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Gender assessment of local understanding and indicators of empowerment among ACGG project beneficiaries in Nigeria

African Chicken Genetic Gains—Nigeria project

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Abbreviations

ACGG	African Chicken Genetic Gains
FGD	Focus group discussions
ILRI	International Livestock Research Institute

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Background information

African Chicken Genetic Gains (ACGG) is a project aimed at delivering highly productive, farmer-preferred chickens in sub-Saharan Africa. The project evaluates these chickens through collaboration with smallholder farmers, with a particular focus on women. Women are the key drivers of the transformation of the chicken value chain due to the fact that 70% of the smallholder chicken producers in Africa are women.

Empowerment is an intervention-based concept that has contextual diverse definitions but with the specific goal of building the capacity/power of an individual to be able to freely actualize her or his goals in life and the lives of others important to her or him. Women's empowerment is gender specific but the process may be gender inclusive through the engagement of men in female empowerment.

Women's empowerment is a key concept in the main goal of the ACGG project. Its meaning varies among diverse groups across ecological, age, gender and socio-economic strata, especially in a developing nation like Nigeria, where a wide gap exists between the two ends of the continuum, such as rural and urban, the young and the old, males and females, illiteracy versus literacy, and income level. In addition, women's empowerment, as a gender-specific concept, is interwoven with socio-cultural norms and values at the community level. Hence, there is need for preliminary assessment of the local understanding of the concept for effective and sustainable impacts that will culminate in associative outputs to enhance gender-unity (rendering voluntary support towards improving individuals' situation and condition regardless of the person's gender) which will meet the goals of the ACGG project in Nigeria. Understanding the local meaning of empowerment will also inform selection of indicators to measure women's and men's empowerment and identify interventions to close the gaps.

Literature review

Concept of empowerment

The definition of empowerment is to bestow power on an individual or group, to enable authority or power to act. Embedded in the concept of empowerment are strength and confidence which contribute to control of one's own life and claiming rights. Empowerment has multiple dimensions and different meanings in diverse contexts. Sociologically, empowerment enables people to control their own lives and claim their rights confidently. Empowerment embodies control, self-reliance, choice, a life of dignity in accordance with one's values, capability to fight for one's rights, independence, decision-making, and freedom based on local value and belief system. Rahman (2013) defines empowerment as a process of awareness and capacity building leading to greater participation, decision-making power, control and transformative action.

Most societies in the world are patriarchal in nature; most men in a society, if not poor, have freedom to make their own choices and decisions concerning their own lives (Rahman 2013). This is not usually the case for women in patriarchal societies. Women are often dominated by men and lack freedom to make their own choices and decisions about their personal lives. Women are also at a disadvantage in communities in some developing countries where it is believed that females do not need to be educated and do not need properties or inheritance because of the expectation that their husband will provide material support. It is therefore believed that if a daughter can be married into a rich family, such a woman would be empowered. Rahman (2013), looking through the gender lens, stated that empowerment can be used to judge women's development and affirmed that empowerment of females is important in the development of strong families and societies. Kaur et al. (2007) buttressed this by stating that the empowerment of women would hasten the pace of social development. Rahman (2013) advocated gender empowerment rather than women's empowerment. He defined this as empowering women without creating a perception of emasculation of men. Gender empowerment, according to Rahman, balances empowerment and prevents it from being one sided i.e. women's empowerment because most men in developing countries are also exploited by existing power structures in the society and hence need empowerment also.

Features/indicators of empowerment

According to VeneKlasen and Miller (2002) indicators of empowerment include freedom of mobility, involvement in major household decision-making, relative freedom from family control, political and legal awareness, involvement in community and political activities, economic security, awareness of choices, awareness of one's own health, participation in groups, and desire for information and new experiences. This further buttresses the argument that empowerment is a multidimensional concept which cannot be 'boxed into a corner'. Hashemi et al. (1996) highlighted eight indicators of women's empowerment as mobility, economic security, ability to make small purchases, ability to make larger purchases, involvement in major decisions, relative freedom from domination by the family, political and legal awareness, and participation in public protests and political campaigning.

Constraints to empowerment

Even when empowerment, especially of women, is encouraged, there are variables which hinder its realization. In their study, Kaur et al. (2007) concluded that rural women's empowerment was hindered by social constraints including illiteracy, dependency, lack of right to free expression, and unhealthy societal traditions and customs, political constraints including harassment and exploitation of women leaders, non-implementation of political provisions for gender leadership, misguidance of women in leadership by people with ill motives and vested interests, and male dominance of the society, economic constraints including hindrance in implementation of

women's right to share of family properties, general handling of family income and finance by men, and lack of freedom of working family women to independently spend their own income, and psychological constraints including women's lack of knowledge about their right to empowerment, shyness, fear of social insecurity, domestic violence and abuse, lack of appreciation and recognition of women's contributions, disregard of women's family and societal decision-making, emotional exploitation, and the patriarchal attitude of societies.

Although the study by Kaur et al. (2007) was conducted in India, the findings are reflective of the situation in Nigeria. Male dominance in societies is a prominent constraint to women's empowerment.

Constraint to women's empowerment is an important issue, however, in developing countries, it should be addressed with consideration to the need for empowerment of groups as a whole, specifically, rural families living in poverty, in order to build sustainable gender balance and equity. Empowered women can equip the next generation with confidence, high self-esteem, psychological stability and the strength needed to face life challenges. An empowered woman will build humans who believe in themselves and are reasonably independent and able to make the right choices and decisions without fear or favour, thereby building a society with reduced vulnerability.

Methodology

Research design and sampling

A cross-sectional research design was adopted as appropriate for this pilot survey study which focused on males and females across age (men, women, male youth and female youth). Age is a critical factor that shapes how women and girls experience gender inequalities (Eerdewijk et al. 2017) within the highly homogenous rural community setting. The pilot survey was purposively conducted in Imo and Rivers States, Nigeria due to affordable logistic factors. Two ACGG project participating communities (one with the largest and one with the smallest average attendance of women at community innovation platforms) were purposively selected from each of the sampled states (Table 1).

Two gender-specific Focus Group Discussions (FGD), grouped by male and female, were conducted in each of the five sampled communities in the two states (Table 1). A pilot ACGG empowerment tool (a hybrid tool based on the International Livestock Research Institute's (ILRI) and KIT's empowerment tool developed during field visits for ACGG) was used as the FGD guide. The guide contains two sections: local understanding of empowerment and identifying local empowerment indications. The elicited information was analysed using the ATLAS.ti qualitative data analytical tool. The FGD conducted for each gender in each location of the study was transcribed into a separate Microsoft Word document. The documents generated were read through thoroughly and quotations providing answers to each section of the study were elicited. Codes (words or short phrases that summarised the meaning of similar quotations) were assigned to the quotations. The number of quotations summarised by each code was used as its frequency. The percentages assigned to each gender for each code was derived by calculating the percentage that the quotations from each of the genders accounted for in the total number of quotations for each code.

Table 1. The sampling framework for the pilot survey study

State	Senatorial district	Local government area	Village communities	Number of FGD
Imo	Owerri	Ngor-Okpala	Chokoneze	2
	Okigwe	Onuimo	Okwelle	2
Rivers	Rivers Southeast	Oyigbo	Bane	2
	Rivers West	Ahoada	Joinkrama I	2
	Rivers West	Ahoada	Akieoniso/Joinkrama II	2

Study conceptual model

Empowerment of women smallholder poultry farmers is the central goal of the ACGG project. Hence, the women's and girls' empowerment model developed by Eerdewijk et al. (2017) provides the conceptual framework for this pilot study. According to the model, "Empowerment of women and girls is the expansion of choice and strengthening of voice through the transformation of power relations, so women and girls have more control over their lives and futures; it is both a process and an outcome" (Eerdewijk et al. 2017:13).

Elements of women's empowerment include:

1. Women's expansion of choice means the ability of women to make and influence choices that affects their lives and future; indicators are:

- i. expanding repertoire of options and opportunities to choose from;
 - ii. imagining possible choices that were previously unimaginable; and
 - iii. transforming choices into actions and outcomes.
2. Strengthening of women's and girls' voices concerns the capacity of women and girls to speak up and be heard and to shape and share in discussions and decisions in public and private domains that affect their lives and future; indicators are:
- i. establishing a presence and participating in negotiating with and influencing decision-making processes in household, community, market and state arenas;
 - ii. enabling women and girls to voice their demand for change, through leadership and collective organizing, to pursue the interests and needs of women and girls.
3. Power relation: activeness and effectiveness of choice and strength of voice of an individual are determined by the position and condition of such individual in a power relation.

The main tools of women's and girls' empowerment are resources and space. Spatial dimensions include agency (leadership, decision-making and group participation) and institutions (family, household, community, education, market, religious and policy). There are no blueprints for empowerment and pathways towards it can have different entry points, using different types of resources, engaging with different expressions of agency or challenging different aspects or arenas of institutional structures (Eerdewijk et al. 2017).

Furthermore, Eerdewijk et al. (2017) summarize the key ways empowerment is understood in academic and practitioner thinking as follows:

- i. **Empowerment as the expansion of women's abilities to make and influence choices that affect their lives.** Expanding choice comes from realized tangible and intangible resources and women's agency (the ability to define one's goals and act upon them). These translate into outcomes.
- ii. **Empowerment as a process of transformative changes that is dynamic, iterative, and non-linear.** Change occurs at multiple levels and across different dimensions. It is about the link between individual change and systemic change—in norms, attitudes, power relations—of social institutions (state, market, households).
- iii. **Empowerment is about redistributing power between individuals or groups.** Empowerment engages with 'power over' (ability to control others) as well as 'power to' (to do something), 'power within' (self-esteem, dignity, self-respect) and 'power with' (from solidarity, collective action, mutual support).
- iv. **Empowerment as context-specific and driven by women themselves.** This means that women themselves, rather than other people or experts, have a voice in and direct the change they desire and how to get there. It is about expanding women's choice to live their desired life; not defining what choices they should be making.

Summarily, the model presents empowerment as transformative in three main ways:

- 1. Transforming power relations to strengthen the choice and voice of women and girls; this entails a redistribution of resources and a shift in institutional structures;
- 2. Transforming the ways in which women and girls express power; this entails the strengthening of agency in expanded choice and voice; and
- 3. Transforming the way we think about social change. Empowerment is not about replacing one form of power or domination with another.

Results and discussion

Introduction

The results are presented and discussed under two sections: local understanding of empowerment and local empowerment indicators.

Section 1: Local understanding of empowerment

Gender disaggregation of the definition of empowerment across the states

Results in Figure 1 show that receiving assistance, having access to funds when needed, making ends meet, increased finances and knowledge, ability to solve problems, productivity, human development (long term outputs of development activities in the social and economic dimensions of peoples' lives), knowledge impartation, being responsible in the community, mentorship and positive change (experiencing a buoyant and pleasant socio-economic situation and conditions after an experience of poor level of living) were the definitions given to empowerment by men in Imo State. Imo women saw empowerment as building potentials. Results in Figure 2 show that receiving assistance and human development was a common definition given to empowerment by both male and females in Rivers State; authority, knowledge impartation and goal realization were the particular definitions given to empowerment by Rivers males while females in Rivers saw empowerment as being able to make ends meet, increase in finances and knowledge, and receiving ACGG chickens.

Results in Table 2 show that receiving assistance (15 quotations) was the most prominent definition of empowerment and this was agreed upon by both male and female groups in the study area. These are some of the direct quotations common to both male and female respondents:

Empowerment means help from individual or government to move on in your endeavour.

Empowerment is an assistance given to an individual in order to achieve his or her life expectations or goals. It can be financially, materially or through skill acquisition.

Empowerment is an improvement in a person's life through certain assistance given to such person and this reflects in the person's family life.

When someone is empowered it means the person is financially supported or materially supported.

A situation where someone can open a small petty trade for me. As I am old, I can't do tedious work, but ACGG chicken will also be of help to me.

If I can get support for my small business to make it big then I am empowered.

...any group or government can come to your rescue in terms of financial assistance. Empowerment is when you give someone money or advice.

Empowerment is help rendered to a person to make progress.

*Empowerment is the assistance from somebody for you to attain the stage you want to be.
Empowerment is a form of help.*

Empowerment means aids or assistance given to somebody for future achievement.

When somebody helps you to develop then you are empowered.

Empowerment is a way of helping somebody from an idle state to a working stage in order to help the person achieve a living.

Empowerment is to help somebody to realize his goal.

When somebody helps you to develop then you are empowered.

Empowerment is a way of helping somebody from an idle state to a working stage in order to help the person achieve a living.

Results in Figure 3 show that apart from receiving assistance, human development (*"Empowerment means human development. It means developing somebody through skill acquisition in order to solve his or her personal problems or that of the environment by passing such skills to others"*); *"Empowered person is someone who you can look up to teaching you to success"*; *"When somebody helps you to develop then you are empowered"*; and *"Empowerment is a way of helping somebody from an idle state to a working stage in order to help the person achieve a living"*); making ends meet (*"He is able to meet the needs of his family"*; *"He is able to meet the needs of his family, kinsmen"*; *"It has changed my life, from the sale of eggs and have been able to eat egg and give to my children"*; *"They lay eggs and I can get at least one crate a week. I was able to give my son money when he came home from school"*; and *"Someone who can meet up with the problem of his family and himself and can make ends meet"*); and increased finances and knowledge (*"It is an addition of vision or an increment in the person's life, whether financially, knowledge acquisition, exposure. Empowerment also means to increase the status quo of someone's life"*; *"Empowerment in its sense can be in cash, knowledge acquisition or in material things. In as much as you tell somebody what to do and the person does such and was able to see the dividends or gains from such things"*; and *"I get money from the sale of eggs"*) were also common definitions given to empowerment. Male groups (66.67%) more than female groups (33.3%) equated empowerment with receiving assistance; equal percentages of male and female groups (50%) viewed empowerment as human development (this is from a general perspective and may represent the long-term positive impact of development efforts on men and women) and making ends meet while empowerment was defined as increased finances (this is different from access to funds or financing) and knowledge by more males (66.67%) than females (33.33%). To the males only, empowerment means productivity (*"A man is productive"* and *"When somebody is energetic to produce something"*), authority (*"Empowerment means authority"*), ability to solve problems (*"When someone is empowered he or she must have stopped thinking of a situation or problems he or she was facing as a result of empowerment"* and *"Someone who can meet up with the problem of his family and himself and can make ends meet"*), having access to funds when needed (*"He can get support such as funds to actualize his project"*; *"Empowerment is getting funds to support us"*; and *"Empowerment is the help I need to move my business forward in terms of funding"*), being responsible in the community (*"He is responsible in the community"*), positive change in health (*"Empowerment can also change someone's health from being unhealthy to a healthy individual once given the support to go to a hospital for treatment"*), mentorship (*"Empowerment means advice given to a person in terms of moral support as a mentor. When you are under somebody learning something for about five years and the person tells you how to start your own"*) and knowledge impartation (*"Empowerment is an equipment to equip human beings in the knowledge of what they do not know so that they can know something better than they were doing in the past"*). ACGG chickens (*"My view of empowerment is to get ACGG chicken"*) and building potentials (*"It is a process of helping someone to help others"* and *"Training somebody to train others"*) were the only two definitions of empowerment peculiar to only female groups in the study area.

The above results imply that both males and females in the study area saw empowerment as receiving assistance in the form of financial support, advice or any other kind of assistance from an individual, group or the government to develop their human capabilities and enable them to make ends meet and realize their goals in life. Both males and females also see empowerment as anything that can increase their knowledge and translate to an increase in their income. The other definitions given to empowerment by the men are diverse, ranging from productivity to goal realization (*"Empowerment is to help somebody to actualize his goal"*), authority, ability to solve problems, access to funds when needed, being responsible in the community, positive change, knowledge impartation and mentorship. Females specifically emphasized "ACGG chickens" as a means through which their potentials can be built, i.e. they are helped and trained so that they can help and train others. This finding corresponds to the findings of Lombardini et al. (2017) and the Independent Evaluation Group (2016) that empowerment is a context specific, multidimensional concept which has different interpretations. The finding also corresponds with Rahman's (2013) view that empowerment is a process of building potentials. It is also in consonance with the view of Sen and Grown (1987) that empowerment has requisites, which include resources (finances, knowledge and technology) and skills.

Figure 1. Definition of empowerment in Imo State

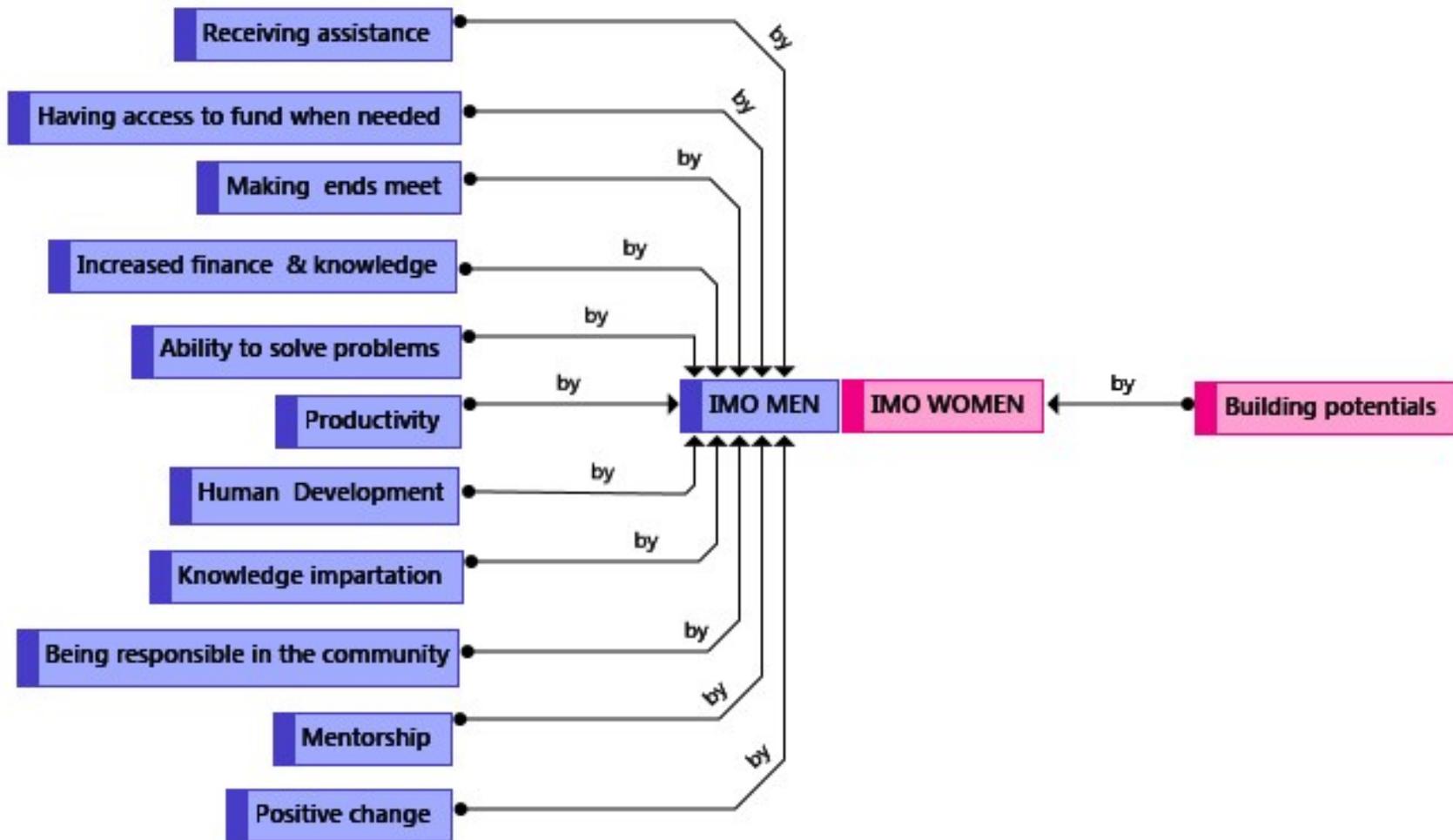


Figure 2. Definition of empowerment in Rivers State

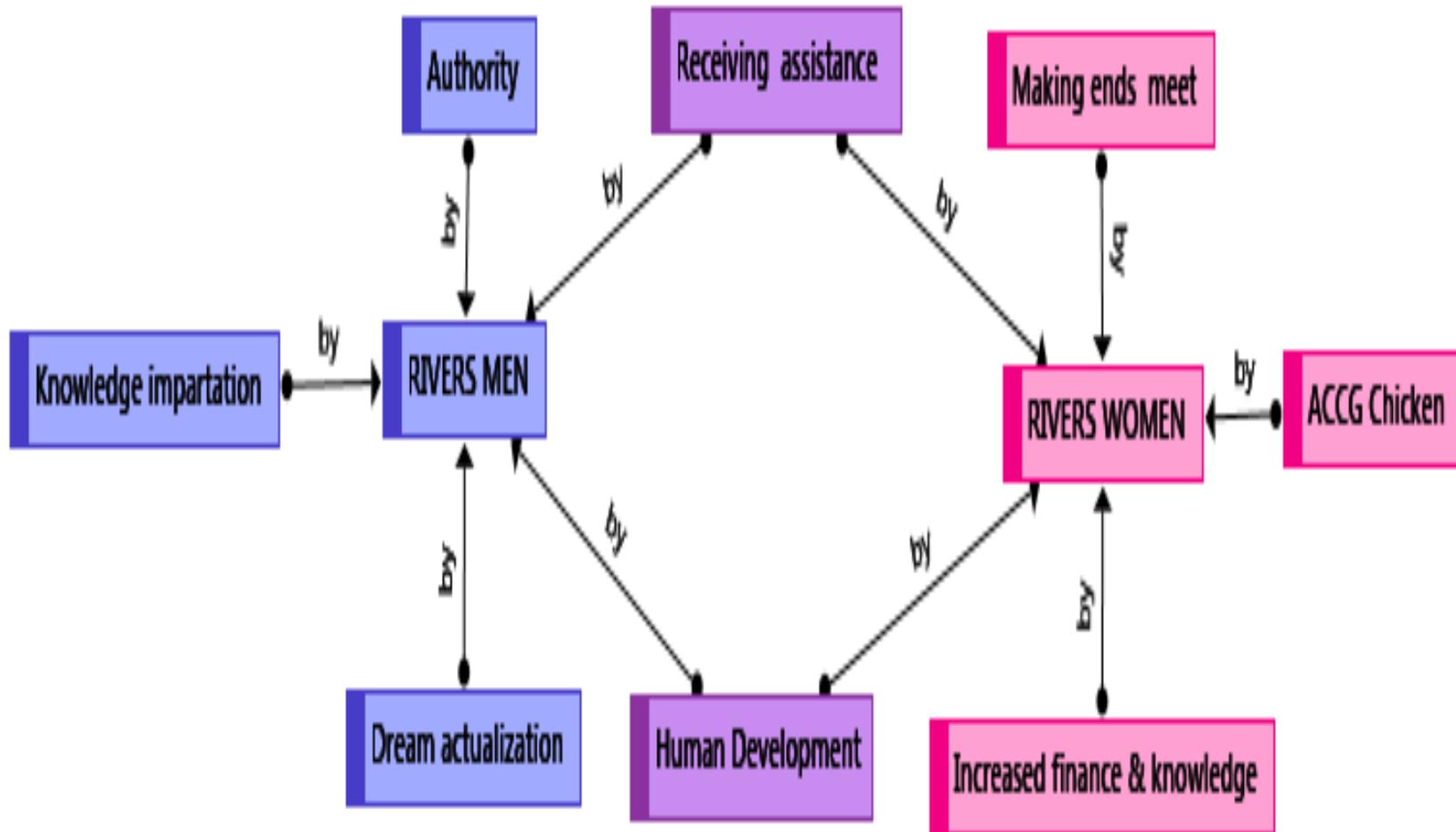
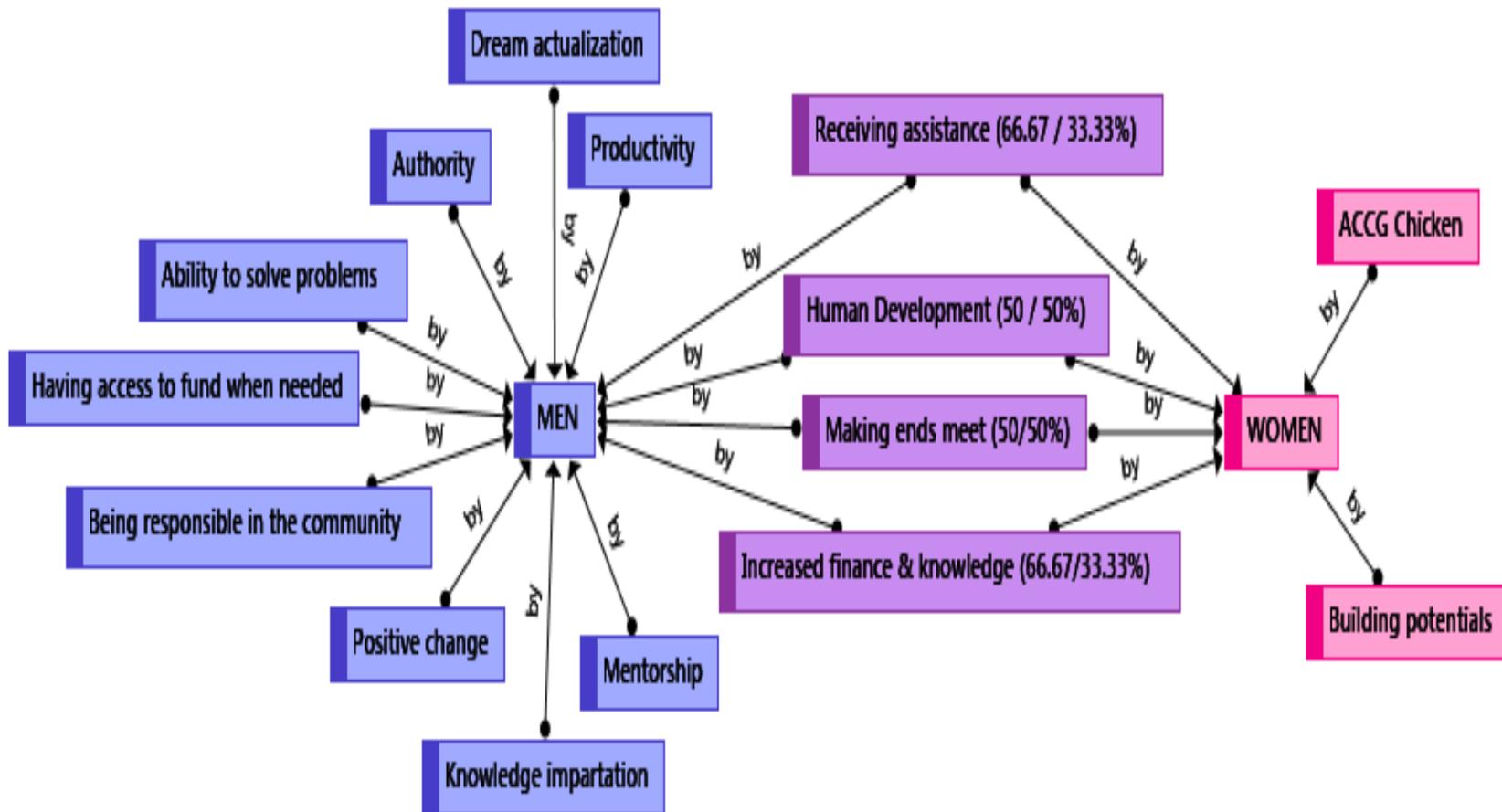


Table 2. Overall distribution of the definition of empowerment in gender groups

Definition	Men's groups		Women's groups		Total
	Freq.	%	Freq.	%	
1. Receiving assistance	10	66.67	5	33.33	15
2. Human development	2	50.00	2	50.00	4
3. Making ends meet	2	50.00	2	50.00	4
4. Having access to funds when needed	3	100.00	0	0	3
5. Increased finances and knowledge	2	66.67	1	33.33	3
6. Ability to solve problems	2	100.00	0	0	2
7. Building potentials	0	0	2	100.00	2
8. Knowledge impartation	2	100.00	0	0	2
9. Productivity	2	100.00	0	0	2
10. ACGG chickens	0	0	1	100.00	1
11. Authority	1	100.00	0	0	1
12. Being responsible in the community	1	100.00	0	0	1
13. Goal realization	1	100.00	0	0	1
14. Mentorship	1	100.00	0	0	1
15. Positive change in health	1	100.00	0	0	1

Figure 3. Overall definition of empowerment in gender groups



Gender disaggregation of the features of an empowered man across the study area

The results in Figure 4 show that in Imo State, helping others, caring for the family and happiness were seen by both males and females as features of an empowered man. Ability to solve immediate problems, business expansion, positive attitudinal change, good health and improved farm practices were seen by only males as the features of an empowered man while females saw good living standard as another feature of an empowered man in Imo State.

The results in Figure 5 show that while the males in Rivers State expressed that features of an empowered man are good health, helping others, positive attitudinal change, good living standard and financial buoyancy, females viewed an empowered man as one who experiences business expansion.

The results in Table 3 show that business expansion (five quotations: *“Empowerment is when one is given 20 chickens and manage it up to 80–100 in one year”*; *“Increment in the size of a business”*; *“When I have a shop and it is increasing everyday with many things”*; *“If two people were selling things with umbrellas and one eventually got a container. I am sure you will prefer to buy things from the person with container and that is the difference”*; and *“Increase in business”*), good living standard (five quotations: *“Everything comes easy for you”*; *“Standard of living differentiates an empowered man from a man that is not empowered”*; *“An empowered man has a source of income while a man that is not empowered does not have something to rely on as a source of living”*; *“A change from poverty status to an improvement of standard of living of a man shows that the man has been empowered”*; and *“He will have the basic necessities of life.”*) and positive attitudinal change (*“When a group of boys are used to smoking and driving and you suddenly observe that two of them stop doing these but always go out [with] money and return back home later, you will know that such boys must have been empowered by their uncles or somebody”*; *“When someone is empowered his reasoning will be positive and contributing positively to the development of the society”*; *“He looks responsible and generous”*; *“Kind in character”*; and *“Change of character and health because he thinks less of the problems he has.”*) were the most quoted features of an empowered man. Results in Figure 6 show that while males had much to say about the features of an empowered man, the females said little regarding male empowerment. Both males and females expressed five common features of an empowered man. These were business expansion, good living standard, happiness (*“He will be happy”*; *“Happier than a man that is not empowered”*; *“The happier has been empowered”*; and *“If I am prosperous, I will be happy.”*), helping others (*“He will be extending his good life to others. He will be able to sort out problems for others”*; *“A successful chicken producer is someone who can help others in the community”*; *“He is capable of rendering help to the young ones. Helping people to grow to certain stage”*; and *“An empowered person can employ others to work under him having been empowered.”*) and caring for the family (*“Take care of my immediate family”*; *“A man who can take care of his wife”*; and *“A man who can educate his children.”*). Positive attitudinal change, financial buoyancy (*“He is financially buoyant and has properties”*; *“Changed like standing on his own”*; *“The person will be seen to have money”*; and *“Empowered because he lives buoyantly.”*), improved farm practices (*“Maintain his farm very well”*; *“Difference in how the office is equipped”*; *“...change or improvement in the operation of a woman you can then say that woman has been empowered.”*), ability to solve immediate problems (*“Able to solve immediate family problem”* and *“You will know one who is empowered by seeing him solving his immediate problem.”*) and good health (*“An empowered man looks good looking and healthy”* and *“Change of character, health because he thinks less of the problems he has.”*) were views of males only.

These results imply that both males and females agree that an empowered man is one whose business is expanding, has a good living standard, is happy, helps others and cares for his family.

It is noteworthy that both males and females agree that an empowered man is one who helps others. According to Rahman (2013:9), “Individuals are empowered when they are able to maximize the opportunities available to them

without constraints". In maximizing opportunities, the opportunity is not only used to meet one's needs and achieve one's goals but also in extending such opportunities to others so that they too can meet their needs, realize their goals and still help others. An empowered man is therefore not only known by his wealth or success but also how much he is able to empower others to maximize opportunities.

Figure 4. Features of an empowered man in Imo State

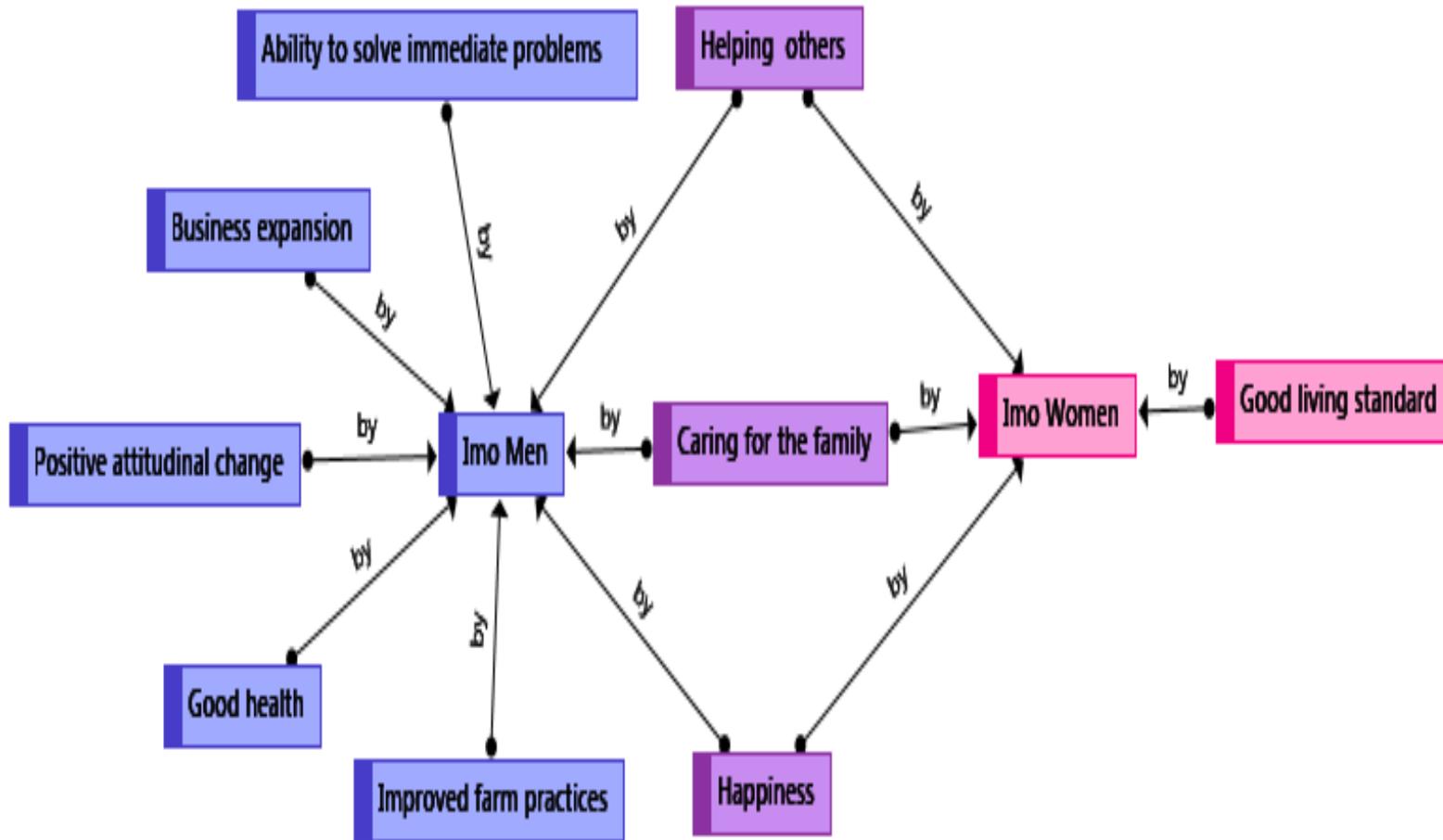


Figure 5. Features of an empowered man in Rivers State

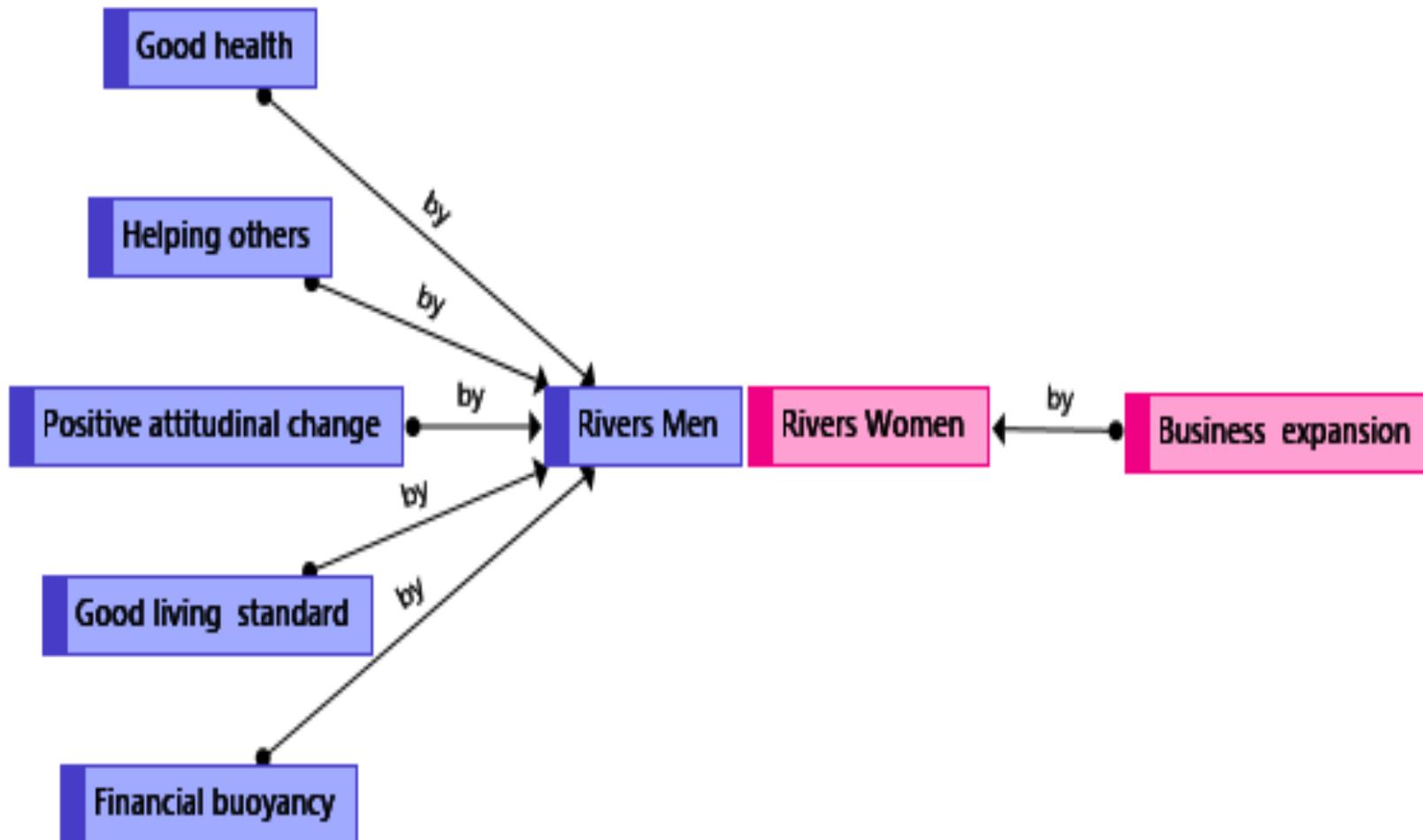
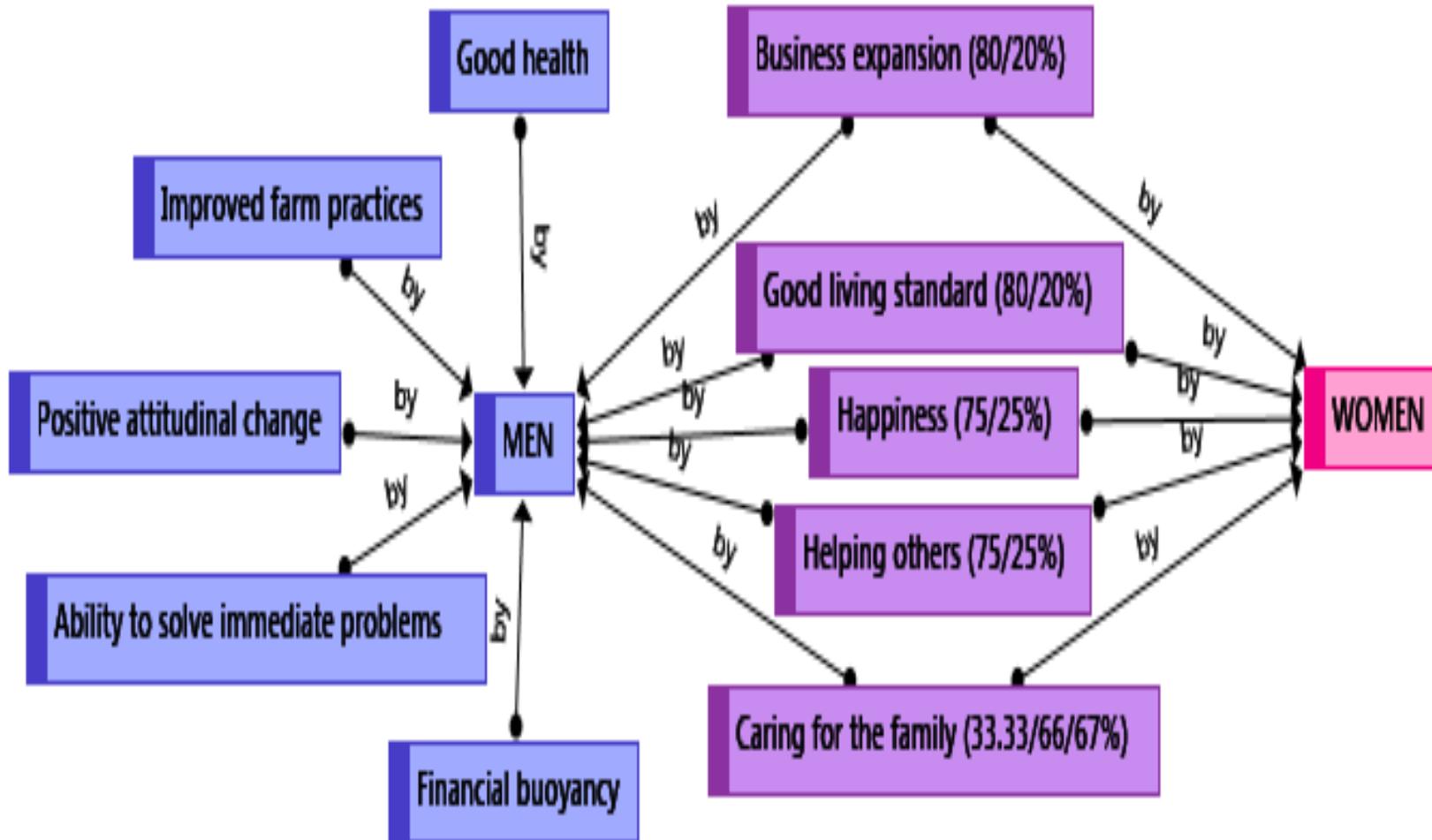


Table 3. Overall distribution of the features of an empowered man in gender groups

Features	Men's groups		Women's groups		Total
	Freq.	%	Freq.	%	
Business expansion	4	80.00	1	20.00	5
Good living standard	4	80.00	1	20.00	5
Positive attitudinal change	5	100.00	0	0	5
Financial buoyancy	4	100.00	0	0	4
Happiness	3	75.00	1	25.00	4
Helping others	3	75.00	1	25.00	4
Caring for the family	1	33.33	2	66.67	3
Improved farm practices	3	100.00	0	0	3
Ability to solve immediate problems	2	100.00	0	0	2
Good health	2	100.00	0	0	2

Figure 6. Overall Features of an empowered man in gender groups



Gender disaggregation of the features of an empowered woman across the states

The results in Figure 7 show that the males in Imo viewed the features of an empowered woman as happiness (*"The happier woman has been empowered."*), improved practices (*"A change or improvement in the operation of a woman."* and *"An empowered woman must have acquired skills."*) and business expansion while the females mentioned self-reliance (*"Self-reliance in finance, providing feed at the right time e.g. chicken egg"*; *"Educate her children and able to feed her children without her husband"*; and *"An empowered woman does not totally rely on her husband."*) as the features of an empowered woman. In Rivers State, as shown by the results in Figure 8, both males and females mentioned that assisting others, business expansion, self-reliance, financial buoyancy and good appearance were features of an empowered woman; the females isolated supporting the spouse, caring for the family and good character as the features of an empowered woman. The males isolated improved practices as the feature of an empowered woman. The results in Table 4 show that business expansion (five quotations: *"Increment in the size of a woman's business means empowerment"*; *"When I have a shop and it is increasing everyday with many things"*; *"If two women were selling things with umbrellas and one eventually got a container"*; *"Increase in business"*; and *"An empowered woman is one who has increased in her production process."*) and good character (five quotations: *"Respectful"*; *"A woman who respects herself in her family and community is empowered"*; *"Good character"*; *"The character of the woman, the way she talks"*; and *"She's humble and doesn't talk too much."*) were the most quoted feature of an empowered woman. It is noteworthy to state that while more males (four) than females (one) gave answers that implied business expansion as a feature of an empowered woman, the females (five) isolated good character as the feature of an empowered woman. This implies that males value business as an indicator of empowerment, while females associated character with an empowered woman.

The results in Figure 9 show that both males and females agreed that business expansion, assisting others (*"Money inside the woman's bag to help others"*; *"How she helps others with advice and financial support"*; *"Having positive influence on other women"*; and *"She pass[es] on to others to also stand on their own."*), financial buoyancy (*"Empowered woman is able to afford anything she wants anytime, she won't lack"*; *"Money: with money she can do whatever she wants"*; and *"An empowered woman donates money to carry out programs in the community"*), good appearance (*"Dressing—Appearance and dressing, clothes, earrings, shoes, wrist watch"*; *"Her dressing and look also shows she is empowered"*; and *"An empowered person looks good."*) and self-reliance were features of an empowered woman. The men isolated happiness and improved practices as features of an empowered woman while the females stated that supporting the spouse (*"She must be supportive of her husband"*), good character and caring for the family (*"She takes care of her family, her children and herself"*; and *"Educate her children and able to feed her children without her husband."*) were the features of an empowered woman. These results imply that an empowered woman is self-reliant, financially buoyant, takes care of her appearance, has an expanding business and helps others who need assistance. Notably, apart from these common features, the women believed that a woman who is empowered must have a good character, be supportive of her spouse and must take care of her family. This implies that females believe that the family and good behaviour are essential before any woman can be regarded as empowered. Also, the issue of assisting others was believed by both males and females to be a feature of an empowered woman. Strengthening the choice and voice of women and girls should not restrict the rights of others or reproduce hierarchies and inequalities (Batliwala 1993, 2013; Luttrell and Quiroz 2009) but rather complement one another; gender equality is not synonymous to gender competition but gender cooperation with justice.

Figure 7. Features of an empowered woman in Imo State

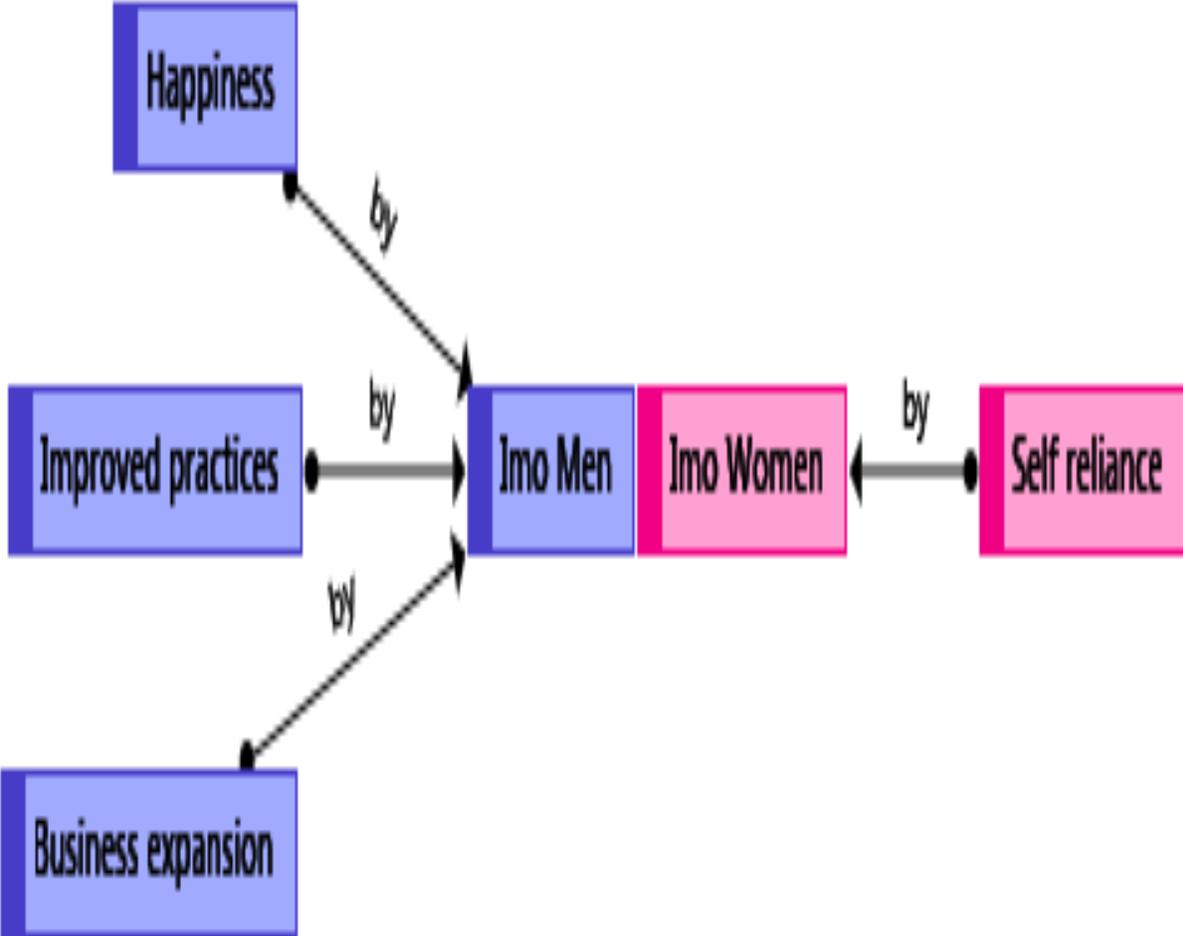


Figure 8. Features of an empowered woman in Rivers State

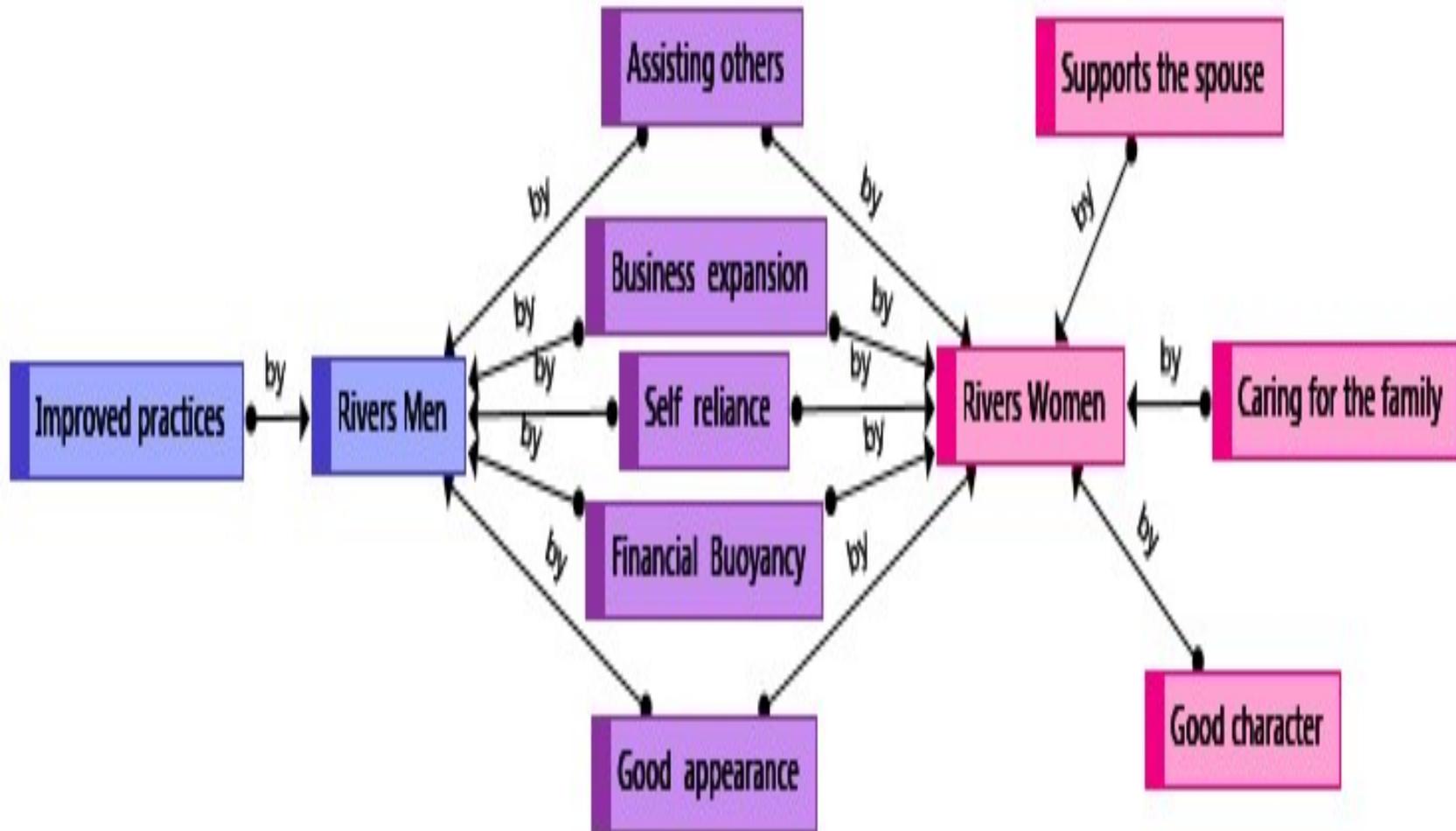
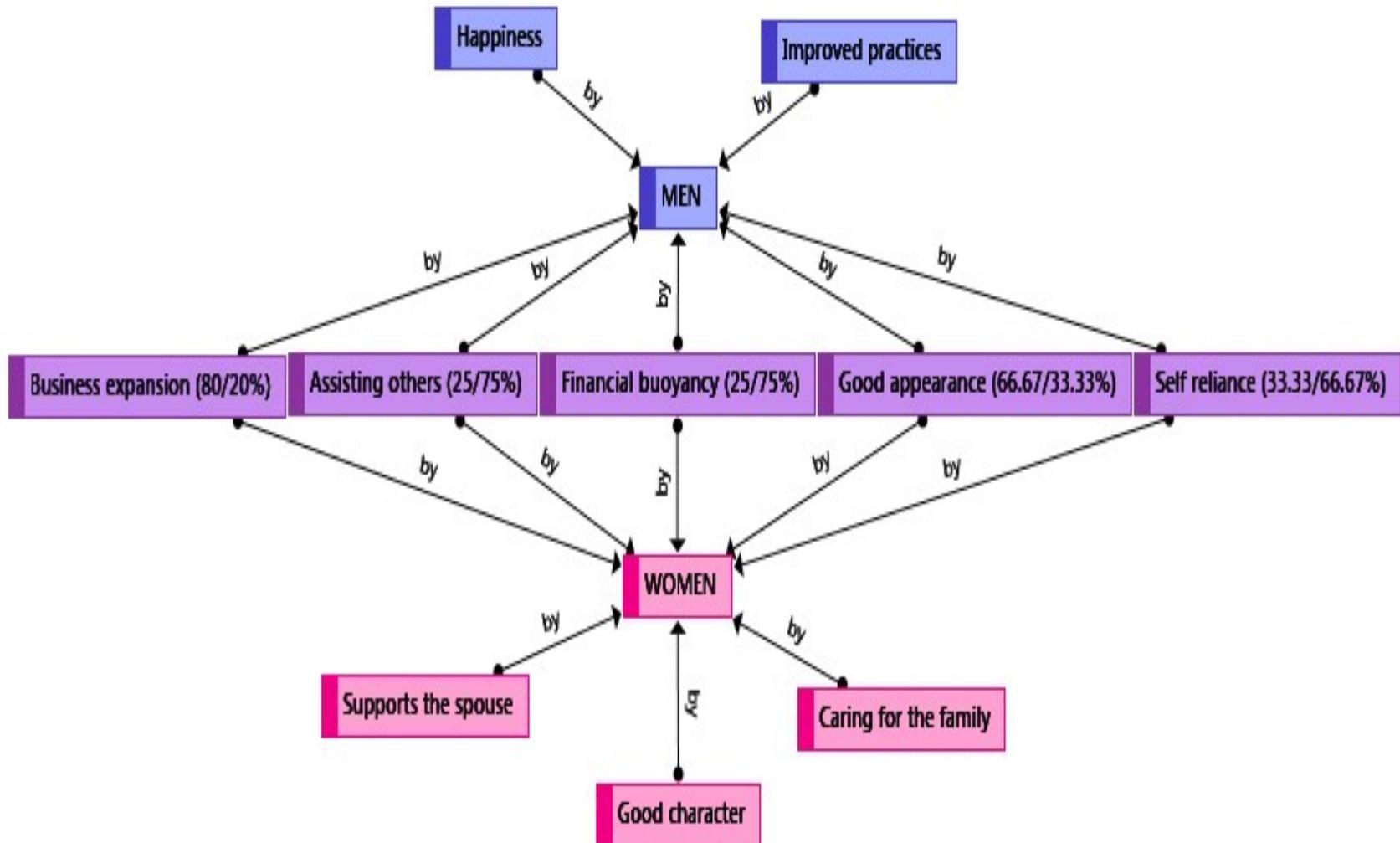


Table 4. Overall distribution of the features of an empowered woman in gender groups

Features	Men's groups		Women's groups		Total
	Freq.	%	Freq.	%	
Business expansion	4	80.00	1	20.00	5
Good character	0	0	5	100.00	5
Assisting others	1	25.00	3	75.00	4
Financial buoyancy	1	25.00	3	75.00	4
Good appearance	2	66.67	1	33.33	3
Self-reliance	1	33.33	2	66.67	3
Caring for the family	0	0	2	100.00	2
Improved practices	2	100.00	0	0	2
Happiness	1	100.00	0	0	1
Supports the spouse	0	0	1	100.00	1

Figure 9. Overall features of an empowered woman in gender groups



Gender disaggregation of the constraints to empowerment across the states

As shown in the results in Figure 10, both males and females in Imo State agree that lack of funds was a major constraint to empowerment. Only the men in Imo recognized ignorance, politics, corruption and insufficient materials as constraints to empowerment. The women recognized laziness, low educational level, culture and gender discrimination as constraints to empowerment. In Rivers State, as reported in Figure 11, women agree that culture, gender discrimination, ignorance, lack of planning, lack of funds, laziness and carelessness as constraints to empowerment. Rivers State men submitted lack of respect as a constraint to empowerment, while women indicated that low educational level, motherhood constraints, sickness, theft, shame, and lack of help were constraints to empowerment.

Based on the results presented in Table 5, it is observed that lack of funds (12 quotations: *“Poverty is one of the constraints to achieving one’s goal”*; *“Debt”*; *“Lack of food or money also prevents”*; *“Money to start up business”*; *“Lack of money is also an obstacle”*; *“Lack of money (hardship)”*; *“Finance or money hinder somebody from being empowered”*; *“Money is an obstacle to empowerment in many ways”*; *“Obstacles of finance”*; *“They don’t release funds they are supposed to release especially those who are in power”*; *“Financial constraints”* and *“Inadequate money to purchase drugs and feed for the chickens.”*) stood out as the most prominent constraints to empowerment. This constraint is equally agreed upon by both males (50%) and females (50%) in the study area. This constraint is followed by culture and gender discrimination (*“Cultural background of the family affects women in achieving their goals”*; *“Some men don’t allow their wives to work”*; *“Some husbands are obstacles; they won’t allow her to work or get empowered”*; *“There is cultural restriction to being empowered”*; *“When the husband does not support the woman she may not be empowered”*; *“When the men overshadow the women, they may be silenced by the men thereby preventing them from being empowered”*; and *“A woman does not make decision[s] without the notice of the husband.”*) and laziness (*“Laziness also contributes to failure to achieve one’s goal”*; *“Laziness: A lazy woman can’t be empowered”*; *“Laziness”*; *“Laziness: Any woman who is lazy will not be able to provide food for her family”*; and *“Laziness is also part of the things that can prevent the women from being empowered.”*). These were agreed upon by both males and females as constraints to empowerment, although females specifically noted culture and gender discrimination and laziness in their comments (71.43%) more frequently than males (57.14%).

Other constraints agreed upon by both genders are carelessness (*“Carelessness”*; *“When an opportunity is carelessly handled it may become an obstacle to empowerment”*; *“Lack of interest can be an obstacle to a woman’s empowerment”*; *“Failure to seize opportunity at the right time can hinder a woman’s empowerment”*; and *“Mismanagement is one of the obstacles to empowerment on the part of women.”*), ignorance (*“Ignorance also prevents”*; *“Lack of information can hinder empowerment when some people are side lined”*; *“Ignorance is another obstacle to empowerment. When the knowledge is lacking”*; and *“Lack of knowledge.”*), and lack of planning (*“When you don’t have plans, aims and objectives for life”*; and *“Lack of savings and planning can affect women’s empowerment.”*). Politics and corruption (*“The people that are supposed to be trained for empowerment are not empowered. This is because people influence things”*; *“Politics affect empowerment”*; *“Politics of the day”*; *“Funds for many people being diverted by one person for his own use”*), lack of respect (*“If the woman lacks respect she may not be empowered”*) and insufficient materials (*“Insufficient materials for training people can also affect empowerment”*; and *“Materials can also affect empowerment.”*) were constraints identified by males only while the females identified motherhood constraints (*“Breastfeeding woman”*; *“If a woman gives birth through surgery it might also be an obstacle”*), theft (*“Stealing by thieves. Some of our chickens are being stolen thereby not allowing us to rear our chicken[s].”*), and lack of help (*“Some people don’t get help to be empowered.”*), sickness, shame (*“Shame: some people feel ashamed to ask for help.”*), and low educational level (*“Lack of education to the higher level has also affected us from becoming rich enough to achieve our goals”*; and *“Education.”*) as the constraints to

empowerment. The above results imply that lack of funds is the greatest constraint to empowerment. Laziness, which is a state of not being ready to work even if the work is available, is also seen as a constraint.

Of note, the constraints particular to women are culture and gender discrimination and motherhood. It was observed by both male and female respondents that the culture of some families and some husbands that silence their wives and do not allow them to work are constraints to empowerment. This agrees with the view of Dandekar (1986), that the family structure, the limitation that this structure imposes on a woman and the ideological connotation of women in her society are some of the determinants of women's empowerment. It also aligns with the view of Schuler and Hashemi (1993) as cited by Rahman (2013) that traditional subordination of women impedes the ability to earn a living and a woman's decision-making power within the family. Furthermore, it is in consonance with the findings of Kaur et al. (2007) that unhealthy traditions and customs hinder women from being empowered. This may be a result of patriarchal societies in most developing nations like Nigeria. This constraint calls for great attention because the empowerment of a woman transcends her personal wellbeing to the wellbeing of the whole family. Other constraints identified by women as constraints to their empowerment are motherhood, breastfeeding and child delivery, especially through caesarean section.

Figure 10. Constraints to empowerment in Imo State

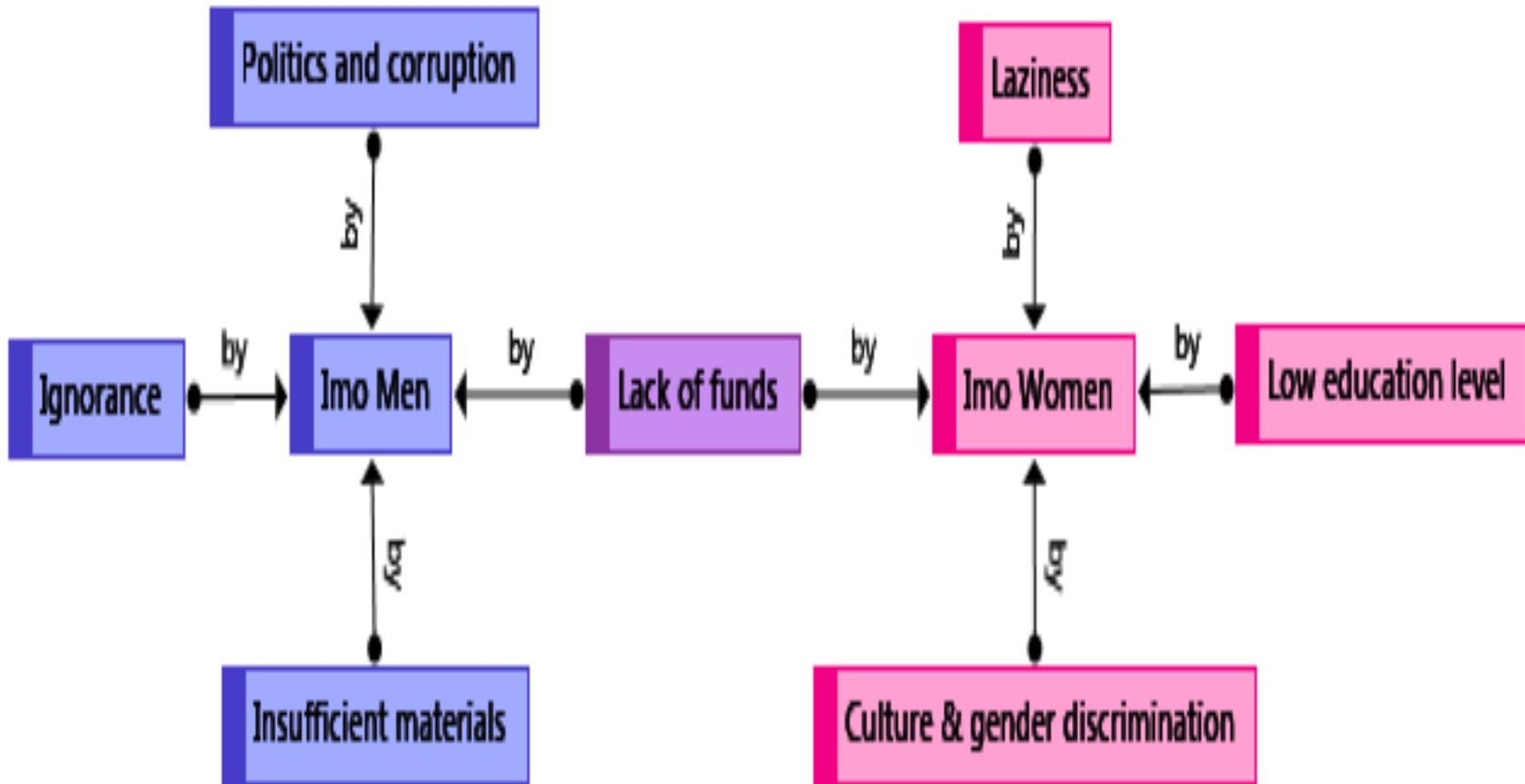


Figure 11. Constraints to empowerment in Rivers State

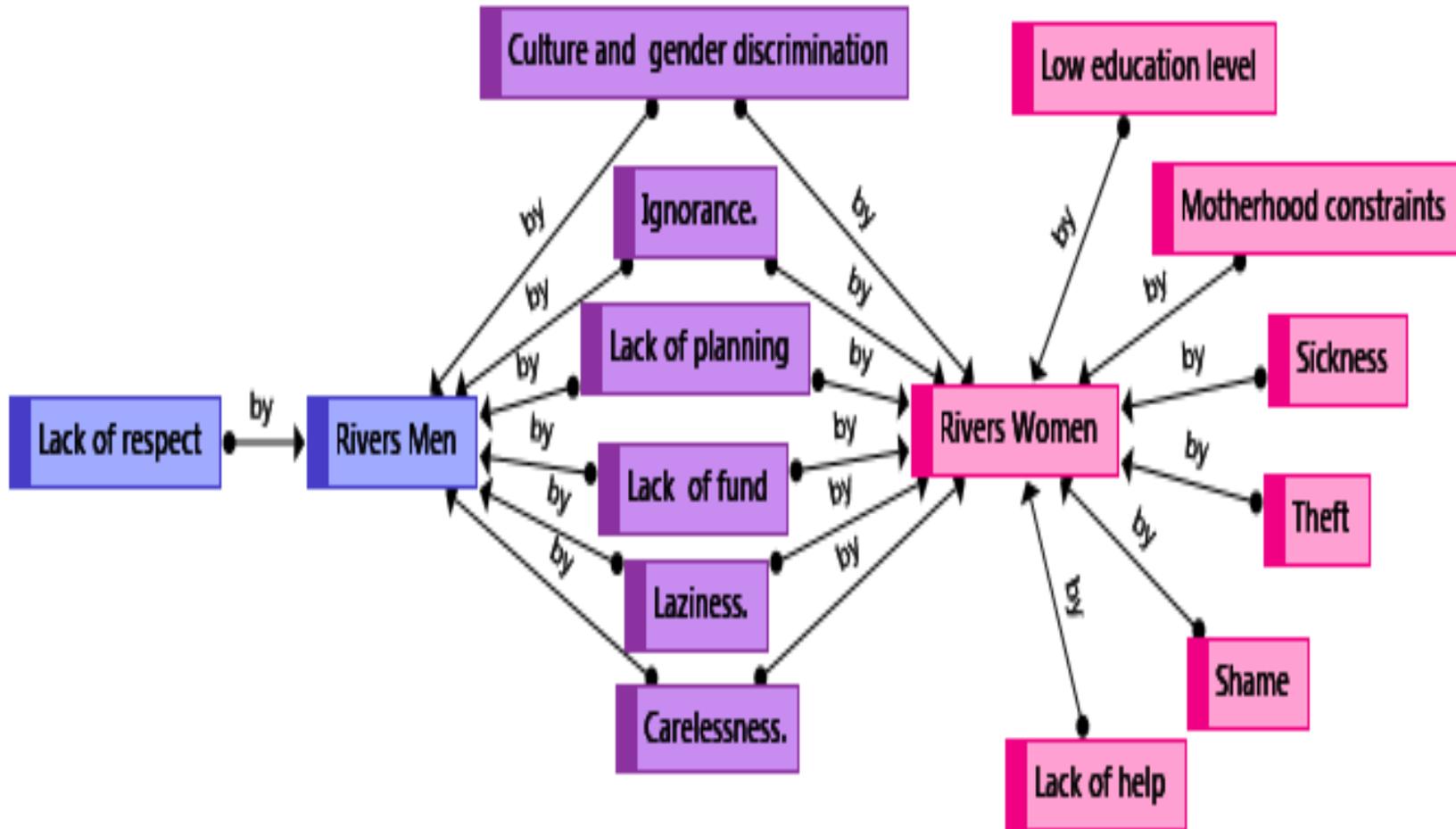
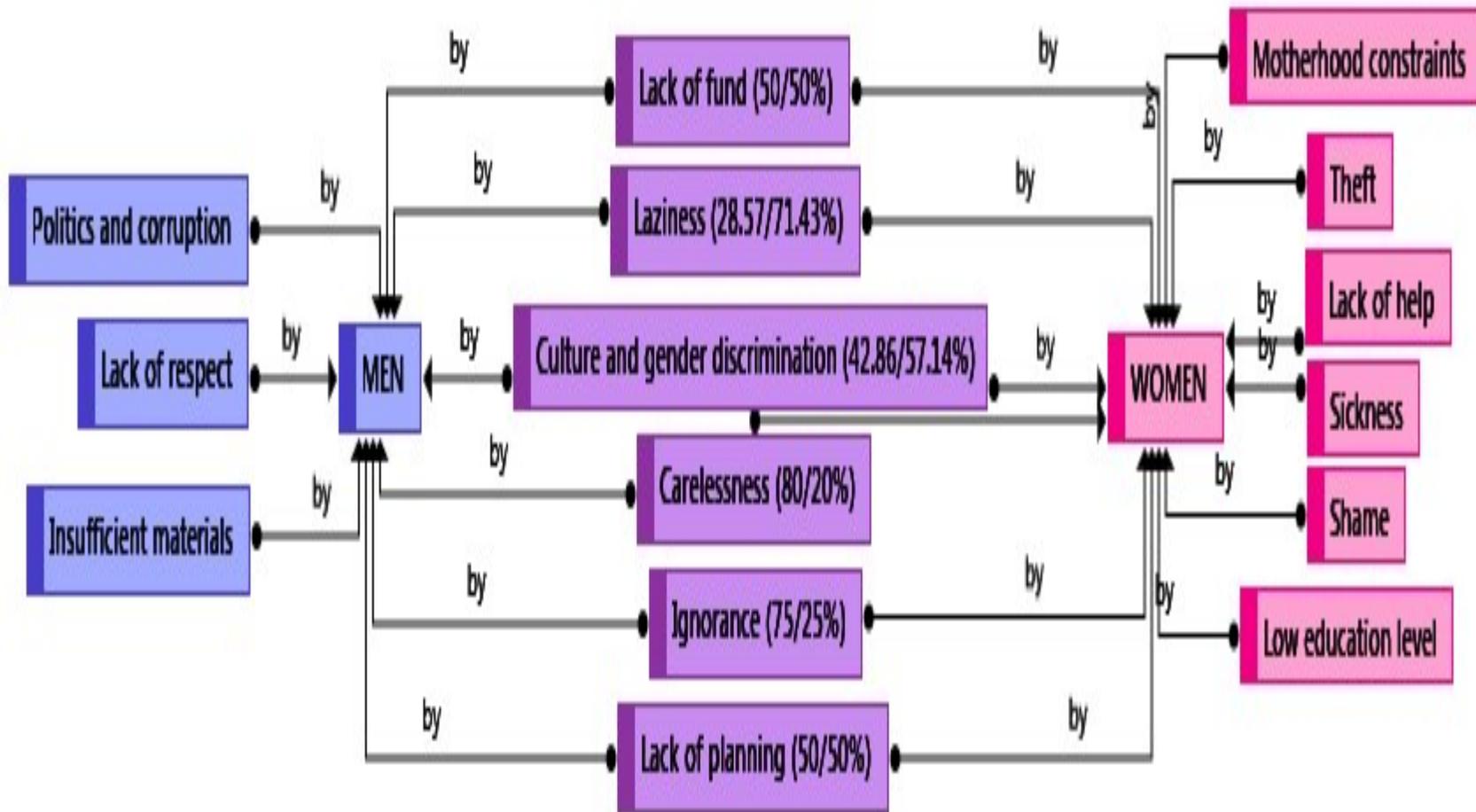


Table 5. Overall distribution of the constraints to empowerment in gender groups

Features	Men's groups		Women's groups		Total
	Freq.	%	Freq.	%	
Lack of funds	6	50.00	6	50.00	12
Culture and gender discrimination	3	42.86	4	57.14	7
Laziness	2	28.57	5	71.43	7
Carelessness	4	80.00	1	20.00	5
Ignorance	3	75.00	1	25.00	4
Politics and corruption	4	100.00	0	0.00	4
Insufficient materials	2	100.00	0	0.00	2
Lack of planning	1	50.00	1	50.00	2
Low educational level	0	0.00	2	100.00	2
Motherhood constraints	0	0.00	2	100.00	2
Sickness	0	0.00	2	100.00	2
Lack of help	0	0.00	1	100.00	1
Lack of respect	1	100.00	0	0.00	1
Shame	0	0.00	1	100.00	1
Theft	0	0.00	1	100.00	1

Figure 12: Overall challenges to women's empowerment in gender groups



Section 2: Local empowerment indicators

Local empowerment indicators were measured by the expectations/goals/visions of the poultry farmers as they participate in the ACGG project in the next 5–10 years.

Gender disaggregation of the poultry farmers' goals/visions for the next 5–10 years across the states

The results in Figure 13 show that both males and females in Imo State envision that in the next 5–10 years, they should have achieved business expansion, educated their children, built a house, care for the family and become well known for producing chicken. The men in Imo State had several goals; these include producing feed and providing enough chicken (for protein) at a low selling price, thereby preventing meat importation, and exporting chicken. They also envision making enough money to be financially independent, purchase cars, employ others and generally progress in life. The women in Imo State envision brooding chickens and being major distributors of eggs and chicken thereby earning more income and assisting others who need help within their communities. The results in Figure 14 show that both male and female respondents in River State have goals of diversifying their means of income, expand their business, becoming a major distributor of eggs and chickens and educate their children. However, in Rivers State, the males' goals are mainly to earn more money, improve their livelihoods and build their own personal houses while the goals of females are to produce poultry feed, purchase cars and employ others.

The results presented in Table 6 show that business expansion (15 quotations: *“Expanding the coast of this poultry business to benefit our community at large”*; *“To feed the entire Imo State with meat”*; *“Expand my business in poultry”*; *“Expand the size of the poultry”*; *expand my poultry production in the nearest future”*; *“I will like to have more and more chicken[s]”*; *“Be a big chicken producer”*; *“Enlarge my farm”*; *“I want to expand my business”*; *“I want to expand”*; *“I will increase production”*; *“I will increase the number so that I can become a big man through the sales of the chickens”*; *“To improve on my poultry business by expanding every year”*; *“I will like to increase from the little ones I have to a large-scale production”*; and *“500 birds from now to 5 years.”*) is the most prominent vision of the respondents and both males and females identify with the vision. This was closely followed by educating of the children (13 quotations: *“Educate up our children”*; *“Educate my children to the level of their choice”*; *“To educate my children”*; *“Educating the children”*; *“My goal is to educate them so that they will be useful to me in solving some family problems”*; *“I will use the proceeds to educate my children”*; *“To educate my children”*; *“I will use the proceed to educate my children”*; *“Will educate my children with it”*; *“To be able to use the proceeds to educate my children”*; *“Educate my children”*; *“I want to educate my children”*; and *“To educate my two children in school.”*) which was also agreed upon by both males and females in the study area. The results in Figure 15 show that other visions agreed upon by both genders are building a house (*“Able to build our own house”*; *“Build house”*; *“Building a house”*; *“Building a house for myself”*; and *“I want to have a new house.”*), earning money (*“If I have more I will be able to get money from them to help my family and friends in times of need, then I will help my children and community”*; *“I will sell them and use the money to do business and I can use the money to solve my family problems”*; *“The money I will make will be used for the community and motherless baby homes every 3–6 months”*; *“To have money”* and *“I can have more money”*), caring for the family (*“To put food on my table by making my family to be independent and live a good life”*; *“Give them good food and to make myself and family to be in good condition”*; *“To feed my family well”*; and *“Take care of my children and family at large.”*), distribution of chicken and eggs (*“Become a sole distributor of chickens and eggs”*; *“I want to build my egg business to a high level”*; *“To become a distributor of eggs”*; and *“I also want to continuously sell eggs.”*), diversification of business (*“I want to open another business from this business”*; *“I want to expand my cassava farm”*; *“new business”*; and *“To become a very big farmer not only in poultry”*); recognition (*“I want to be known for this poultry production in this community”*; and *“Known as a well-known special chicken producer.”*), employing others (*“I also want to employ others in the poultry business”*; *“To create empowerment by creating job[s] among the unemployed youths”*; *“I can*

employ more people”; and *“Empower more youths through poultry.”*), car purchase (*“Buy a car with this project”*; and *“I wish to have a car from this business.”*) and feed production (*“Go into feed production”* and *“I like to be selling chicken feed on a large scale.”*). Visions restricted to the male gender include caring for one’s self (*“Able to take care of our lives.”*), improved livelihood (*“I want to improve my livelihood and my way of living.”*), exporting (*“I want to be an exporter”*; and *“We want to export this chicken to other countries.”*), independence (*“Able to stand on our own.”*), progress in life (*“Climb to another level in my life.”*), significant reduction in importation of poultry-based products (*“To ensure that there will be no more importation of meat in this our country, so that we will be feeding the whole nation in Imo State.”*) and providing a cheap protein source (*“Reduce the cost of table egg to 10 naira.”*), while females’ visions include assisting others (*“Helping others around me”*) and brooding (*“I wish to be brooding”*; and *“I will like to be brooding the chickens.”*). This finding is consistent with the view of Young (1993) (as cited in Rahman 2013) that empowerment enables women to decide to assist one another. The diverse goals are consistent with having a comfortable standard of living that can benefit their children, community and country. The purpose of empowerment is to achieve these goals. Both male and female poultry farmers in the study area believe that if empowered with ACGG chickens, they would be able to achieve most of their goals in life. This disagrees with the statement that “human wants are insatiable” (Lebergott 1993 as cited in Witt 2001).

Figure 13. Chicken producer goals in Imo State

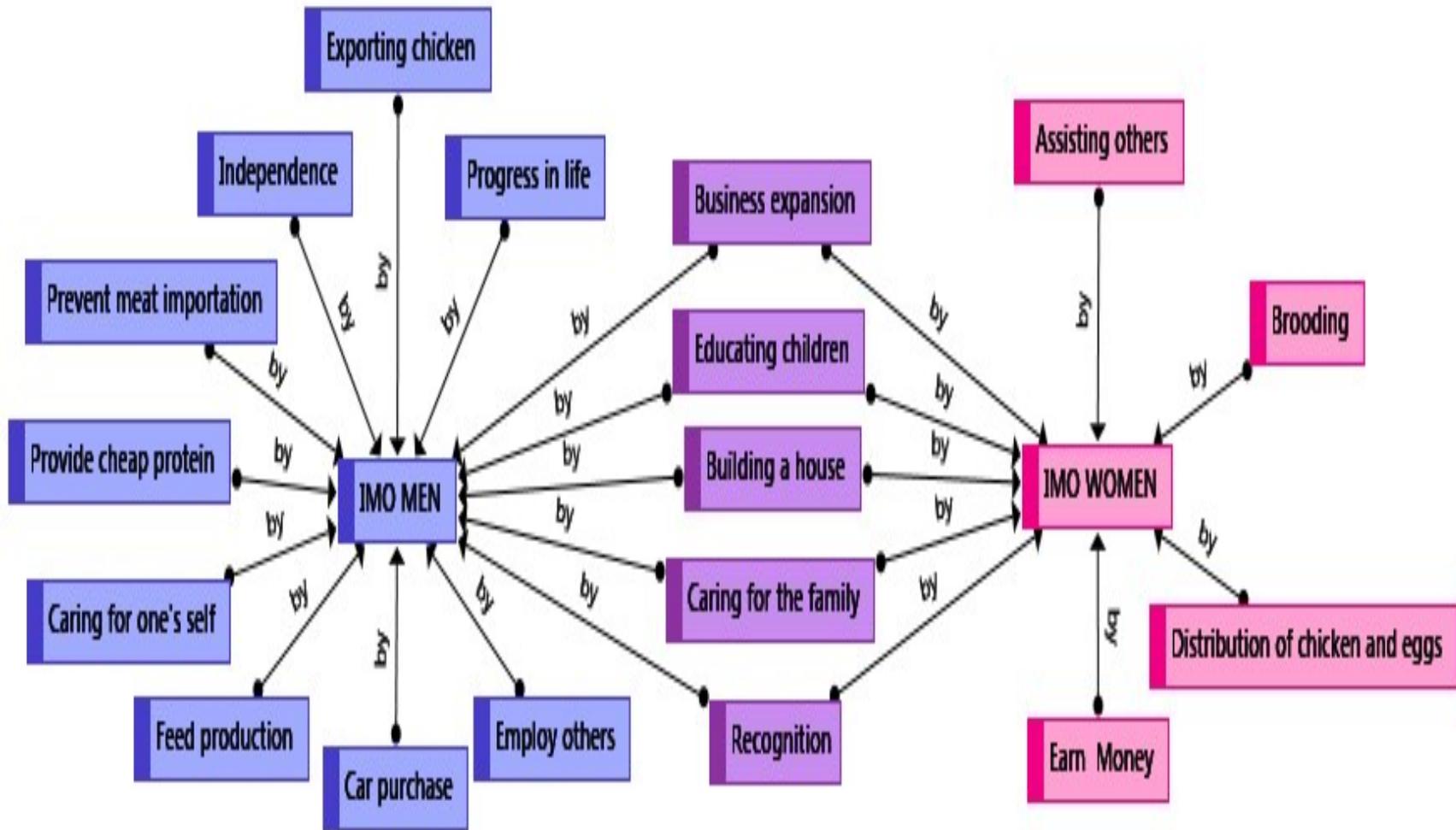


Figure 14. Chicken producer goals in Rivers State

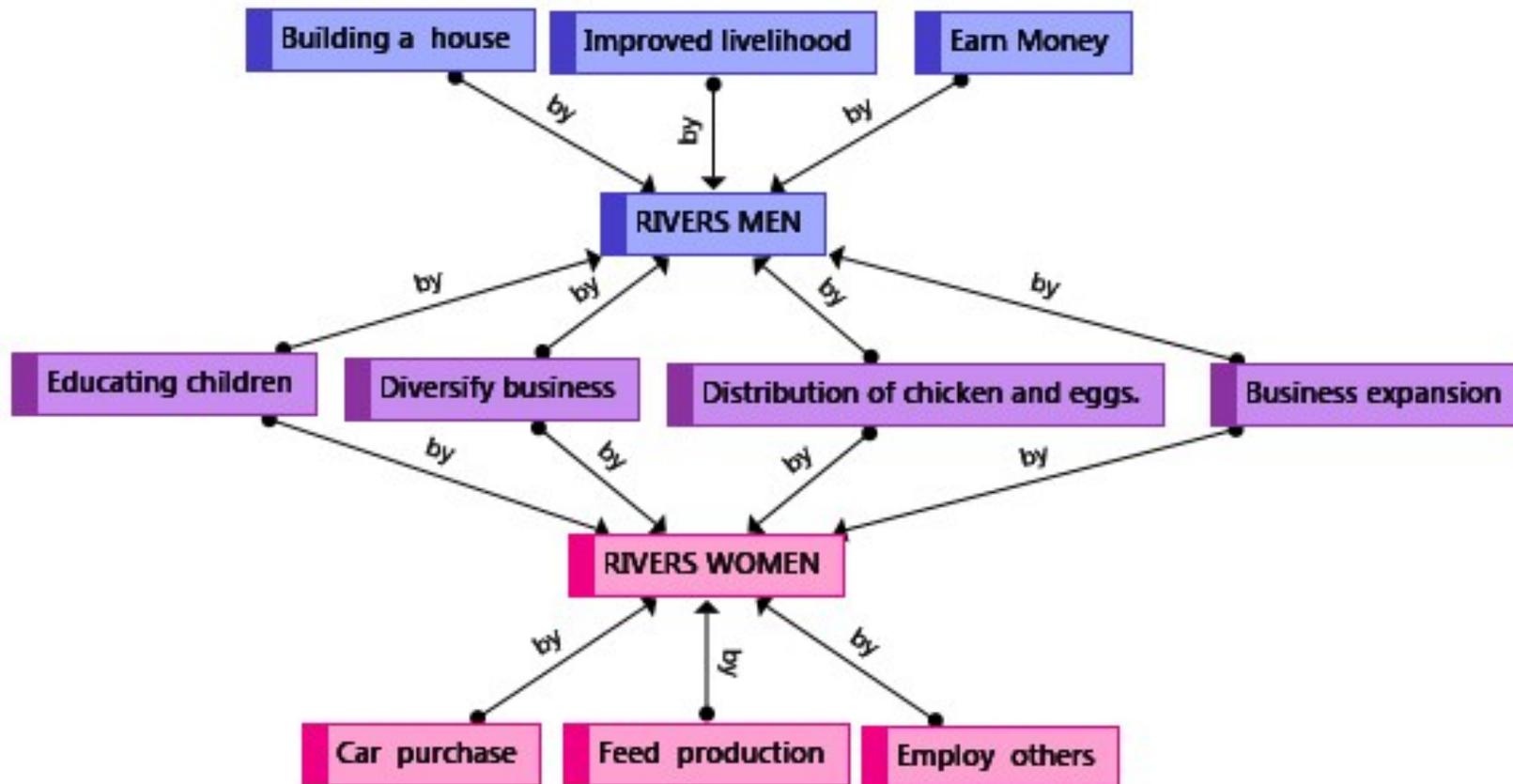
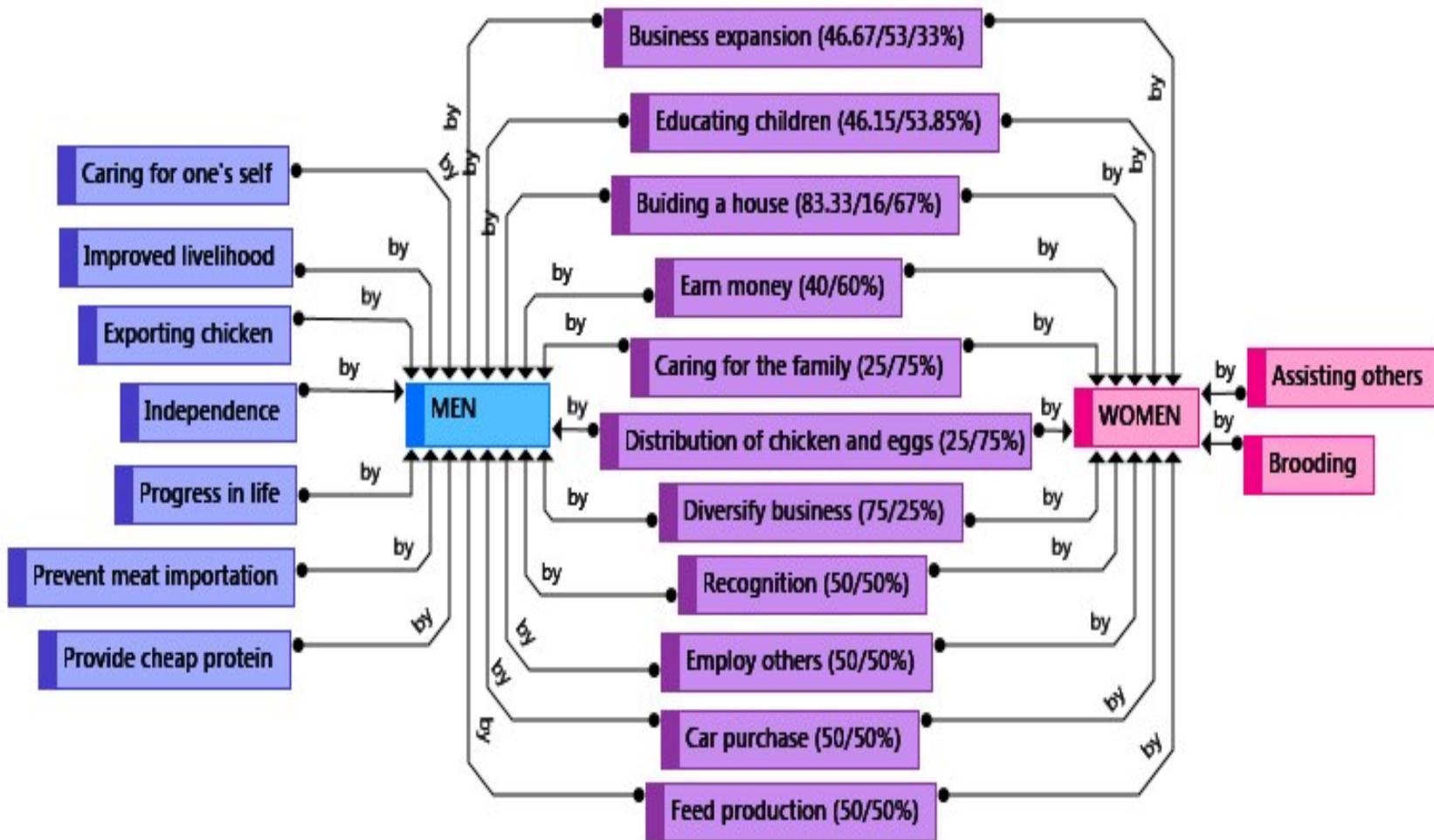


Table 6. Overall distribution of the goals of chicken producers

Features	Men's groups		Women's groups		Total
	Freq.	%	Freq.		
Business expansion	7	46.67	8	53.33	15
Educating children	6	46.15	7	53.85	13
Building a house	5	83.33	1	16.67	6
Earn money	2	40.00	3	60.00	5
Caring for the family	1	25.00	3	75.00	4
Distribution of chicken and eggs	1	25.00	3	75.00	4
Diversify business	3	75.00	1	25.00	4
Employ others	2	50.00	2	50.00	4
Brooding	0	0.00	2	100.00	2
Car purchase	1	50.00	1	50.00	2
Exporting	2	100.00	0	0.00	2
Feed production	1	50.00	1	50.00	2
Recognition	1	50.00	1	50.00	2
Assisting others	0	0.00	1	100.00	1
Caring for one's self	1	100.00	0	0.00	1
Improved livelihood	1	100.00	0	0.00	1
Independence	1	100.00	0	0.00	1
Prevent meat importation	1	100.00	0	0.00	1
Progress in life	1	100.00	0	0.00	1
Provide cheap protein	1	100.00	0	0.00	1

Figure 15. Overall goals of chicken producers



Gender disaggregation of the pathway to goal realization

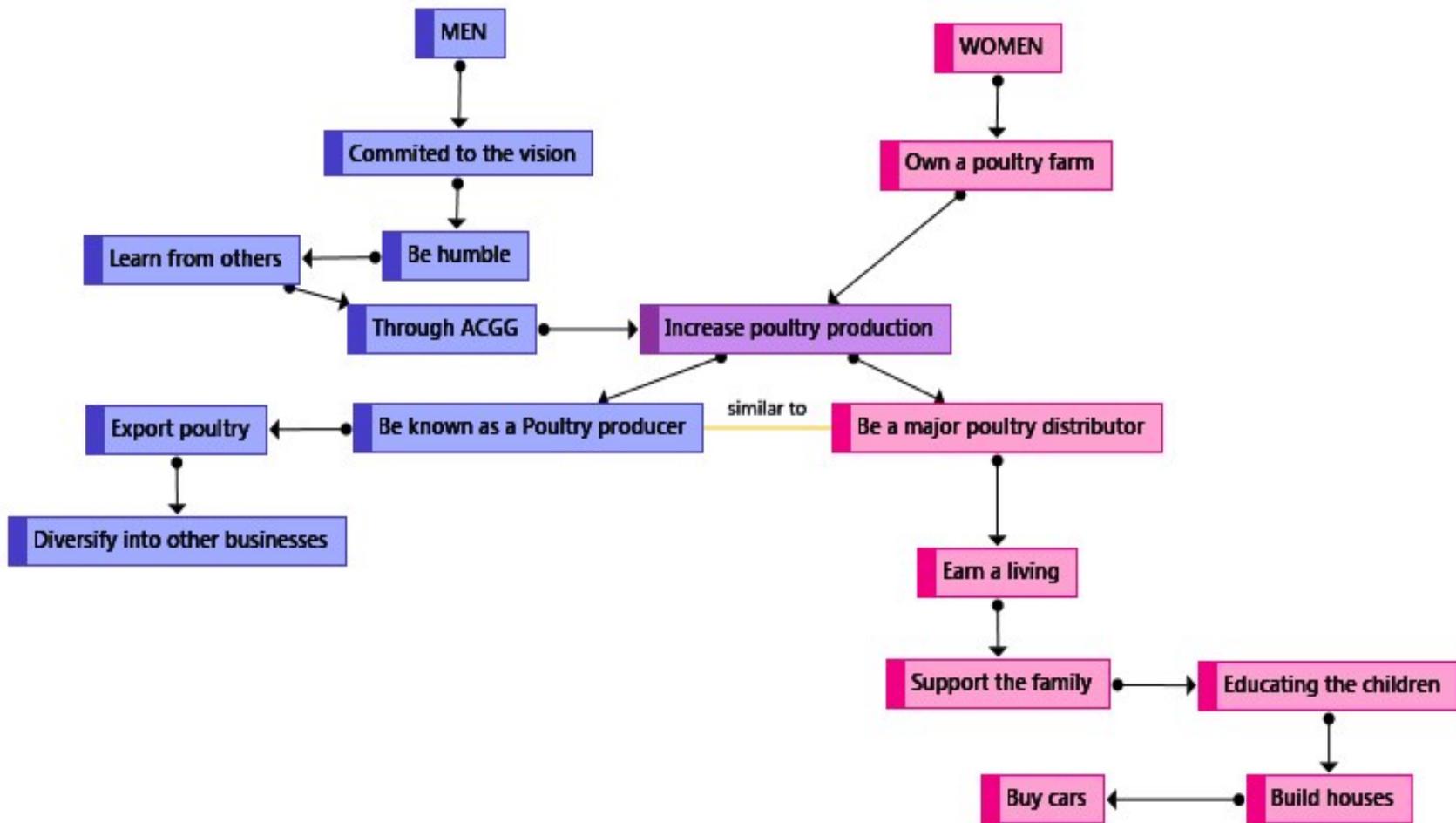
The results in Table 7 show that increase in poultry production was the only way believed by the male and female poultry farmers in the study area to realize their goals. The responses were *“Getting more chicken, rearing them”*; *“Get more chicken and more eggs in order to sell and get more money from brooding”*; *“More chickens to grow”*; *“More chickens to grow and sell”*; *“I have enough land to build pen that can accommodate 10,000 birds. I got 25 from ACGG but now I have 80 birds. If I can get empowerment, I will increase the production to 5,000”*; and *“Increase in production or expansion”*. The results in Figure 16 show that to realize their goals, the men would be committed to the vision (*“Commitment/devotion to your vision.”*), be humble enough (*“Humility”*) to learn from others (*“Learning from a successful person”*), increase poultry production through ACGG (*“Through ACGG”*), be known as a poultry producer (*“People to know me as a chicken producer”*), export poultry produce (*“We want to export this chicken to other countries. We like the education you gave us, and we are on the path of expanding the cost of this poultry producing business to benefit our community at large.”*) and diversify into other businesses (*“Diversifying into other business together with the poultry business.”*). The women submitted that the major pathway to realizing their goals in life are: ownership of poultry farms (*“Have my own poultry, raise money”*), becoming major distributors of poultry (*“an agent or major distributor”*), earning a living through poultry farming (*“Earn a living”*), supporting their families (*“Support my family”*) and educating their children (*“...through this project educate my children”* and *“Educate my children.”*) as well as possessing a house (*“Build my own house.”*) and own a car (*“Buy cars”* and *“Buy my own car”*).

The finding reveals that the male poultry farmers aimed at business expansion beyond the borders of Nigeria and business ventures apart from poultry. They intend to use poultry production as a stepping stone to be able to achieve their visions. The female poultry producers in the study area preferred to be more domestic, earn a living through poultry production, be able to care for and meet their family needs, and acquire properties.

Table 7. Pathway to empowerment in gender groups

Pathway	Men's groups	Women's groups	Total
Increase poultry production	2	4	6
Build houses	0	3	3
Buy cars	0	2	2
Educating the children	0	2	2
Committed to the vision	1	0	1
Be a major poultry distributor	0	1	1
Diversify into other businesses	1	0	1
Earn a living	0	1	1
Export poultry produce	1	0	1
Be humble	1	0	1
Be known as a poultry producer	0	1	1
Learn from others	1	0	1
Own a poultry farm	0	1	1
Support the family	0	1	1
Through ACGG	1	0	1

Figure 16: Pathway to empowerment in gender groups



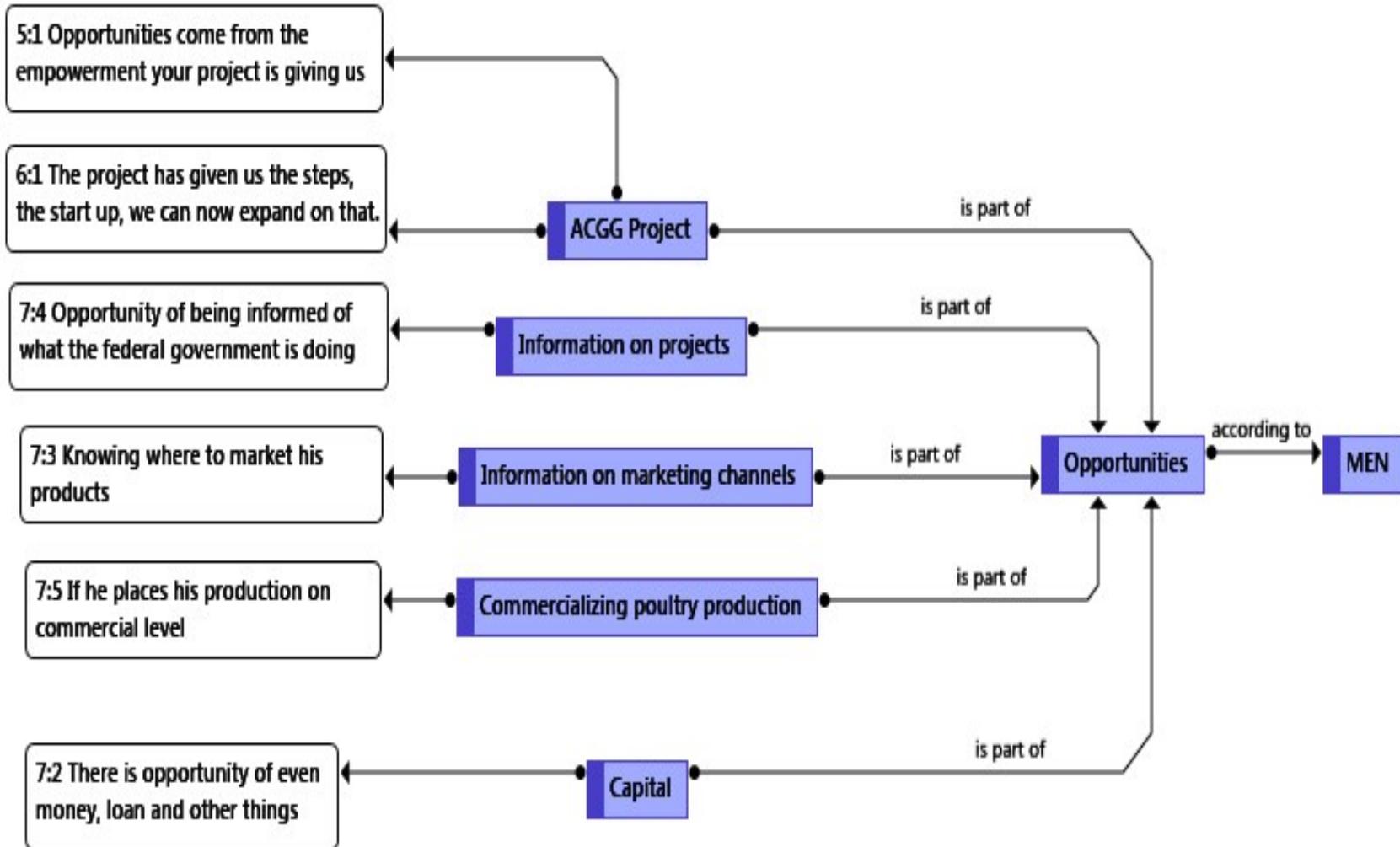
Opportunities available for empowerment

The results in Table 8 show that the opportunities available to the male respondents ranged from participation in the ACGG project (*“Opportunities come from the empowerment your project is giving us”* and *“The project has given us the steps, the start-up, we can now expand on that. The project has also improved our family health.”*), capital (*“There is opportunity of even money, loan and other things.”*), and information on projects embarked upon by government (*“Opportunity of being informed of what the federal government is doing.”*), information on available markets for the products and commercializing poultry production (*“Another opportunity that may come is knowing where to market his products. If he places his production on commercial level.”*). However, all the female respondents in the study area emphasized the ACGG project as the only opportunity that has brought real empowerment to their lives (*“Opportunities come from the empowerment your project is giving us.”* and *“The project has given us the steps, the start-up, we can now expand on that. The project has also improved our family health.”*). This discussion was taken up at individual in-depth interaction with some female informants buttressed with the researcher’s observation and detailed analysis during the FGD in the study area. Most of the female poultry farmers participating in the ACGG project in the study area shared interesting testimonies about how the ACGG project has brought opportunities for empowerment to them. These testimonies range from financial security and independence to social benefits, nutritional benefits, educational benefits for their children, enhanced respect and dignity from husbands and neighbours, increased participation in decision-making and agency at the household and community levels, as well as improved recognition and acceptance of women’s voices in the communities. Furthermore, most female participants also claimed that the ACGG project has improved peace and cooperation in their families, improved their knowledge and skills in poultry farming and marketing, and made their communities popular.

Table 8. Opportunities for empowerment in the study area

Opportunities	Word frequency
ACGG project	2
Capital	1
Commercializing poultry production	1
Information on marketing channels	1
Information on projects	1

Figure 17. Opportunities for empowerment



Gender disaggregation on means of empowering women across the states

The results in Figure 18 show that in Imo State, only the men responded to the issue of how women can become empowered. The results show that assets, education (*“Education”* and *“You find out about a woman you want to empower first, know about her level of education. You need to know her level of understanding of what you want to empower her about. You need to know her environment or society; physical, mental or otherwise. The woman has to be brushed up first before empowering her.”*), viable poultry business, technological improvement, training and skill acquisition and salary (*“Salary can also empower a woman when placed on a salary and financially independent; it will make that woman do things on her own.”*) were the ways through which women could be empowered in Imo State. The results in Figure 19 show that both men and women in Rivers State agree that women could be empowered when they get assistance from a spouse (*“Our husband can assist us in any business we do”* and *“By helping the women to cultivate the land for planting and harvesting.”*), provision of financial support, viable poultry business, and training and skill acquisition. The men were also of the opinion that enabling women to market farm produce, obedience of the women to their husbands and informing husbands of the purpose of being empowered were ways through which women can be empowered. In addition, the women were of the opinion that they could be empowered through the farming business, cooperatives, receiving input supply and being educated.

The results in Table 9 show that provision of financial support (*“Provision of financial support”*; *“We need money to start up”*; *“Money to start up business”*; *“Finance is also very important”*; *“Finance is the major thing to improve women empowerment”*; *“Money also helps a woman to become empowered”*; and *“Money to start up business.”*), viable poultry business (*“Chicken business is also good if we can get more of it”*; *“The most feasible one is the chicken business”*; *“Giving us more chicken to rear”*; and *“Livestock can immensely help in empowerment when someone in the area of hatchery for instance, is empowered to raise birds and begin to hatch, that empowerment can be pronounced in a short space of time, say in the next 5 to 10 years from now. Livestock is something that can change situation when people are empowered through it.”*) and training and skill acquisition (*“Training us in farming business”*; *“By giving them training on skill acquisition and drawing up their interest in the program”*; *“By providing training through skills acquisition will help women become empowered”* and *“A woman can become empowered when she acquires skill a woman can be trained to get skill for her to do well in a field or business she is entering.”*) were the three prominent ways through which women can be empowered in the study area, as agreed upon by both men and women. Results in Figure 20 further show that both men and women also agreed that assistance from husbands and education were ways of empowering women. More comments from women (57.14% and 66.67%) than from men (42.86% and 33.33%) expressed that provision of financial support and viable poultry business respectively were means of empowering women; more comments from men (75%) than from women (25%) expressed training and skill acquisition as means of empowering women while an equal percentage of comments from both males and females (50%) expressed that assistance from spouse and education were means of empowering women.

The results further show that men were also of the opinion that enabling women to market farm produce (*“Empower them in selling their farm produce in the market”* and *“The women sell their eggs from the chickens. Selling the chickens themselves help them get money which they use to support their families.”*), technological improvement (*“If you go to some farms there is one factory located for processing farming produce, garri processing unit, such a thing can empower a woman.”*), obedience (*“Obedience helps a woman to become empowered.”*), informing husbands of the reason they need empowerment (*“A woman can become empowered once the husband is aware of the purpose.”*), salary and assets (*“Asset[s] can empower a woman because it will make a woman to be industrious and focused.”*) were ways of empowering women while women were of the opinion that they could be empowered through farming business, input supply and cooperatives.

This implies that there are several means through which women can be empowered and is similar to the submissions of Satpute (2012) that women can be empowered through education, women's organizations, science and technology, entrepreneurship, microfinance institutions, law and agriculture. It is also consistent with Lord and Hutchison (1993) that support from people is vital in personal empowerment.

It is worth noting that both male and female groups mentioned that women can be empowered if they obey their husbands and carry them along in their quest for empowerment. This implies that there is a common belief that 'husbands are sources of empowerment to their wives'. This was further discussed (Figure 21); some of the respondents supported the notion that having husbands could be a form of empowerment for women. They stated that having husbands attracts respect from members of the community. Also, their husbands could assist them in their poultry business and encourage them. On the other hand, some women disagree that men could be a form or means of empowerment to women. They stated that single women had enough time on their hands to practice their vocations. They further expressed that some husbands could deprive their wives of being empowered by collecting the money meant to empower them or prevent them from venturing into programs that could empower them.

Figure 18. Means of empowering women in Imo State

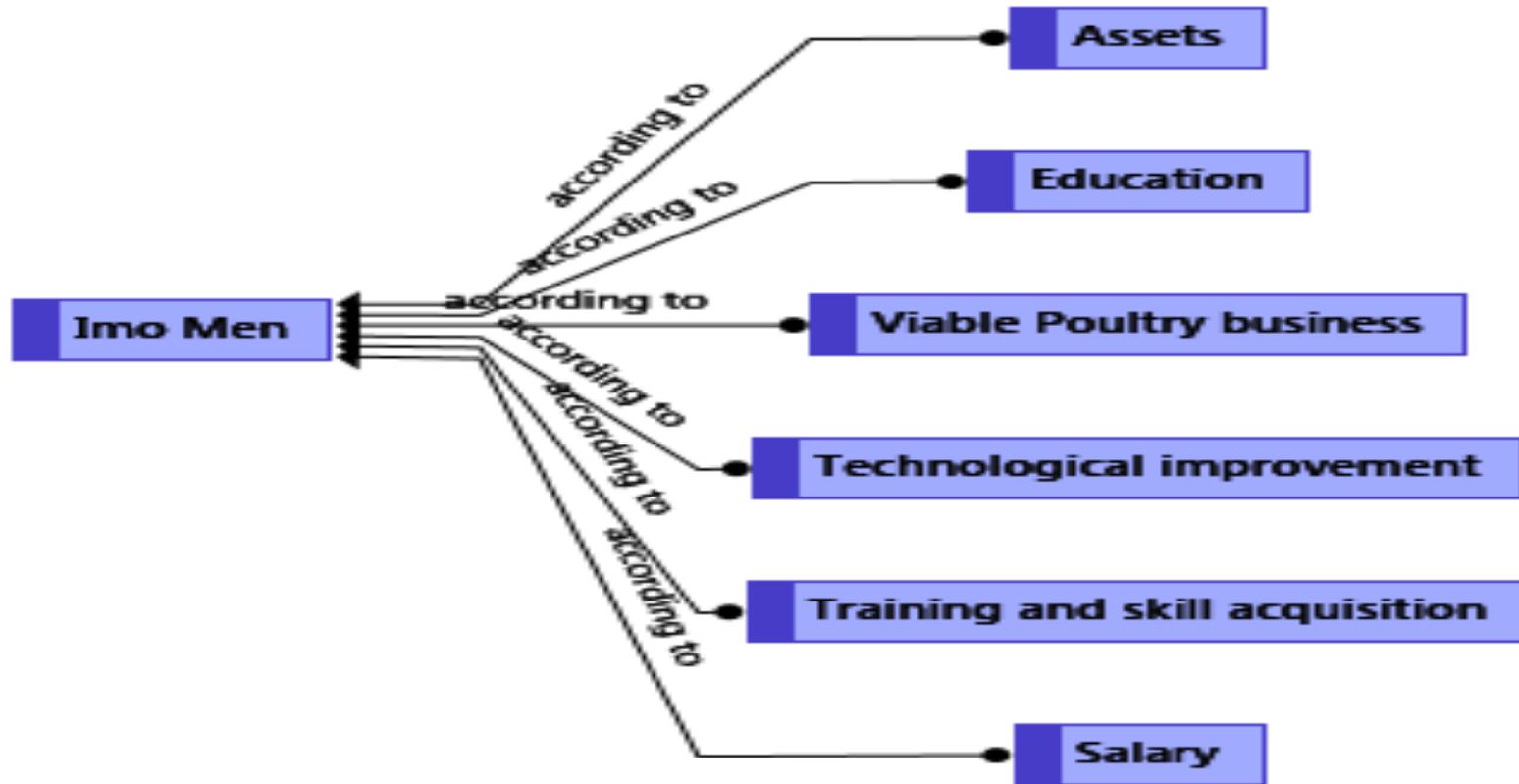


Figure 19. Means of empowering women in Rivers State

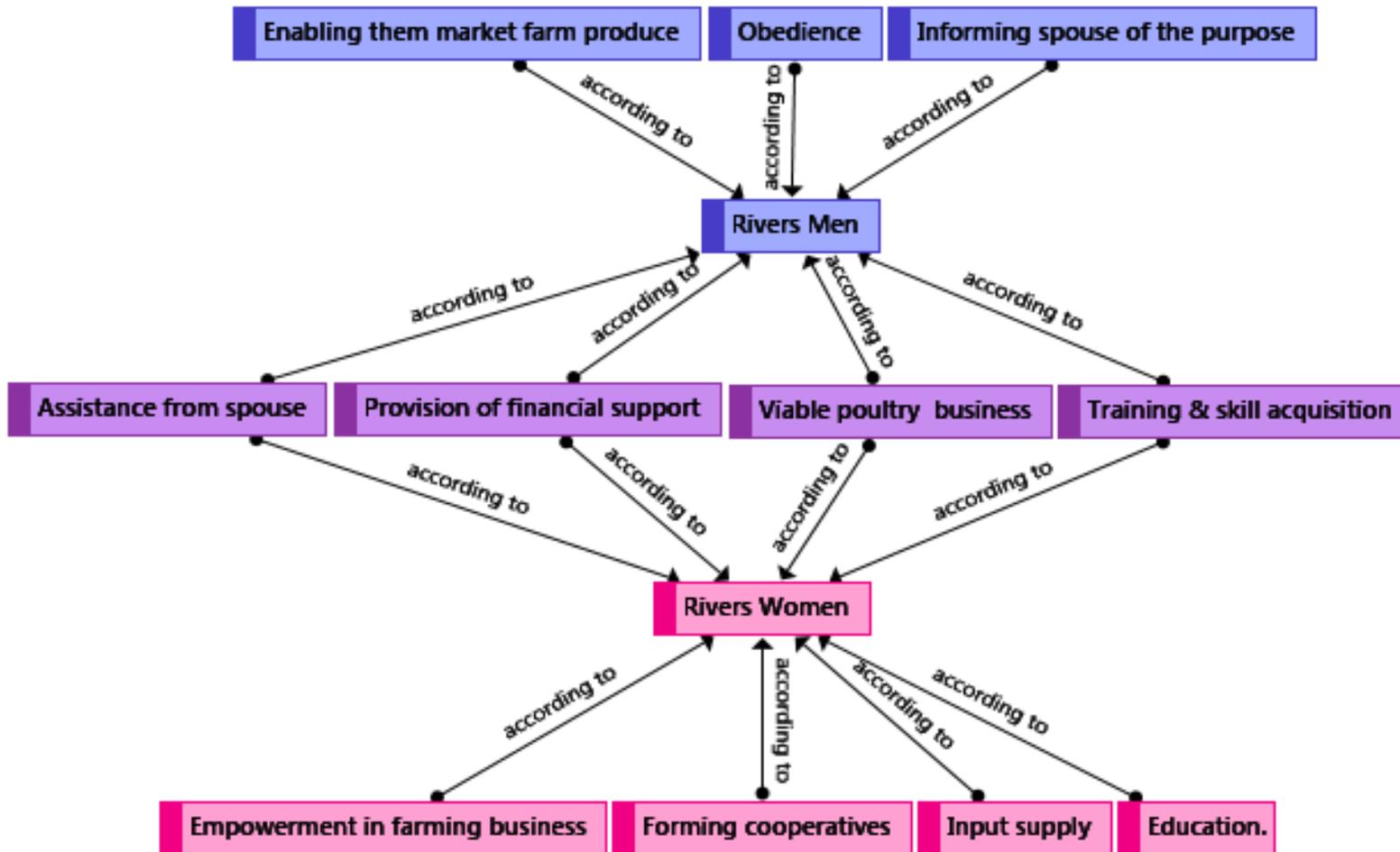


Table 9. Means of empowering women

Means	Men's Groups		Women's Groups		Total
	Freq.	%	Freq.	%	
Provision of financial support	3	42.86	4	57.14	7
Viable poultry business	2	33.33	4	66.67	6
Training and skill acquisition	3	75.00	1	25.00	4
Assistance from spouse	1	50.00	1	50.00	2
Education	1	50.00	1	50.00	2
Enabling them to market farm produce	2	100.00	0	0	2
Assets	1	100.00	0	0	1
Empowerment in farming business	0	0	1	100.00	1
Forming cooperatives	0	0	1	100.00	1
Informing spouse of the purpose	1	100.00	0	0	1
Input supply	0	0	1	100.00	1
Obedience	1	100.00	0	0	1
Salary	1	100.00	0	0	1
Seriousness with the poultry business	1	100.00	0	0	1
Technological improvement	1	100.00	0	0	1

Figure 20. Means of empowering women in the study area in gender groups

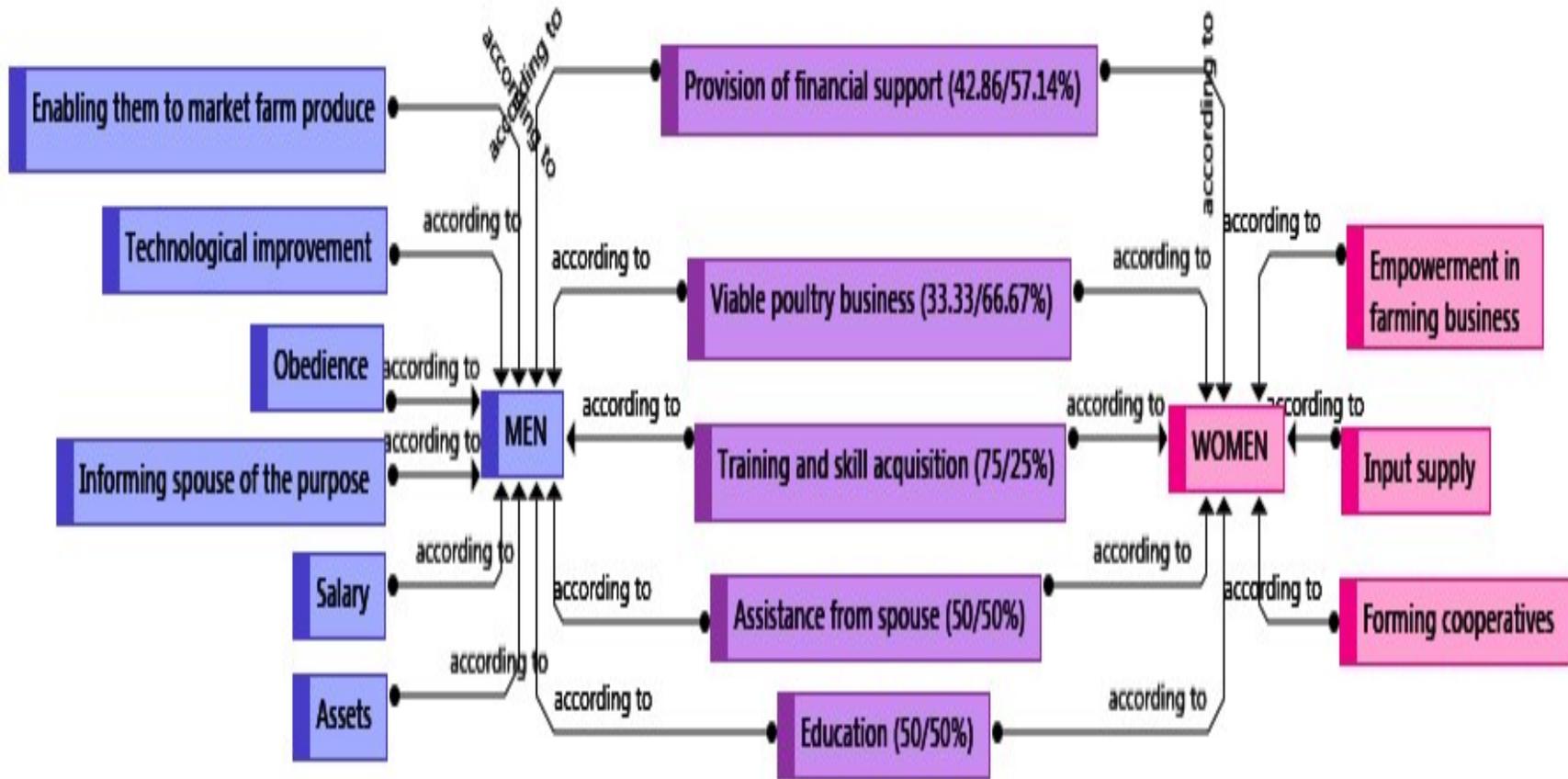
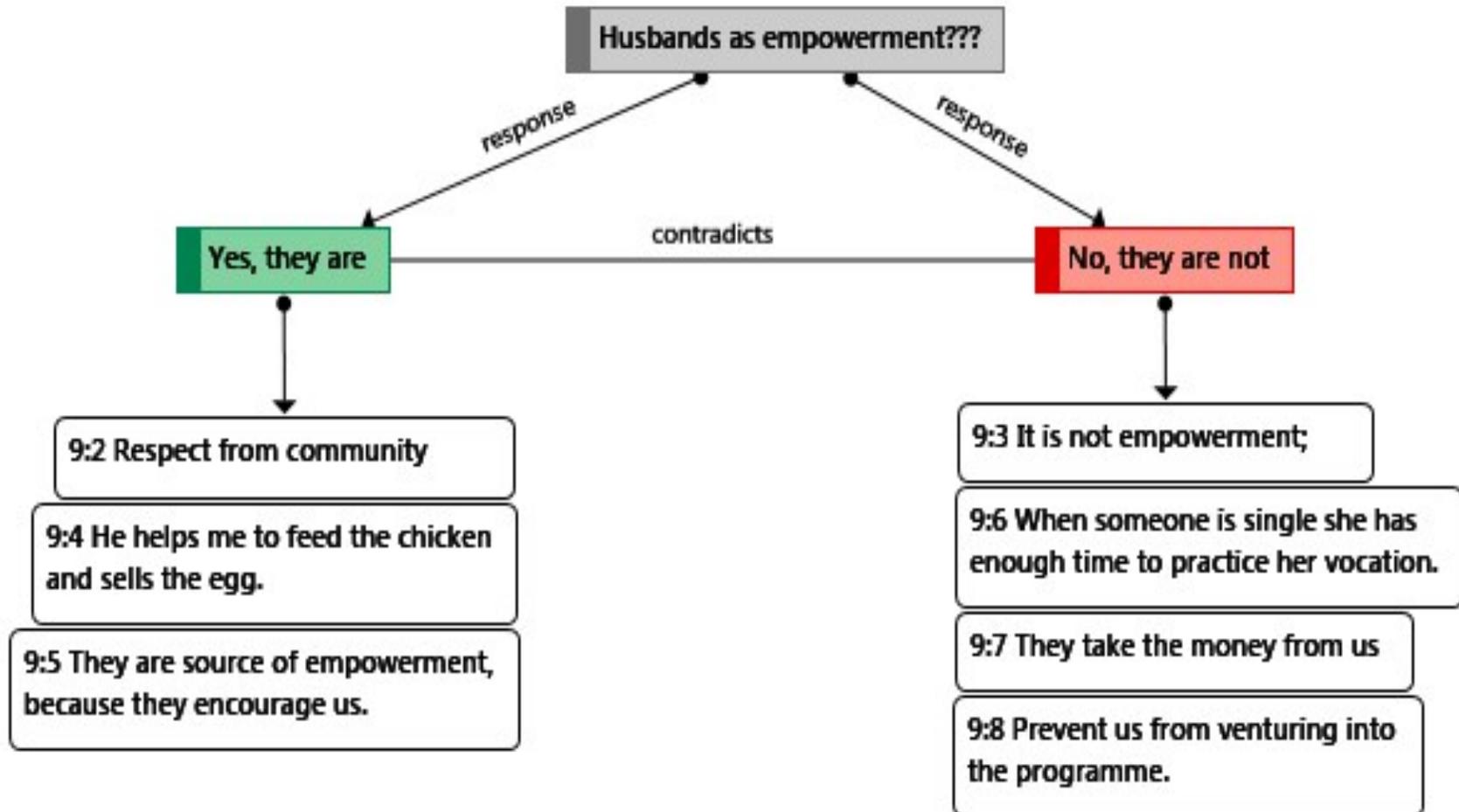


Figure 21. Responses on the issue of “Husbands as Empowerment”



Conclusion

Findings from this study confirm that there are gender differences in the conceptualization of empowerment among smallholder poultry farmers in the study area in Nigeria. While women see empowerment mostly from a service providing point of view of increasing their capacity to help others (process) which will enhance their visibility (product) in their households and communities, the men mostly see empowerment from the point of view of personal development that will enable them to have more authority and command more respect from people. In this study, women’s conceptualization of empowerment affirms the statement, “Empower a woman to empower the world.” This suggests the need to engage women in the course of empowering the community for sustainable development. Below are the highlights of the study’s major findings:

	Men’s groups	Women’s groups
Definition of empowerment	<ul style="list-style-type: none"> i. Productive, goal realization, ability to solve problems ii. Having access to funds when needed iii. Being responsible in the community iv. Positive change, knowledge impartation, mentoring others v. Receiving assistance vi. Increased finances and knowledge vii. Having authority viii. Human development ix. Making ends meet x. Improved finances and knowledge 	<ul style="list-style-type: none"> i. Possessing ACGG chickens ii. Building potential iii. Human development iv. Making ends meet
Features of an empowered man	<ul style="list-style-type: none"> i. Business expansion ii. Good living standards iii. Happiness iv. Help others v. Good health vi. Improved farm practices vii. Positive attitudinal change viii. Ability to solve immediate problems ix. Financial buoyancy 	<ul style="list-style-type: none"> i. Cares for his family
Features of an empowered woman	<ul style="list-style-type: none"> i. Business expansion ii. Good appearance iii. Happiness iv. Improved practices 	<ul style="list-style-type: none"> i. Supports the spouse ii. Good character iii. Cares for the family iv. Assists others v. Financial buoyancy vi. Self-reliance

Means of empowering women	<ul style="list-style-type: none"> i. Enabling them to market farm produce ii. Technological improvement iii. Obedience to husbands iv. Informing husbands before making decisions that could empower her v. Salary earning vi. Possession of assets vii. Training and skill acquisition viii. Assistance from spouse ix. Education 	<ul style="list-style-type: none"> i. Empowerment in farming business and input supply ii. Forming cooperative societies iii. Financial supports iv. Viable poultry business v. Assisting spouse vi. Education
Constraints/obstacles to women's empowerment	<ul style="list-style-type: none"> i. Politics and corruption ii. Lack of respect iii. Insufficient materials iv. Lack of funds v. Carelessness vi. Ignorance vii. Lack of planning 	<ul style="list-style-type: none"> i. Motherhood constraints ii. Theft iii. Lack of help iv. Sickness v. Shame vi. Low education vii. Lack of funds viii. Laziness ix. Culture and gender discrimination x. Lack of planning
ii. Local empowerment indicators		
	Men	Women
Visions for the next 5–10 years	<ul style="list-style-type: none"> i. Caring for oneself ii. Improved livelihood iii. Exporting iv. Independence v. Progress in life vi. Prevent meat importation vii. Provide cheap protein viii. Business expansion ix. Building a house x. Diversify livelihood to exporting xi. Recognition xii. Employ others xiii. Purchase car xiv. Poultry feed distributor 	<ul style="list-style-type: none"> i. Assisting others ii. Become poultry brooders iii. Earning money iv. Educating children v. Build a house vi. Care for family vii. Poultry products distributors viii. Recognition ix. Employ others x. Purchase car xi. Poultry feed distributor
Features of a successful female chicken producer	<ul style="list-style-type: none"> i. Cares for appearance, clothing and accessories ii. Expanded business with financial buoyancy iii. Respect to husbands and others iv. Good home management 	<ul style="list-style-type: none"> i. Expanded poultry farming with improved skills and modern facilities through ACGG ii. Provides nutrition (with chicken products) to family;

		<ul style="list-style-type: none"> iii. Helps and mentors others in the community iv. Educated children to highest level possible v. Build house and own a car vi. Active members of cooperative societies vii. Dresses well
Features of a successful male chicken producer	<ul style="list-style-type: none"> i. Expands business to exporting and importing v. Mansions and cars; vi. Cares for appearance, including clothes and accessories vii. Financial buoyancy viii. Respected at home and in the community 	<ul style="list-style-type: none"> i. Adequate provision of food and shelter for his family ii. Love to his family iii. Helps others; iv. Cares for his appearance, including clothes
Opportunities for empowerment	<ul style="list-style-type: none"> i. Participation in ACGG project ii. Participation in government projects iii. Access to information, capital and marketing 	<ul style="list-style-type: none"> i. Participation in ACGG project
Constraints to your empowerment	<ul style="list-style-type: none"> i. Inadequate finance ii. Politics and corruption iii. Poor national economy 	<ul style="list-style-type: none"> i. Inadequate finance ii. Culture and gender discrimination against women iii. Inadequate support from husbands iv. Poor economy v. Inadequate access to resources and opportunities vi. Laziness, poor planning and carelessness vii. Low level of education
Pathway to your empowerment	<ul style="list-style-type: none"> i. Committed to one's vision; ii. Humbleness iii. Learn from others through ACGG iv. Be known as a poultry producer v. Export poultry products vi. Diversify into other businesses 	<ul style="list-style-type: none"> i. Own a poultry farm through ACGG project ii. Increased poultry production iii. Major poultry distributor iv. Earn a living v. Support family vi. Educate the children vii. Build a house viii. Own a car

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