and when policy reforms are initiated. Across each of these policymaking stages, WEAGov assesses the extent of women's empowerment, which we define as *the process of increasing capacity and opportunities for women to participate and to influence agrifood system decision-making, realizing their own choices and goals.*¹ This encompasses women's ability to make choices, the ability to participate in a process, and the ability to exercise agency throughout the process by both defining goals and being significant actors within a process. With this in mind, WEAGov focuses on three key questions to understand the extent of women's voice:

1. *Are women considered?* Consideration refers to the way policies take into account potential differences in the needs and priorities of men and women. It could involve incorporating gender targets into policy design, collecting gender-disaggregated data, and ensuring policies take into account the specific challenges faced by women.
2. *Are women included?* Inclusion refers to the opportunities to meaningfully weigh in on how proposed and existing policies affect you. This question explores the opportunities provided for women to meaningfully participate in policy-making processes but also opportunities to be represented among the landscape of actors involved in agrifood policymaking. For example, after a policy has been adopted, are women among those on the frontlines of implementation?
3. *Are women influencing?* Influence refers to the power to act *with* other women to shape policy choices. This includes both the ability to shape what social and economic problems rise to the level of policy discourse and to exert influence in choosing among policy alternatives to address problems. Women holding leadership roles within organizations involved in the agrifood policy process is a key indicator of influence.

¹ Ragasa, Catherine, Jordan Kyle, Patricia Kristjanson, and Sarah Eissler. 2022. *Conceptualizing Women's Empowerment in Agrifood Systems Governance: A New Framework*. IFPRI Discussion Paper No. 02153.

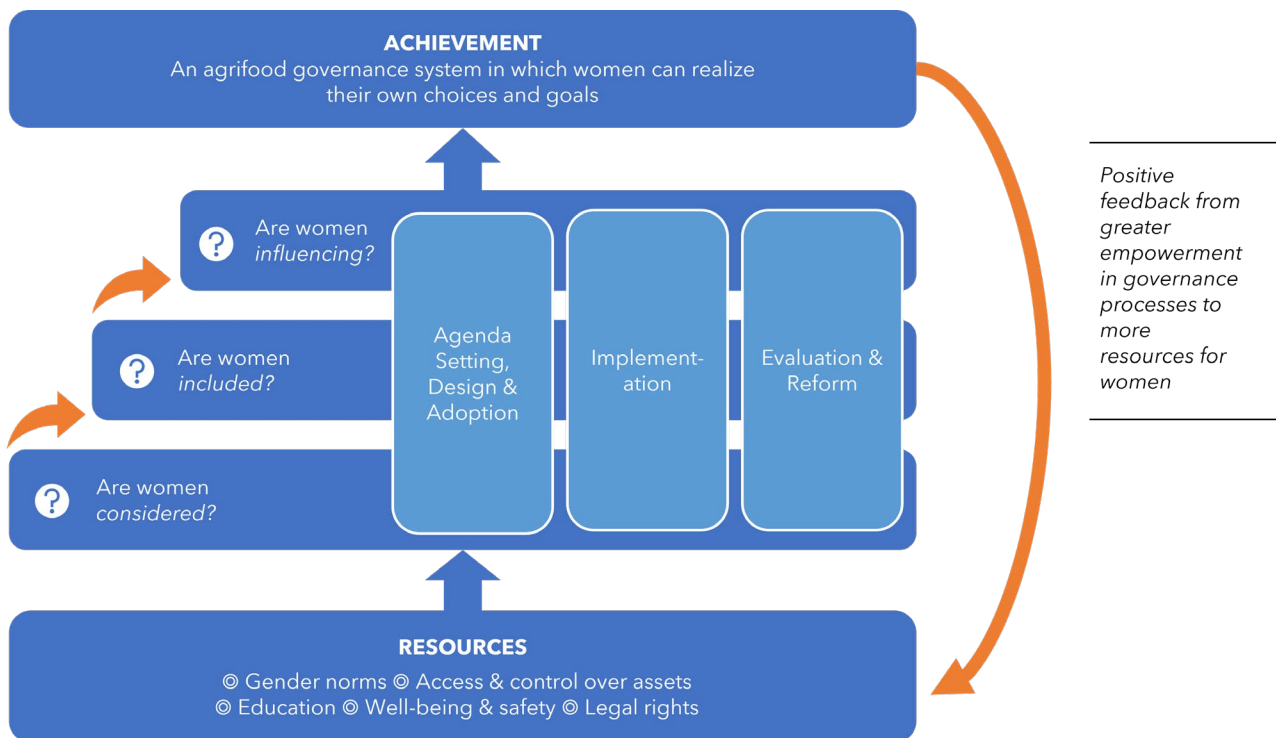


Figure 2: WEAGov conceptual framework - Source Ragasa et al. (2022)

Implementing the WEAGov assessment framework—illustrated in figure 2—involves a variety of data collection efforts. It begins with agrifood policy and stakeholder mapping, which assesses incorporation of gender into policy and examines the participation of different organizations in the agrifood policy process. This is followed by a desk review of objective, quantitative indicators that measure women's empowerment in agrifood governance, such as the representation of women in leadership positions. To gather more comprehensive data, an organization survey is conducted, targeting public sector (federal and state), private sector, and civil society organizations involved in the agrifood policy process. This survey collects quantitative and objective information on staffing, gender strategies, and gender-related activities within these organizations. Additionally, an expert survey is conducted to capture the perceptions and beliefs of key stakeholders within the agrifood sector. This survey delves into important aspects like the awareness and utilization of opportunities for women's participation in the policy process.

Finally, to ensure the reliability and validity of the measurement process, technical workshops are conducted with country experts. These discussions allow for in-depth deliberations on the measurement methodology, incorporating valuable insights from experienced professionals in the field. By following these systematic measurement steps, WEAGov gathers comprehensive and reliable data from various sources, enabling a comprehensive understanding of women's empowerment in agrifood governance.

2. Workshop Overview

2.1 Meeting objectives

On May 11, 2023, the Gender Equality Initiative hosted a stakeholders' workshop at the Corinthian Villa Hotel in Abuja, Nigeria. The workshop had the following objectives (see Annex 1 for agenda).

- To enhance the knowledge and understanding of technical experts in agrifood systems governance in Nigeria of the WEAGov assessment framework and its usefulness as a measurement tool
- To gather feedback and foster a sense of consensus among the attendees regarding the measurement, relevance, and implications of each indicator within the WEAGov assessment framework

Participants in the workshop were selected from experts with knowledge of agrifood systems governance within Nigeria. Stakeholders included researchers, private sector actors, and policymakers (see Annex 2 for the list of participants).

2.2 Workshop outcomes

At the end of the workshop, the following outcomes were produced:

1. A workshop report;
2. Targeted feedback on measurement approach for each indicator in the WEAGov assessment framework;
3. Validation of the Nigeria pilot results; and
4. Improved data collection tools for future pilots.

3. Workshop Structure

The event agenda (see Annex 1) consisted of introductions, followed by presentations on the WEAGov assessment tool and indicators, along with related discussion questions. Q&A sessions were held at various intervals, providing opportunities for participants to seek clarifications. The workshop was divided into sessions focusing on different sets of indicators, allowing for in-depth discussions facilitated by experts and involving all attendees. For the validation exercise, experts were guided with the following questions:

1. What do you think about the **accuracy of the way in which we are measuring** the indicator?
 - a. Please focus here on the way the survey question is phrased, the data sources, and the overall way the concept is being measured
 - b. Please make concrete suggestions for improvement when possible
2. What do you think about the **validity of the results for Nigeria** for this indicator based on your experience and expertise?
 - a. Please focus here on whether the results for Nigeria for this indicator seem accurate and valid to you based on your experience
 - b. Please make concrete suggestions for what you would have expected the results to be for this indicator and why. Does the result seem high or low to you?

3. Does it make sense to **aggregate measurements into single Indicator Score**?
 - a. In most indicators, we apply simple average across the measurements
 - b. In a few indicators, we apply different weights for each measurement
 - c. Please comment on the weights and aggregation, and whether they make sense, and suggest improvements.
4. Is there **any indicator that you think is missing** that would be important for understanding women's empowerment in this stage of the policy process?

Rapporteurs were present to record key points and outcomes. The day concluded with concluding remarks from one of the facilitators, summarizing the main highlights of the workshop.

4. Key Insights

Throughout the workshop, participants engaged in fruitful discussions, sharing valuable perspectives, raising concerns, and posing thought-provoking questions. The diverse range of viewpoints led to the emergence of several key messages that resonated among the attendees. These messages encompassed the following:

- Participants generally found the tool to be a very useful way to identify strengths and weaknesses in the agrifood policymaking process in Nigeria. Participants from public sector agencies indicated that, when finalized, a WEAGov report focused on Nigeria could become a useful advocacy tool for them within their own ministries at finding ways to increase participation of women in the policymaking process.
- By the end of the workshop, participants felt confident with the WEAGov conceptual framework and how to implement the data collection.
- Participants largely agreed that the conceptual framework had captured accurate information about the Nigerian agrifood policymaking process and that the indicators collected in Nigeria were largely both valid and accurate.
- For some specific indicators, participants shared valuable insights about how to improve the way in which collected data was being analyzed.
- Researchers realized that participants sometimes misunderstood how the data was being presented, and this will enable researchers to consider new ways to present the data that will be more readily understood and utilized by stakeholders.
- Overall, we identified a need for a simpler way to communicate the relevant levels of each indicator to policymakers.
- Workshop discussions as well as the WEAGov Nigeria pilot surfaced several key policy recommendations that will inform a WEAGov Nigeria country report:
 - Gender-responsive budgeting was highlighted as a crucial area for improvement, with limited knowledge and support for the concept among policy experts. The absence of gender considerations in the National Development Plan was seen as a barrier to effective budgeting.
 - Efforts to increase the recruitment and promotion of women in civil service were seen as necessary, with suggestions for quotas and deliberate hiring practices.
 - Participants highlighted the need not just to ensure that women are given opportunities to share their policy views, but that citizens in general are given

this opportunity. Few policies have allowed for meaningful consultation and feedback with citizens during the policy development process.

5. Conclusions and Next Steps

Several next steps emerged from the workshop. First, IFPRI researchers are incorporating insights from this workshop into the overall WEAGov assessment framework and into the forthcoming WEAGov Nigeria country report. Second, workshop participants emphasized the value of sharing findings and reports with the Federal Ministry of Finance, Budget, and National Planning and with the Federal Ministry Agriculture & Rural Development to raise awareness among ministry officials about how to raise women's voice in the agrifood policy process.

Annexes

Annex 1: Agenda

Gender Equality Initiative WEAGov Stakeholder Workshop Abuja Nigeria

11 MAY 2023		
Time	Activity	Responsible Person
09:30am – 09:45am	- Arrival of participants	
09:45am – 10:00am	- Welcoming remarks	Anthony Onojo
10:00am – 11:15am	- Presentation of WEAGov conceptual framework	Catherine Ragasa (virtual presentation)
11:15am-11:30am	- Q&A	
11:30am-12:30pm	- Discussion of WEAGov indicators 1-6	Jordan Kyle (facilitate) All participants (discuss) 2 rapporteurs
12:30PM-1:00PM TEA BREAK		
1:00pm- 2:15pm	- Discussion of WEAGov indicators 7-12	Jordan Kyle (facilitate) All participants (discuss) 2 rapporteurs
2:15pm- 2:30pm	- Q&A	
2:30pm-4:00pm	- Discussion of WEAGov indicators 13-17	Jordan Kyle (facilitate) All participants (discuss) 2 rapporteurs
4:00pm-4:15pm	- Q&A and wrap-up	Jordan Kyle (facilitate)
	4:15PM-5:15PM LATE LUNCH	

Annex 2: Workshop participants list

Gender Equality Initiative WEAGov Stakeholder Workshop
Abuja Nigeria

Category	Participant	Sex	Affiliation
Academia	Prof. B. C. Uzoechi	F	Nassarawa State University, Keffi
Government	Mrs. Ifeoma Anyanwu	F	Federal Ministry of Agriculture & Rural Development
Government	Mrs. Gold Nyong	F	Federal Ministry of Finance, Budget and National Planning
Private sector	Ms Ogechi Okebugwu	F	Smallscale Women Farmers Org. in Nigeria (SWOFON)
Private sector	Mrs. Perpetual Nkechi Okafor	F	All Farmers Association of Nigeria (AFAN)
Academia	Prof. Anthony O. Onoja	M	President, Agricultural Policy Research Network and Professor, University of port-Harcourt/Professor Extraordinarius, University of South Africa
Academia	Prof. Anthonia Ifeyinwa Achike	F	University of Nigeria, Nsukka
Academia	Dr. Stella Ojone Adejoh	F	Fed. University, Lafia and IFAD Office, Abuja
Academia	Dr. Gbenga Festus Koledoye	F	Adekunle Ajasin University, Akungba, Ondo State, Nigeria
CGIAR	Dr Jordan Kyle	F	IFPRI
CGIAR	Lucia Carrillo	F	IFPRI